We have been on the Magnet train for a while; can you feel the train picking up speed? It's not surprising that most organizations take years to build a Magnet culture and demonstrate the outcomes required for a Magnet designation. Our journey is well underway. As with any journey, we need a roadmap or a path – I believe we have found this in the Pathway to Excellence designation. The Pathway designation is awarded from the same organization (ANCC) that grants Magnet designation and is designed to recognize hospitals and long term care facilities who are on a journey of excellence and have structures in place to produce the outcomes needed to demonstrate the excellence required for Magnet recognition. See if you agree that we have many of the Pathway Practice Standards in place already.

1. Nurses Control the Practice of Nursing  A shared governance model centered around a healthy work environment for nurses.
2. The Work Environment is Safe and Healthy  An environment where safety is paramount for both nurses and patients is essential to the delivery of quality nursing practice.
3. Systems Are in Place to Address Patient Care & Practice Concerns  Pathway-designated organizations provide dispute mechanisms to address patient care and practice concerns without retribution.
4. Orientation Prepares Nurses for the Work Environment  An orientation program for all nurses new to the organization must be in place.
5. The CNO is Qualified & Participates in All Levels of the Organization  The Chief Nursing Officer (CNO) is the highest nursing authority within a health care organization with the proper qualifications and a seat at the executive table for decisions about patient care delivery.
6. Professional Development is Provided & Used  Development opportunities may include career ladders, continuing education, certification, involvement in professional nursing organizations, and academic degrees.
7. Equitable Compensation is Provided  Compensation is routinely evaluated in Pathway to Excellence organizations.
8. Nurses are Recognized for Achievements  Recognition is an important factor in nurse retention and satisfaction and confirms nurse contributions are valued.
9. A Balance Lifestyle is Encouraged  Nurses must care for themselves so they can provide optimal care to those in need. Programs to enhance work-life balance may include flexible scheduling, childcare, employee assistance, and wellness programs.
10. Collaborative Relationships are Valued & Supported  Healthy work environments demonstrate collaboration among health care professionals as a key component for the delivery of safe, quality care, with the added benefit of higher job satisfaction for all disciplines involved.
11. Nurse Managers are Competent & Accountable  Nurse managers must possess the knowledge, skills, and experience to effectively perform their roles and be accountable for outcomes.
12. A Quality Program & Evidence-Based Practice are Used  Nurses play a key role in quality initiatives for patient care improvements, and lead efforts to implement best practices in patient care.

We are planning to submit our Pathway application next Spring so stay tuned and get involved!

PS If you want a head start on what we will be up to evolve our culture of respect and teamwork, check out:

We need everyone onboard for our Pathway to Excellence journey to destination Magnet!

Practice Standards adapted from ANCC Pathway to Excellence Practice Standards found online at:
http://www.nursecredentialing.org/Pathway/AboutPathway/PathwayPracticeStandards

JoAnn Trybulski, PhD, ARNP, DPNAP
Chief Nursing Officer

INSIDE THIS ISSUE
Letter from our Chief Nursing Officer .................P1
Clinical Research Center Established at UMH ............P2
Nursing Research Scientist at UMH ..................P2
Clinical Practice Specialist On Boarded .............P3
UMH Celebrated Nurses Week ......................P3
Thu Nguyen’s Journey into Mindful Nursing .....P4
Clinical Research Center Established at UMH

The Clinical Research Center (CRC) and University of Miami Hospital have established a research unit to support outpatient, overnight, and multi-day inpatient visits for clinical study participants at the University’s flagship hospital.

The new UMH site expands the Clinical Research Center’s ability to study broader segments of the population and support more complex studies. The collaboration represents important advances for clinical research at the University. This will be a major milestone for the Miami Clinical and Translational Science Institute (CTSI), which was established two years ago with a $20 million NIH grant to more quickly turn scientific discoveries that can help patients into practical solutions and treatments.

The Clinical Research Center serves as a cornerstone of the clinical research infrastructure at the University of Miami Hospital, enhancing the clinical research services and resources offered to multidisciplinary investigators.

Located on the seventh floor of University of Miami Hospital, the Clinical Research Center features a comfortable, safe and effective environment to conduct professional, high-quality research involving human subjects in a wide variety of research areas, ranging from general medicine to specialized fields, including endocrinology, psychiatry, and pulmonology. The center staff also delivers state-of-the-art nursing, bio nutrition, and laboratory services under a fee-for-service model that supports growth and investment in clinical and translational research.

A formal launch and open house will be announced in the coming months. In the meantime, if you are a researcher planning a future study, you may consider including an inpatient component.

Clinical Research Center appointed a new Nursing Manager. Halina Kusack, RN, BBM, MSN, who brings a wealth of clinical and research nursing experience. Most recently she served as the Research Nurse Manager for the Weill Cornell Medical College’s Clinical and Translational Science Center (New York). In her new role, Halina will work to improve data collection quality, and maintain participant safety and the highest standards of clinical research practice. With extensive experience in implementing clinical research protocols, Halina also will help investigators and research teams implement efficient, CRC-based studies.

Matthias Salathe, MD, Chief of the Division of Pulmonary, Allergy, Critical Care, and Sleep Medicine, Executive Director Vice Chair of the Department of Medicine and Director of the Cystic Fibrosis Center, is Director of the Clinical Research Center and Co-Director of the Allianza, Miami Center for Research Participation and Partnership, a component of the Miami Clinical and Translational Science Institute (CTSI).

Nursing Research Scientist at UMH

Please welcome Debbie Saber to the division of nursing at UMH. She holds a dual role between University of Miami Hospital and the University of Miami School of Nursing and Health Studies. She teaches in the graduate and undergraduate programs at the SONHS and is the Research Scientist here at UMH. Her studies and projects have already started at UMH! One study is examining and comparing senior nursing students’ expectations of the workplace and workforce to their perceptions once they work as newly licensed RNs for 3 and 12 months. This project aims to help learn how to better prepare and support the new generation of nurses to be successful in the nursing work environment, which will hopefully improve retention rates.

Another pilot study that will begin in the fall will be conducted by the pressure ulcer research team. The team includes: Amparo Cano, Hope Stamp, Forts Joaquin, Ana Cabrera, Nadege Guerrier, Erika Jamieson, Ajit Kaur, David Livengood, Debbie Anglade, Lori Schirle, and Andrew Wawrzyniak. They will test the usability of a pressure ulcer predictor tool that the research team developed for high risk operative patients (i.e., over 3 hours in surgery). As part of the study, they will also examine potential breakdown areas of the study participants before and every day after surgery until hospital discharge. A third pilot project that will be conducted in the SICU is led by Cindy Miralles, Lydia Rodriguez, and Joe Falise. This project will implement the Hill Rom Progressive Mobility Program and analyze for decreased length of ICU stay, decreased ventilator days, and improved charting of our mobility efforts. They hope to roll out the Progressive Mobility Program to MICU, CVICU, and NICU later in 2014 or early 2015.

Anyone interested in joining the UMH nursing research efforts please contact Debbie Saber at: d.saber@miami.edu.
Clinical Practice Specialist On Boarded

It is with great honor to welcome Christina M. Ugarte in her new role as Clinical Practice Specialist. She has transitioned from charge nurse on 11 North and has recently joined the Nursing Administration office.

The Clinical Practice Specialist position is new to the hospital and will report to our Clinical Practice Manager, Shana Rappold. Christina will be involved in carrying out projects within the nursing practice. Christina will be working with the nursing staff, Nursing Directors and Leadership to collect and monitor nursing quality indicator data. She will also evaluate the nursing care that is delivered to patients and participate in improvement efforts in accordance with the nursing process and standards of care and practices. She will spend a lot of her time rounding on the inpatient units.

Please join us in welcoming Christina! We look forward to the enthusiasm she will bring to our practice. She may be reached at cugarte@med.miami.edu.

UMH Celebrated Nurses Week
May 6th - May 12th, 2014

UMH adopted the ANA’s National Nurses Week theme “Nurses Leading the Way”

CONGRATULATIONS TO ALL OF THE AWARD WINNERS FOR THEIR HARD WORK AND DEDICATION:

CNA of the Year
Jochy Martinez, CNA

Novice Nurse of the Year
Hakimah Bankston, BSN, RN

Preceptor of the Year
Joyce Judovich, BSN, RN

Nurse of the Year
Yolanda Forrest, RN

Clinical Leader of the Year
Maria Siero, BSN, RN

Administrator of the Year
Jennifer A. Lopez, BSN, RN

ARNP of the Year
Cathy Rosenberg, ARNP-BC

Workday Will Give You the Flexibility to Focus on What Really Matters

Workday, the University’s new system for HR, Payroll, and Finance, will transform your workday, by replacing the University’s current systems with a state-of-the-art, cloud-based system.

Workday is...

Easy to Use
Designed like a consumer website, Workday has simple user navigation, allowing you to easily access information in a few clicks.

Simple
By utilizing cloud-based technology, Workday provides information from one portal with simple, hassle-free tools.

Mobile
Workday is mobile-friendly and easily accessible from your Apple or Android device, allowing you the flexibility to stay connected wherever you are.

Workday HR, the first phase of the Workday project, launches January 2015
Learn more at: www.miami.edu/erp
Questions? erp-hr@miami.edu

Transform your workday U
My name is Thu Nguyen (pronounced like the number “2”). That was my daily introduction to others at University of Miami Hospital. My Latin patient’s would tend to tell me that “Tu” also means you. It was always a great icebreaker when engaging with my patients.

I graduated from the University of Miami School of Nursing and Health Studies in the accelerated BSN program. This was my second degree. I would not say second career because I never used my first degree. I became a mom earlier than the society norm and was married by the age of twenty-three. Somewhere down the line I had the urge to become a Nurse and here I am.

My first steps as a nurse at University of Miami Hospital began on 6 North, a Neuro/Telemetry/Medical-Surgical unit. I later transferred to Medical ICU. After working at UMH, I feel extremely blessed to have met so many amazing colleagues whom I felt all had beautiful souls. These individuals are great leaders who have taught me everything I know about Nursing. I am forever grateful for such a wonderful and rewarding experience. The staff at UMH are resilient and have overcome numerous barriers day in and day out to provide quality care to their patients.

From my experience as a Registered Nurse, I have learned that it is not only a physically challenging career but mentally and spiritually as well. I have learned through my nursing experiences that being a nurse will not only make you a stronger person but it tends to make you feel that you can conquer the world because you have seen and dealt with life’s precious moments in an individual’s time of greatest need.

We are truly special people because we are able to care for others who are complete strangers to us. My journey as a Nurse thus far has led me into Holistic Nursing. I am passionate about Health and Wellness Prevention and living mindfully to increase self-awareness for others and myself to find peace and happiness in life. I am currently enrolled at Integrative Nurse Coach Certification with the goal of becoming a Board Certified Nurse Coach focusing on Health and Wellness prevention.

In addition to the learning process, I also enrolled and completed a 10-day Vipassana Meditation course that was held in complete silence. It was from this experience which sparked my initial interest in creating awareness of self and for living mindfully. I am enthusiastic about sharing that gift with others while emphasizing on the gift of life and living in the present moment.

I have found that being mindful has allowed me to truly slow down and smell the roses. It has also taught me to enjoy what I have and to not yearn for the future because the future is never promised to us. I recently returned from New York where I competed in a fitness competition. Finally after six years, I placed first!

I am truly thankful and blessed to be on this journey into mindful nursing. Many of you have helped mold me into the nurse that I am today. I hope that each and every one of you take away the simple fact of living life in the now.

---

**Professional Nursing Practice Council (PNPC)**

The Professional Nursing Practice Council at University of Miami Hospital utilizes a shared governance framework that is made up of nursing representatives from all clinical areas at the hospital. However, we welcome all nurses to participate. The committee meets the 4th Wednesday of every month from 8:00-10:00 am in Seminar Center to review important practice issues. Your input is valued and appreciated!

Please join us at one of the upcoming meetings on:

- September 24th, 2014
- October 22nd, 2014

For any questions, please contact Patrick Szaraz at pszaraz@med.miami.edu, Christina Ugarte at cugarte@med.miami.edu, or Betty Hanley at bhanley@med.miami.edu.