In the Fall, 2012 Mount Sinai Magnet Newsletter Christine Seidler wrote an outstanding article describing her experiences mentoring high school students. These are economically and educationally disadvantaged students from grade 7-16 whose high academic achievement allows them to participate in the CEYE program. The late Dr. Lloyd Sherman founded this program to increase under-represented minorities in healthcare by exposing youth to the many disciplines, practices and rewards of healthcare firsthand. Since his passing, CEYE has been able to continue his life’s work, becoming a smaller center within the Center for Multicultural and Community Affairs. Christine focused on the students’ perceptions of nurses as well as the nurses who advanced the image of nursing through teaching, modeling professionalism and leadership. Any Mount Sinai employee can access this article on the Intranet under “Department of Nursing” - “Magnet”.

Since Christine’s article was so well done, I was surprised to get a request for another CEYE article. Nevertheless, I met with the CEYE’s Program Coordinator Alyson Davis, MSW whose positive energy and enthusiasm is immediately apparent. She steered me to Runa Guy, BSN, MSA who is the Clinical Nurse Manager of (continues on Page 4)

Mount Sinai Kidney Center
Nephrology Nursing Review

The Mount Sinai Kidney Center (MSKC) is geographically located at 94th Street, the chronic hemodialysis unit, and in Annenberg Building MC Level that houses B1 Hemodialysis and Peritoneal Dialysis Units that provide both acute and chronic hemodialysis and PD treatments to all inpatient and outpatient renal patients.

Eight months ago, the Dialysis Professional Practice Committee (PPC) was formed to address issues that are unique and specific to the needs of the nursing staff of MSKC. When addressing the result of their RN Engagement Survey, the dialysis nurses identified they would like the PPC to spearhead activities to support continuing education needs as well as nurses who are planning to get their nephrology nursing certification. Yvette Cummings, RN, BSN, MSN, Associate Director of Nursing for the Mount Sinai Hospital Kidney Center, has a vision for her staff: that it is possible for all renal care staff to be certified and has set a goal for 100% certification.

For three months, the committee poured every effort to create a program that closely follows the Nephrology Nursing Certification Commission (NNCC) certification exam specifications. They invited credible and outstanding speakers from MSH Nephrology Department and American Nephrology Nursing Association (ANNA). They organized a venue and arranged catering for attendees. They created brochures and registration materials. Maria Vezina, EdD, RN, NEA-BC Senior Director Nursing Education and Professional Practice, arranged an advertisement in Spectrum Magazine and Nurse.com website. The MSKC PPC mailed, faxed, and distributed invitations to more than one hundred dialysis units in New York (continues on Page 7)

Shifting Gears
by Deborah McCauley, RN-BC, BS
Ambulatory Care, Medical/Surgical Specialties
Center for Advanced Medicine

In the summer of 2008, the Center for Advanced Medicine (CAM) ascended where the Mount Sinai staff parking garage once stood. Along with its dedicated staff, most of the Annenberg ambulatory clinics moved to the CAM building at 17 East 102nd Street. Medical/Surgical Specialties clinics accommodate space on the 2nd, 4th and 6th floors of the east tower of the CAM Building. Currently there are thirty-two specialty clinics which function Monday to Friday, revolving around each other at different times in various clinic areas.

Registered Nurses are cross-trained to move from clinic to clinic and floor to floor throughout the day. Medical/Surgical specialized trained nurses monitor pediatric and adult IV sedation cases twice a week in ambulatory Oral Surgery, which is one of (continues on Page 6)
Historic Gift
To Nursing Research & Education

The Alumnae Association of The Mount Sinai Hospital School of Nursing has made an historic commitment to support nursing research and education at Mount Sinai. The $200,000 gift—the largest in the Alumnae Association’s nearly 120-year history—will support initiatives of the Center for Nursing Research and Education (CNRE).

Chartered in 1894, the Alumnae Association has a proud legacy of championing and fostering nursing excellence and exceptional patient-centered care at Mount Sinai. With this gift, the Alumnae Association aims to strengthen its relationship with Mount Sinai Nursing and carry forward the standards of excellence that characterized The Mount Sinai Hospital School of Nursing, which closed in 1971, into a new era.

“Our legacy has been to supply the world with some of the greatest nurses who have ever lived,” said Alumnae Association President Theodora Sirota, PhD, CNL, APRN-BC, Class of 1962, who has led the organization since 2006. “As we planned for the future, we felt strongly that we should be supporting our home. We want to contribute in whatever way we can to continue the greatness of Mount Sinai Nursing.”

Dr. Sirota also feels passionately that research is vital to the future of nursing. “It is critical to the profession of nursing that we develop knowledge and clinical practices based on solid evidence,” said Dr. Sirota. “Research is probably the most important activity that nurses can do to prepare for the future.”

The Alumnae Association’s landmark gift will be used to create an endowment for the CNRE as well as advance nursing education initiatives and promote nurse-initiated research projects.

PRECEPTOR WORKSHOP

I was signed up for the Preceptor Workshop by my Director and CNM. I thought this was an error since I cannot count how many orientees to the PACU I’ve precepted. I was very pleasantly surprised after attending at how helpful this workshop proved to be.

Things I learned at the Preceptor Workshop: Carol Manns, RN, MSN, Nurse Educator really gave her best efforts in conveying to our group of around twenty-five how important our role is as a preceptor. She energetically navigated our circle to engage us in a four hour dynamic learning exercise where we shared experiences, learned strategies and our purpose in precepting newcomers. We learned about the Transitions program which gives new grads a one year support in their negotiating the road from new grad to new hire.

Medel Paguirigan is the master mind behind this program and is looking for volunteers to be a role model for new hires. I was reminded that the preceptor role is three fold...nurturer/social introducer, professional role model and educator.

There are five “F’s” to negotiate for the orientee.
1) Fatal: that is not causing any harm to anyone
2) Fundamental: learning to follow nursing policy and procedures
3) Frequent: our routines and repetitive actions
4) Fixed: time management, how to complete our nursing responsibilities in a fixed time interval
5) Facility: Mount Sinai Hospital and its idiosyncratic flavors.

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I learned that, as a preceptor, as a nurse, I bring not only my skill and knowledge, but also who I am as a human being. I learned that it is more important to learn who to ask and how to obtain information than where the equipment is located. Lastly, I learned that while not intending to, I have engaged in bullying behavior myself by allowing it to occur around me without intervening.

Bottom line, it’s never easy to be new, anywhere, and we were all new at one time or another. It is time to quit eating our young, throwing them out of the nest or into wild waters to see if they sink or swim. That does nothing for either the new nurse or the patient who is being cared for. It is time to lend support, validate proficiency, identify learning needs and get our new nurses off on their best footing.

Historic Gift from The Alumnae Association of The Mount Sinai Hospital School of Nursing Will Support Nursing Research and Education

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“This gift is a major opportunity for us to support nursing research in a strategic and timely manner..... The Alumnae Association's legacy of nursing excellence and practice lives on through their support of the future of nursing at Mount Sinai.”

Carol Porter, DNP, RN, FAAN, Chief Nursing Officer
The Zone

Rubita Concepcion, BSN, RN is in The Zone, along with Teresa Roman, BSN, RN another nurse who works in Ambulatory Surgery. They assess the outpatient pediatric surgical population who are coming to Mount Sinai for surgery. The Zone gives the children distraction from their NPO status, their nervous parents and provides a fun environment in which they can pass the time while waiting for their surgeries to begin.

Ruby points out that before they used the Zone, the children would run around and frequently fuss or cry which would upset their parents as well as the other adult pre-operative patients and their families. Ruby observed that only the ‘privileged’ children who had electronic gadgets to play with were well behaved and not problematic. The Zone allows for a special space where all children can zone out, if you will, from their experience of waiting for surgery.

The Zone is a unique play area for children of all ages. The pre-op space is kept separate from the inpatient areas. I met Rosemary O’Connell, a Child Life Assistant, who very graciously gave me a tour. I saw areas with baby and toddler toys, with school age toys and the computers, IPADs and Wii’s available for yet older patients. On the inpatient side there are therapeutic play areas with dolls and stretchers, musical instruments with a stage for performances, an air hockey and pool table and a TV studio where performances can be broadcasted. Rosemary and I discussed the popularity of the ‘kitchen’ set; the draw of pretend food and food preparation is especially popular with the children who are not allowed to eat prior to surgery. I know from speaking with my adult patients in the PACU, that food fantasizing is one of the ways people cope with being NPO for long periods of time.

There is a Quiet room for prayer, meditation and / or sleeping babies. The Family Resource room has computers, resource books for parents and caregivers as well as literary books for children through teens. There are calendars with events such as Sand Art, Music Jam, Computer Animation, Puppet Making to name a few all run by The Child Life and Creative Arts Therapy Department. KidZoneTV is Channel 114 run by the Child Life and Creative Arts Therapy Department, www.MSchildlife.org. They (continues on Page 4)

THE CENTER FOR NURSING RESEARCH AND EDUCATION
ANNUAL RESEARCH DAY
December 11, 2013

This year’s annual research day was notable in many ways. I will re-cap, but I apologize for not being able to reproduce the ‘magic’ of the day. It all started with a pre-conference presentation on the publication process which provided tools to support scholarly writing, publishing and manuscript review. Stern Auditorium was full and the audience, many in teal, were so attentive that you could hear the proverbial pin drop.

Then, the Mount Sinai School of Nursing Alumni Association presented an endowment to the Center for Nursing Research and Education. Dr Theodora Sirota, PhD, RN, CNL, PMHCNS-BC, the president of the Mount Sinai School of Nursing Alumni presented Dr Carol Porter, DNP, RN, FAAN with $200,000 to support the CRNE which was operationalized in 2010 and focuses on nursing research and education. The Mount Sinai School of Nursing Alumni gave these monies to support nursing research which allows for the development of solid evidence on which to base practice. With this historic gift and their philanthropic vision, nurses will be able to realize higher levels of expertise and leadership.

The day’s keynote speaker was Eileen Sullivan-Marx, PhD, MBA, RN, FAAN who is the Dean of the New York University College of Nursing. She is a distinguished nursing leader, and I found out, an entertaining speaker. She recalled her personal journey in Practice, Research and Policy: Putting it All Together and she walked us through the last 50 years of our American nursing history. She completed her presentation with a quote from Frederick Douglass who said: “Everyday our numbers will grow and they will speak for us”.

With that, we had the opportunity to view the growing numbers of research posters which (continues on Page 7)
Ambulatory Care. Together they have taken the mentoring of eligible students a step further and described their summer 2015 experience.

Runa handpicked two ACTs, (assistant care technicians in Ambulatory Care) Paula Torres and Aurelia Deh. The students who had been screened by Alyson and then interviewed by Runa had to attend orientation to learn HIPAA compliance, Fire and Safety Protocols and other important hospital structures that ensure patient safety. That’s when Paula and Aurelia took over. They were responsible for orienting their students in much the same way as they would any other new staff member with consideration for their young ages and levels of experience.

Not only were Paula and Aurelia successful in teaching Johnny and Estephania, but they described how their relationship became much more than mere colleagues. They formed what sounded suspiciously like a transformative relationship which will influence the future of these young students and propel them into solid healthcare careers. Paula and Aurelia nurtured and guided Johnny and Estephania, taking responsibility for providing them with the knowledge they needed to take away a rich, rewarding experience.

Meeting these two students, I was impressed with their poise and presentation. They are both seniors in High School, Johnny is at Eleanor Roosevelt and Estephania is at Central Park East. They both had been exposed to healthcare from an experience in middle school called “MedDocs”, which is a program run by medical students. They both shared an interest in pursuing careers in medicine which developed when they were very young; six for Estephania when her grandmother was ill and “ever since I (Johnny) could remember”. So this next step of being able to work as staff members in ambulatory care brought them closer to their dreams. Estephania reported highlights of her experience included exposure to diverse cultures, different focuses of the different clinics and being mistaken for a resident by one of the doctors. Johnny enjoyed talking with patients, having them discover his young age and being able to converse with them in Spanish, developing bonds with other colleagues and especially with his mentor, Paula.

Of note, Estephania and Johnny inspired Aurelia and Paula in turn. Aurelia has been working at Mount Sinai as an ACT for less than 2 years and says she will return to school to pursue a nursing degree. Paula worked as a registrar and ACT for 17 years in Mount Sinai and has long term goals of returning to school to become a physical therapy assistant in sports medicine. Both describe mentoring as having enriched their work experience, inspired them to continue their own professional growth and have hopes to continue ties with Estephania and Johnny and learn of their future successes.

Runa Guy, CNM Ambulatory Care, embraces the concept of mentoring and volunteerism. She explains that the experience of teaching and nurturing these young students enhances the employee’s relationship to their work, makes them see themselves through the student’s eye, appreciates the value of their expertise and renews their commitment to their own professional development. Alyson Davis, Coordinator of CEYE, demonstrates the success through her students: definitely a win-win.

The MSHRCC demonstrated by this example shows us how we can positively impact the youth of our community through participation in this program. Students participate in summer, fall and spring programs.

For information on getting involved as a mentor, please contact Alyson Davis at the Mount Sinai Center for Excellence in Youth Education (CEYE) at 212-241-7655 or alyson.davis@msm.edu. CEYE program website: www.mssm.edu/ceye. www.facebook.com/ceye.cmca

Ruby was the recipient of the Mount Sinai 2015 Perioperative Nurse Excellence Award. Mount Sinai is lucky to have her.
Mindfulness
submitted by Sylvie Jacobs, RN, BSN, CPAN

“Perhaps like never before, a major concern these busy and stressful days is for the lack of time—time to do everything that needs to be done, to do it “on time,” and to do it in a quality way. But the real problem for us is not about the scarcity of time— which we can, after all, learn to manage through a variety of strategies. Instead, the real source of suffering is the feeling that “I must get on to something else; this activity is taking too much time.” When we have this attitude, we really don’t know what we are doing—our mind is somewhere else, not focused on what it earlier decided it needs to take care of; If we don’t know what we are doing, how can we be our self? If our mind is somewhere else, it means we are trying to be someone else, not who we are in the present moment. However, by practicing awareness, we can train ourselves to respond to distractions in a positive way and increase our capacity to give full attention to the task or relationship before us.”

Les Kaye

These words became more meaningful to me after I’d visited GP2, Admissions for Surgery. Nurses sometimes change into ‘different’ people under the stress of trying to meet time constraints. This phenomenon in GP2 is seen when first surgeries that are delayed cause an avalanche of delays for the rest of the day. Time is of the essence, you might say, and nurses oftentimes take the brunt of the stress in coping with these delays.

How do we manage our time? Time is enormously important in what we do. We need to know what time a medication is due, when did the patient stop breathing, when the doctor was called? How do we complete a MSHRCC required “sit” with the patient without worrying about time passing and trying to focus on the thoughts, feelings and needs of the patient?

When we are stressed over time, we lose our relationship with our innermost selves in the pressure of getting it done or meeting a deadline. We can find other people and their needs to be obstacles in our paths. Our usual empathetic, mature, compassionate selves seem to vanish and we find ourselves reacting with habitual ways of expressing tension, distress, fear and anger.

What needs to happen to break with these ‘habits’ is conscious exploration. Notice how time expands and contracts. It gets shorter when we are having fun. It gets longer when we are tired or in pain. This tells us that time is perceptual.

Being able to know when delays are inevitable and accepting that which cannot be changed is a wise and efficient way to manage your energy. This is the energy that you use to deepen and enjoy rich, positive relationships, with yourself, your family, your colleagues and your patients. Time management is a skill required for the best implementation of Mount Sinai Relationship Centered Care.

Team Sinai

The Staff Uniform Policy was changed as a result of a need to increase nurse visibility and recognition of the RN and other Care Team members by patients and family members. A committee was formed consisting of nursing directors, managers and clinical nurses. This uniform committee brainstormed ideas to arrive at choices that would have the most mass appeal among their colleagues. A fashion show featuring nurses to model those choices was well received and the staff was then invited to vote online using survey monkey. The results are seen in assemblies of teal, navy and jade chosen by RNs, PCAs and SCAs, and procedural staff respectively. The Go Live for the Department of Nursing was 12/2/13. With this uniform transition, there is the increased ability to easily recognize who the nurses and assistive staff member are with the intent of also increasing a sense of professionalism, pride and enhanced team spirit.

Go Team Sinai!
Mount Sinai Nurses:
Saving lives Within and Without
submitted by
Sylvie Jacobs, RN, BSN, CPAN

Just in case you feel you spend too much time getting recertified for BCLS, just appreciate what Gehanliale Badawy, one of our very own Cardiac Surgical ICU nurses did at the end of July, 2013. This was her email to her manager to ask for time off to attend the award ceremony:

“I just wanted to inform you that I am receiving an award from the city of Paterson, NJ. I was at my gym (LA Fitness) last Monday night and a 19 year old collapsed on the basket ball court at my gym. No one reacted. I was curious to know what was going on and as I entered the basket ball court I saw a young man passed out eyes rolling back foaming from his mouth. I quickly initiated CPR (3 rounds) and shocked him once with the AED.

He started breathing again and finally the EMS came. He was in a coma for 4 days and woke up with no neurological deficits. He got an ICD yesterday and now is doing well. His cardiologist and EPS doctor said if I didn’t react as I did, he would have died.

I received a call stating that the city of Paterson, NJ and Congressman Wrangle (our district in NYC) will present me with an award for my heroism. I will be in the newspaper and I believe the news as well.

Shifting Gears
(continued from Page 1)

Deborah McCauley, RN-BC, BS

the specialty clinics that stayed in the main hospital.
Medical/Surgical Specialties is comprised of eleven nurses: seven full-time, one part-time and three per diem RNs. Alongside the nurses, there is a strong support staff that devotes their expertise and time to the patients of the Ambulatory clinics. Nurse patient assignments are based on skill mix, clinic patient volume and procedural cases. One ambulatory clinic can have ninety patients scheduled in a four hour morning session with an additional eighty patients scheduled for the afternoon clinic session in the same area.

Colorectal procedures, fine needle aspirations, tracheotomy changes, plastic and dermatology surgery, and orthopedics are just some of the services provided.

The Ambulatory Nurse, in combination with the rest of the team, plays an intricate role in positive patient outcomes. Modified Primary Nursing and Mount Sinai Relationship Centered Care are applied differently in the Ambulatory setting. The fast moving pace and high patient volume as well as geographical challenges require that the ambulatory nurse stay focused. In the exam and procedure rooms the ambulatory nurse manages medication, establishes therapeutic relationships, teaches patients and plans for home needs as efficiently as possible. The skilled Ambulatory Nurse allays patients’ anxieties to permit better absorption of instructions and information.

Rehab Fair: Priceless
submitted by
Sylvie Jacobs, RN, BSN, CPAN

In late September, I was walking through the Guggenheim lobby one lunch hour and was surprised to see a man in a wheelchair painting with his mouth. That is, he was holding his brush with his mouth since he had tetraplegia and was unable to use his limbs. I saw a table displaying his artwork and noted that no prices were listed. I looked around and saw I had stumbled upon the Rehab Fair.

There was a table on Safe Patient Handling, Nutrition for wound healing and all kinds of state-of-the-art apparatus to assist with ADL and mobility. I met Lavonia Francis DNP, RN, NEA-BC there, the co-Chairperson of the Safe Patient Handling Committee. She directed me to Rose-Marie Faotto, Therapy Manager from Rehab who organizes the fair annually.

Next year we decided we would announce the fair beforehand so more nurses could come and enjoy learning. Reading about it is one thing, but seeing the faces that light up trying out new wheelchairs and other devices for the physically challenged is unbeatable. Seeing the amount of determination, patience and discipline that is required to control a paintbrush with your mouth is impossible to describe.

The hope that is present in the eyes of those with significant physical disabilities; these things are priceless.
and New Jersey area. They also submitted an application for CEUs to the National Association of Nephrology Technicians/Technologists (NANT) to ensure CEU validity for both RNs and Technicians. Since the PPC members planned and organized everything, Yvette says that all she had to do was “stand back, observe and be proud”.

The review was held on Sunday, November 3rd, to encourage greater participation from Mount Sinai and outside dialysis staff. Presenters were Dr. Uribarri, Medical Director of Peritoneal Dialysis, Dr. Casagrande, Medical Director of Acute Hemodialysis Unit, Dr. Menon, Transplant Fellow, Dr. Tim Nguyen, Renal Pharmacist and Mr. Kirk Castillo, Dialysis Technical Manager and Alice Hellebrand, RN,MSN,CNN and ANNA Jersey North past president who taught Hemodialysis and Test Taking Skills. Dr. Casagrande was quoted saying that this event was a great example of collaboration between nurses and physicians.

Seventy-seven RNs and Techs attended the event with almost half being outside (Mount Sinai) nurses and technologists. The event quenched the thirst for continuing education for Mount Sinai staff. The dialysis technicians, who do not have the benefit of continuing education reimbursement, were even more appreciative since they were awarded 8.4 CEUs for free.

Who are the PPC Dialysis members? George Legaspi, RN, BSN, CNN, Brian Libed, RN, BSN, CNN, April Shannon, RN, BSN, Christina Demata, RN, BSN, Antoinette Lee, RN, Clinical Coordinator Tarah Paul, RN, BSN, Teresita Obnial, RN,BSN and Reynaldo Padagas, RN,BSN, CNN. They have provided the rest of us with a great example of what teamwork and professionalism can do.

This is what Odessa Gaspar, RN, MSN, CNN, co-Chair of the MSKC PPC and project head of this review course project, has to say about the CNN/CDN Review Course:

“I am very proud to say that this was the brainchild of PPC staff nurses and thus, a project by and for the nurses and technicians. PPC Dialysis is really a Magnetized group of nurses. They were the project’s backbone from concept to completion. And for a group that was just formed 8 months ago (after we become independent from PPC Medicine), this is a big achievement. This was the first major project of the committee and was made possible because of the support of the management and physicians, and strong participation of the entire MSKC nursing staff. PPC Dialysis members really worked hard for this and the successful outcome will hopefully encourage and inspire them to be more proactive and involved. Benjamin Franklin said something like, if you do not want to be forgotten, write something worth reading or do something worth writing about --- hopefully our CNN review class did it for the Magnet Newsletter.”

**ANNUAL RESEARCH DAY**

(continued from Page 3)

were presented in the Guggenheim Pavilion Atrium. Thirty seven posters were presented with varying topics illustrating qualitative and quantitative studies. Among them the Magnet Champions presented a poster on the Magnet process and cards which informally described Mount Sinai’s Magnet Nursing.

The day was complete when a boys’ choir from a nearby school sang Christmas carols with voices that only children and angels could possibly have.