

# Strengthening NICHE Through the Engagement of the Geriatric Resource Nurse

**Roundtable Presenter:** Arlene Stoller MS, RN, GCNS, ACNS-BC  
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**Purpose:**

The purpose of this presentation is to outline the process LHMC utilizes to support and strengthen the GRN role, while increasing their engagement, with the ultimate goal of improving care for older adults.

**Background:**

LHMC received initial NICHE designation in 2010 and the GRN model was selected to serve as the foundation to address evidence based care. At that time, a limited number of 'champion' type roles were available to staff nurses, which has changed significantly with the renewed attention to Shared Governance.

## GRN Contributing Factors

- ◆ Recruitment:
  - ✓ Volunteered
  - ✓ Voluntold (Selected by Manager)
- ◆ Professional Development, i.e. interest in graduate programs
- ◆ Passive vs Active Learning
- ◆ Interests/Expectations

## Engagement of the GRN

- ◆ Defined Role with Direction
- ◆ Yearly Recommitment Letter
- ◆ Responsibilities
  - ✓ Educator
    - Peer to Peer
    - New Hire NICHE Education
  - ✓ Project Champions for Hospital Initiatives
  - ✓ Evidenced Based Literature Review Poster for Research Day
  - ✓ Delirium/SPICES Audits
  - ✓ Community Involvement
  - ✓ Involvement on Interdisciplinary Committee

## **Outcomes/Next Steps**

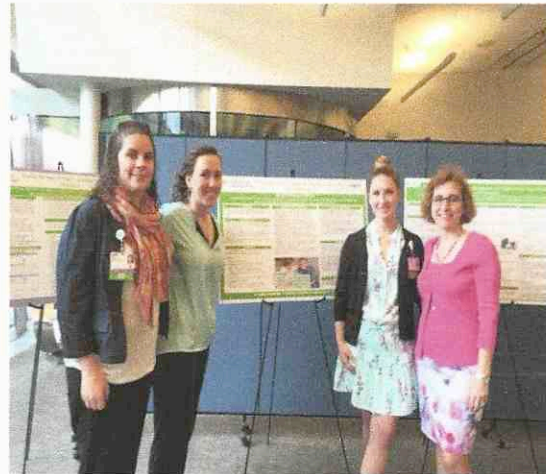
Increased accurate utilization of the SPICES and CAM assessments, along with appropriate interventions based on the respective plans of care. Through the dedication of the GRNs, one unit demonstrated a 40% increase in the utilization of the SPICES assessment and 19% increase in the CAM assessment. Looking forward, a GRN Co-Chair was elected for the GRN Committee and will help support, guide and lead the GRNs going forward.

## GRN Survey Questions

- Q1. What area do you work?
- Q2. How often are you asked geriatric specific questions by your peers?
- Q3. How much do you feel the GRN/NICHE education has influenced your practice?
- Q4. How satisfied are you with the education provided for you to become a GRN?
- Q5. Are you considering taking the Gerontological Nursing Certification Exam?
- Q6. Describe at least one situation where you believe that being a GRN has positively impacted a patient interaction.
- Q7. In your role as a GRN, have you performed NICHE related functions, such as audits and peer education?
- Q8. (Optional) Suggestions to strengthen/improve the GRN program.

### Summary of GRN Survey

Evaluation of the GRN program included a survey which demonstrated that 89% were satisfied with the education provided, 64% had performed NICHE related functions outside of their scheduled work hours, such as audits and peer education, and 52% were asked geriatric questions by their peers more than once a week. The qualitative data revealed GRN confidence and knowledge, as well a passion for improving care for older adults.



### GRN Thoughts

**Delirium**, working with the doctors and the healthcare team, **medication**, **SPICES**, **MOVE for Health**, constipation, **lack of sleep**, UTIs, Foley care, mouth care, **CAM**, incurring any hospital acquired infections, **OOB activity & mobilizing pts**, continue his daily practice of ADL's, **better outcomes**, Talking with family, another layer of care, extra time needed for teaching & reassessment, advocate for **MOLST**, **I am the unit's GRN**, appreciation and enjoyment working with these folks, impacts me every day, **changes in renal clearance or tolerance**, relaxes them to know, Adapting educational material, **thank me**, resource on the floor, **new confidence**, positive experience for the patient and the nurse, non-pharmaceutical ideas to assist in treating elders, **my COMFORT**

