Letter from the Chair

Welcome to Academic Year 2011-2012. This fall marks conclusions, transformations, and new beginnings in curricula, research and service. The same is true for faculty and staff as people. It’s a challenge for me to try to capture the forward movement in writing. Despite devastating budget cuts, you continue to do amazing things to provide excellent education, research, and care for South Texas. President Henrich, in his Conversation with the President July 13, reminded us that we cannot depend on externalities, especially the state, for financial support. We are finding new ways to support our mission. We need every one of us to be the best at what we do – fully engaged and productive. I believe we are doing just that and must continue.

On a personal note, I just passed the 10-year mark on the UTHSCSA faculty. I realize this pales in comparison to our faculty here 40 years! This fall, I begin my 5th year as department chair. I learned many lessons from faculty, staff, students, family members, and administrators along the way. I’d like to share with you the Top Five of my learnings in these five years as department chair. These may have relevance for leaders in general.

1. **Be accessible, visible, available.** Some chair issues are predictable (e.g. assignments, evaluations, reports, and the budget process). But many issues are in the realm of the unpredictable – that is, when life happens, hopes and dreams occur, or problems/situations/needs surface. That is what happens in the people business. I realize why I have two ears and one mouth – to listen twice as much as I talk.

2. **Conflict is inevitable.** Conflict brings to the surface issues that need to be considered and resolved. My role is to develop faculty and staff so they are able to resolve conflict themselves, with direct communication. I try to get out of the way, but offer words to use to get the dialogue started. I encourage all to read *Crucial Conversations: Tools for talking when stakes are high* (Patterson et al. 2002).

(continued on pg. 2)
3. **Details matter.** Between the budget, teaching assignments, hiring actions, and coordinating department activities, attention to detail matters. I recognize the importance of proofreading, taking a time out to be certain, having someone else review and offer feedback, or asking for another opinion or more information before making a decision. But when we get to about 80% information, it is time to move forward!

4. **Lead from the Middle.** My position is at the interface between the Dean and the faculty and staff. My responsibility is to meet needs of the Dean and the faculty, administrators, and staff at the same time. This requires communication, planning, and more communication. The Dean is focused on the strategic level. The faculty and staff are more operational. I need to be “strategically operational.” That means taking care of today with a view to the future. Please join me in this.

5. **Follow-through.** I found it is important to do what you say you are going to do and to close the loop. Faculty tell me it is frustrating when they make suggestions that don’t go anywhere. It’s my job to help bring good suggestions to life through the avenues we have in the School of Nursing.

I close my Letter for this issue with some snippets about our curricula, research and service activities. Again, have a great year – and join me in the Top Five.

**Curriculum, Research, and Service News**

**Curricula**

- The new Adult I NURS 4311/4314 will be offered this fall, with the retirement of NURS 3610. This course is led by Course Coordinator Cyndy Purcell. One of our new faculty, Mary Stephens, is co-teacher for the theory course NURS 4311.

- Adult I will be the course in which the Dedicated Education Unit (DEU) concept will have its beginning in fall. Methodist Hospital is hosting the first DEU in San Antonio, Fall 2011. South Texas VA and University Hospitals will host DEUs in Spring. Jennie Shaw and Vicky Dittmar will be the first Clinical Faculty Coordinators (CFC).

- Through faculty expertise, NURS 4410 transformed into NURS 4319/4320. The new courses will be taught for the first time in the traditional program Spring 2012. Ms. Janis Rice is Course Coordinator. Leadership & Management will now be taught in the 4th semester of the traditional program, instead of the 3rd. The L&M team is also to be commended for the highly successful first iteration of L&M for the accelerated program 4th semester this summer.

- The concluding iteration of NURS 4614 Major Health Transitions will enter a final round this fall. The 4614 team, led by Course Coordinator Ms. Kathleen Reeves helped students learn acute care of the adult patient in classroom and clinical settings in the current curriculum since 2003. Now, in 2011, the course transitions to NURS 4315/4316 Adult II. The course will be compressed in fall to allow the ongoing 4th semester students to finish, and in the same semester offer the new Adult II to the ongoing 3rd semester students. I want to express my thanks to the dedicated faculty who will be teaching two courses in acute care nursing back to back this fall.

(cont. pg. 3)
NURS 3305 Foundations is under the Course Coordination of Lark Ford; NURS 3303 Concepts will be led by Vicky Dittmar and Jennie Shaw; and NURS 3204/3110 Health Assessment is under the Course Coordination of Lark Ford and Theresa Villarreal. These courses give the critical, foundational content in the first semester. These courses now enter their 3rd iteration and amazing refinement is happening before our very eyes. My thanks to the entire 1st semester teaching team for the wonderful start they give our new traditional students each semester. We anticipate 140 students this fall and that is the new enrollment norm.

The accelerated program completed its first cohort in August 2011. Congratulations to faculty who taught in the accelerated program. Thank you to all faculty and staff who had a part in the success of the inaugural cohort of this program supported in great part by the Methodist Healthcare System.

The well-received Bridge Program is being integrated into the new Clinical Immersion/Reflection courses, supported in great part by University Health System and other clinical partners.

In the graduate program, many new starts, as follows:

- Alternate Entry Masters students start this fall. These are licensed RNs advancing their education toward the Masters Degree. They have either the Clinical Nurse Leader or Administrative Management major. Dr. Brenda Jackson directs this and all Masters Programs. Faculty teaching the first cohort of students this fall are Vicky Dittmar and Paula Clutter. My thanks to faculty who engaged in course development this summer: Theresa Villarreal, Vicky Dittmar, & Angela Ross – and to our Educational Development Service staff, led by Dr. Aggie Manwell-Jackson. Dr. Nancy McGowan and Janis Rice will join in course development this fall.
- The first iteration of NURS 5353 Transforming Organizations for Quality and Safety (Drs. Parsons and Cornett) went exceptionally well this summer.
- Dr. Clutter will teach the first cohort of the new Clinical Nurse Leader program. Dr. Kendall-Gallagher will teach a new DNP course NURS6322 Health Care Policy Analysis and co-teach with Dr. Parsons in NURS 5323/5210 Program Planning Theory and Practicum.
- Financial Management concepts are threaded throughout our undergraduate and graduate programs. Budgeting and regulatory concepts are introduced in Leadership & Management in the undergraduate programs. Cost concepts, reimbursement and business planning are included in the core of the MSN program in NURS 5356 (Drs. Reineck and Clutter). Dr. Porter-Wenzlaff developed NURS 5301/5203 Advanced Financial Management. This contemporary coverage of finance is a significant strength of our programs in an era of massive accountability and government oversight.
- Dr. Carole White will teach NURS 6323 EBP II with Dr. Kennedy. The DNP program site visit by the Texas Higher Education Coordinating Board was July 18. The outcome was that our proposal has been refined and is under review.

Research & Service

Please see various news items in the Pulse highlighting news in these areas.
NEWS

Call of the Academy of Health Science Education for nomination and election of new members.

Message from Theresa Chiang, Ed.D
Vice President for Academic Administration

Colleagues:

It’s that time of the year again to nominate deserving faculty to the UT System’s Academy of Health Science Education. Please see the announcement below and the attachments for details.

As what has been done in the last couple of years, we ask that all nominations/applications be sent to the attention of Dr. John Littlefield, Director of ACET. John, with the assistance from our campus Academy of Master Teachers, will compile the nominations on behalf of the President and send them forward.

The reason we want to take this more or less centralized approach is to ensure we do have nominations because we want to make sure those deserving faculty will have the opportunities to be selected.

Please remember to send in your nominations by FRIDAY, OCTOBER 14, 2011. That will give us one week to encourage nominations if necessary to make the System deadline of October 21.

Thank you for your support of your faculty!

See page 5 for application
## Application of Faculty to UT Academy of Health Science Education: Due October 21, 2011

*(To be completed by applicant)*

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- Teaching
- Clinical
- Administrative
- Research
| 5. **Commitment to the UT Academy:** Your intended new or continuing contributions to the UT Academy and The University of Texas as an Academy member, limit 200 words. |   |
| 6. **Major accomplishments as a teacher and educator:** List up to 5 items, limit 200 words per item. |   |
| 7. **Personal statement:** Provide a discussion of your educational philosophy e.g. why you teach, how you teach, professional development efforts in education i.e. how do you learn and how have you learned to teach. Limit to 500 words. |   |
| 8. **Mentoring:** List up to 5 activities and/or publications co-authored with students and/or trainees that demonstrate mentoring at with description of your mentoring role. |   |
| 9. **Education:** List all publications in education, products in education and other educational materials e.g. movies, online instruction, textbook chapters, workshops, seminars, etc. |   |
| 10. **Peers providing supporting letters (2):** Include name, title, affiliation and relationship to nominee; “Peer” includes faculty at your own and other institutions etc. with similar educational responsibilities. |   |
| a. |   |
| b. |   |
| 11. **Learners providing supporting letters (2):** Include name, title, affiliation and relationship to nominee; “Learner” includes undergraduate, graduate and post-graduate students, fellows, faculty etc. |   |
| a. |   |
| b. |   |

cont. pg. 6
NEWS
(cont. from pg. 5)

Spring 2012 Commencement for SoN is scheduled on Saturday, May 26.

Please visit the UTHSCSA Electronic Academic Calendar for other academic dates! See link below:

http://studentservices.uthscsa.edu/pdf/AcadCalendarsPDFs/AcadCalendars2011-2012/AcadCal2011-12NursingFinal.pdf

Congratulations to Dr. Mary Heye on her new professional affiliation as a founding officer of the first Society of CNS Education (SCNSE). This organization will grow and represent the educational arm for the CNS in addition to the NACNS organization.

Dr. Heye is an adjunct Associate Professor.

ANNOUNCEMENT

In Spring 2012, a faculty senate seat will open. Be thinking about a nominee, which could also include yourself. Watch for email from Faculty Assembly!

CALL FOR PULSE ITEMS!

Please submit/email items to

Dr. Reineck no later than

November 7, 2011
NEW FACULTY and Teaching Assistants!

New Faculty

Cathy Miller, MSN, RN
Kristen Overbaugh, MSN, RN, ACNS-BC
Diane Rankin, MN, RN

Teaching Assistants

Amanda Reyes, BSN, RN
Joyce Holubec, MSN, RN
Belinda Salsbery, BSN, RN
Suzette Dooley, MS, BSN, RN

FAREWELL

HRCSM FACULTY

Dr. Larry Johnson
Dr. Lyda Arevalo
Stacey Ward, MSN, RN, ACNS-BC
Heidi Benavides, MSN, RN
Becky Garcia-Michels, MSN, RN, ACNP-BC, FNP-BC (transfer to FCHS dept.)

STAFF

Willie Davis
Margie Guevara
PRESENTATIONS AND PUBLICATIONS


Dr. Linda Porter-Wenzlaff, Janis Rice, MSN, RN Lisa Sievers, MSN, ATRN, CNS: Poster Presentation at The Educator’s EBP Workshop June/2011: “Dimensional Analysis improves BSN student’s medication calculations KSA’s.”

Dr. Linda Porter-Wenzlaff, Adelita Cantu: AONE Diversity Toolkit Exemplar published online: Multicultural Calendar.

Dr. Amanda Flagg presented a poster of her dissertation entitled, “Patient/Provider Concordance: Instrument Development” at the International Association of Human Caring Conference 2011. She is also starting manuscripts for publication on instrument development and on the concepts of “concordance.”


Dr. Linda Porter-Wenzlaff accepted to Editorial Board for “Online Journal of Cultural Competence in Nursing and Health Care.”


Dr. Carol Reineck, and Charles Reed, MSN, RN, CNRN published an article in the American Nurse Today (2011) entitled, “Communicating with intubated patients: A new approach.” Mr. Reed is a doctoral student at the HSC-SoN. Full review of the article is available in the HRCSM library—please see staff for access.


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Grant Acceptance Letters

The American Nurses' Foundation awarded the UTHSCSA $25,000 for Dr. Carole White's innovative proposal entitled, Toward a Better Understanding of Readmissions for Elderly Stroke Survivors.
Update on Research Activities

My program of research is focused on improving outcomes for patients with stroke and their family caregivers. Part of this is conducted through the SPS3 (Secondary Prevention of Small Subcortical Strokes) Study, where I am funded for 20% of my time. The study has completed recruitment (3020 patients and will have approximately 12,000 person-years of follow-up on completion). We are actively publishing on the data now. Publications this year:


Two further manuscripts presently being prepared and will be submitted by September 2011.

I received the Dean’s Award for the protocol entitled ‘Enhancing community participation in a telehealth intervention for stroke survivors and their family caregivers’ and am currently recruiting for this project. I plan to conduct focus groups from August through November, assuming that I am able to recruit sufficient participants.

I have two grants that are currently being reviewed. The grant entitled ‘Toward a Better Understanding of Readmissions for Elderly Stroke Survivors’ was submitted to the American Nurses Foundation and they will announce their decision the end of August. The project ‘Optimizing Outcomes for Stroke Survivors and their Family Caregivers – A Focus on Reducing Readmission Rates after Stroke’ was part of the U19 grant that was submitted by Dr. Kathleen Stevens.

I am utilizing this time to establish contacts with health professionals (and others) who work with stroke in the community. I am making ties with people at the Baptist Health System and at UHS.

Related to developing the curriculum for the two EBP classes, I wrote a short article (at the request of Nancy McGowan) for the Journal of Emergency Nursing on a strategy for EBP:


(con’t. on pg. 10)
RESEARCH

(con’t. from pg. 9)

Juntos Avanzamos (Together We Advance)

Abstract.

Project Director: Herlinda Zamora, MSN, RN

The purpose of this proposal is to increase the enrollment and graduation of baccalaureate nurses who will ultimately practice in Medically Underserved Areas (MUAs) and health Professional Shortage Areas (HPSAs). The project is titled Juntos Avanzamos; it specifically addresses Healthy People 2010 (HPO 2010) goals; state health priorities; and national, state, and regional needs for diverse, culturally competent, professional and advanced practice nursing workforce. We submit this proposal in accordance with Title VIII of the Public Health Service Act as amended (42 U.S.D. 296p), Purpose E1, expanding the enrollment of baccalaureate nursing programs.

Juntos Avanzamos is designed to help individuals, particularly minorities, to successfully complete nursing education in a baccalaureate nursing program. In addition, Juntos Avanzamos will address the nursing shortage by providing more baccalaureate nurses who are ready to practice in urban, rural or MUAs. We will accomplish this by bridging the baccalaureate nursing program at the University of Texas Health Science Center at San Antonio School of Nursing (UTHSCSA SON) with the pre-nursing program being expanded at the University of Texas at San Antonio (UTSA). This project will increase the population’s access to health care by the distribution and retention of a diverse, culturally competent health workforce that can adapt to the population’s health care needs while providing quality of care for all.

Herlinda Zamora, MSN, RN and Theresa Villarreal, MSN,RN, CNS-BC are on this grant.

Janis Rice—Department of the Army Award for Civilian Service!

HRCSM FACULTY PROMOTIONS! 2010—2011

Carol Reineck, PhD, RN, FAAN, CENP, NEA-BC
Professor

Nancy McGowan, PhD, CEN
Clinical Associate Professor

Judy Maltas, MSN, CNS-CC, CCRN
Clinical Associate Professor

Theresa Villarreal, MSN, ACNS-BC
Clinical Assistant Professor

Rebecca Garcia Michels, MSN, ACNP-BC, FNP-BC
Clinical Assistant Professor

L to R: Dr. Nancy McGowan, Judy Maltas, Dr. Carol Reineck, Theresa Villarreal. Not pictured: Rebecca Garcia-Michels

AONE Honors 2011 Award Recipients:
Dr. Linda Porter-Wenzlaff, PhD, RN, CENP, NEA-BC, AONE Prism Award. The Prism Award recognizes an individual’s efforts to promote diversity within the nursing workforce and to enhance understanding of diversity issues through events or activities within the healthcare facility or in the community.
Expand your horizons and learn the latest about one of the most complicated patient-types in rehabilitation – the patient with polytraumatic injuries. Although the current national focus is on the military service member with polytraumatic injuries, multiply-injured patients are also frequently admitted to civilian rehabilitation settings. This webinar will address both patient groups, offering you the opportunity to add to your baseline knowledge on care of the polytrauma population whether you work in the civilian, military or veteran’s hospital rehabilitation setting.

Title: Polytrauma: Coping with Multiple Traumatic Injury

Date: A live Webinar on Wednesday, October 12, 2011 from 1-2:15 pm ET

Speaker: Cheryl A. Lehman, PhD RN CNS-BC RN-BC CRRN, is a Clinical Associate Professor and Clinical Nurse Specialist Program Coordinator at The University of Texas Health Science Center-San Antonio School of Nursing.

Purpose: To help rehabilitation nurses identify and address common issues in military and civilian patients who have more than one severe, life-threatening medical problem.

Target Audience: All nurses working in rehabilitation settings throughout the continuum of care.

Objectives: At the conclusion of this session, attendees will have been offered the opportunity to

1. Review recent research and evidence-based practice regarding polytrauma
2. Recognize confounding psychological and behavioral impairments
3. Identify subtle signs of complications in patients with multiple traumatic injuries
4. Identify problems associated with lack of social support systems
5. Discuss ways to educate patient and caregivers
6. Examine opportunities for nursing research in polytrauma care

Credit: Attendees will earn 1.5 CH of continuing nursing education upon completion of the online evaluation and post-test. The Association of Rehabilitation Nurses (ARN) is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

Fees: $150 per site/member rate
$200 per site/nonmember rate
No additional cost for 1.5 CH

Confirmation: confirmation of registration, course materials, conference ID, dial in instructions and conference URL will be e-mailed approximately 3 days prior to the course. If you do not receive this e-mail it is your responsibility to call ARN at 800/229-7530 at least 2 business days prior the course.

Cancellation Policy: ALL CANCELLATION REQUESTS MUST BE MADE IN WRITING. A $25 processing fee will be charged for all cancellations. No refunds will be made on cancellations once course materials have been sent.

The purpose of trip to Del Rio, Texas:

Mr. Hector Guerra from Border Health in Del Rio called Dr. Julie Novak and asked if she would bring students and faculty to do physicals, vision and hearing screenings, BP, and glucose on August 5th, 2011 as a back-to-school screening initiative. Participants for this event included:

- Dr. Julie Novak, Associate Dean, Practice and Engagement
- Dr. Holly DiLeo, Coordinator, FNP Program
- Dr. Robert E. Novak, Audiologists
- Lark A. Ford, MSN, RN
- Sherry Weaver, MSN, RN, CNE
- Amanda Camacho, MBA
- Raquel Reyes-Ortega, RN
- Lisa Baugh, FNP Student
- Maizal Cuauhtémoc Rivera, FNP Student
- Ernest W. Prince, FNP Student

The following tests were accomplished during our visit in Del Rio: Dr. Robert Novak did 45 hearing screenings, the Family Nurse Practitioner students and Nurse Practitioner faculty did 45 physicals, over 200 glucose screenings were done by Lark A. Ford and Sherry Weaver, and over 200 BPs were done by all of us.

It was a wonderful day. Over 1,000 people came for free haircuts, shoes, backpacks, and school supplies. Because this pilot was so successful we're going to formalize the partnership and do this quarterly through our UT Nursing Clinical Enterprise. There is some consideration of building this into the undergraduate and graduate curriculum.
HRCSM Pulse Managing Editor: Cecelia Dornfield

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