



Mount
Sinai
Hospital

MAGNET
RECOGNIZED



AMERICAN NURSES
CREDENTIALING CENTER



The Mount Sinai Hospital Department of Nursing

ANNUAL REPORT

2021-22



Mount Sinai Queens
Centralized Orientation Graduate



#MountSinaiQueensNursingEducation

For nurses
who make our
team better
every day, we
appreciate you.

Happy
Nurses Week

WE FIND A WAY

NURSES

MAKE A DIFFERENCE

ABOUT MOUNT SINAI

Nursing at Mount Sinai

With an intimate knowledge of each patient, Mount Sinai nurses are an integral part of the health care team and relentless in their devotion to the highest level of evidence-based nursing care. Whether our nurses are working with advanced technologies on a cardiac unit, assisting with complex procedures in the operating room, administering life-saving complex therapies; or performing countless other essential tasks, they are striving around the clock to keep our patients and community in the best possible health.

Our Mission

To provide exceptional clinical experiences and outcomes for patients and families in the many diverse communities we serve through the advancement of nursing practice guided by unrivaled education, equity, leadership, innovation and scientific nursing research.

Our Vision

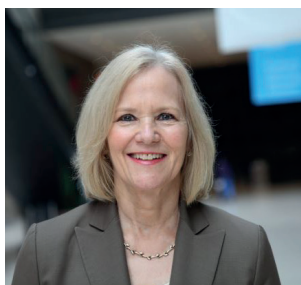
To be the place where nurses choose to work and patients want to receive their care.

NURSES MAKE A DIFFERENCE

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A Message From The Chief Nursing Officer at The Mount Sinai Hospital



Frances Cartwright,
PhD, RN-BC, AOCN, FAAN

The American Nurses Association proclaimed “Nurses Make a Difference” as its theme in 2021. The 2022 Nurses Month theme took on even greater significance proclaiming, “YOU Make a Difference”. Our interdisciplinary health care teams and community stakeholders recognize and greatly value the vast contributions that Mount Sinai nurses continue to make every day. The Mount Sinai Hospital has celebrated Magnet designation since 2004 —almost 20 years! We remain proud of our Magnet® status, and the numerous other prestigious awards described in this annual report that demonstrate the nursing excellence that embodies our Nursing Professional Practice model. As our health care landscape continues to shift and change, our Mount Sinai nurses demonstrate the tenets of our Relationship Centered Care model, extending to interdisciplinary teams and the community to transcend every challenge, and improving outcomes. As you read about the examples of Transformational Leadership, Structural Empowerment, Exemplary Professional Practice and New Knowledge and Innovations, I hope this makes you as proud and inspired as I am. Our Mount Sinai Community agrees that “You Make a Difference!” Every day you bring pride to us, to your families, and to the profession of nursing. We thank you for the contributions that you make to the excellent patient care we are known for, and that you make possible.

The American Nurses Association proclaimed
“Nurses Make a Difference” in 2021, and in 2022
“YOU Make a Difference” to honor and have a much fuller
appreciation of what nurses do.

A Message From The Deputy Chief Nursing Officer at Mount Sinai Queens



Jill Goldstein, MS, RN, MA

As the Vice President of Patient Support Services and the Deputy Chief Nursing Officer at Mount Sinai Queens, #theonlymagnenthospitalinqueens, I echo Dr. Cartwright’s bold and audacious look back on 2021- 2022/look forward to 2023 and agree with the abundant successes outlined in our annual review. Retention and recruitment of our greatest asset, our clinical staff at every level, will continue to be our most fervent priority and provide the safest and most advanced environments for ongoing patient-centered care and professional learning. We are and will always be confident that The Mount Sinai Hospital and Mount Sinai Queens will be the destination where nurses want to work!

The Mount Sinai Hospital is a 1,134-bed, tertiary-care teaching facility acclaimed internationally for excellence in clinical care. The Mount Sinai Hospital was founded in 1852. It is designated with highest recognition and nationally ranked in 11 specialties including Geriatrics, Cardiology/Heart Surgery, Orthopedics, Neurology/Neurosurgery, Rehabilitation, Gastroenterology and GI Surgery, Diabetes/Endocrinology, Urology, Pulmonology and Lung Surgery, Cancer and Ear, Nose and Throat in the *U.S. News & World Report* 2022-23. Mount Sinai Kravis Children's Hospital at Mount Sinai is also recognized on *U.S. News & World Report* 2022-23 Best Children's Hospitals rankings.

When it comes to excellence in delivery of patient care, The Mount Sinai Hospital is among the best nationwide, according to several rankings released by Newsweek/Statista. The Mount Sinai Hospital achieved top honors on their "World's Best Specialized Hospitals 2023" list as No. 1 in New York City in seven service lines: cardiology (No. 4 worldwide), cardiac surgery (No. 5 worldwide), gastroenterology (No. 5 worldwide), pulmonology (No. 6 worldwide), neurology (No. 8 worldwide), pediatrics (No. 18 worldwide) and oncology (No. 29 worldwide); and on "World's Best Smart Hospitals 2023" as No. 1 in New York City and No. 5 worldwide. In 2022, The Mount Sinai Hospital received an "A" grade from The Leapfrog Group, which recognizes hospitals for safeguarding patients from errors, injuries, and infections.

Mount Sinai achieved its fourth Magnet® designation for nursing excellence by the American Nurses Credentialing Center and the only medical center in New York State to earn Disease-Specific Care Comprehensive Stroke Center Certification from The Joint Commission. In September 2021, The Joint Commission conferred an Advanced Heart Failure Certification to the Mount Sinai Heart team. In November 2022, the American Association of Critical Care Nurses conferred a Silver Level Beacon Award for Excellence to the Mount Sinai Hospital Cardiac Intensive Care Unit. These awards are earned by meeting specific quality achievement measures for patients at a set level for a designated period. As a top ranking, major academic health care institution, The Mount Sinai Hospital demonstrates ongoing commitment to provide the highest standard of care to the community it serves. The interdisciplinary team of highly qualified medical, nursing, and allied health professionals collaborate to address the health disparities of the communities we serve.

The organization's leadership provides the vision of transformation and innovation that has also expanded its mission nationally and globally.

MOUNT SINAI NURSES NURSES MAKE A DIFFERENCE

Mount Sinai Queens is a welcoming community hospital with 161 beds in the Astoria neighborhood of Queens, offering high-quality outpatient, emergency, and inpatient medical services. Our medical facility has a highly trained team of nearly 500 physicians representing close to 40 medical and surgical specialties and subspecialties and over 400 registered nurses and ancillary staff. We are evolving to meet the changing needs of the neighborhoods we serve and to extend our geographical reach throughout the borough.

Our Department of Nursing is greater than 92 percent BSN prepared, and is a plush training site for nurse interns, senior nursing students, and new graduate nurses, with a strong foundation of front-line nurse mentors and preceptors. The Mount Sinai Queens campus is well known for its collaborative interdisciplinary team, often led by nurses. The Senior Nurse Leadership team are extraordinarily talented in building a stronger culture of safety with their experienced front-line nurse management teams, consisting of Nurse Managers, Nurse Administrators, and front-line clinicians. Working together, MSQ front line nurses have excelled in reducing hospital acquired pressure injuries, maintaining a deep and positive connection to nurse engagement scores, and presenting their knowledge and successes at both at statewide and national conferences.

Mount Sinai Queens continues to expand programs with the opening of a new Cancer Center and Cardiac Cath Lab. We also have the distinction of being the only hospital in Queens designated a primary Stroke Center by the New York State Department of Health and the Joint Commission, and we remain the only hospital in Queens that holds the prestigious Magnet® designation for nursing excellence awarded by the American Nurses Credentialing Center. Most recently, Mount Sinai Queens received the "Thrombectomy-Capable Stroke Center" certification, having reached the goal of implementing rigorous standards for performing endovascular thrombectomy for large vessel occlusion ischemic strokes as outlined by The Joint Commission, the American Heart Association, and American Stroke Association.

A Message From the Mount Sinai Health System Chief Nurse Executive and Senior Vice President of Cardiac Services



Beth Oliver, DNP, RN, FAAN

It is with great pride that I share the Mount Sinai Hospital 2021- 2022 Nursing Annual Report. This report depicts the significant work of Mount Sinai Hospital nurses and highlights their many accomplishments over the previous year.

Our nurses are driven by our core values of Safety, Equity, Empathy, Agility, Creativity, and Teamwork, which guide our work to deliver safe and effective care to achieve optimal patient outcomes. The Mount Sinai Hospital practice environment in alignment with Mount Sinai Health System promotes diversity in thought and culture. Mount Sinai nurses are proud to be professional, compassionate, and dedicated patient advocates. Every single nurse is a clinical leader with the ability to change patients' lives and impact the health of a community.

I want to express my deep appreciation for all nurses, recognizing what they do, each day, for every patient and family we serve. I am enthusiastic about the year ahead and our shared journey to provide evidence-based care and lead best-practice integration. Together we can create a culture to deliver successful outcomes that encourages innovation and change that contribute to patient-centered care. I hope you enjoy reading about our journey and feel proud of our accomplishments.

TRANSFORMATIONAL LEADERSHIP

A transformational nurse leader listens, solves problems, and motivates with enthusiasm. The nurse leader is a strategic partner in organizational decision-making to meet the needs of staff and patients through collaboration and advocacy.

The Nurse Attending Model: An Academic Practice Model for the Future Implemented at The Mount Sinai Hospital

The Faculty Nurse Attending (FNA) model is a collaborative effort between Todd Ambrosia, DNP, MSN, MBA, FANP, Dean Mount Sinai Phillips School of Nursing and Fran Cartwright, PhD, RN-BC, AOCN, FAAN, Chief Nursing Officer, supported by Beth Oliver, DNP, RN, FAAN, Chief Nurse Executive. It brings the expertise of senior clinical faculty to the growing number of new graduate nurses who have not had the on-site inpatient clinical experience during and after the pandemic surges. Under the leadership of the unit dyad: Mather Jogendra, MD and Allison Mueller, BSN, RN - BC, Nurse Manager, the model was launched as a pilot on GP 6 West, a vascular/thoracic acute care inpatient unit. The FNA commits to two consecutive week sessions, Monday through Friday, with coverage 48 weeks for the first year.

The FNA participates in interdisciplinary rounds identifying areas where practice support is needed, thus advancing the confidence and competency of the RN. The FNA gains increased access to acute care clinical sites that improve their ability to prepare and place student nurses. In alignment with the strategic plan, the following outcomes are being measured: reduction in falls with Injury, discharge before noon, hospital-acquired pressure injuries and composite measures of patient experience.



Upward Mobility Program

A New Vision to Strengthen the Pathway From Classroom to Bedside

As we continue to address the unprecedented nursing workforce crisis, we are developing new strategies to recruit and retain RNs. The Upward Mobility Program is a full-time 15 month RN to BSN Degree funded by the hospital. This program enables new graduates as well as experienced nurses who hold an Associate Degree of Nursing (ADN) at the Mount Sinai Phillips School of Nursing (PSON) to obtain a BSN while working as a RN on an inpatient unit. Each RN works part time at 80 percent of a full-time schedule. At the completion of the Upward Mobility Program, each BSN graduate commits to two calendar years working at Mount Sinai in return for the tuition reimbursement.

Communication Strategies to Promote Visible and Accessible Nursing Leadership: Nursing and Organizational Town Halls

Multiple in-person and recorded town hall presentations were held for all shifts throughout the year.

Topics included but were not limited to:

- Strategies to support the staffing crisis
- Retention, Recruitment and Bonuses
- Clinical Ladder Initiative
- Support, Appreciation, and Recognition with discussion with front line workers
- Safety, Quality, Coordination of Care Updates e.g. changes in masking guidelines - Patient and Personal Safety
- Interactive Question and Answer Sessions

CNE & CNO Messages

- Frequent messages of encouragement and information as listed above from the CNE and CNO via e-mail and the Daily App to connect with MSH nurses
- Senior Nursing and Hospital Leadership Focus Rounds
- Senior nursing and hospital leadership rounds on every shift to support staff, providing information, and obtaining feedback

"We get our best ideas from you, and we are listening!"

– Frances Cartwright, PhD, RN-BC, AOCN, FAAN

Topics Include but are not limited to:

- Appointments of new leadership
- Celebrating Nurse Practitioner and Nurses week Recognition Awards
- Resources for pain management and recognition awards
- Feedback provided from Town Halls to continue engaging with staff

NURSING STRATEGIC PLAN

- 01 Achieve High Reliability in Quality and Safety**
- 02 Strengthen the Patient's Experience of Care**
- 03 Improve RN Engagement**
- 04 Achieve Optimal Financial Oversight and Stewardship**
- 05 Strengthen Transformational Leadership**
- 06 Advance the Science of Nursing**
- 07 Improve Efficiency and Effectiveness of Operations**
- 08 Enhance Professional Development**

STRUCTURAL EMPOWERMENT

The Nursing Department utilizes multiple strategies to create structure and processes to support a culture of lifelong learning, career advancement, community involvement, and recognition for professional achievements.

September Pain Awareness

In 2001, the American Chronic Pain Association declared the month of September “National Pain Awareness Month.”

The Mount Sinai Hospital Interdisciplinary Pain Committee takes this opportunity to plan activities that will heighten awareness about the challenges we, as health care providers, still encounter in providing our patients with optimal pain management. More importantly, now is the time for us to make more accessible to staff and patients, the comprehensive pain management resources, including pain and integrative health care team experts, and education available at The Mount Sinai Hospital.

Events Included:

- Patient Safety Wednesday presentation: “Acute Pain and Racial Bias”
- Pain Management Jeopardy
- Resource Table and Raffle
- “Did you know?” Daily CNO Emails and FAQs
- Grand Rounds: Practical Approaches to Pain Management



Nursing Residency Program

The Nurse Residency Program (NRP) is a 12-month program that supports new nurse graduates as they transition into their first professional roles. Built on an evidence-based curriculum developed by experts from academic medical centers and nursing schools across the country, the program focuses on three critical areas: leadership, patient outcomes, and professional role.

The curriculum contains a series of virtual learning via Zoom, and work experiences designed to assist new graduate nurses as they transition during the first year of practice to become leaders at the point of care. The program is intended for nurses who are in direct patient care roles.

The Mount Sinai System Nurse Residency Program was launched on April 10, 2019. In 2022, we graduated 10 Cohorts! Cohorts 9-18 had a total of 193 Mount Sinai Hospital nurses.



Josiane Ishimwe
“NRP improved my critical thinking skills. NRP helped me to improve communication effectively with patients and other health care team.”



Kamini Ragnath
“NRP was Educational, Informative, and Pertinent.”

Mount Sinai Queens First Summer Student Intern Program



In August 2022, Mount Sinai Queens celebrated the first graduation of 10 Summer Student Nurse Interns. Nursing students are anticipating graduating from Bachelors of Science Nursing Programs within the next year.

Entry Into Nursing Leadership Mentorship Program:

As health care continues to be redefined, challenged and expanded, the Mount Sinai Health System recognizes the need for revolutionizing the orientation and sustained competency and commitment of our nurse leaders. The Mentorship Program was designed to support the transition and retention of nurses newly hired to a nursing leadership position. The foundation of the program exemplifies the professional practice model of Relationship-Based Care (RBC) focused on care of patient, self, and colleague.

The goals of the program are to promote a culture of mentorship, professional development, teamwork, and succession planning for the future of the MSH and MSQ while retaining high-quality nurses and thereby decreasing costs associated with recruitment and retention. The mentorship program further integrates the RBC philosophy of "care of the colleague" into the culture and professional practice.

The Mount Sinai Hospital Commitment to Professional Development

100%

Nurse Leader BSN and Above

53%

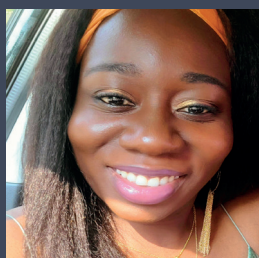
Nurse Leader Certification Rate

97%

Clinical Nurse BSN and Above:

44%

Clinical Nurse Certification Rate:



Simone Bailey

"NRP created a safe space where I was able to learn, grow and connect with fellow nurses as I transitioned through my first year of Nursing. It created a sense of community, giving me much needed support to get through challenges I experienced throughout the year."



Adreina Rodriguez

"What I enjoyed most of NRP was being able to have a group of people that were feeling and going through a similar journey as myself. Hearing about everyone's experience made me feel supported! Thank you so much!"



Comments from Cohort 18's Graduating Class

The DAISY Foundation Award

The DAISY Foundation Award was created in memory of J. Patrick Barnes as a way to honor skillful and compassionate nursing care and to **“honor the super-human work nurses do for patients and families every day.”**

The DAISY Award allows nurses to be recognized for their truly compassionate care. Nurses are nominated by patients, families and colleagues and each month one nurse is chosen who exemplifies the values of a DAISY Nurse.

Mount Sinai Hospital Winners

MaryDee McEvoy, PhD, RN, NEA-BC, CPHQ	Daisy Lifetime Achievement
Terence Chan, BSN, RN	9East
Yehudis Kenner, BSN, RN	SICU
Katherine Osborn-Jones, BSN, RN	SICU
Kelsey Mulhern, BSN, RN	PICU
Pamela Streinz-Gioia, AAS, RN	Pediatrics
Joanna Vitale, BSN, RN	Pediatrics
Hannah E. Laitman, BSN, RN	8West
Maria Rodriguez, BSN, RN	Infusion
Karina Rae Sabas, DNP, RN	Palliative Care
Madrisa Samson-Ramos, MSN, RN	SICU/TICU
Faith Godden, BSN, RN	2S Rehab
Brittany Friday, BSN, RN, CCRN	PICU
Silvia Chavez, MSN, ANP-BC	Visiting Docs
Elvist Lieku, BSN, RN	Cardiac Surgery ICU, 5C

Mount Sinai Queens Winners

Rajinder Singh, AS, RN	IMCU
MyLyn Castillo, BSN, RN	4 East
Hope Washington, MSN, RN	4 East
Tenzin Yangzom, BSN, RN	3West
Cindy Nabeejat, BSN, RN	4 East



Beacon Award

The Beacon Award for Excellence signifies an effective approach to policies, procedures, and processes that includes engagement of staff and key stakeholders. In addition, the award signifies that the unit has evaluation and improvement strategies in place and positive performance measures when compared to relevant benchmarks.

Leadership
Structures and
System

Appropriate
Staffing and
Staff
Engagement

Outcome
Measurement

Appropriate
Staffing and
Staff
Engagement

SILVER AWARD

SICU/TICU, 7 West, Cardiac Cath Lab, CSICU/ CVU

GOLD AWARD

KCC6

NURSING AWARDS AND RECOGNITION



The 34th & 35th Annual Physician of the Year Awards

The Physician of the Year Awards were established in 1988 to recognize physicians who provide excellent patient care and foster strong collaborative relationships with nurses. The winners are nominated by their nurse colleagues, and awards are presented annually.

All the Physician of the Year Award Winners are partners in care and have earned the respect and appreciation of the Mount Sinai community of nurses.



2021

Attending Award

Marina Kremyanskaya, MD, PhD
Tisch Cancer Institute

Fellow Award

Joshua M. Lampert, MD
Department of Cardiology

House Staff Award

Abia Abia, MD
Department of Emergency Medicine

Team Award - STEMI Team

Matthew Bai, MD
Nitin Barman, MD
Ugo Ezenkwele, MD
Annapoorna Kini, MD
Judah Sueker, MD
Haydee Garcia, MSN, RN, ACNP-BC
Cynthia Mendez, BSN, RN, CEN
Bernadette Springer, MS, RN, FNP-BC

2022

Attending Award

Toni Stern, MD
Department of Obstetrics, Gynecology
and Reproductive Science

Fellow Award

Rajeev Samtani, MD
Department of Cardiology

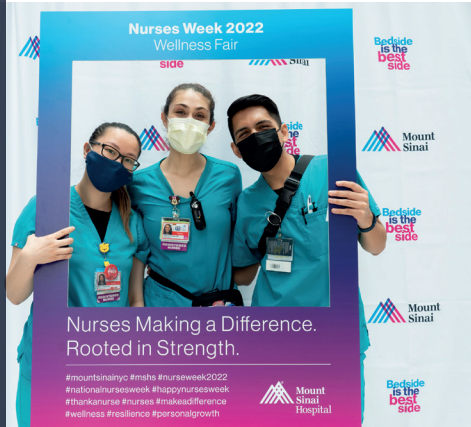
Team Award - Apheresis Team

Suzanne Arinsburg, MD
Ian Baine, MD
Yoon Choo, MD
Kathleen Leonard, MD
Marilyn Nedumcheril, MD
Joseph Schwartz, MD



"The Mount Sinai Hospital Board of Trustees Annual Awards for Excellence in Nursing Practice is very special. Today we mark our 41st consecutive year, recognizing the devotion, expertise, and dedication of our Mount Sinai Nurses. The Gallop Survey has reported for 20 years that nurses are the most trusted profession. I have a great appreciation for what nurses do and the role nurses play in saving lives and I am very pleased to be here today to congratulate the 11 nurses and honorary nurse being recognized with a Nursing Practice Award. I offer my heartfelt gratitude for your incredible accomplishments. You truly embody this year's theme 'Nurses Make A Difference.'"

Frances Cartwright, PhD, RN-BC, AOCN, FAAN
Chief Nursing Officer and Senior Vice President



NURSES WEEK

The Mount Sinai Board of Trustees 40th and 41st Annual Awards for Excellence in Nursing Practice

Frances Cartwright, PhD, Chief Nursing Officer, welcomed David L. Reich, MD, President of The Mount Sinai Hospital, to the 40th & 41st Annual Board of Trustees Excellence in Nursing Awards Ceremony! After remarks, Dr. Cartwright presented the awards to the 40th & 41st Annual Board of Trustees Excellence Nursing Award recipients.

To be nominated for these awards, a nurse must have made a positive impact on nursing practice; have relationships with patients that demonstrates expert clinical judgment and standards of excellence; and has had an impact on nursing satisfaction and patient outcomes. **These nurses are transformational leaders, role models, team players, innovators, and mentors.**



2021 Winners

EXCELLENCE IN NURSING PRACTICE

Lisette Alviola, BSN, RN (CSICU/CVU)
 Vilma Caringal-Limson, BSN, RN, CCRN
 (CICU/CSDU)
 Daniela Delbeau, MSN, AGCNS-BC, RN,
 (Cancer Clinical Trials)
 Elvira Solis, MSN, RN, (2 East MSQ)
 Lindsey Schroy, BSN, RN, (PICU)

NURSING ROOKIE OF THE YEAR

Violeta Lula, RN, (11 Center)

MAGNET NURSE OF THE YEAR

Anna Klyauzova, MSN, RN, CNOR, (Peri-Op)

JENNIFER MONIZ NURSING

Josiane Hickson, EdD, RN, NE-BC
 (Nursing Education)

PAT LIANG NURSING

Ella Pelobello, BSN, RN (PACU)

NURSING LEADERSHIP

Yvette Cummings, MSN, RN
 (Ambulatory Services)

HONORARY NURSE

Annabelle Nieves (Security)

2022 Winners

NURSING LEADERSHIP

Juliana Guiney, BSN, RN

MAGNET NURSE OF THE YEAR

Dionne Ocdenaria, BSN, RN

JENNIFER MONIZ NURSING

Lakeena T. Lloyd, AAS, RN

PAT LIANG NURSING

Lillian T. Sims, BSN, RN

NURSING ROOKIE OF THE YEAR

Kevin Duggan, BSN, RN

HONORARY NURSE AWARD

Stephen Lin

AWARD FOR EXCELLENCE IN NURSING PRACTICE

Susan Lin, BSN, RN
 Herbie James Medalla, BSN, RN
 Myrtle Lanaro, BSN, RN, CNOR
 Tachelyne Visaint, BSN, RN
 Darlyn Bretous, BSN, RN
 Joventino Soriano Jr., BSN, RN



September Is National Cholesterol Awareness Month

On Thursday, September 15, 2022, the Mount Sinai Health System hosted four free community cholesterol health fairs in celebration of National Cholesterol Month.

This effort is meant to increase awareness about the importance of maintaining healthy cholesterol levels to prevent cardiovascular disease and stroke, and to promote a daily heart-healthy diet and an active lifestyle.

Each fair will offer free heart health screenings, including cholesterol and body mass index, plus information about heart disease prevention and heart-healthy food samples.



COMMUNITY OUTREACH INITIATIVES, RECOGNITION AND SUPPORT

National Healthy Eating Day and Eat Smart Month November 2021

Mount Sinai Heart, along with Food and Nutrition Services across the Mount Sinai Health System, took part in the celebration with a heart-healthy recipe contest.

The winner of this year's contest was Kimberly Morgan who submitted a recipe for Fish Stew over Brown Rice with a side of Corn and Tomato Salad.

Wall Street Run & Heart Walk May 2021

The 2021 Heart Walk event was held virtually in 2021. Physicians, nurses, and staff from the entire Mount Sinai Health System laced up their sneakers to walk with co-workers around the Central Park reservoir.

They wore black and grey T-shirts designed by Jen Claudman and Jen Marcellino, who were the winners of the t-Shirt competition.

EXEMPLARY PROFESSIONAL PRACTICE

A conceptual model framework based on theory and phenomenon is an overarching framework for how nurses practice, collaborate, communicate, develop, and provide high-quality patient care.

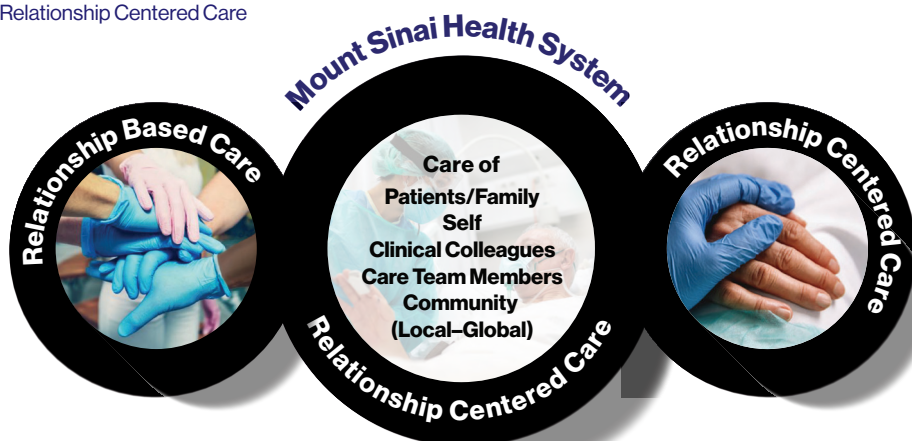
The Mount Sinai Hospital and Mount Sinai Queens Professional Practice Model:

The Mount Sinai Hospital and Mount Sinai Queens Professional Practice Model, “Relationship Centered Care” serves as a framework for nurses, across all specialties and service lines.

The professional practice model supports nurses to practice, collaborate, communicate, and develop professionally. The model is circular to depict the fluid and continuous evolvement of nursing practice.

Professional Practice Model

Mount Sinai Health System
Relationship Centered Care





Clinical Nurse Welcoming Event

On November 2, 2022, The Mount Sinai Hospital hosted a Clinical Nurse Networking event for new and experienced nurses.

It provides an opportunity for clinical nurses to engage in discussions about retention and turnover to create a space where clinical nurses openly discuss career experiences at MSH.



Mount Sinai Queens Education Focus



Organization, implementation, and successful completion of various staff-focused education and trainings and rollouts, including conversion to new safety IV needles (Nexiva), use of Masimo devices for vital signs with integration directly to EPIC, and Negative Pressure Wound Therapy training (NPWT) training and competencies for RN staff.

Key contributor toward Mount Sinai Queens 2022 initiatives around reducing rates of hospital-acquired pressure injuries (HAPIs) with focused improvement work in the Emergency Department and the Inpatient Units and Critical Care, resulting in a 166 percent decrease in HAPI prevalence between Q1 2022 and Q3 2022.



NEW KNOWLEDGE, INNOVATIONS AND IMPROVEMENTS

This integration of evidence-based practice and research is the cornerstone of excellence in nursing care. The Mount Sinai Hospital and Mount Sinai Queens promote a culture that supports the development of new knowledge and innovation.

Center for Nursing Research and Innovation

The Center for Nursing Research and Innovation (CNRI) supports rigorous research led by nurse scientists in the Mount Sinai Health System. The CNRI facilitates multidisciplinary translational research to improve patient care and strengthen the profession of nursing through innovation, collaboration, and the application of research to everyday nursing practice.

This year, the CNRI unveiled a number of new initiatives to serve the Mount Sinai nursing community, including publishing a comprehensive nursing research reference guide featured in the Icahn School of Medicine Office of Research Services Research Roadmap; launching the first volume of *Practical Implementation of Nursing Science*, an open access, peer-reviewed journal for nurses engaged in clinical practice; overhauling the CNRI page on the Nursing at Mount Sinai website; and building a community of Mount Sinai nurse researchers on LinkedIn, Twitter, and Instagram. Additionally, the CNRI continues to build on its successful training programs for clinical nurses and nursing students through the Evidence-Based Practice Fellowship, administered in collaboration with the Phillips School of Nursing, and the Research Assistant Program, administered in partnership with the Research Volunteers Program and the Mount Sinai Health System Volunteer Office. Nurse researchers and clinical nurses also benefit from the CNRI's thriving research activities, which include eleven active studies with a cumulative annual budget totaling over 1.5 million dollars.

Annual Nursing Research Day

In November 2022, the CNRI hosted Nursing Research Day, an annual day-long virtual symposium featuring discussions with nurse researchers from across the nation and abstract presentations by nurses from the greater New York nursing community.

The theme for this year's event was "Nursing Research in 3D: Diversity, Health Disparities, and Social Determinants of Health." The conference featured leading nurse researchers from across the country to discuss how their findings can be applied to ensuring the highest quality of care for patients from all backgrounds. The conference also demonstrated how nurses within the Mount Sinai Health System are advancing the science and practice of nursing in accordance with our organization's mission, featuring presentations by 17 teams of Mount Sinai nurse-investigators on recent evidence-based practice, quality improvement, and research projects, as well as by the two most recent cohorts of the Phillips School of Nursing Evidence-Based Practice Fellows. Nearly two hundred guests attended with affiliations spanning North America, Europe, and Asia.



Jasmine L. Travers
PhD, MHS, RN, AGPCNP-BC
Assistant Professor, New York University
Rory Meyers College of Nursing

The opening keynote, delivered by **Jasmine L. Travers, PhD, MHS, RN, AGPCNP-BC**, discussed the role of research in uncovering blind spots in nursing.

An ensuing panel discussion, which explored the value of nursing perspectives in research across diverse populations, featured:

Maya Clark-Cutaia, PhD, MSN, RN

Assistant Professor of Nursing, New York University Rory Meyers College of Nursing

Lenette M. Jones, PhD, RN, ACNS-BC

Assistant Professor, Department of Health Behavior and Biological Sciences,
University of Michigan School of Nursing

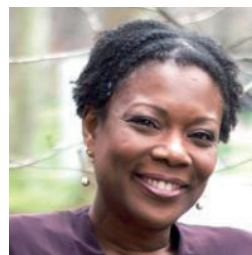
Adrian Juarez, PhD, RN

Assistant Professor, University of Texas Medical Branch School of Nursing

Michelle L. Litchman

PhD, FNP-BC, FAANP, FADCES, FAAN

Assistant Professor, University of Utah College Of Nursing.



Lisa M. Lewis
PhD, RN, FAAN

Senior Associate Dean, Diversity,
Equity and Inclusion and Professor,
Rutgers University-Camden School
of Nursing

The conference's second keynote was presented by **Lisa M. Lewis, PhD, RN, FAAN**, Senior Associate Dean, Diversity, Equity and Inclusion and Professor, Rutgers University-Camden School of Nursing, who discussed methods for increasing the research participation of historically excluded populations.

This was followed by a special presentation on library resources and searching for nursing research by Carrie Levinson, MSLIS, Reference and Instruction Librarian, Mount Sinai West/Mount Sinai Morningside.

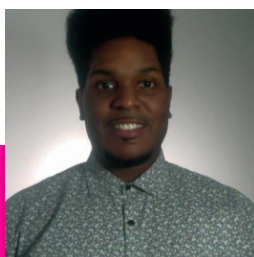
Spotlight on the EBP Fellowship at the Phillips School of Nursing

The Evidence-Based Practice Fellowship guides undergraduate students through the process of conducting an evidence-based practice or quality improvement project. Fellows attend didactic sessions, conduct individual projects with clinical preceptors, and present at Nursing Research Day. Supported by the Rudin Foundation, the Evidence-Based Practice Fellowship is administered in collaboration with faculty from the Mount Sinai Phillips School of Nursing.

Evidence Based Practice Fellows Cohort 7: Lindsay Caplan and Daniel Angielczyk



Evidence Based Practice Fellows Cohort 8: Marvin Anderson, Jaime Carroll, and Courtney Hart



2021 Externally Funded Research

Cohen, B. (Co-I). Smith, C. (PI). The Role of Implicit Bias on Outcomes of Patients with Advanced Solid Cancers (funded through the National Institutes of Health).

Souffront, K. (PI). Exploring BNP in Risk Assessment to Improve Blood Pressure Control in Emergency Patients (funded through the University of California, Davis).

Souffront, K., Cohen, B. (MPI). Emergency Department Admission and Goals of Care at the End of Life (funded through the Claude D. Pepper Older Americans Independence Center).

Nowlin, S. (Co-I). Janevic, T. (PI). Coronavirus Impact on Birth Equity in the 4th Trimester (funded through the National Institutes of Health).

Souffront, K. (PI). Telehealth Referral to Improve Outcomes (TRIO 2.0) for Uncontrolled Hypertension in the Emergency Department (funded through AT&T and VitalTech). Project completed.

2022 Externally Funded Research

Cohen, B. (Pilot PI). Center for Improving Palliative Care for Vulnerable Adults with MCC (funded through the National Institutes of Health, MPI: Stone/Shang).

Cohen, B. (PI) Improving Ethical Care for Patients who are Incapacitated with No Evident Advance Directives or Surrogates (funded through the National Institutes of Health).

Cohen, B. (Co-I). Smith. The Role of Implicit Bias on Outcomes of Patients with Advanced Solid Cancers (funded through the National Institutes of Health, PI: Smith).

Souffront, K. (Co-I). New York City Sickle Cell Implementation Consortium (funded through the National Institutes of Health, PI: Richardson).

Souffront, K. (PI). Exploring BNP in Risk Assessment to Improve Blood Pressure Control in Emergency Patients (funded through the University of California, Davis).

Souffront, K., Cohen, B. (Pilot MPI). Emergency Department Admission and Goals of Care at the End of Life (funded through the Claude D. Pepper Older Americans Independence Center, MPI: Siu/Morrison).

Nowlin, S. (Co-I). Coronavirus Impact on Birth Equity in the 4th Trimester (funded through the National Institutes of Health, PI: Janevic).

Nowlin, S. (Co-I). Helping Promote Birth Equity through Community-Based Doula Care (funded through the Helmsley Charitable Trust, PI: Maru).

Nowlin, S. (Site PI). Rewarding Healthy Behaviors in Pregnancy and Postpartum with Aqueduct Study (funded through Transcendent Endeavors).

Winter, S. (Co-I). Understanding the Relationship Between Nurse Staffing and Outcomes: Impact of Individual Nurse Education, Expertise, and Effort Level on Individual Patient Outcomes (funded through the Department of Veterans Affairs, PI: Phibbs).

Winter, S. (Pilot PI). Understanding Discharge Destination Decisions from Patient and Caregiver Perspectives and In the Context of Social Determinants of Health (funded through the Claude D. Pepper Older Americans Independence Center, MPI: Siu/Morrison)

