PODIUM PRESENTER:
The NICHE Influence on Geriatric Psychiatry at UAB Hospital
University of Alabama in Birmingham Hospital
APRIL 20, 2017
Kimberly Barnes-Ayers, BSN, MAEd
Nurse Manager and NICHE Steering Committee

- Total 1,157 Beds
- Only Level I Trauma Center in Alabama
- Top100 Hospitals nationally ranked in 8 specialties (US News and World Report)
- Magnet designation- 4 times designation
- Core group attended NICHE annual Conference 2008
- NICHE designated since 2009
- NICHE Exemplar status 2015
- UAB Health System largest academic medical center in Alabama

- One of the largest academic medical centers in US
- Nationally ranked Heart and Vascular Services
- Comprehensive Cancer Center uses the largest cyclotron in a U.S. academic medical center
- Only Adult Level I Trauma Center in Alabama
- Level IV Regional Neonatal Intensive Care Unit
- Comprehensive Transplant Center national leader in kidney transplants
- Eye Hospital- first level 1 ocular trauma center in the nation- only one in Alabama
2009

- NICHE designation
- Only NICHE Hospital in the state/southeast
- Goal: Improve care of elder patients - educating healthcare providers/hard wiring evidence-based geriatric practices
- Goal to be achieved via Geriatric Scholar Program (one avenue)
- Initial scholar's class - 17 nurses

2013

- Program leaders recognized need for scholars to practice the knowledge and skills being taught in the program
- Simulation was added to the first year curriculum

2015

- 43 Geriatric Scholars in class of 2015
- Multidisciplinary scholars: nursing, physical therapy, occupational therapy, social work, case management, pharmacy, pastoral care, and dietary.
- Rebranded - Inter-professional Geriatric Scholars Program
- Total 165 scholars throughout UAB Hospital
- Approximately 40 practice areas throughout UAB Hospital
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2015

• Implemented Geriatric Scholar Patient Support Program provide education to non-licensed staff on care strategies that they can implement to prevent functional and cognitive decline in hospitalized patients.
• Inaugural class October 2015 included: unit secretaries, patient care technicians, and a neurovascular lab technician.
• UAB Hospital has achieved “Exemplar” NICHE Status

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• Scholars must take the information they receive and share it with others.
• Made a great impact on spreading geriatric concepts throughout the organization.
• The inaugural class alone reached more than 600 employees by educating others on what they have learned and implementing evidence-based projects in year two of the program.

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Projects –
• Addition of functional and cognitive screens to the electronic medical record: now completed on every geriatric patient that is admitted to UAB.
• Pressure ulcer prevention
• Safe mobility programs
• Pictograms – played integral part in preparing UAB Medicine for the Virtual ACE initiative – teaches frontline staff how to implement geriatric plans of care to prevent functional decline.
Geriatric Psychiatry 2007 vs 2017

2007
- Patients pace (mainly in the evening): Staff — “sit down”
- Patients repeat questions: Staff — “I just answered that”
- Patients become restless asking to go home: Staff — “you can’t go home”
- Patients verbally/physically respond in effort to communicate: Staff label ‘aggression’

2017
- On admission—Patient/family discussion ‘All about Me’ staff aware of preferences, etc.
- Patient gait assessed on admission—Get Up and Go—rises identified precautions taken—awareness increased falls with injuries decrease
- Admission assess functional status staff—assist as needed preventing declines
- Staff use: Arts in Medicine, tools—delirium toolkit — pts engaged—interactive—smiling

Geriatric Psychiatry

Patient Care Scholars (frontline staff)
- Developed 3 major projects and several day-to-day projects/instructional sessions
- Two developed projects related to delirium education, awareness, and prevention
Patient Care Scholars Poster
‘To Pee or not to Pee’

- Developed a project to assess proper hydration amongst elderly adults and the benefits
- Implemented the use of urine chart in patient bathrooms and provided staff with a quick reference for their badge
- The project encourages all providers to mindful of hydration no matter their role on the health-care team

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UAB Geriatric Psychiatry

2016
- Four Patient Care Technicians and one Unit Secretary became involved in the NICHE program as Patient Care Scholars and made many positive changes on the unit.

2017
- Two Patient Care Technicians became Patient Care Scholars
- Influence of the NICHE program at University of Alabama in Birmingham Hospital (UAB) and the Geriatric Psychiatry unit (C7S) in particular is far-reaching.

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Geriatric scholar growth in the CPM

Class of 2011 (Effective Communication)
Andrea Yellet Jones
Kimberly Ayers

Class of 2012 (Prevention of Wounds-Turn Clock)
Margaret Galloway

Class of 2014 (Functional Assessment-Katz education)
Renwick Slaughter
Sharon Walton

Class of 2015 (Geriatric Mobile Application)
Jiliana Sea
Tom Gleason (Occupational Therapists)
Psychiatry Occupational Poster

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UAB Geriatric Psychiatry

Geriatric scholar growth in the CPM
Class of 2016
Interdisciplinary (Get up and Go-Gait assessment)
Psyllis White
Javick White
Jennifer Newsome
Hosheen Abdullah
Patient Support (Hydration, All About Me Board Enhancement, Three D’s Delirium)
Tatiana Singing
Cindy Williams
Wilton Scott
Jennifer Foster
Sims’ Oaks

Geriatric scholar growth in the CPM
Class of 2017
Improved outcomes on Geriatric Psychiatric Unit
Bobby Prince
Saphia Beckles (left the organization)
Amy Mather (left the organization)
Angela Foster (Angela postponed participation for personal reasons)
Class of 2017 Patient Support
Donald Gage
April Davis (delayed due to illness)
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Geriatric Psychiatry

• Direct care providers heard the call - decided to become change agents
• They were empowered by the nursing leaders to obtain the knowledge and skills
• They had many ideas -- were allowed to explore, develop and implement them

Front line staff were strongly encouraged to apply for the Geriatric Scholar Program
• Several applied and were accepted
• They were supported - they developed and implemented initiatives to improve the care of the patients
• Were given paid time as well as time on staff and other meeting agendas to present to all staff

‘Get Up and Go’ Practice Session
‘Get Up and Go’ Education Session

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Geriatric Psychiatry Staff Magnet Certification 2016

UAB Geriatric Psychiatry

Direct care staff (patient care technicians-PCTs) empowered:
- High levels of engagement energized the other direct care staff.
- PCTs continue to share knowledge and guide others (not only their peers).
- Increased knowledge and energy has proven to be advantageous for our geriatric inpatients.
- Will continue to support all of our Scholars and improve care of health system elders.
Walking to Remember 2010
(Services benefit older adults)

Walking to Remember 2015
Alzheimer’s of Central Alabama annual advocacy and fund raiser

Walking to Remember 2016
2016 NICHE Annual Conference

We Continue to Grow

That's all for now.
Questions will be answered at the end of this session