



SGNA Mentor Program 2016
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Mentees

Kelli Atwell

Hillcrest Medical Center
Tulsa, OK
kelliobrn@gmail.com
918.346.7847

Title: Endoscopy Nurse Supervisor

Years in Position: Brand new

Years in GI: 2

Practice setting: Hospital (Inpatient/Outpatient)

Is there anything unique about your practice setting that you would like to share? My supervisor is retiring in mid December and I have accepted the position.

What are your top three goals for the program? Learn new manager styles, network with other

endoscopy nurse managers to gain insight and better systems, support and education opportunities to help me on my transition from staff nurse to supervisor.

What are the biggest challenges you face in your position? I am relatively new to this position and have only been in Endoscopy for 2 years. I have a pretty new staff and we are forming an new cohesive environment and build a better team.

Tonya Blomeling

Metro Health Hospital

Wyoming, MI

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616.252.7703

Title: Nurse Coordinator

Years in Position: 1

Years in GI: 4

Practice setting: Ambulatory Surgical Center

Is there anything unique about your practice setting that you would like to share? We are currently going through a large change with our providers. There is a large disconnect between staff and management. We are at the opportunity for positive change and need the tools to drive the change.

What are your top three goals for the program? Learn communication techniques with staff Balance the budget and increase staff satisfaction at the same time conflict resolution

What are the biggest challenges you face in your position? Being a coordinator, I have the responsibility to enforce schedules and policies, but I am caught in the big hole between management and staff. With a lot of change within our department, our morale has taken a big drop and I feel that I don't have the tools to help drive it in the right direction.

Leslie Boelter

St. Mary's Hospital

Green Bay, WI

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920.217.6950

Title: Staff Nurse

Years in Position: 2

Years in GI: 2

Practice setting: Hospital (Inpatient/Outpatient)

Is there anything unique about your practice setting that you would like to share? We work simultaneously with the doctor's clinic and the hospital system. Doing outpatient/inpatient throughout the day. I would like to achieve more cooperation and integration between the departments. The ability to work together as a team would achieve better patient care and satisfaction.

What are your top three goals for the program? Integrating the clinic and hospital staff to work together as a team, providing coordinated patient care. Position our department for increased growth and profitability. Increase colleague engagement with better communication and resolutions, providing a work schedule that is realistic. Hiring additional staff to make this possible.

What are the biggest challenges you face in your position? I am applying for the management position on the hospital side. Being a relatively new employee to the department and not having the experience that many of the staff in our department have is a challenge. However, I am a fair person, who wants to provide a better working environment for all. I am a hard worker, am always willing to help out fellow employees with additional work throughout the day and pick up extra call hours. I fill in for the lead nurse position at one of our sites regularly and love the extra responsibility and ability to assist our staff. Being a nursing manager is new to me, with staffing and the business end of the position.

Angela Kranich

Aurora Medical Center- Grafton
Grafton, WI

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414.313.7010

Title: Supervisor

Years in Position: 1 year

Years in GI: 9

Practice setting: Hospital (Inpatient/Outpatient)

Is there anything unique about your practice setting that you would like to share? Our GI department was almost non-existent a year and a half ago. There was only one GI tech. The OR staff helped to do the few GI cases that came up each week. I was the "on call help" from another Aurora site. I took a lot of call to help out. I am passionate about GI as a specialty and was frustrated that there was not a dedicated GI team to care for patients. The physicians were also unhappy with the inexperienced RN's and techs. I came from a vibrant, successful GI lab. I had a vision of how the department could look. A little over a year ago, I took on the role as GI Supervisor. We have since doubled our GI volume,

took over pulmonary cases, added 3 nurses and 2 techs. We are now performing more complex procedues.

What are your top three goals for the program? 1. Improve engagement to GI nursing. My staff have less than 1 year GI experience. I would like to have tools to help develop my staff and grow their knowledge of GI. 2. Develop my network of GI leaders. I believe we can all learn from eachother and make sure we are all implementing best practice. 3. Gain knowledge about finances. I would like to learn how best to plan for staffing as well as how to keep my operating expenses down.

What are the biggest challenges you face in your position? 1. Transitioning from staff nurse to leader. I am now the supervisor for my old peers. 2. Some staff has expessed bordom with routine procedures. I need help keeping my staff engaged and passionate about GI. 3. Budgets. I would like help learing how to best utilize my resoures and still provide latest technology. 4. I am still learing how to handle staff conflict and how to coach staff performance. I want to be a successful nurse leader, but I find my job overwhelming at times. I have attended leadership classes before, but I feel this program is different because it is GI specific. I hope to have the opportunity to be a part of the Mentorship Program.

Kimberly Little

St. John Medical Center
WESTLAKE, OH
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Title: CHARGE NURSE

Years in Position: 2 YEARS

Years in GI: 6 YEARS

Practice setting: Hospital (Inpatient/Outpatient)

What are your top three goals for the program? To be a better leader, improve communications between team members and physicians, learn the best practices in endoscopy.

What are the biggest challenges you face in your position? Dealing with difficult personalities or staff and physicians. Time management, juggling dialing schedules along with administrative duties. My strong emotional reaction when irritated, annoyed, and aggravated.

Christin Mckellar

VHA
Charlotte, North Carolina
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Title:

Years in Position: 4

Years in GI: 7

Practice setting: GI Clinic

Is there anything unique about your practice setting that you would like to share? We take care of the veteran population

What are your top three goals for the program? To increase my knowledge base of GI leadership role.

To obtain a better understanding of the criteria needed to be in a leadership position. As always to help enhance the effectiveness of my GI unit and coworkers.

What are the biggest challenges you face in your position? Time Being a smaller clinic, I feel we have less resources.

Andrea Mellette

Cedar Creek, TX

Andrea.mellette@yahoo.com

512.636.8966

Title: Endoscopy Nursing Supervisor

Years in Position: 2

Years in GI: 4

Practice setting: Hospital (Inpatient/Outpatient)

Is there anything unique about your practice setting that you would like to share? Level I Trauma hospital, we currently have one suite but will be expanding to 3 suite in the new teaching hospital in 2017. The staff that I have do not have endoscopy background, so I have to train and develop them as well as prepare us for the teaching hospital.

What are your top three goals for the program? Guidance in creating a patient safe environment. Creating a staff engaged in safe practice Handling behavior and attitude that is counteractive to team work.

What are the biggest challenges you face in your position? The biggest challenge is not having guidance in what is the best practice in Endoscopy. We have out of date equipment and staff that do not have endoscopy background. The decision that are made are not based on best practice. I have limited resources to train my staff is how to be a strong team member. The other Endoscopy departments in the network do not believe in teamwork so trying to get ideas on removing barriers is non existent. .

Jeannine Nock

Licking Memorial Hospital

Granville, Ohio

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Title:

Years in Position: 14

Years in GI:

Practice setting: Hospital (Inpatient/Outpatient)

Is there anything unique about your practice setting that you would like to share? We are growing and adding new procedures frequently and keeping our team cohesive and productive.

What are your top three goals for the program? The three goals I have for the mentoring program are to learn from other GI nursing leaders. I would like to learn about my leadership style and how to use those leadership qualities to improve the nursing care of the patients in my unit and to help my unit forward with the most up to date practices. I would also like to network with other GI leaders to learn about what other nursing leaders are pursuing.

What are the biggest challenges you face in your position? Our unit has five charge nurses and one director. We have different leadership styles and our director supports us with our daily challenges but I would like to learn what I can about leading a large and diverse group of GI associates and then use that knowledge to mentor the other GI charge nurses and maybe become more unified so the department may have more consistent leadership.

Peaches Payne

Methodist Dallas Medical Center

Plano, Texas

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214.980.8338

Title:

Years in Position: 2 months

Years in GI:

Practice setting: Hospital (Inpatient/Outpatient)

Is there anything unique about your practice setting that you would like to share?

What are your top three goals for the program? 1. Improve communication 2. Identify different management/leadership styles 3. Networking with others that have been in the same position

What are the biggest challenges you face in your position? 1. Outdated lab 2. staff reluctance to

change and growth in GI 3. Inefficient processes

Kathy Poiry

Longmont United Hospital
Longmont, Co
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303.809.5436

Title: Endo resource coordinator

Years in Position: 5

Years in GI: 10

Practice setting: Hospital (Inpatient/Outpatient)

What are your top three goals for the program? Better leader Improve my own mentoring skills
Learn to be able to prioritize beeds for dept with my limited admin time

What are the biggest challenges you face in your position? Time to get things done

Shelley Riddle

Saint Anthony's Medical Center
St.Louis, Missouri
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Title: Business Manager

Years in Position: 5

Years in GI: 36

Practice setting: Hospital (Inpatient/Outpatient)

Is there anything unique about your practice setting that you would like to share? we do 8,000 cases
per year, second free standing independent hospital in St.Louis

What are your top three goals for the program? Open communication Sure there is a clear
understanding of what is expected Patience

What are the biggest challenges you face in your position? Moving to fast with explanations and information

Rosemary Sexton

Louis Stokes Cleveland VA Medical Center
Lakewood, Ohio
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Title: Nurse Manager, Endoscopy Center

Years in Position: 1

Years in GI: Six months. Five years management experience in Endoscopy hospital setting.

Practice setting: Ambulatory Surgical Center

Is there anything unique about your practice setting that you would like to share? We use CRNAS for Propofol sedation.

What are your top three goals for the program? Budgeting Finance Productivity

What are the biggest challenges you face in your position? Scheduling

Cheryl Swink

Memorial Medical Center
Johnstown, PA
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Title:

Years in Position: 5 years

Years in GI:

Practice setting: Hospital (Inpatient/Outpatient)

Is there anything unique about your practice setting that you would like to share? Large facility, however, only one interventional MD. Still have paper charting, and feel disconnected from other area in hospital.

What are your top three goals for the program? 1. Connect with others who are well versed in GI, get and share experiences, contacts and information. 2. Create Ideal patient experience in Gi lab, thru evidenced based practice and staff contiuing education. 3. Enjoy my work, peers and have good experinces, opportunities to help others.

What are the biggest challenges you face in your position? Every day is a challenge, from daily staffing, continuing education, multiple computerprograms utilized, OP/IP, physican scheudles, budgets, infection control, etc.

Kimberly Venturella

Morristown Medical Center

Woodland Park, NJ

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862.221.5780

Title: Assistant Nurse Manager

Years in Position: 0

Years in GI: 13

Practice setting: Hospital (Inpatient/Outpatient)

Is there anything unique about your practice setting that you would like to share? Trans esophageal echo and bronchoscopy both diagnostic and therapeutic are done in addition to gi procedures.

What are your top three goals for the program? Learn: basic management techniques Fiscal planning Strong leadership in a new setting

What are the biggest challenges you face in your position? Novice manager New to organization Room efficiency is a huge dissatisfier for physicians and staff.

Conrad Worrell

Dartmouth-Hitchcock Medical Center

Bellows Falls, Vermont

Charles346@excite.com

603.650.4260

Title: Unit Supervisor, Endoscopy

Years in Position: 2

Years in GI: 14

Practice setting: Hospital (Inpatient/Outpatient)

Is there anything unique about your practice setting that you would like to share? Large University-based Medical Center doing 13,000 cases per year, with 16 Gastroenterologists, 5 Surgeons, 3 Pulmonologists and 7 GI fellows, doing numerous clinical trials and research.

What are your top three goals for the program? Become a better Leader Mentor staff into progressing their career Hold staff accountable for their behavior

What are the biggest challenges you face in your position? Balance between staffing and productivity Time Management Dealing with difficult employees

Mentors

Tammy Aspeslet

GI Lab and Clinic at Gundersen Health System

La Crosse, WI

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608.775.4202

Title: Clinical Manager

Years in Position: 2 years

What do you like the best about being a manager?

Eileen Babb

Chesapeake Regional Medical Center

Chesapeake, VA

Endonurse123@gmail.com

757.312.4173

Title: Clinical Coordinator

Years in Position:

Practice setting:

What do you like the best about being a manager?

Catherine Bauer

University of Virginia Medical Center

Charlottesville, VA

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607.435.2205

Title: Director of Endoscopy/Bronchoscopy and Motility

Years in Position: 1 (in management for over 20 years)

Practice setting: Hospital (Inpatient/Outpatient)

What do you like the best about being a manager? Assisting in staff succeed at accomplishing their personal and professional goals

Dawn Easler

Gastroenterology Associates of the Piedmont
Winston-Salem, NC
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336.714.3564

Title: Nursing Administrator

Years in Position: 10

Practice setting: Ambulatory Surgical Center

What do you like the best about being a manager? My focus as a manager is about running a patient centered, efficient and safe ASC. I enjoy working closely with our physicians and nursing staff to see this happen every day!

Laura Habighorst

North Kansas City Hospital
North Kansas City, MO
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816.691.1797

Title: Nurse Educator Perioperative Services

Years in Position: 2 years; but I have 10 years in administrative positions

Years in GI:

Practice setting: Hospital (Inpatient/Outpatient)

What do you like the best about being a manager? What I love most is learning - new standards to implement, understanding how people work by studying the human element in both our patients and staff, and budgetin

Colleen Keith

King's Daughters' Health
Madison, IN 47250
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812.801.0465

Title: Director, Surgical Services

Years in Position: 5

Years in GI:

Practice setting: Hospital (Inpatient/Outpatient)

What do you like the best about being a manager? Process change and mentoring potential leaders.

Betty McGinty

Northside Hospital
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404.303.3779

Title: Director Gastroenterology Services

Years in Position: 5 years (came into the position in a director role from previous hospital where I had served 22 years)

Practice setting: Hospital (Inpatient/Outpatient)

What do you like the best about being a manager? I have the opportunity to truly affect practice, to be in a position to ensure compliance with SGNA standards, to equip my departments with our societal resources.

Jeanine Penberthy

University of Washington Medical Center
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206.839.6098

Title: Health Services Manager

Years in Position: 1.5

Years in GI:

Practice setting: Hospital (Inpatient/Outpatient)

What do you like the best about being a manager? Being an advocate for both patients and staff

Faculty

Lisa Heard, MSN RN CGRN CPHQ

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