



NURSING Mentorship PROGRAM

CALLING ALL: NURSES, & PATIENT CARE TECHNICIANS!

- Do you enjoy supporting and offering professional guidance to others? Do you have a need for professional guidance from a trusted peer?
- Can you dedicate 15 minutes to 1 hour of your time each month for 6 months to chat with a new staff member, or someone interested in learning a new role within the department of nursing?
 - This program can be helpful for those thinking of moving into leadership roles, changing departments within nursing or continuing education, or for new employees/graduates. Once mentors are available, you will be able to choose a mentor based on your specific learning needs.

HAVE REMOTE ACCESS?



Want to be a mentor?
Scan the QR Code to take the 15-minute Mentor Course.



Want to be paired with a mentor?
Scan the QR code for a brief questionnaire.



EMAIL: NursingProfessionalDevelopment@RoswellPark.org for further questions.

Nursing News & Updates from

Andrew Storer,
PhD, DNP, RN, NP-C, FAANP
Chief Nursing Officer

JANUARY 2024
Vol 4 | Issue 1

IN THIS ISSUE

- Day of Progress
- The Core Values of the Roswell Park Nursing Staff
- Nursing Excellence: Magnet
- Project United Nurses
- Recruitment & New Nurses
- Nursing Volunteer Committee
- ANCC Magnet Conference
- You Said, We Did
- ANA Code of Ethics
- Environmental Sustainability in Nursing
- Nursing Annual Competencies in 2024
- Celebrating Success: Nurse Leader Transition to Practice Program
- Q & A with Crystal Rodriguez-Dabney
- Daisy Awards

Newsletter COMMITTEE

- Laura Markel** BSN, RN, OCN
Nurse Manager, 5 North
- Salem Melewski** BSN, RN, OCN
Nurse Manager, Ambulatory Services - Infusion
- Pam Pichon** MS, RN, OCN
Nurse Manager, Magnet
- Heather Huizinga** MSN, RN, OCN
Director, Nursing Professional Development, Practice, and Research
- Sean Smith** BSN, RN
Assistant Director, Patient Care Services
- Andrew Storer** PhD, DNP, RN, NP-C, FAANP
Chief Nursing Officer
- Suzanne Carroll** MS, RN, AOCN
Nursing Ethics and Environmental Sustainability
- Mary Leah Bartolome** BSN, RN
Nursing Staff Development Instructor



The **Roswell Park Nurse**
Committed to Our Patients ... Committed to Each Other

Dear Nursing Staff,

Happy New Year! As we begin 2024, I extend my heartfelt wishes to each of you for a year filled with joy, fulfillment and abundant opportunities for personal and professional growth.

The past year was a testament to your unwavering dedication and resilience in the face of challenges. Your commitment to providing exceptional care not only inspires but continues to set the standard of excellence. It's a reflection of your passion for our profession.

In the spirit of a new beginning, let us collectively embrace the opportunities this year brings. Resilience remains our guiding force, recognizing that we must care for ourselves to care for others. Take a moment to reflect on the strength within yourselves and the remarkable impact we have on the lives of the patients we serve.

As we embark on this new year, let the pursuit of excellence be our shared resolution. Excellence is not a destination, but a continuous journey of refinement and innovation. Together, let's celebrate how far we have come these past few years and set ambitious goals for the future. Support one another in our professional endeavors and strive for excellence in every aspect of our noble profession.

I encourage you to seize the possibilities that this new year holds — whether through further education, mentorship or innovative initiatives that enhance our patient care. Our collective efforts shape the future of nursing, both here at Roswell Park and across the oncology nursing community. I am confident that together, we will achieve new heights of success and impact.

Thank you for your dedication, your compassion, and your unwavering commitment to excellence. Here's to a year of resilience, growth, and shared achievements!

Andrew Storer,
PhD, DNP, RN, NP-C, FAANP
Chief Nursing Officer



It is important to recognize the extraordinary work and compassion of the Roswell Park nursing staff. Congratulations to the following individuals who were recently honored:



OCTOBER
Sara Cornish
BSN, RN
Operating Room on 3 West



NOVEMBER
Heather Hartman
AAS, RN
8 West



DECEMBER
Chaunte West
BSN, RN
ICU

DAY OF PROGRESS

See below for the October and November Day of Progress projects and accomplishments.

There is so much more going on than what is listed here. If you are interested in joining any of the committees or councils, please reach out to Nursing Quality, Pam Pichon, or your manager!

Search "Day of Progress" on i2 for additional information.

Day of Progress October - November Projects and Accomplishments

Ambulatory Quality Committee

Implementing the NEWS score in ambulatory setting to help detect an early onset of sepsis or deterioration.

EBP & Research Committee

"Port Accessed" stickers to be implemented in all ambulatory clinics.

Professional Practice Committee

The new translation lines on the IPADs is going great and has served over 300 patients since its launch.

**Twilight DoP
(All Night Shift Staff Welcome!)**

A night shift Pot-luck for inpatient units to help with inter-unit collaboration.

Professional Development Committee

The shadow program has allowed over 50 staff members from all levels to shadow in different areas of the hospital.

Recruitment and Retention Committee

Nursing has been holding exit interviews with staff members leaving or transferring to other areas to determine the reason for leaving.

Patient Satisfaction Committee

The committee developed a video with the help of patient education to present to all staff to help improve patient experience.

Volunteer Committee

A linen drive is to be hosted in the spring.

The Core Values of the Roswell Park Nursing Staff and Building Highly Reliable Teams

Building high reliability across our organization

By Mary Leah Bartolome, BSN, RN, Nursing Staff Development Instructor, Nursing Professional Development

Becoming a High Reliability Organization (HRO) involves a management approach that prioritizes safety by fostering a culture of error prevention and continuous learning. HRO principles are crucial in industries like healthcare and aviation, where mistakes can lead to catastrophic consequences, and aim to reduce errors and ensure a resilient, safe operating environment. The principles of HRO align closely with our Nursing Core Values of integrity, innovation, community, teamwork, professional governance, compassion, respect, quality and safety.

An example of the high reliability practice of cross-checking in nursing practice

In the chemotherapy process, for example, rigorous safety measures are in place. Before administration, a pharmacy technician and nurse double check to ensure the chemotherapy drugs are correct. Two RNs cross-verify the medication label against the patient, and a witnessing nurse confirms adherence to the five rights of medication administration (Institute Policy 428.1). During administration, nurses verify patient demographic data, calculate BSA and ensure accurate dosing.

High Reliability Training Update

Even though we are only a few months into our High Reliability Journey, we are seeing some great early adopters of some of the skills we are hoping to implement across the center.

In response to the feedback we received from our leaders enrolled in the HRO Leader Skills Program, we paused our planned training sessions for a few weeks to allow space and time for you to focus on practicing these new skills.

During this pause, we shared our HRO Habits Series! This series of digital courses reviewed topics including Safety Stories, 4 Cs of High Reliability Rounding, Fair & Just Culture and 5:1 Feedback. Watch for an update on the next round of training soon!

- How to Write a Safety Story
- Safety Story Examples & How to Share Them with Your Team
- The 4 C's of High Reliability Rounding
- The Basics on Fair & Just Culture and our Fair and Just Culture Algorithm
- Guide on How to Give 5:1 Feedback

To learn more about Roswell Park's Commitment to Safety, visit the [i2 page](#) by searching "commitment to safety."



Dr. Jens Hillengass is shown here leading a daily huddle that began with a safety story. Dr. Hillengass mentioned that he always ends each huddle with an open-ended question to invite feedback or raise any safety concerns, which is a great way to promote speaking up for safety and creating psychological safety within a team. Kudos Dr. Hillengass & team!



Nursing Excellence: Magnet

Magnet is the floor, not the ceiling

This means that once we achieve this designation, we **Do. Not. Stop.** It isn't the top; it isn't the end. It is just another step on an ever-ascending path to nursing excellence and recognizes the work that we continuously do to provide quality and safe care for our patients.



The economic impact of the Journey to Magnet: Transformational Leadership TL9b and TL9d

The implementation of these two mentorship programs for APPs and clinical nurses help to build retention and leadership in the nursing roles and increased retention of staff to Roswell Park. Consider the costs savings:

- Average costs to replace an RN is \$52,350 and for an APP, it's about \$100,000. (Quantifying-the-Cost-of-Advanced-Practice-Provider-Turnover.pdf, sullivancotter.com)
- Each percent of change in RN turnover costs or saves the average hospital \$270,800 per year. (Beckers Hospital Review: [The cost of nurse turnover by the numbers](#) beckershospitalreview.com)
- Magnet Hospitals have an average turnover rate of 12.93%
- **Roswell Park's turnover rate (as of October 2023) is 8.6%**
- Meaning, if Roswell Park's turnover rate rose to that of Magnet hospitals, it would cost \$1,172,564!

Structural Empowerment (SE1EOa)

- Gamification on nursing education for dressing changes and the required supplies for caring for central lines on 6 West led to a consistent decrease in CLABSIs
- One CLABSI results in an average cost of \$48,108 and is potentially lethal in our population.
- This sustained decrease for this unit saved more than \$144,324 over three months.

Exemplary Professional Practice (EP8EOa)

- Implementation of tiered huddles among all the inpatient units led to a sustained and remarkable decrease in falls with injury for the longest stretch of days known at Roswell Park.
 - In the month preceding the intervention, three falls totaled a cost of \$42,168. Three months post-intervention, there was one fall with injury, leading to a cost savings of roughly \$112,448 over three months.
- Daily communication with clinical nursing staff regarding patient safety concerns has led to an improvement in patient care and cost savings.

New Knowledge, Innovations and Improvements (NK8EOb)

Implementing new technology — the ivWatch

The ivWatch devices are meant to prevent severity of extravasations with vesicants during infusions. The devices alert the nurse to an infiltration up to 48 hours before a nurse or a patient subjective identification of a fluid leak. We implemented use of the devices in the Chemotherapy & Infusion Centers at the main hospital, in the Clinical Research Center and at the Scott Bieler Amherst Center.

Protecting a patient from one extravasation of a vesicant can save up to \$66,000 per incidence, depending on the treatments required.

How do we measure our success?

Inpatient patient satisfaction at Roswell Park is at elite levels compared to other hospitals! In all eight domains, we score 100% of units outperforming. This is excellence in action. In the ambulatory nursing sensitive indicators, all three measures — falls with injury, patient burns and surgical errors — Roswell Park also scored 100%. Hear these kudos from someone outside of Roswell Park, and watch one of the 15-minute videos on i2 to hear good news about the work you do.

Find the video by searching "Magnet Designation" on i2!

Project United Nurses

If you are interested in Project United Nurses, please join us every first Wednesday for Day of Progress. Please contact Mary Leah Bartolome for more information.

HERSTORY: Jennifer Missland MSN, RN, DCN, CCRN, Critical Care Educator and the Director of the Nursing Residency Program



Jennifer comes from Polish, Scottish and German heritages. Her family tree bore the fruits of a multicultural union that would set the stage for her unique life journey. Jennifer's grandfather, a proud Scottish immigrant, arrived in Canada with a heart full of dreams. During one of his regular trips across the border to Buffalo, fate had something special in store for him when he met Jennifer's grandmother, who hails from German descent.

Their love story was the beginning of the cultural melting pot, not only in their home but also in their kitchen. Growing up, Jennifer was surrounded by a rich tapestry of traditions and flavors from her diverse ancestry. However, it was Polish cuisine that held a particularly prominent place on the family dining table. The fragrant aroma of homemade bread, pierogi and fall canning was a constant presence in her home. It was the Polish dishes that evoked the strongest sense of heritage and comfort, reminiscent of her family's love story that transcended borders and cultures.

When the time came to choose a career, Jennifer followed a path of compassion and caring. She became a nurse. Her

journey commenced on the night shift on 5 East, and led to the Intensive Care Unit (ICU), where she served as a critical care nurse for eight dedicated years.

Her unwavering commitment and exceptional skills eventually led her to become the Critical Care Educator and the Director of the Nursing Residency Program. With a career that demanded dedication and focus, Jennifer faced the same challenge that many of us do – balancing work with family life.

In her reflection on her career and the delicate balance between work and family, Jennifer reminds us that we all come from different backgrounds, cultural differences and otherwise. As nurses, we not only care for our patients, but also stand as the pillars of our families. Juggling a million things, being present everywhere, is part of the daily routine. But it's not insurmountable.

Jennifer's story is a testament to the enduring power of love, the embrace of diverse cultural influences, and the importance of being present for our families, even when distance or demanding careers try to pull us away. In a world where the meaning of family and tradition is evolving, Jennifer's journey reminds us of the importance of connection, love, and understanding.

HISSTORY: Elliot Song Nurse II, Inpatient Units



In the midst of the COVID-19 pandemic, stories of everyday heroes emerged from every corner of the globe. Among these unsung heroes is the remarkable journey of Elliot Song. Born and raised in China, Elliot was raised in a traditional Chinese household. His family held engineering in high regard and believed it to be the path to stability and success. Consequently, Elliot pursued an engineering degree to fulfill his family's expectations.

Elliot excelled in his engineering studies, displaying a sharp mind and an innate talent for problem-solving. He graduated, and it seemed like he was on the path to the comfortable life his family had envisioned for him. However, it was not what he truly envisioned for himself. In late 2019, as the world grappled with the COVID-19 outbreak, Elliot's perspective on life began to shift. Watching the heroic efforts of healthcare professionals worldwide in the battle against the virus, he felt an undeniable call to contribute.

For Elliot, it wasn't just about changing careers; it was about embracing a calling that was dormant within him. He felt a deep sense of empathy and responsibility to help those in need, and he knew that engineering couldn't fulfill this desire. Elliot attended Niagara University, where he obtained his bachelor's degree in nursing.

Elliot's transition into the nursing profession coincided with the height of the pandemic. He found himself on the frontlines, working tirelessly alongside experienced healthcare workers, treating COVID-19 patients. His engineering background proved to be an unexpected asset, as it honed his critical thinking and problem-solving abilities, skills that proved invaluable in emergency healthcare situations.

In a world marked by uncertainty, Elliot's story serves as an inspiration to us all. It reminds us that our purpose may evolve and lead us down unexpected paths, but it's the courage to follow our hearts that defines our true destiny. Elliot's story is a beacon of hope during the darkest of times, and shows that even in the most challenging circumstances, humanity's capacity for compassion and resilience shines brightly.

Recruitment

Attracting top nursing talent

In October and November of 2023, 12 new RNs and 13 new Patient Care Technicians started in the Department of Nursing, a few who were previously at Roswell Park as nursing student interns or PCTs. This is the desired outcome for our students. We love for them to have the desire to stay on with us and start their nursing career here.

Roswell Park staff attended a career fair at Trocaire College in November, which had a very good turnout. We anticipate more fairs to be on tap for the spring.

Five new nursing student interns started on December 20. They will graduate in May 2024 - December 2024 and we hope to retain them as nurses here once their internships are over!



Nursing Volunteer Committee

The Nursing Volunteer Committee and Roswell Park nurses built more than 20 beds for children in the city of Buffalo on November 16, 2023, with Sleep in Heavenly Peace. This group of volunteers is dedicated to building, assembling and delivering top-notch bunk beds to children and families in need. The Nursing Volunteer Committee was thrilled to participate with this organization that exemplifies why Buffalo is "the city of good neighbors."



Tree of Hope
LIGHTING
Thank you for making Tree of Hope 2023 a Success



We thank all of our volunteers and guests who braved the cold for our Tree of Hope celebration on Dec. 6. An especially sincere thanks to our nurses who

led and manned our first aid stations throughout the event!

Thank you to all who participated in our Gingerbread House contest and raffle! They brought awe from so many of our visitors and helped to raise funds to go toward next year's Tree of Hope event.

WELCOME Our New Roswell Park Nurses

Apheresis Unit

Amy Principe Calderon, Nurse II, Team Lead

ATC

Joscelyne Gibbons, PCT
Melissa Mandel, Nurse II
Sharon Thomas, PCT

Dermatology Clinic

Casey Zawodzinski, LPN

ICU

Karen DiPirro, CNM, ICU/8W
Gabrielle Palumbo, Nurse I
Darien Suffoletta, Nurse II

OR

Jamie Fraser, Nurse II
Josh Josey, Nurse II
Asli Jumale, Nurse I
Michaela McMahon, Nurse II

Resource Pool

Arianna Kramer, PCT
Aleah Jaworski, Nurse II

Prefina Ngolo Ntsala, PCT
Victoria Prusaczyk, Nurse I
Alexavier Rosa, PCT
Rashel Sitarek, PCT
Jade Valle, Nurse I
Emma Zimmer, PCT

Urology Clinic

Felecia Shongo, LPN

5 North

Bailey Duffy, Nurse I
Mia Maronski, PCT
Erika Switzer, PCT

5 East

Chelsea Barcer, Nurse II
Hannah Lehsten, Nurse I
Gordon Wojton, Nurse I

5 West

Colleen Frantz, PCT
Sara Gennaro, Nurse I
Colin McCourt, PCT
Anna Shaw, PCT

Lukas Weinstein, PCT
Mary Wischman, Nurse I

6 East

Jonathan Samuels, PCT

6 West

Cara Brandel, Nurse I
Amy Lin, Nurse I
Nicole Stoklosa, Nurse I

7 East

Megan Grundtisch, Nurse I
Binti Mahamud, PCT
Victoria Merletti, Nurse I
Morgan Taylor, Nurse I

7 West

Julia Harzynski, Nurse I
Paw Dee Lay, Nurse I

8 West

Patsha Atkins, PCT



icecycle

TO END CANCER

IceCycle registration is now open!

IceCycle is back for a fourth year! Join us on March 8 and 9, 2024, as we ride on the ice at Buffalo RiverWorks to end cancer. Funds raised through IceCycle benefit critical cancer research and patient-care programs right here at Roswell Park.

New this year: Celebrity instructor Kristina Girod is leading three sessions for riders who commit to raising \$750.

Sessions are sure to sell out so register with Team Roswell today at icecyclebuffalo.org!

Nurses Representing!

This year, 17 nurses from Roswell Park attended the ANCC Magnet Conference in Chicago. Attendees were asked to write a short essay about how they would use the information they learned from the conference as well as what they wanted to acquire from the conference sessions. The nurses from Roswell Park were from all areas and specialties including Survivorship and Palliative Care, 7 East, 7 West, 6 West, ICU, Resource Pool, Leukemia and Lymphoma Clinics, Head and Neck Clinic, Nursing Quality and Nursing Professional Development.

The conference sessions ranged from How to Effectively Use a Unit-Based Council, to Improving Quality Outcomes, to Resilience. All staff members who attended will complete a project to implement in their unit or throughout the organization. A few of the exciting topics this year are: Implementation of an End of Life (EOL) committee, Pet Therapy for Staff Members, Decreasing CLABSI in the ICU, Mobility Program for Critical Care, Fine Tuning the APP Mentorship Program, Mentorship Program for Nurse Managers, APPFA Accreditation for APPs,



and Nurse-led Case Reviews to Promote Transparency. The attendees will meet monthly on DoP to work on and collaborate on their projects.

Last year, we implemented two projects successfully. Delaney Finewood, 7 West, implemented an anonymous exit interview process to learn more about why nurses leave Roswell Park. It has been utilized by many nurses already and the data is being analyzed to help build interventions in the Retention and Recruitment Committee. Brianna O’Heir, 7 West, brought back a new nurse manager leadership class for retaining nurse managers. This class has trained two cohorts since its inception!

You Said, We Did

We use multiple methods to get information and recommendations from the nursing staff at Roswell Park. “You Said, We Did” (YSWD) is a way to close the loop and let you know what is being done with the information you have shared. Some items take more time and more stakeholder involvement — but rest assured, progress is being made! As we make more changes, we will continue to share the updates through YSWD.

You Said.

During Town Halls, staff asked that transport is available on weekends.

RNs reported that syringe pumps used for research protocols are difficult to use because they are used infrequently.

Twilight Day of Progress requested that for comfort care patients, that one last tray be brought to the unit before the kitchen staff leaves. This would allow for the family to have refreshments through the night.

The leukemia ambulatory RNs requested education on the clinical trials process starting with screening and enrollment.

Ongoing challenges with 2nd shift retention and satisfaction in the Operating Room.

Staff complained that trash from CSC 6-10th floors is all brought to soiled utility room on CSC-5 which is used by Clinical Research Center and the 5th floor Chemo/Infusion Clinic — this results in an overabundance of trash making it difficult for staff to place soiled linen in that space and resulting in garbage being outside the room.

Pre-procedural information for patients found to be confusing and challenging to access.

7W - Room 9 — tape and glue from back of tape remains on floor (was placed during COVID); looks messy.

Peer feedback process on HealthStream was difficult to complete.

Staff have expressed that they would like Portable Stairs available for all inpatient units to facilitate physical therapy.

We Did

Transport is available on Saturday and Sunday until 4:00 pm.

The Clinical Trials Nurse Coordinators (CTNC) are being trained on their use so they can be a resource for any RN who needs training.

Chris Dibble in Dietary suggested that the staff order one last tray before the phones are turned off for the night. This can be done by calling ext. 5724 and should be used for bereavement trays.

The CTNCs will be giving a series of Friday education sessions in leukemia clinic starting 8/25.

Reinstating 13-hour shifts for evening shift to improve work-life balance.

Mary Ann reached out to Felicia Carpenter of EVS and the trash there will be picked up 3x a day at 11am, 3pm, and 8pm Monday — Friday.

Endo team leads collaborated with education to update education booklets and made available on the portal and through email.

M. Long reached out to Matt Dauria who will work with Jess Welker, Asst. Nurse Manager of 7W to get access to the room which needs to be empty to get this done as chemicals necessary to remove tape residue have a strong odor.

Nursing Professional Development is working with Human Resources to build a program in Workday rather than HealthStream.

We are looking at purchasing a number of these units to better facilitate PT evaluations for patients being discharged to home where there are stairs.

For more YSWD examples of improvements made based on feedback from our nurses, search “You Said, We Did” on i2!

ANA Code of Ethics

By: Suzanne Carroll, MS, RN, AOCN

Provision 1: The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person.

- **1.1 Respect for Human Dignity.** Respect for human rights of all individuals and the universal right to healthcare.
- **1.2 Relationship with Patients.** Nurses establish relationships of trust and set aside bias or prejudice.
- **1.3 The Nature of Health.** Nurses respect the dignity and rights of all human beings regardless of factors contributing to the persons health status. Nurses are leaders who actively participate in responsible and appropriate use of interventions to optimize health and well-being. This includes acting to minimize unwarranted, unwanted, or unnecessary medical treatment and patient suffering.
- **1.4 The Right to Self-Determination.** Patients have the moral and legal right to determine what will be done with and to their own person; to make informed decisions; to weigh the benefits, burdens and options in their treatment including the option of no treatment. Patients also have the right to accept, refuse or terminate treatment and to be supported in their decisions. Nurses preserve, protect and support patient rights.

When a patient lacks capacity, a formally designated surrogate should be consulted. In the absence of a surrogate, decisions should be made in the best interests of the patient.
- **1.5 Relationships with Colleagues and Others.** Respect for persons extends to all individuals whom the nurse interacts. The nurse creates an ethical environment and culture of civility, kindness, dignity and respect.

Bullying, harassment, intimidation, manipulation, threats or violence are always unacceptable behaviors.

How do the tenets in this provision apply to your practice? Nurses comprise the largest number of healthcare professionals, spend the most time with patients and often provide private and intimate care. In these moments we get to know our patients and we know their preferences. We need to be the voice for our patients and speak up when we feel something is inherently wrong. By doing so we are following our moral compass and displaying moral courage. By using our voices and speaking up we mitigate the moral distress we experience and promote an environment of ethical transparency.

Conflictive behaviors like bullying, incivility, and lateral violence have always been present in nursing, and unfortunately have also been tolerated. These behaviors need to cease. Any behavior with an intent to harm another party is never acceptable and almost always results in negative outcomes. Nurses should call out these behaviors and report them to their managers.

Reference: Code of Ethics for Nurses with Interpretative Statements, ANA, Silver Spring, Maryland (2015).

Environmental Sustainability In Nursing

By: Suzanne Carroll, MS, RN, AOCN



The healthcare sector contributes approximately 9% to global greenhouse gas (GHG) emissions, and hospitals account for the most carbon emissions at 36%. Nurses are the largest number of healthcare workers and can propose novel ideas about improving environmental sustainability from a clinical practice perspective.

On November 1, 2023, the inaugural meeting of the Environmental Sustainability in Nursing group met as part of the nursing Day of Progress (DoP) meetings. The purposes of this group are to educate nurses about climate change and mitigation strategies, to involve nurses in sustainability efforts, to reduce consumption and waste and to incorporate recycling principles into clinical practice settings. All nurses are invited to participate in this group and the meeting takes place at 3 p.m. on DoP in person and via Teams.

This past September, the ANA released a position statement on the Nurses' Role in Addressing Global Climate Change and Climate Justice and Health (ANA, September 8, 2023). The World Health Organization (WHO) notes that climate change is "the single biggest health threat facing humanity" (WHO, 2021). Nurses have vital roles in addressing this global issue and the consequences it has on human health and the health of our environment and earth.

The position statement notes that it is critical for nurses to have a united voice to address the threats of climate change and endorse sustainable energy sources that reduce greenhouse gas emissions. Nurses can and should help decarbonize healthcare. Nurses are present in nearly every setting and are skillful problem solvers. In addition to nursing involvement in the Environmental Sustainability in Nursing DoP group, this newsletter will serve to communicate and educate nurses about climate change, climate justice and health so nurses can better address these concerns with our patients and community.

When discussing climate change, two words are often used: mitigation and adaptation. Nurses are essential to identifying and designing better processes for climate change mitigation and adaptation strategies throughout our organization. Mitigation refers to actively reducing or removing greenhouse gas emissions in the atmosphere. Mitigation actions include using fewer fossil fuels, changing agricultural practices, decarbonizing healthcare, creating less waste, and using less carbon-intensive waste treatments. Nurses can implement mitigation strategies in several ways like reducing the amount of supplies brought into a room and reducing and recycling paper waste.

EXCITING NEWS for Nursing Annual Competencies in 2024!

Dear Roswell Park Nursing Team,

We're thrilled to announce that this January 2024, your Nursing Annual Competencies will be delivered through HealthStream, tailored uniquely to each clinical specialty. This year's competencies were crafted with precision, drawing insights from a variety of sources such as professional development/self-assessment plans, feedback from nursing leaders, patient outcomes, occurrence reports, policy updates and adherence to Joint Commission and NYS Department of Health standards.

Notably, there's a positive change this year! Nursing Professional Development is now an accredited provider of oncology NCPD credits. What does this mean for you? It translates to a streamlined process – your annual competencies will now replace the need to seek, save and upload the twelve oncology NCPD credits for Roswell Park's Commission on Cancer accreditation requirement. A time-saving and efficient approach for everyone!

While you might observe an increase in the number of competencies in your "to-do" tab, we assure you that it's for a good reason. The added competencies come with a silver lining – the opportunity to earn oncology NCPD credits seamlessly.

To enhance your learning experience, some online competencies will be complemented by targeted rounding and demonstrations conducted by our dedicated Nursing Professional Development staff. Should you find the need for extra clinical support or information on any skill or competency assigned to you, our unit educators are here to help. Whether it's on your unit or in the classroom, we also offer simulation-based learning to reinforce key concepts.

Thank you for your dedication and commitment to providing excellent patient care. We look forward to a year of growth, learning, and shared success!

Warm regards,

Heather Huizinga, MSN, RN, OCN

Director, Nursing Professional Development, Professional Practice, and Research Department of Nursing

Celebrating Success

November Cohort of the Oncology Nurse Leader Transition to Practice Program

We are thrilled to share the latest success story from the Oncology Nurse Leader Transition to Practice Program's November cohort. Launched in March 2023, this program has been instrumental in shaping the future leaders of our healthcare community.

Throughout the program, Nurse Managers had the invaluable opportunity to connect and collaborate with interdisciplinary leaders from various departments across Roswell Park. Special mention goes to individuals such as Deb Alessi in Purchasing and Jen Skowron in Employee Labor Relations, who generously shared their expertise and insights. This collaborative effort underscores our commitment to fostering a well-rounded approach to leadership in healthcare.

Today, we proudly congratulate and extend a warm welcome to some of our newest nursing leaders emerging from

the November cohort. Their dedication, hard work and commitment to advancing patient care exemplify the spirit of excellence that we strive for at Roswell Park.

As these talented individuals embark on their leadership journey, we are confident that they will make significant contributions to the field of oncology nursing. We look forward to witnessing their continued growth and success in their roles.

Please join us in celebrating the achievements of our nurse leaders and welcome them to their new positions. Together, we are shaping the future of healthcare.

- **LJ Atwal**, Nurse Practitioner, Employee Health
- **Andrea Darral**, Director, Clinical Pathways
- **Karen DiPirro**, Manager, ICU
- **Jessica Roche**, Clinical Assistant Manager, 5 West
- **Amy Principe Calderon**, Team Lead, Apheresis Unit
- **Jen Gutschow**, Team Lead, Resource Pool

Q & A

with
Crystal Rodriguez-Dabney

Senior Vice President and Chief Diversity Officer, Department of Diversity, Equity and Inclusion



Crystal Rodriguez-Dabney joined Roswell Park in June 2023 as Senior Vice President and Chief Diversity Officer, Department of Diversity, Equity and Inclusion (DEI). A lawyer with advanced certification from Cornell University in Diversity and Inclusion, she brings a wealth of experience to Roswell Park. In this Q&A feature, Crystal explains the role of DEI in an organization and shares her enthusiasm to join Roswell Park.

Q Tell us a little bit about your background.

A Born and raised in Buffalo, NY, I graduated from the first class of Buffalo Prep, a college preparatory school for academically ambitious students of color. After a military service, I obtained my undergraduate degree at California State University and juris doctorate from The State University at Buffalo School of Law.

I joined the administration of Buffalo mayor Byron Brown and eventually became the city's first Chief Diversity Officer. After a stint as Chief Diversity Officer and Chief of Staff for Buffalo State University, I returned to government to serve as Deputy Mayor to Byron Brown. Now I find myself at Roswell Park as Chief Diversity Officer, Department of Diversity, Equity and Inclusion (DEI).

Q What attracted you to this role at Roswell Park?

A What attracted me to Roswell Park is that the organization takes a serious interest in equity and inclusion. DEI is not a compliance discipline or an HR discipline. It's a relationship discipline. And I love people. To promote a culture where inclusion is at the forefront is a dream for any DEI professional.

Q What exactly does DEI mean in the context of a cancer center?

A DEI stands for diversity, equity and inclusion. Our mission, first and foremost, is to stamp out cancer's hold on society. How we do that and who we serve is very diverse, because cancer is an inclusive disease. It doesn't care who it hits. We need to make sure that everyone feels there is a place for them here.

Q What is your vision for DEI at Roswell Park?

A We want to operate in a way that takes into account the diversity of our patients. This means we utilize our strength as a healthcare organization. We examine culture, training and look at opportunities for everyone to bring their true self to work. Our employees need to feel that they are accepted and part of the organization.

If I get up and I feel something is wrong, I know I can call a colleague and get tested right away. Somebody from an under-served or under-represented community might not know how to get treated. We need to get screening and awareness to those communities to take away the inequity in healthcare.

Q How do the innovative ideas of DEI enhance the growth and vision of Roswell Park?

A I came across a very interesting study that says in the next 10 years, there is going to be an \$85 trillion dollar transfer of wealth to Millennials and Generation Z. These generations spend their money on goods and services with companies whose goals and mission align with theirs. Generation Z and Millennials are our future employees and patients. In a world where people have a choice in their care, we want them to choose us.

Q How can nursing play a role in DEI? How can nurses benefit from the work of your team?

A There's a lot of ways. We all come to work with ideas about certain groups and certain people. Right or wrong, it's just human nature. So, we need to recognize that no matter a person's background, they are here to be treated for their cancer. I think our nurses are very compassionate.

People may interpret or digest grief differently. Some people immediately go to crying. Others go to what appears to be anger. Recognize that it stems from a place of hurt, a place of fear, and fear of the unknown.

If anyone has questions about treating people from different backgrounds, my office doors are always open.

Q Who else on your team do we need to know?

A My Deputy Chief Diversity Officer is **Dr. John Hannibal**. He has a JD and an MD. One of the reasons I brought him on is because of his medical background.

Jennifer Hamilton, Senior Diversity, Equity and Inclusion Administrator, has been at Roswell Park for 15 years.

Rachel Parrino, Diversity, Equity and Inclusion Administrator, oversees our 13 Employee Network Resource Groups (ENRGs). There is an affinity group for Roswell Park employees of Hispanic descent, African Americans, veterans, the Neurodiverse and LGBTQIAS2+, among others.

It is important that people have the time and space to get together and talk about their differences and similarities. See all the currently available ENRGs and how to get involved by searching "ENRG" on i2.roswellpark.org.

Tamara Greer-Clemons, Supplier Diversity Coordinator and Thomas Gwitt, Executive Assistant II, round out the DEI team.

Q Is there anything else you would like to add?

A If I could have met all 4,400 Roswell Park employees in my first 100 days, I would have. But I am open to ideas, learning and discussions that help Roswell Park continue to thrive into the future.

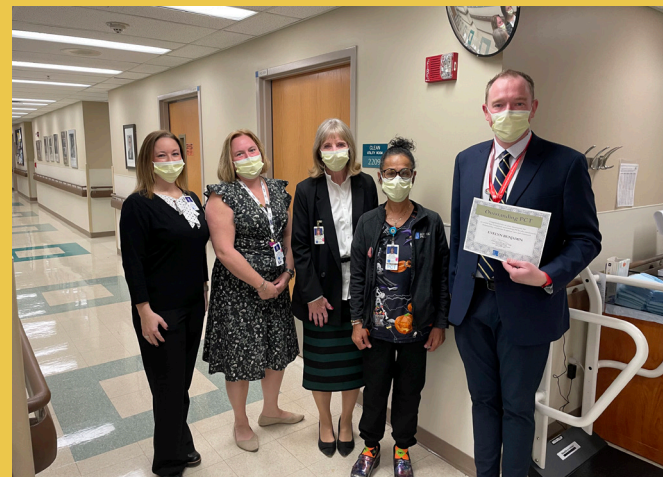
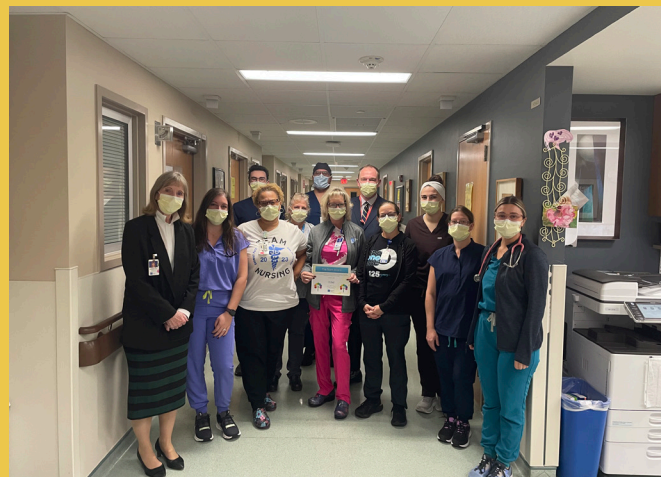


The DAISY Award

FOR EXTRAORDINARY NURSES

IN MEMORY OF J. PATRICK BARNES

The DAISY Award® For Extraordinary Nurses was originally created in 1999 by The Daisy Foundation honoring nurses internationally in memory of J. Patrick Barnes. The Daisy Foundation was started by Patrick's family to honor the kindness and compassion that nurses showed Patrick during his eight-week hospital stay with autoimmune disease.



Roswell Park recognizes the extraordinary work of our nurses through the DAISY program. 2023 winners include:

- **Evelyn Benjamin**, Amazing PCT Award winner
- **Jessica Lindell**, RN, Nurse Inpatient Daisy Award Winner
- **Sharon Calkins**, RN, Nurse II, Ambulatory Daisy Award Winner
- **5 East**, Team Daisy Award Winner

Career Development Program

Shadow Opportunity

Roswell Park's Shadow Program allows employees the opportunity to learn about career options



Requirements

1. Must be in good standing in current position
2. Available to all Roswell Park Employees
3. One shadow experience per quarter



Explore

Learn more about available career pathways at Roswell Park:

- | | | |
|---------------------------|-----------------------------|--------------------------------|
| -Registered Nurse | -Nurse Manager | -WOC Nurse |
| -Licensed Practical Nurse | -Nurse Educator | -Research Nurse |
| -Patient Care Technician | -Oncology Nurse Coordinator | -Clinical Research Coordinator |
| -Nurse Practitioner | -Nurse Supervisor | -Operating Room |
| -Physician Assistant | -Radiology Tech | -Infection Prevention |
| | -Surgical Tech | -Quality Specialist |
| | -Pharmacy | -Phlebotomy |
| | -Laboratory & Blood Bank | ... and more! |



Scan QR code to complete application form!
From The Professional Development Council

NursingProfessionalDevelopment@RoswellPark.org

