InsIdE

NEWS ......................... P. 2
CALENDAR .................. P. 3
ACADEMICS ................. P. 4
RESEARCH ................... P. 5
PRACTICE .................. P. 6-7
FACULTY & STAFF NEWS .. P. 8

Footprints of a Leader

By Dean Gail Stuart, PhD, RN, FAAN

I am often asked, what does it take to be a really good leader? That is not a simple question. I do know that knowledge of leadership is not enough. It’s what you do with the knowledge that makes leadership real. That means, do you have the skill and the will to inspire and direct change.

There are some different kinds of leaders too. There are the thinkers or those I call thought leaders. They can come up with many good ideas, although they may not necessarily know how to operationalize them. Then there are the inspiring leaders or action heroes, who always seem to be pushing the boundaries and leaping tall buildings. Another type is the imaginative leader who focuses on innovation, invention and repackaging a good idea to make it even better. And finally I think of the committed leader, as a person who builds confidence and refines the skills of others to not only make a better team, but to make sure there is someone next in line to succeed.

I also think of essential leadership traits. These include a sense of organizational clarity, and a focus on vision and mission. Someone who can raise aspirations and take a group of people to places they could not go individually. Another essential trait for an effective leader is the ability to have hard conversations. Leaders who avoid conflict invariably avoid greatness, because the path to greatness for a group always means handling the potholes and tangled brush along the way.

At the end of the day, I strongly believe that truly great leaders must be truly great implementers. One must go beyond having good or even brilliant ideas and possess the clarity, discipline and focus to not be distracted from the vision ahead.

Without a doubt this is a tall order for anyone, which is why I think that leaders are both born and made... Gail
Effective Communication: Key Component Among Health Care Team

Communication failures are the root cause of nearly 70 percent of sentinel events reported to The Joint Commission, an independent, not-for-profit organization that accredits and certifies more than 20,000 health care organizations and programs in the U.S. The underlying reasons for poor communication are complex, but most come down to one member of the “team” failing to speak up when patient safety is at risk and/or another member of the team failing to listen.

Physicians have a major opportunity to improve communication and patient safety. Failure to communicate occurs most often between physicians and nurses. In one large study, Silence Kills, almost 75 percent of nurses and other health care workers reported poor teamwork and lack of respect from physicians and their own peers. Hospitals were the first arm of the health care system to identify failure of interdisciplinary team communication as a fatal flaw in the patient safety-net and they are working to change the underlying culture of how health care professionals communicate with one another.

A variety of approaches from communication improvement tools, such as patient handoffs and proper diagnosis and treatment, to zero tolerance of abuse, are being implemented. Interdisciplinary teams are being trained based on the science of effective teamwork. Well-functioning teams have been shown to improve the work environment, relieve stress, improve work satisfaction, reduce errors, and improve outcomes.

Effective team characteristics include:
1. Clear unity of purpose and performance goals.
2. Informal, relaxed atmosphere where people can express feelings and ideas.
3. Lots of discussion where everyone participates.
4. Disagreement is viewed as a good thing.
5. Decisions are usually made when there is mutual agreement.
6. Each individual carries his/her own weight.
7. Leadership of the group shifts depending on topic and expertise. It is not who controls, but how to get the job done.

Developing effective interdisciplinary teams is relatively new to ambulatory practice, but growing in scope and impact. A collection of strategies and tools developed by the Department of Defense called TeamSTEPPS, was originally designed to promote aviation safety, but has resulted in several promising approaches that are being tested in busy clinics. For more information, contact Marilyn Laken, PhD, RN, FAAN at lakenm@musc.edu or visit MUSC’s Outpatient Quality Improvement Network (OQUIN) website.

Like to See Yourself on a Billboard?

The Ronald McDonald House (RMH) of Charleston opened its doors 30 years ago as a home away from home for families of seriously ill children. This year they are recognizing this milestone with a campaign called “Wear Red Shoes.” Over the year you may see billboards around town displaying local faces such as Darius Rucker and Mayor Riley wearing red shoes.

The RMH’s Red Shoe Society has developed a contest for a chance to appear on a billboard for a month in Charleston. The RMH is looking for creative photos using red shoes. The winner will be decided on Facebook with the most “likes.”

If you have a creative idea for a photo, contact Yolanda Long at morrisym@musc.edu. A $50 gift card will be awarded to a faculty or staff member who comes up with the best idea on how to represent the College using red shoes.
## CALENDAR OF EVENTS

### JULY

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>THU 04</strong></td>
<td>Independence Day</td>
<td>CON closed</td>
</tr>
<tr>
<td><strong>MON 08</strong></td>
<td>PhD Residency Week</td>
<td>Contact Yolanda Long (<a href="mailto:morrisym@musc.edu">morrisym@musc.edu</a>) for details</td>
</tr>
<tr>
<td><strong>WED 24</strong></td>
<td>DNP Two Day Orientation</td>
<td>Contact Arly Douglass (<a href="mailto:asdoug@musc.edu">asdoug@musc.edu</a>) for details</td>
</tr>
</tbody>
</table>
| **WED 24** | Janelle Othersen Visiting Professorship Lecture Series Featuring Donna Hathaway, PhD, RN, FAAN, University Distinguished Professor, University of Tennessee Health Science Center: | > Pinnacles, Pitfalls and Lessons Learned from a Research Career  
2 p.m. | Harborview Office Tower (304)  
> Finding Your Way in a Changing Healthcare Environment  
4 p.m. | Drug Discovery Auditorium (DD 110) |

### AUGUST

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>THU 08</strong></td>
<td>MUSC Board of Trustees Meeting</td>
<td>Thursday &amp; Friday</td>
</tr>
</tbody>
</table>
| **FRI 09** | “Keeping it Legal: Copyright Basics for Publishing, Presenting and Education” | Do you need permission every time you use someone else’s work? What's the best way to post articles on Moodle? What’s educational Fair Use? Answers will be discussed.  
12 – 1 PM | HOT (Room 910) |
| **MON 19** | Retirement Party for Peggy Spain | 4:00 p.m. | CON - HOT (10th floor) |
| **TUE 20** | Faculty Convocation | Keynote Address: “Ethics in the Emerging Health Care System” by Robert M. Sade, MD  
4:30 PM | Drug Discovery Auditorium (DD 110) |
| **THU 22** | Stethoscope Ceremony | 4:30 PM | St. Luke’s Chapel (Bee St. & Ashley Ave.) |

---

**CON Building Renovation**

Which office was this? (Hint: It’s on the 4th floor)

The Historical Library has been converted to a “Situation Room.”

Dean Stuart joins the demolition crew.

5th floor - GUTTED!
Student CONgratulations!

Congratulations to Scott Jorgensen, FNP student in the DNP program, for being accepted into the Center of Family Medicine FNP Senior Level Clinical Program at Spartanburg Medical Center. Scott was one of two nurse practitioner students selected in South Carolina to participate in this wonderful clinical opportunity in which he will care for patients of all ages and socioeconomic backgrounds, with an emphasis on the underserved. Scott will begin his clinical rotation at Spartanburg Medical Center this August.

Congratulations to PhD student Mary Naccarato who passed her final dissertation on June 10. The title of her dissertation is “The Influence of Emergency RNs’ Characteristics and Readiness for Change on their Intention to Implement Pressure Ulcer Prevention Guidelines.” Her advisor is Professor Teresa Kelechi, PhD, RN, FAAN.

Two Alumni Receive DAISY Award

Two May 2011 graduates of the College of Nursing accelerated BSN degree program, Danielle Nowakowski and Elizabeth Roehner, have been recognized for nursing excellence by their peers and each received a DAISY Award this year. In February, Danielle was recognized for her compassion, caring, and genuine warmth. She is a nurse on 8E. Elizabeth, a surgical ICU nurse, was recognized in May for her remarkable compassion and professionalism.

DAISY Award recipients are nominated by a nursing peer and chosen through a blind vote by the Nurse Alliance Leadership Council at MUSC Health. The DAISY Award was created by a family who appreciated the skillful and compassionate care their son received from his nurses during an eight week hospitalization. The family wanted to say “thank you to nurses everywhere by establishing a recognition program to honor the “super-human work nurses do for patients and families everyday.” One nurse is recognized each month.

How to Kick-start Your Nursing Career

Attention all student nurses and new nurses – are you interested in learning how to expand your network, prep for interviews or gain valuable experience in nursing? Or maybe you want to know what to expect during your first year as a nurse. Johnson & Johnson is inviting student nurses and nurses with less than five years of nursing experience to share your fundamental questions with them on the Nursing Notes by Johnson & Johnson Facebook Page and on Twitter @JNJNursingNotes. Each month, they will pick a few questions to highlight with responses provided by seasoned nurses.

Q. What was your biggest challenge in transitioning from student to practicing nurse, and what can students do to help prepare for the transition?

A. For me, it was the sudden sense of responsibility. I went into nursing in a rural community right out of college and was the only geriatric nursing assistant working nights! If students can get experience in a rural area – even if they aren’t necessarily interested in working in one – you will learn many advantageous skills that will help you transition into your career. Nurses in rural communities wear many hats and become expert generalists, and the experience can help you prepare for the real world no matter what your specialty may be. Learning to tackle the broad before moving to the specific can really help you in the long run. - Pamela Fahs, RN, DSN, president of the Rural Nurse Organization, and professor and Dr. G. Clifford and Florence B. Decker Endowed Chair of Rural Health Nursing at Binghamton University in Binghamton, N.Y. Fahs has been a nurse for 35 years.

Source: Johnson & Johnson Nursing Notes

Safety Emergency Alert Info

All students are encouraged to register for the MUSC Alert Emergency Notification System at www.musc.edu/muscalert. In the event of an emergency, this message system will provide specific information and detailed instructions via a text alert directed to your mobile device.
Funded Grants

Congratulations to Frank A. Treiber, PhD for receiving funds from the National Institute of Health (NIH)/National Heart, Lung, and Blood Institute (NHLBI) for an R01 titled “Smartphone Delivered Meditation for BP Control Among Prehypertensives.” The proposed research represents an innovative, three stage mixed methods approach aimed at developing and evaluating a smart phone delivered breathing meditation program for improving blood pressure control among prehypertensive African-American and white adults.

Nancy D. Duffy, DNP, RN, CEN, CNE, for receiving an award from the Foundation of the National Student Nurses’ Association (FNSNA) through the Promise of Nursing for South Carolina Nursing School Grants program. The College of Nursing was selected by a committee appointed by the South Carolina Hospital Association. This grant application is for development of an educational innovation: a virtual pre-entry program, The Promise of Nursing Toolbox (PONT), that will address known student challenges and identify tools for success at entry. The goal of the program is to enhance the teaching capacity of nursing programs so that they can enroll more qualified nursing students, thereby helping to alleviate the nursing shortage in South Carolina.

Submitted Grants

Gail W. Stuart PhD, RN, FAAN, submitted an application to the Josiah Macy Jr. Foundation titled “Virtual Interprofessional (VIP) Learning.” MUSC seeks funding to create a highly innovative, interactive, advanced computer simulation technology to develop a new level of interprofessional healthcare learning experiences. The goal of the project is to improve student competencies in addressing patient care quality and safety. The innovation lies in the use of avatars—or virtual 3-D representations—of our learners, patients, and patient environments for improved communication, analysis, decision making, and resolution of significant health care events and environments that could not take place or readily available otherwise. This innovative proposal takes the beneficial effects of simulation to an exciting new level of learning opportunity, moving beyond a narrow focus on tasks and team structure to include team processes and interactions, notably, interprofessional communication.

NIH News

NIH TO REQUIRE THE USE OF UPDATED ELECTRONIC GRANT APPLICATION FORMS

NIH periodically updates the electronic grant application forms used to apply to NIH programs. These updates are necessary in order to remain current with the most recent form sets available through Grants.gov and approved by the Office of Management and Budget. The next form update will take place for applications submitted for due dates on or after September 25, 2013 (see NOT-OD-13-074 for details, exceptions and instructions).

Publications

> Lauerer, J. (2013). Helping Sam slay the dinosaur. Journal of Christian Nursing, 30(3); 76.


> Powell-Young, Y. M., Spruill, I. J. (2013). Views of black nurses toward genetic research and testing. Journal of Nursing Scholarship, 45(2); 151-159.

> Hanrahan, N., Stuart, G., Delaney, K., Wilson, C. (2013). Mental health is an urgent public health concern, Nursing Outlook, 61(3); 185-186.


> Williams, P. H., Nemeth, L. S., San- ner, J. E., Frazier, L. Q. (2013). Theme- tic analysis of cardiac care patients’ explanations for declining donation to a genomic research-based biobank. AJCC American Journal of Critical Care, 22(4); 320-27.
Promotores’ Busy Year

Earlier this year, the PASOs program graduated its first group of promotores (community health workers). This group consisted of 11 Hispanic community members who volunteered their time to help their peers access medical and social services by overcoming barriers related to mistrust and misinformation about how and where to access services.

The promotores received training in leadership, communication, and identifying and accessing medical/social services in the tri-county area. Not only do promotores help their peers access services, but they also are a resource to the health care and social service system by offering expertise to students wishing to engage in cultural immersion experiences.

In June, five promotores participated on a panel at a childcare provider conference to discuss their experiences with childcare services. The audience, comprised of childcare professionals from South Carolina and Georgia, was very intrigued by the promotores comments and commended PASOs for the work that has been done to develop leadership within the Hispanic community.

Another group of five promotores worked with Zach Childress, CON student, on a mental health needs assessment which will guide development of mental health support programs for the Hispanic community (see Catholic Charities story on right).

Promotores will continue to work in the tri-county to help reduce barriers to care within the Hispanic community. For more information about the PASOs program, contact Romina McCandless at bria@musc.edu.

Catholic Charities Project

In 2013, the PASOs program partnered with Coastal Catholic Charities to conduct a mental health needs assessment in the Hispanic community for the purpose of guiding the development of mental health support programs for the community. Five PASOs promotores worked with BSN student, Zachary Childress, and Bridget Stall, a public health intern from the University of Massachusetts, to conduct the assessment. The promotores met with Zachary and Bridget to review the survey instruments and modify the interview questions so that the community could more easily understand what was being asked.

Along with the students, the promotores conducted interviews in various community locations such as a flea market, laundry mats, community health fairs, Hispanic stores, churches, and even in Hispanic neighborhoods. Over 100 interviews were conducted. Zachary and Bridget analyzed the collected information and presented the results to the promotores.

The promotores are now tasked with compiling a list of recommendations to present to Catholic Charities. Catholic Charities will develop a culturally appropriate mental health support program for the Hispanic community using this data. In addition, results from the needs assessment will be announced on local Spanish radio stations and in the local Spanish newspapers. For more information about the PASOs program, contact Romina McCandless, MPH at bria@musc.edu.

ACLU Discusses Immigration, Health with HHI Scholars

In June, Susan Dunn, a lawyer with the American Civil Liberties Union (ACLU), discussed the South Carolina Immigration law with CON’s Hispanic Health Initiative (HHI) Scholars. The specifics of the law and what it means for undocumented immigrants was examined and then a discussion ensued about how this law may affect the health of the undocumented immigrant population in our state. The HHI students are participating in clinical experiences throughout the community that serve the Hispanic population. An emphasis is placed on how social determinants of health affect underserved populations. For more information about the HHI program, contact Anna Tecklenburg Patton at tecklenb@musc.edu.
Comprehensive Immigration Reform is a domestic policy priority in all branches of government. Both the House and Senate are working on bipartisan legislation to accomplish this goal. President Barack Obama’s proposed policy focuses on continued strengthening of border security and targets employers that hire undocumented immigrants. It proposes that anyone in the United States illegally pay taxes, penalty fines, undergo background checks and learns English as a pathway to citizenship. The recent “Gang of Eight” meetings in the Senate have proposed a pathway to citizenship and increased border security as well. This proposal is thought to be the one that is most likely to pass and become our national comprehensive immigration reform. This proposal is a four-part approach. Reviewing this proposal and reviewing key components of The Affordable Care Act, help us understand how these two pieces of legislation may affect health care for documented and undocumented immigrants.

First, the Gang of Eight proposes background checks, fingerprints, fines, tax payment, proof of employment and presence in the U.S. before 2012. If this is met, immigrants can be placed at the “bottom of the list” to qualify for temporary status. Permanent resident status will become available after 10 years if border security (no illegal departures and arrivals back to the U.S.) and employment verification are met. No federal benefits like Medicare and Medicaid will be available during temporary status and, the applicant needs to prove that they are earning 25 percent above the federal poverty line. The applicant’s status is revoked if they commit a serious crime, are not compliant with work, tax and physical presence requirements.

Second, The DREAM Act for young, undocumented immigrants would create a five-year path to citizenship for young undocumented immigrants brought to the US by their parents illegally or, who have expired visas. Next, this proposal would create incentives for undocumented immigrants that are entrepreneurs with records of job creation, increase visas for foreigners with advanced degrees, nearly double the amount of visas awarded for specialty occupations and increase the number of visas awarded to those in science, technology, engineering and mathematics. However, it would require business owners to seek out American workers before taking foreign workers.

Finally, it would establish a low-skilled guest-worker program and new agricultural guest-worker visa program that allows undocumented farm workers to obtain legal status.

As nurses, we may be asking ourselves, what does this latest major legislative proposal mean to us, the patients and families that we serve? It is important to point out that The Affordable Care Act addressed many of these questions and that these policies will remain largely intact through comprehensive immigration reform.

In short:

+ Naturalized citizens have the same access and requirements for affordable coverage as US-born citizens.
+ Lawfully present immigrants get limited federal coverage
  > There is a five-year or more waiting period for most lawfully residing, low-income immigrant adults
  > States can chose to provide Medicaid and Children’s Health Insurance Program (CHIP) benefits to lawfully residing children and pregnant women without a waiting period. But, in states that don’t elect this option, these children and pregnant women must adhere to the five years or more before they can get affordable coverage
+ Undocumented Immigrants will receive no federal coverage
  > Not eligible for Medicare, nonemergency Medicaid or CHIP
  > Remain eligible for emergency care under federal law
  > Eligible for emergency Medicaid if low-income
  > May seek nonemergency health care at community health centers or safety-net hospitals
  > Citizen or lawfully present children of undocumented parents are eligible:
    • To purchase from state exchanges
    • For premium tax credits and lower copayments
    • For Medicaid or CHIP

REFERENCES
Conratulations to clinical instructor, Melanie Cason, MSN, RN, CNE, who received the “Award of Excellence in the Academic Setting Mentoring Others” by the International Nursing Association of Simulation and Clinical Learning (INASCL) at the INASCL conference held June 12-15 in Las Vegas, NV.

In late May over 1,700 midwives from all over the world convened in Nashville TN, to attend the 58th annual meeting of the American College of Nurse-Midwives (ACNM). Several former MUSC midwifery graduates, now organizational leaders and expert practicing midwives, earned valuable continuing education credits, reminisced, and strategized to transform maternity care and women’s health in the new health care arena.

The meeting delivered some proud moments in recognition of the achievements of MUSC midwives. Associate Professor Sharon Bond, PhD, CNM, FACNM, was inducted into the ACNM Fellowship in special recognition of achievements within and outside the midwifery profession. CON graduate Ginger Breedlove (’82), CNM, PhD, FACNM, professor of graduate nursing at Shenandoah University was installed as the ACNM’s 26th President. Another graduate, Leigh Wood (’82), CNM, was a recognized clinical expert. She is a past recipient of the ACNM Award for Regional Excellence and a past nominee for the prestigious ACNM Hattie Hemschemeyer Award. In 2008, Leigh received the College’s Distinguished Alumni award in appreciation for 20 years of precepting MUSC student midwives.

Congratulations to Gigi Smith, PhD, APRN, CPNP-PC, MSN/DNP program director and assistant professor, who has been selected to receive one of two MUSC Foundation Outstanding Clinician Awards for 2013. This prestigious award honors full-time faculty who have made outstanding contributions to patient care at MUSC. Gigi was selected to receive this honor because of her commitment to excellence, respect for others and loyalty to MUSC and her patients and colleagues.

This award carries a cash award of $3,000 from the MUSC Foundation and will be presented at MUSC’s Faculty Convocation program held August 20th.

The other recipient is Eric M. Graham, MD, director of the pediatric cardiac ICU and co-chair of the Children’s Hospital Infection Control Committee.

REMINDER

When in need of technology assistance, please open a HELP DESK TICKET and someone will assist to resolve the issue in a timely manner. It is extremely important not to disturb the technology staff while they are working so as they can assist faculty, staff and students quickly and not waste valuable time. To be helpful...

>> PLEASE DO NOT loiter around their desks unless you have an appointment

>> PLEASE DO NOT call office or personal cell phones (this includes sending texts) if a Help Desk ticket has been submitted. They have your request...you don’t need to call too...this wastes time.

>> IF YOU CAN NOT turn on or access your office computer call their office phone only (not their personal cell phone) and someone will return your call as quickly as possible.

THANK YOU!

NEUROLOGY UPDATE FOR THE PRIMARY CARE PROVIDER

Presented by MUSC’s Department of Neurosciences and the Office of Continuing Medical Education

September 7, 2013
Doubletree Suites Hotel, 181 Church Street

Designed to provide physicians, PAs, NPs, and other primary health care providers who are involved in caring for adults and adolescents with the knowledge and skills to manage common neurological complaints in the primary care setting, and to implement strategies in practice resulting in best practices.

For more information, visit www.musc.edu/cme.
THE FACULTY AND STAFF OF THE
COLLEGE OF NURSING AT
THE MEDICAL UNIVERSITY OF SOUTH CAROLINA
INVITE YOU TO ATTEND
THE THIRD ANNUAL
JANELLE OTHERSEN VISITING PROFESSOR
LECTURE SERIES
FEATURING

DR. DONNA HATHAWAY
Finding Your Way in a Changing Healthcare Environment

WEDNESDAY, JULY 24, 2013
4:00 P.M.

DRUG DISCOVERY AUDITORIUM
JAMES E. CLYBURN RESEARCH CENTER
MEDICAL UNIVERSITY OF SOUTH CAROLINA
70 PRESIDENT STREET
CHARLESTON, SOUTH CAROLINA