

HealthLinks

A Newsletter From
Catskill Hudson Area Health Education Center

Fall 2006



Pathways
to
Healthcare
Careers

Nursing Summit 2006

The
Artistry
of Nurse
Management



For the second consecutive year, Catskill Hudson Area Health Education Center (Catskill Hudson AHEC) hosted its annual Nursing Summit, bringing together 65 nurses from the Catskill Hudson AHEC region and beyond. The purpose of this year's program, *Nursing Summit 2006: The Artistry of Nurse Management*, was to acknowledge the dedication to professional practice and excellence portrayed by nurse managers on a daily basis. This uplifting gathering of nurse leaders featured a full day of informative presentations, enlightening ideas and beneficial networking opportunities.

This year's featured speaker was Jo Manion, Ph.D., RN, CNAA, FAAN. Dr. Manion, a nationally recognized speaker, senior management consultant and author of six workforce-inspired books, offered an engaging and comprehensive presentation entitled, *Leading in the New Millennium: An Uncommon Journey of Spirit.* Dr. Manion kept the group laughing with her wit and left them inspired with her management insights.

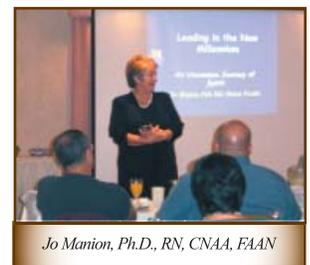
Connie Jastremski, MS, MBA, RN, ANP-CS, FCCM, Chief Nursing Officer and VP of Patient Care Services at Bassett Healthcare, was a speaker at last year's Summit and returned to present again this year. Her presentation, *Leading through the Ages: Managing a Workforce of Generational Diversity*, was both entertaining and enlightening and several Summit attendees commented afterward that her content was very useful to them.

Coy Smith, ND, RN, MSN, CNAA, Vice President for Patient

Care Services at Benedictine Hospital, did a beautiful job of presenting, *What Does the Future Hold? Trends Impacting the Future of Healthcare*, on behalf of Carol Brewer, Ph.D., RN, who was unexpectedly unable to attend. Dr. Smith also conducted a breakout session in the afternoon, entitled, *What is Your Management Style? Getting to Know Your Management Style.* Other breakout session presenters and topics included Karen Leone-Natale, BSN, RN, of the Mid-Hudson Family Health Institute (*The Manager's Role: The Difference Between Mentor and Preceptor*); Elizabeth Mahoney, EdD, RN, ACRN of The Sage Colleges (*Cultural Intelligence: Managing a Culturally Diverse Workforce*); and Helen Robinson, RN MSN of Ellenville Regional Hospital (*Workplace Satisfaction: Recruitment & Retention Strategies*).

Catskill Hudson AHEC's Nursing Summits are meeting workforce development programming needs, as evidenced by several attendees from last year's program returning to participate in this year's Nursing Summit. Jack Daniels, RN, Program Coordinator for the Dialysis Nurse Teaching Day at Bassett Hospital (see article on page 2), was quoted as saying, "The conference day was well done. I can truthfully say it was life changing."

Our sincere thanks go to all the presenters and attendees for their contributions and support, with special gratitude to Dr. Smith for stepping in at the last moment to fill in for Dr. Brewer and, thereby, assisting Catskill Hudson AHEC in delivering yet another successful Summit.



Jo Manion, Ph.D., RN, CNAA, FAAN



Coy Smith, ND, RN, MSN, CNAA



Connie Jastremski, MS, MBA, RN,
ANP-CS, FCCM

A Partner in the New York State AHEC System

Dialysis Nurse Teaching Day

With funding assistance from Catskill Hudson AHEC, Bassett Healthcare conducted the Dialysis Nurse Teaching Day at the Clark Auditorium of the Mary Imogene Bassett Hospital in Cooperstown on May 7th. This program was designed for the RN and LPN working in hemodialysis, home dialysis, peritoneal dialysis, as well as other interested healthcare providers.

The purpose of the program was:

- To identify challenges in the care of Peritoneal Dialysis patients and strategies for providing optimal care.
- To describe the basic concept of Continuous Renal Replacement Therapy (CRRT) as well as identify obstacles and effective strategies for implementing CRRT programs.
- To identify the benefits of short daily dialysis and effective strategies for implementing a home hemodialysis program.
- To identify the goals and principles of the renal disease and apply infection control guidelines to the nurse's practice of dialysis.
- List the factors affecting adequacy of dialysis and the nurse's role in assuring that the patient receives adequate dialysis.

Speakers included Linda Hamilton, RN, BS; Christina Bourgeois, RN; Nancy Coulehan, RD, CDE; Ann Eldred, MD; Ruth Blackman, RN, BSN and Mary Sliviak, RN, MSN, FNP, CNN.



*Kathryn Reed, CMPE
and Jack Daniels, RN at
Catskill Hudson AHEC's
Nursing Summit 2006*

More than one hundred nurses and other medical professionals attended this

one day program. Attendee comments include: "There are very few dialysis educational programs for nurses and this is needed on an annual basis.", "Program very informative and great review of knowledge applicable to profession." and "Excellent! Please do it again soon."

Jack Daniels, RN, Program Coordinator for the Dialysis Nurse Teaching Day, has indicated that, because this program was so successful, Bassett is already planning to conduct a similar program next year.

EMS Leadership Academy 2006

EMS LEADERSHIP ACADEMY 2006



Pre-Conference Workshop
of the
Pulse Check Annual Conference
August 24, 2006
The New York State
Department of Health,
Bureau of Emergency Medical Services
will accept proof of completion
of this program for
continuing medical education credits.



On August 24th, Catskill Hudson AHEC conducted its second *EMS Leadership Academy*. This workshop was offered as a pre-conference program of the Pulse Check annual conference, sponsored by the New York State Volunteer Ambulance and Rescue Association. Presentation topics included: *Leaders and Managers; Recruitment and Retention; Customer Service; EMS Laws - Article 30; Quality Improvement for EMS Agencies; and The Alphabet Soup of EMS*. Two returning presenters from our original EMS Leadership Academy are Lee Burns, BS, EMT-P, CIC-RF of the NYS Bureau of Emergency Services and Joyce Mulleedy, RN, BS, MS, EMT, CIC-RF, Education Coordinator for Adirondack Appalachian Regional Emergency Medical Services Council. New presenters were Robert Delagi, MA, NREMT-P of Suffolk County EMS and Karl Klug, BS, CIC, EMT-CC of Suffolk County EMS. The New York State Department of Health, Bureau of Medical Services accepted proof of completion of this program for continuing medical education credits.

Positive speaker evaluation results were testimony to the fact that the speakers provided valuable and much needed information as a result of their wealth of experience and knowledge. Program evaluations con-

tained overwhelmingly upbeat comments, emphasized by enthusiastic exclamation points. Some comments by attendees include: "Great energy and knowledge!", "Excellent information and useful handouts!", "Nice, easy-going program - easy to stay with.", "Knowledge of speakers was excellent - wide range of expertise.", "Thank you for presenting such a quality program for EMS administration development."

Catskill Hudson AHEC recognizes the importance of continuing our EMS programs and is in the process of expanding the availability of this program and its topics.



Grant Writing 101 Workshop

On September 22nd, over twenty-five people gathered at the Ulster BOCES Conference Center in New Paltz to participate in Catskill Hudson AHEC's *Grant Writing 101* workshop. An additional ten attendees at Capital Region BOCES in Albany and Sullivan County BOCES in Liberty joined this primary site through the use of videoconferencing technology. This was Catskill Hudson AHEC's first program using multiple, remote-site technology, which was made possible through the BOCES system videoconferencing capabilities.

Daniel J. McCormack, PhD, a grants specialist and professor at Binghamton University, facilitated this program and presented his tried-and-true essentials of grant writing. With over thirty years of grant writing experience, it was immediately apparent that Dr. McCormack was a rich source of knowledge on the topic and he skillfully fielded questions from eager attendees. From locating funding resources to analyzing the general outline of a grant proposal to developing a budget, this one-day seminar provided attendees with a clear and comprehensive, step-by-step process for writing a compelling grant proposal.

Workshop participants were enthusiastic about the program and the overall feedback confirmed its success. The request for advanced grant writing offerings in the future was repeated time and again throughout the evaluations. Attendees came from all over the eleven-county Catskill Hudson region as well as from Maryland ... *Yes, Maryland!* Maria Gatto of Bon Sec-

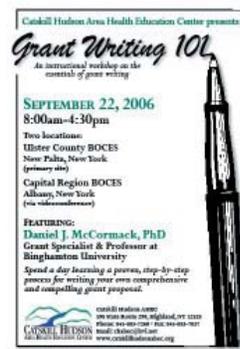
ours Health System in Marriottsville, Maryland drove over five hours to attend. We were happy to read her positive evaluation: "This was a very informative workshop. Well-presented, communicated, 'learner friendly'. It was very fluid, showing the information and 'making sense' to subject. I traveled from Maryland to attend this course – it was well worth the trip! Thank you."

Many attendees remarked on the clarity Dr. McCormack provided to an all too often daunting and demanding task. One attendee shared that the program, "debunked the myths and horror stories and presented the information in bite-size pieces that were manageable and easy to absorb." And most emerged from the conference center at the end of the day with a confident, can-do attitude towards achieving their individual grant writing goals, like this attendee who declared, "This gives me the confidence boost I need. Now I know I can do this, and will!"

In response to *Grant Writing 101*'s success, Catskill Hudson AHEC hopes to offer the workshop again in the spring of 2007. Please check our website (www.catskillhudsonahec.org) for updates.

Additional Evaluation Comments

- "Excellent program - professionally planned and executed. Very informative and not overwhelming."
- "I appreciate the user-friendly package that was handed out. I will use it as a desk reference."
- "Wonderful pace; clear; easy to follow, yet chock full of information. A most valuable day! Excellent presenter!"
- "This is our first attempt at grant writing and this program gave me the insight and the organizational skills to write the grant."



Views of the New Paltz and Albany locations with Dr. McCormack proctoring.

Catskill Hudson AHEC - Sponsored Pipeline Programs 2006 (Student involvement in healthcare settings - a unique learning experience.)

- BENECAMP - Benedictine Hospital
- Health Careers Behind the Scenes - Catskill Regional Medical Center
- M*A*S*H* Camp - Delaware Valley Hospital
- Health and Wellness - DCMO BOCES
- Information Project - Mid-Hudson Library System
- E.C.H.O. - Hudson River Healthcare
- Shadow-A-Surgeon - The Mithoefer Center for Rural Surgery
- Summer Medical Academy - ONC BOCES
- HOSA - Orange-Ulster BOCES
- Healthcare Provider Advocate - Otsego School of Practical Nursing
- Summer Enrichment - St. Luke's Cornwall Hospitals
- Health Career Exploration - Ulster BOCES
- Y2Kids Careers from A-Z - Orange Ulster BOCES

To learn more about our Pipeline programs, log onto our website at www.catskillhudsonahec.org/programs.html.



Catskill Hudson AHEC A Pipeline to Practice Success Story



Dr. Aimee Smith

In 1988, most second graders were consumed with learning basic mathematical equations and reading skills and rushing home to watch an episode of *Ninja Turtles* or Nickelodeon's *Double-Dare*. Aimee Smith was not a typical seven year-old.

"When I was seven years old, my mother was diagnosed with Type II

Diabetes. I would often go with her to appointments with the family practitioners and multiple specialists. Even at that time, I realized that the family practitioner took the time to discuss all aspects of my mother's care and answer all of her questions. The appointments lasted much longer than the attention span of a seven-year-old." Aimee developed a special relationship with her Family Physician, observing procedures and even helping to remove her mother's stitches. "That's when I decided to become a doctor. At the time I never thought of becoming anything other than a Family Physician." Eighteen years later, Aimee is pursuing that dream as a first year resident in the Mid-Hudson Family Practice Residency Program in Kingston, New York.

In high school, Aimee had the opportunity to participate in a summer research program at Roswell Park Cancer Institute in Buffalo, New York. Her work involved research in a laboratory setting where there was no patient contact, which she missed. During her senior year, she participated in the Ulster BOCES New Visions Program, where she spent half the day at school and the other half shadowing health professionals in the hospital and outpatient settings. "We worked with many different specialists and, while I found many other things that I enjoyed,

none of them offered the diversity of the experience I had during the family practice rotations."

Aimee then applied to the innovative seven year combined pre-medical/medical school program between SUNY New Paltz and New York College of Osteopathic Medicine in Old Westbury, New York. This accelerated degree program provides qualified students with a science and medical course concentration during the first three years at SUNY New Paltz and a guaranteed placement at New York College of Osteopathic Medicine (NYCOM), which commences in the fourth year of their baccalaureate studies. Students must not only qualify for initial admissions into this program, but must also meet very stringent criteria in order to matriculate on to NYCOM. "When I was accepted to a seven year combined BS/DO program, I worked with many doctors who stressed the importance of continuity of care. While I believe that it is possible to provide continuity in other fields of medicine, nothing compares to a Family Physician's ability to care for all aspects of a person's medical needs, from the time they are born through their elder years."

Today, Dr. Aimee Smith is a first year resident at the Mid-Hudson Family Practice Residency Program based in Kingston, New York. Upon graduation from the program in three years, she hopes to work in a rural, underserved area, much like the one in which she grew up.

Catskill Hudson AHEC has provided support to the programs that Aimee Smith successfully completed and continues to support the Ulster BOCES New Vision programs, the SUNY New Paltz/NYCOM Accelerated Degree Program and Mid-Hudson Family Practice Residency. Congratulations, Dr. Smith!

Healthcare Career Highlight - Family Physician

A Family Physician, also known as a General Practitioner, is a medical doctor who provides primary medical care to people of all ages. Family Physicians diagnose illness, provide treatment, offer preventative care, promote health education, deliver babies and offer prenatal care to women. Some family physicians even do minor surgery.

Before medical specialties were created, patients relied on the Generalist for primary care. There is a long history of how the specialties and subspecialties came about and the impact of these emerging specialties on providing generalist/primary care. In response to that, family medicine was named a specialty. Family Physicians are Generalists. The specialty of family medicine encompasses all ages, both sexes, each organ system and every type of disease and illness, including illnesses that are biological, behavioral and social. Even today, medical schools train medical students to be Generalists and it is only in their fourth year of medical school that they must select a specialty to pursue for residency.

According to the American Academy of Family Physi-

cians (AAFP), the family medicine educational process is unique amongst the specialties. At the center of the family medicine process is the patient-physician relationship with the patient viewed in the context of the family. In addition, the Family Physician functions as the patient's first point of contact into the health care system. If a referral is necessary, the Family Physician will refer a patient to other specialists or caregivers but will remain the primary coordinator of the patient's health care.

To become a Family Physician, one must graduate with a Bachelor's degree, attend medical school, pass a series of Board examinations called the United States Medical Licensing Examinations (USMLE), complete a Family Medicine residency program, obtain a medical license and get Board Certified in Family Medicine.

To learn more about Family Physicians or for additional information on how to pursue this occupation or any healthcare career, log onto [My Health Career](http://www.catskillhudsonahec.org/myhealthcareer.html)® at www.catskillhudsonahec.org/myhealthcareer.html.

Mid-Hudson Library System - Information Project Evaluates **My Health Career**



Recently, eleven teen interns from the Mid-Hudson Library System's Health Information Project met to conduct an evaluation of Catskill Hudson AHEC's My Health Career® (MHC) website. The staff at Catskill Hudson AHEC felt the information gathered from these evaluations would be invaluable to further improving the content and resources of the MHC site in order to provide useful health career information to MHC users. To our delight, the feedback was extremely positive. MHC was evaluated in the following areas which were scored on a scale of 1-5 (1 = Poor / 5 = Excellent):

Evaluation Categories:

1. The information providers are easily identified and seemed qualified.
2. The information appears correct and believable.
3. There is enough information on the topic.
4. It is in an easy-to-understand language.
5. The site peaked my interest in healthcare careers.
6. The information on the site helped me better understand health careers I could pursue.
7. There are suggested resources and programs related to the site content.
8. The information appears to be up-to-date.
9. The site has an appealing design.
10. The site is easy to navigate; topics and sub-topics are easy to follow.
11. All of the links work on the site.

Eighty-two percent of the evaluators indicated that they would recommend MHC as a resource to someone interested in a health career. In addition, they gave MHC high marks for content. They indicated that the site helped them to understand the various health career opportunities and how to pursue those careers. The teens also felt that the site is easy to use, is information-rich and provides helpful web-

site links to other resources and local training programs.

Evaluator Feedback:

- "I found this site had lots of information on health careers. I enjoyed learning about them...I also liked how outside programs are offered and explained with links so more can be learned."
- "This site covers tons of areas and helps to give better ideas of what each individual may be looking to do in life. The self-test was neat and information on each career was detailed, even if some words were very complex."
- "The URL is too long."
- "It includes lots of easy to understand information about health related careers including ones people often don't think of as being health related, such as psychology and social work."
- "This is an opportunity to find a job and further pursue their interest."
- "Plenty of careers on the list with plenty of information for each."
- "It provides you with information on all different careers in health, not just one."
- "The website needs a more appealing design." "A little more color is needed."

The teens also added that they'd like to hear from healthcare professionals about how they feel about their jobs and advice on what is required to enter their healthcare fields. We are always actively recruiting career models for MHC. If you are a healthcare professional, we encourage you to think about becoming a career model. To learn more, go to: <http://www.catskillhudsonahec.org/careers.html>.

We want to hear from you. Let us know what you think of **My Health Career**® at www.catskillhudsonahec.org/myhealthcareer.html. Email us at chahec@hvi.net and tell us about your MHC experience.

Catskill Hudson AHEC News Staff Promotions and a New Hire

- Katherine Murphy was promoted from Program Coordinator to Program and Marketing Coordinator.
- Kirsten Carle was promoted from Administrative Assistant to Events Planning and Project Coordinator.
- Rochelle ("Shelly") Mosse joined the Catskill Hudson AHEC staff recently as Administrative Secretary. Shelly will be working part-time (10:00AM - 3:00PM, Monday through Friday) and is expected to become a full-time employee some time next year.



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The Catskill Hudson Area Health Education Center (Catskill Hudson AHEC) is a partner in the New York State AHEC system and is comprised of an eleven (11) county region which includes Delaware, Dutchess, Columbia, Greene, Orange, Otsego, Putnam, Rockland, Schoharie, Sullivan and Ulster counties.

We are affiliated and work with the other eight (8) New York AHECs which include Northern AHEC, Hudson-Mohawk AHEC, Bronx-Westchester AHEC, Central New York AHEC, Brooklyn-Queens-Long Island AHEC, Western New York Rural AHEC, Erie Niagara AHEC and Manhattan-Staten Island AHEC. For further information on any of these AHECs and the counties they serve, log onto the New York State AHEC website at www.ahec.buffalo.edu.



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