To Engage or Disengage?

By Dean Gail Stuart, PhD, APRN, BC, FAAN

“How you can divide any working population into three categories: People who are engaged (loyal and productive), Those who are not engaged (just putting in time), and Those who are actively disengaged (unhappy and spreading their discontent). Our research shows that the U.S. workforce is 26 percent engaged, 55 percent not engaged, and 19 percent actively disengaged.”

- Marcus Buckingham, Gallup Polls

I thought this quote was very thought-provoking, and I found myself wondering how our College of Nursing faculty and staff, and even our larger MUSC community, would fall in relation to these categories. What do you think? In the leadership development workshop I recently attended, this topic was the source of much discussion. For example, whose responsibility is it to “engage” a person at work? Is it the worker’s or the manager’s? Who is responsible for a person’s morale? Where does personal accountability start and end? Can anyone really engage someone who is actively disengaged? And what damage do the actively disengaged do to our work environment?

The times in which we live place high value on work commitment, team-building, and positive outcomes. Yet each day we encounter some folks in our work setting who would like to slow us down…or even drag us back. We know who they are. The real question is, how do we deal with them? That’s a tough one and I surely don’t have the answer.

What I do believe, however, is that everyone wants to feel valued and appreciated in their work roles. I also believe that people need to earn that value and appreciation. It truly is a two-way street. I think that a “healthy” organizational climate simply comes down to treating each other (faculty, staff and students) with respect…in tone of voice, in language, in “non-verbal behavior,” in attitude, and in simple courtesy.

I read somewhere that when a person answers the phone and is smiling, you can feel it on the other end of the line. I then watched for it and noticed that it’s true! Small things surely can make a significant positive or negative impression.
First Army Nurse Killed in Combat Since Vietnam

A nurse who worked at a combat support hospital in Iraq was killed in July, making her the first Army nurse casualty of the war.

Throughout our country’s history, nurses have often been called upon to make the ultimate sacrifice.

Nurses have a proud history of providing nursing care and leadership in the military. **U.S. Army Capt. Maria I. Ortiz**, 40, born in Pennsauken, NJ, and raised in Puerto Rico, died July 10 after suffering injuries from a mortar attack in Baghdad’s “Green Zone,” according to published reports. Prior to volunteering for duty in the combat zone, Ortiz served at an Army health clinic at the Aberdeen Proving Ground in Maryland. She also had been stationed at Walter Reed Medical Center in Washington, DC, and in Puerto Rico.

Ortiz will be buried at the Arlington National Cemetery in a special ceremony honoring her service. Additionally, media reports said officials are considering naming a part of the new Walter Reed Medical Center honoring her and other nurses’ contributions in combat zones.

— Brian Short, RN; www.allnurses.com

Engage (cont. from p. 1)

Our hospital and College of Medicine are embarking on a major initiative to renew these values of respect in the work setting. I hope that the College of Nursing can join in this endeavor. I, personally, would love to see all of us fully “engaged” and ready to tackle the future. I am... how about you? – Gail

Recognition Fund Contribution

Gigi Smith is accepting recognition fund contributions from all faculty and staff. Per the CON Recognition Fund guidelines, faculty holding full-time regular appointments will contribute $40 and part-time or modified faculty and staff will contribute $20 to the fund each year. Gigi’s office is located in room 323.

Nursing Technology Update

WebCT coverage will be provided by Brian Getsinger until a replacement is found. The College of Nursing is in the process of reviewing potential candidates and will begin interviewing shortly. Until that time, please forward all requests to Brian. If Brian is not available, call Mary Mauldin’s team in the library.

eValue is now the sole evaluation tool for instructor/course evaluation. All summer courses have been loaded and evaluation requests emailed.

*Breeze video* conferencing is also available for all to use. A seminar on its use will be provided in the next couple of weeks to prepare you for the fall semester.

Brian will be on vacation August 6 - 10. If you have any technology needs during this time contact Jason Flamm at flamm@musc.edu or 792-0213.

Say Cheese!

Faculty and staff: If you haven’t already done so, please have your new CON headshot taken by our resident photographer, Brian Getsinger, as soon as possible. We promise that it will be a quick and painless procedure. Contact Brian at gettingb@musc.edu or call 792-4631 to schedule an appointment today!
Simulation Lab Construction Set to Begin

And we’re off! Susan Sparks and I met recently with all the folks involved in the first floor Simulation Lab project. As you can imagine, there are many issues that will be addressed during the renovation. Here is a brief update on those that are most pertinent to us in the first phase.

• We can expect to see work begin August 6. If all goes well, we are looking at an April 2008 completion date. However, if weather is bad this timeframe may be moved back.

• Access will be blocked off to the back of the building and the only two parking places to remain will be designated as handicapped.

• The entrance to the second floor via the building’s front door will be unchanged. The first floor middle entrance will be blocked off.

• The only access to the elevator via the first floor will be through the side ramped door next to the parking garage. The public safety side entrance door will be available to take the stairs.

• Work will begin with the installation of 80 feet long steel piles to support both the addition to the building for storage and the redesign of the front entrance. This process will take about a week with 2-3 days of significant noise.

• The demolition phase is expected to take two months.

• Badge access to the building will be limited to the project supervisor and foreman. We have requested that badge access be added to both elevators. It is critically important, however, that if you see someone in the building whom you do not know that you stop and ask them who they are and why they are here. Notify Public Safety if you have any concerns.

• Deliveries will occur through the ramped side entrance.

• Port-a-potties will be made available outside of the building for workmen. They are not to use our interior bathrooms.

• Dust will be contained as demolition proceeds.

• The time clock will be relocated to the second floor copy room.

• Neither our water nor our heating/air conditioning should be disrupted during working hours.

That’s a summary of what we can expect initially. I will continue to update you as the project moves along.

Finally, I understand that this will be disruptive to the College. Let all try to “hang in there” and if you have good ideas for how we can make life a little better during this work please let me know.

I, myself, can’t wait to hear some hammers!

– Gail
Congratulations to Dr. Charlene Pope who was notified by the NIH/National Library of Medicine that her G-08 award entitled, Carolinas Conversations: A Multi-ethnic Digital Corpus of Speech for Older Persons, has been selected for funding beginning in September. This grant uses the NLM Knowledge Management & Applied Informatics mechanism, which has rarely been used to fund the development of a clinical database. Dr. Boyd Davis will be a co-investigator on this three-year, $450,000 project that will use students from all six colleges to collect voice recordings of older adults.

Congratulations to Dr. Elaine Amella who received funding from the SC Nutrition Research Consortium for a proposal entitled, Spreading the Word: Dissemination of Meals at Home for $20,000. This work will test a train-the-trainer model for teaching home health nurses, support group leaders, and day care workers to teach families to implement a mealtime management program for persons with dementia. Ms. Ruth Stockdell, instructor and PhD student, is the project manager and will oversee the research.

Research For Lunch
Look for a confirmation regarding the August 20th Research for Lunch. If you’re interested in presenting, contact Dr. Jane Zapka at zapka@musc.edu

Office of ACADEMICS
Attention Class of December 2007
Degree applications are now online and must be completed in order to receive a diploma. Additionally, students may order their cap and gown as well as invitations for December’s Convocation on this Web site. The address is www.musc.edu/em/grad/instructions.html.

Composite photos of graduating students will be taken on Thursday, September 20. Please check your e-mail and the September eConnections for additional information regarding all graduation-related activities.

New Student Orientation begins Monday, August 20. Students enrolled in the Accelerated BSN/MSN, RN-BSN, RN-MSN, and MSN degree programs will meet Monday morning in Baruch Auditorium for a welcome from MUSC president, Dr. Raymond Greenberg. Afterwards, the students will participate in programs and activities designed to specifically meet their needs and university requirements.

The fall Stethoscope Ceremony will take place Thursday, August 23 at 4:30 pm at St. Luke’s Chapel. Two alumni, Karlayne Toole and Anita Pollard, will speak, as well as Student Nurses Association Treasurer, Nicole Staubes. Additionally, Staubes was the recipient of a Provost Scholarship and has been selected as a Presidential Scholar.
Williamson Submits Grant for SIMC

**Deborah Williamson** and two summer interns, **Melissa Cox** and **Ricky Patel**, recently submitted a grant to the Henry and Sylvia Yassik Foundation to fund physical upgrades to the Sea Island Medical Center (SIMC).

As you may know, the College’s Hispanic Health Initiative holds a strong partnership with SIMC. The community health center, located on Johns Island, serves as a safety net provider to the public and plays a vital role in the health of the island community.

Since its inception in 1975, very few physical improvements have been made to the facility. Painting, landscaping, adding baseboards, removing mold, and installing proper lighting are just a few of the necessary upgrades. The high cost of health care, coupled with meager patient revenues and insufficient government funding leaves no available funds for such capital renovations. The funding for these essential improvements will allow SIMC to continue its provision of quality health care to the Sea Island community.

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**Fall Medical Spanish Classes Offered**

- **NURSM504** - Mondays 4 - 6 pm
  *Beginner Medical Spanish for Healthcare Professionals*

- **NURSM619** - Wednesdays 4 - 6 pm
  *Intermediate Medical Spanish for Healthcare Professionals*

The electives listed above are two credit hours for nursing students currently enrolled in classes at MUSC. Plans are underway to offer this course as an elective to students in other Colleges on campus this Spring. These classes are also open to MUSC nurses, faculty, and staff. Faculty and staff can receive 28 continuing nursing education contact hours for each course.

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**Hispanic Health Initiative News**

The Hispanic Health Initiative staff attended the National Conference on Health Disparities July 19-21 at the Charleston Marriott. **Dr. Deborah Williamson, Dr. Sheila Smith, Dr. Charlene Pope, Melanie Slan, Tiffany Williams**, and interns **Ricky Patel** and **Melissa Cox** all attended the conference which was sponsored by MUSC, SC State University, The Congressional Black Caucus Foundation, Inc, and the Congressional Black Caucus Health Braintrust.

The conference showcased successful initiatives in the elimination of health disparities, identifying key challenges, and opportunities for sustainability.

In addition, the following Hispanic Health Initiative Honors scholars volunteered as pages at the national conference: **Michael Sollie, David Fulmer, Sarah Burden, Megan Kenyon, Lisa Rice, Jessica Leinbach, Nicole Staubes** and **Kelly Hager**.

For more information on registering for continuing education visit www.musc.edu/nursing/departments/continuingeducation/index.htm or contact Carol Whelan at 792-2651 or whelanc@musc.edu.

Instructor Anne Lawn has taught Spanish classes at the College of Charleston and is currently teaching Spanish at the Citadel. She is a certified legal interpreter and is a MUSC certified medical interpreter.
**FACULTY NEWS**

In July, **Dr. Barbara Edlund** gave a presentation on the College’s ANP/PC track option to the Board of Directors of the Hospice and Palliative Nurses Association along with the directors from eight other graduate nursing palliative care programs from around the country. What a fantastic opportunity to share the CON’s accomplishments.

**Dr. Deborah Williamson** was nominated and accepted as a Advisory Council member for the Circulo Hispanoamericano de Charleston Advisory Committee.

**Susan Newman**, a PhD student, has had a manuscript titled: “The Plight of the Marsh Arabs, an Environmental and Human Rights Crisis: An Application of Complexity Theory” accepted for publication in the December issue of *Advances in Nursing Science*.

**Pam Murphy**, doctoral student, passed her comprehensive examination one week before delivering a beautiful baby girl named Audrey on July 23. Pam is a Certified Nurse Midwife and a Lactation Consultant at MUHA.

**STUDENT NEWS**

**Scott Spillman**, a second-year BSN student, recently went above and beyond the duties of his psych rotation at the VA Medical Center. Spillman took it upon himself to locate the psychiatric day program supervisor at the VA Medical Center to ask for permission to work on the patients’ destroyed pool table.

Spillman recruited a local business owner of a billiards parlor to help pitch in with supplies. One Saturday in June, Spillman and a friend delivered all the necessary equipment to refurbish the VA Medical Center’s pool table. They recovered the pool table and supplied the hospital with seven new pool cues, new balls, chalk, racks and supplies. Spillman, an extremely compassionate and responsible individual, asked for no assistance or money. And until the Day Program coordinator told the staff, nobody knew Spillman had even taken on this project.

**Cathy Mulloy**, a third-semester accelerated student, has been invited to join the Advisory Board at Respite Ministries. Mulloy, who is interested in working with persons with Alzheimer’s disease, volunteers both at Hospice of Charleston and East Cooper Hospital, and is a research assistant for the Meals at Home project.

**CON’s Safety Plans**

In light of recent community events, everyone is encouraged to review CON’s procedures in the event of a fire or severe inclement weather.

The College of Nursing is considered an ‘evacuation’ building, in that, in the event of a fire, everyone is to evacuate in an orderly manner. All 9-1-1 calls can now be traced to an individual room in the CON building so call 9-1-1 to report at fire. To review the manual, go to [www.musc.edu/fanda/risk/osha/safetymanual2005/fire-plan.pdf](http://www.musc.edu/fanda/risk/osha/safetymanual2005/fire-plan.pdf)

Did you take an exciting trip over the summer? Whether it was to a far-off mountain top or a beach a couple hours away, we want to see YOUR summer vacation photos! Submit your favorite summer vacation photo identifying the place and month via email to: barnette@musc.edu by Friday, August 24 for publication in the September issue of eConnections.

CARING FOR VICTIMS OF DOMESTIC VIOLENCE

August 10

For more information, visit www.sccadvasa.org

Jacquelyn Campbell, Ph.D., RN

Jacquelyn Campbell, Ph.D., RN is the Anna D. Wolf Chair and a Professor in the Johns Hopkins University School of Nursing, with a joint appointment in the Bloomberg School of Public Health. Her BSN, MSN and Ph.D. are from Duke University, Wright State University and the University of Rochester.

Dr. Campbell has been conducting advocacy policy work and research in the area of domestic violence since 1980, and is an elected member of the Institute of Medicine and the American Academy of Nursing. She serves on the Board of Directors of the Family Violence Prevention Fund and the House of Ruth Battered Women’s Shelter; and also has been a member of the congressionally appointed US Department of Defense Task Force on Domestic Violence.