

## SE12a – COMMITMENT TO COMMUNITY INVOLVEMENT

*Provide one example, with supporting evidence, of the organization's support of a nurse(s) who volunteer(s) in a local or regional community healthcare initiative which aligns with Healthy People 2030 or the United Nations' Sustainable Development Goals.*

The 2021 winter coat drive was co-organized among a few campuses within NewYork-Presbyterian, including NewYork-Presbyterian/Columbia University Irving Medical Center (NYP/Columbia), and local charities and non-profit organizations. On November 16, 2021, Julio Batista, NYP Government and Community Affairs Liaison, reached out to community partners such as the Dominican Women's Development Center, Fort Washington Men's Shelter, the Washington Heights Corner Project, and The Bowery Mission to coordinate the winter coat drive. Leaders of the community organizations responded positively to the opportunity to be recipients of the 2021 winter coat drive.

[SE12a.1—Julio Batista Email to Community Partners\\_Flyer](#)

The goal of the winter coat drive was to collect as many new or gently used articles of winter clothing, including coats, gloves, scarves, sweaters, shoes, and socks for men, women, and children in need within the local Washington Heights Community. This goal aligned with the Healthy People 2030 goal: Increase social and community support. This Healthy People 2030 goal is part of the Social and Communities Context objective and focuses on helping people obtain the social support they need in the places where they live, work, learn, and play. Many people face challenges and dangers they cannot control, such as difficulty affording the things they need, which can negatively affect their health and safety throughout their life. [SE12a.2—Healthy People 2030 Goal](#)

To facilitate collection of coat donations, Mr. Batista coordinated with the Department of Nursing through Emmanuel Taveras, Project Manager for the Nursing Department (at the time). On December 9, 2021, Mr. Taveras emailed clinical RNs who might be interested in volunteering for the community healthcare initiative. Mr. Taveras explained the date for collecting, sorting, and distributing the donated coats would occur later in December 2021. He also noted those participating would be compensated for their time by NYP/Columbia. This volunteer work was not part of the job expectation for inpatient clinical nurses. Daniella Glantz, BSN, RN, clinical nurse, Surgical Stepdown (5GN-605427) [5GN] Unit responded to Mr. Taveras' email expressing interest in volunteering

and verbally notified her Patient Care Director (nurse manager), Sarah Garza-Ohl, MSN, MPH, RN, CENP, PCCN, about this opportunity. [SE12a.3—Email Volunteers Unrelated to Job Description](#)

On December 16, 2021, Mr. Batista confirmed with community partners that the delivery of winter clothing by nurses would be held on December 20, 2021. Ms. Garza-Ohl conveyed her support and approved Ms. Glantz's participation in the winter coat drive, confirming that NYP/Columbia would support her in this volunteer event. Ms. Glantz's time was entered into the Kronos timekeeping system as approved as paid time for volunteering in this local community healthcare initiative. On December 20, 2021, Ms. Glantz volunteered her time and helped to collect the clothing from the various donation boxes set up on multiple units within NYP/Columbia and sorted over 2,000 articles of winter clothing. Ms. Garza-Ohl's paid time also included time she spent with Mr. Taveras and others delivering the clothing items to the community organizations on December 20, 2021. The items collected helped many families in the community who could not afford clothing suitable for the winter season. NYP/Columbia supported Ms. Glantz's participation as a volunteer with paid time for the hours she spent on December 20, 2021 on her day off as noted by her Kronos timecard. [SE12a.5—Email to Coordinate Coat Delivery\\_Kronos Screenshot](#)

**From:** Batista, Julio <[jab9029@nyp.org](mailto:jab9029@nyp.org)>  
**Sent:** Tuesday, November 16, 2021 11:42 AM  
**To:** Erika Disla <[Erika.Disla@projectrenewal.org](mailto:Erika.Disla@projectrenewal.org)>  
**Subject:** NYP Coat Drive

**WARNING: The email message originated from outside Project Renewal.**

Good morning, NYP is again conducting a coat drive, and would like to know if clients accessing your organization could benefit from getting coats. We are collecting coats for women, men and children.

If interested can you please let me know how many coats you might be able to use and the gender. If you have any questions, please feel free to call me at (917) 952-9179.

Thank you,  
Julio Batista  
Community Affairs

---

This electronic message is intended to be for the use only of the named recipient, and may contain information that is confidential or privileged. If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution or use of the contents of this message is strictly prohibited. If you have received this message in error or are not the named recipient, please notify us immediately by contacting the sender at the electronic mail address noted above, and delete and destroy all copies of this message. Thank you.  
code:d34y

---

**From:** Erika Disla <[Erika.Disla@projectrenewal.org](mailto:Erika.Disla@projectrenewal.org)>  
**Sent:** Tuesday, November 16, 2021 1:02 PM  
**To:** Batista, Julio  
**Subject:** [EXTERNAL] RE: NYP Coat Drive

Good afternoon,

Thank you for thinking of Fort Washington Men's Shelter. This will be great. We would benefit from men coats.

Thanks,  
Erika Disla  
Program Director | Fort Washington Men's Shelter  
651 West 168<sup>th</sup> Street, New York, NY 10032  
T: (212) 740 – 1780 Ext. 222  
F: (212) 740 - 1457

Emails: [Erika.Disla@projectrenewal.org](mailto:Erika.Disla@projectrenewal.org) | [www.projectrenewal.org](http://www.projectrenewal.org)



 **NewYork-Presbyterian**

**CUIMC, MSCH, ACN, Allen & Lawrence Hospital**  
present



# Winter Coat Drive

**NOV 30 - DEC 14, 2021**

Please join us in collecting new or gently used, clean winter clothing (coats, gloves, scarves, sweaters, shoes, new socks) for men, women and children in need. Due to the current COVID-19 pandemic, if you are donating used clothing please be sure that it is clean.

**Donation boxes are located on  
most inpatient units & clinics.**

**QUESTIONS? CONTACT:**

CUIMC

Katia Lopez  
917-968-7385

MSCH

Kelli Ferguson  
646-385-4951

Allen

Hailey Koop  
646-430-2899

ACN

Andie Cowan  
646-874-4508

Lawrence

Joanne Bonzo  
917-344-0125



## Social and Community Context

[Overview and Objectives](#)[Evidence-Based Resources](#)**Goal: Increase social and community support.**

People's relationships and interactions with family, friends, co-workers, and community members can have a major impact on their health and well-being. Healthy People 2030 focuses on helping people get the social support they need in the places where they live, work, learn, and play.

Many people face challenges and dangers they can't control — like unsafe neighborhoods, discrimination, or trouble affording the things they need. This can have a negative impact on health and safety throughout life.

Positive relationships at home, at work, and in the community can help reduce these negative impacts. But some people — like children whose parents are in jail and adolescents who are bullied — often don't get support from loved ones or others. Interventions to help people get the social and community support they need are critical for improving health and well-being.

### Objective Status

- 0 Target met or exceeded
- 1 Improving
- 1 Little or no detectable change
- 2 Getting worse
- 4 Baseline only
- 3 Developmental
- 2 Research

[Learn more about objective types](#)

**From:** "Glantz, Daniella" <[dab9102@nyp.org](mailto:dab9102@nyp.org)>  
**Date:** December 15, 2021 at 7:50:11 PM EST  
**To:** "Taveras, Emmanuel" <[emt9011@nyp.org](mailto:emt9011@nyp.org)>  
**Subject:** Re: Clinical Nurse Volunteers 12/20

I would love to volunteer! Just confirming that my time was entered in Kronos from 10am - 2 pm on 12/20.

Thank you very much!  
Daniella Glantz  
Sent from my iPhone

---

**From:** Taveras, Emmanuel  
**Sent:** Thursday, December 9, 2021 2:26 PM  
**To:** Campbell, LEE <[lec9001@nyp.org](mailto:lec9001@nyp.org)>  
**Cc:** Glantz, Daniella <[dab9102@nyp.org](mailto:dab9102@nyp.org)>; Rohlsberger, Janineen <[jar9177@nyp.org](mailto:jar9177@nyp.org)>  
**Subject:** RE: Clinical Nurse Volunteers 12/20

Good Afternoon All,

We are looking for volunteers to assist with the winter coat drive. The pickup ,sorting and distribution date will be on 12/20. I will be emailing the Milstein campus leads to bring their boxes to 6SK at 10am from there we will sort out the coats as well as follow up with any teams that haven't brought their boxes in. From there we will take the coats down to the van that will take the coats to own charitable partners. For this only one additional person will fit due to the capacity of the van. Please let me know if you are available, your time will be paid as well.

Best,

Emmanuel Taveras  
Project Manager, Nursing  
**NewYork-Presbyterian Hospital** - Columbia University Irving Medical Center  
177 Fort Washington Avenue MHB 6SK  
New York, NY 10032  
Cell: 646-899-3649 | Office 212-305-4402 | Email: [emt9011@nyp.org](mailto:emt9011@nyp.org)

---

<b>Position Title</b>		CLINICAL NURSE I		<b>Job Code</b>		228	
<b>Department</b>		NURSING		<b>Grade</b>		15A	
<b>Supervisor's Title</b>				<b>Last Reviewed</b>		2/1/2017	
<b>Exempt</b>	X	<b>Non-Exempt</b>		<b>Union</b>	NYSNA		
<b>Titles Reporting to this Position</b>							
<b>Position Summary</b>							
<p>As an integral member of the New York-Presbyterian Hospital (NYP) healthcare team, the Registered Professional Nurse (RN) upholds the NYP mission, vision, values and strategic initiatives to provide the highest level of patient centered care. In accordance with the American Nurses Association (ANA) Scope and Standards of Practice, the New York State Article 139, Nurse Practice Act and as articulated in the NYP nursing bylaws, the Department of Nursing supports the role of the RN in the direct provision of effective and comprehensive nursing care. In providing this care, the RN is responsible for diagnosing and treating human responses to actual or potential health problems through case finding, health teaching, health counseling, and provision of care supportive to or restorative of life and wellbeing. The RN is also responsible for executing medical regimes prescribed by a licensed physician, dentist or other legally authorized licensed health care provider (New York State Practice Act, 2010)</p> <p>The NYP Department of Nursing supports a Primary Nursing care delivery model. By utilizing the nursing process, the RN uses critical thinking and clinical decision making to assess, plan appropriate care for, and evaluate the patient's progress throughout the hospital stay and through discharge. The professional role of the RN is exemplified by the qualities of leadership, delegation, collaboration, effective communication, ensuring quality outcomes and by participating in the NYP Department of Nursing's Shared Governance activities.</p> <p><b>Throughout the patient's stay and through discharge the RN provides care that:</b></p> <ul style="list-style-type: none"> <li>• Establishes and maintains a therapeutic relationship with the patient and family</li> <li>• Encompasses an understanding and integration of cultural diversity into practice</li> <li>• Includes communicating and working collaboratively with the patient, family and health care team members</li> <li>• Includes considering the patient's values, preferences, expressed needs and knowledge of the healthcare situation in holistic data collection, in formulating health care outcomes and in the evaluation process.</li> </ul>							
<b>Essential Job Duties</b>							
<p><b>STANDARDS OF PRACTICE - Direct Patient Care – **See Appendix A for Demonstrable Behaviors/Outcomes</b></p> <p>The RN is guided by the ANA Scope and Standards of Practice (2010). These Standards of Practice describe a competent level of nursing care provided by utilizing the nursing process components of assessment, diagnosis, outcomes identification, planning, implementation and evaluation. Accordingly, the nursing process utilized in a primary nursing model encompasses the significant actions taken by the RN and forms the foundation of the nurse's decision-making.</p> <ul style="list-style-type: none"> <li>• Primary Nursing-The RN acts as the primary nurse for designated patients and collaborates as an associate nurse.</li> <li>• Assessment and re-assessment- The RN collects, synthesizes and prioritizes comprehensive data pertinent to the patient's health and/or the situation.</li> <li>• Diagnosis – The RN analyzes the assessment data to determine the actual and potential diagnoses or the issues.</li> <li>• Outcomes Identification – The RN identifies expected outcomes for a plan individualized to the healthcare</li> </ul>							



<p>consumer or the situation.</p> <ul style="list-style-type: none"> <li>• Planning – The RN develops and modifies a plan of care that prescribes strategies and alternatives to attain expected outcomes.</li> <li>• Implementation – The RN implements the identified plan of care.</li> <li>• Coordination of Care – The RN coordinates care delivery and transitions in care.</li> <li>• Health Teaching and Health Promotion – The RN employs strategies to promote health and a safe environment.</li> <li>• Evaluation – The RN evaluates progress toward attainment of outcomes.</li> </ul>	
<p><b>STANDARDS OF PROFESSIONAL PERFORMANCE - **See Appendix A for Demonstrable Behaviors/Outcomes</b></p> <p>The ANA Standards of Professional Performance describe a competent level of behavior in the professional role, including activities related to: ethics, education, evidence-based practice and research, patient centered care/service excellence, quality of practice, communication, leadership, collaboration, professional practice evaluation, resource utilization, and environmental health. The RN is expected to engage in professional role activities, including leadership, appropriate to their education and position. The RN is accountable to self, the healthcare consumer, peers, and ultimately to society for professional nursing actions.</p> <ul style="list-style-type: none"> <li>• Patient Centered Care/Service Excellence – The RN demonstrates service excellence</li> <li>• Ethics – The RN practices ethically</li> <li>• Education – The RN attains knowledge and competence that reflects current nursing practice.</li> <li>• Evidence-Based Practice and Research – The RN integrates evidence and research findings into practice and the plan of care.</li> <li>• Quality of Practice – The RN contributes to quality nursing practice.</li> <li>• Communication – The RN communicates effectively in all areas of practice.</li> <li>• Leadership – The RN integrates the principles of Shared Governance into practice.</li> <li>• Collaboration – The RN collaborates with healthcare consumer, family &amp; others in conduct of nursing practice.</li> <li>• Professional Practice Evaluation – The RN evaluates own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules, and regulations.</li> <li>• Resource Utilization - The RN utilizes appropriate resources to plan and provide nursing services that are safe, effective, and financially responsible.</li> <li>• Environmental Health (EH) - The RN practices in an environmentally safe and healthy manner.</li> </ul>	
Performs other job related duties as assigned.	
Qualifications	Required (R) Preferred (P)
<b>Education</b>	
BSN	R
Complete Nurse Residency Program if new Graduate	R
<b>Licensure/Certifications</b>	
Current NYS RN Licensure	R
See Nursing By-Laws for ACLS, BCLS and additional American Heart Association Life-Support classes that are required by campus and department. ( <a href="http://infonet.nyp.org/Nursing/Admin%20Manual/104_Nursing_By-Laws.pdf">http://infonet.nyp.org/Nursing/Admin%20Manual/104_Nursing_By-Laws.pdf</a> )	R
<b>Work Experience</b>	
Knowledge of nursing process: social, behavioral, biological and physical science	R
Knowledge of current health care environment	R
Knowledge of customer service principles	R

Knowledge of effective interpersonal communication skills	R
Knowledge of use of computer applications	R
Ability to analyze patient care data to deliver and evaluate care	R
<b>Physical/Environmental Conditions</b>	<b>Yes (Y) No (N)</b>
<b>Physical/Hazardous/Work Environment</b> - The work environment and physical demands described here are representative of those required by an employee to perform essential functions of the job with or without reasonable accommodation.	
Ability to work in surroundings with degree of dust, noise, odors, etc. without undue discomfort.	Y
Ability to hear, talk, walk, stand, bend and stretch.	Y
Ability to read, write and interpret documents.	Y
Ability to sit for long periods of time at desk to perform job functions.	Y
Ability to communicate effectively with clients and co-workers.	Y
May be exposed to mechanical/electrical/radiant/explosive/burn and chemical hazards.	N
May be required to handle, dispose of and/or identify hazardous waste and hazardous materials.	Y
May be required to operate and clean equipment.	N
May be required to work both indoor/outdoor under extreme temperatures.	N
May be required to handle reasonably heavy weights across distances.	Y
May be required to operate heavy vehicles.	N
Must be trained in and knowledgeable of all Hospital policies and procedures pertaining to hazardous waste and hazardous materials and maintain qualifications applicable to assigned work.	Y
Other:	
<b>OSHA</b>	<b>Yes (Y) No (N)</b>
Duties performed routinely require exposure to blood, body fluid and tissue.	Y
Normal routine involves no exposure to blood, body fluid or tissue, but potential for exposure.	N
Normal routine involves no exposure to blood, body fluid or tissue. Incumbents are not called upon to perform or assist in emergency care or first aid.	N

## APPENDIX A - DEMONSTRABLE BEHAVIORS/OUTCOMES

A Clinical Nurse I is a registered professional nurse who coordinates care of assigned patients on a shift. A Clinical Nurse I possesses the qualifications and attributes essential for the provision of safe, efficient and therapeutic nursing care. May assume role and orient other nurses to the Charge Nurse role.

### STANDARDS OF PRACTICE

**Primary Nursing**–The RN acts as the primary nurse for designated patients.

- As the primary nurse, the RN is responsible and accountable for establishing a therapeutic relationship with the patient and family, assessing the patient, planning appropriate care, and evaluating the progress of the patient throughout his or her stay in the hospital and through discharge.
- The RN functions as an associate nurse for all other patients not designated as their primary patient.
- The elements of Primary Nursing include: acceptance of the individual nurse's responsibility for decision-making for each primary patient, staff assignments that are patient centered rather than task or geographic centered and direct communication with the patient and family and interdisciplinary team.
- The Primary Nurse accepts responsibility for the quality of care administered to primary patients for the duration of the patient's hospitalization and regularly evaluates the effectiveness of the care plan.

**Assessment and re-assessment**– The RN collects comprehensive data pertinent to the patient's health and/or the situation.

- Collect comprehensive data including but not limited to physical, functional, psychosocial, emotional, cognitive, sexual, cultural, age-related, environmental, spiritual/transpersonal, and economic assessments in a systematic and ongoing process while honoring the uniqueness of the person.
- Identify barriers (e.g., psychosocial, literacy, financial, cultural) to effective communication and makes appropriate adaptations, including recognition of the person/patient as a whole.
- Prioritize data collection based on the patient/family's immediate condition, or the anticipated needs.
- Synthesize available data, information, and knowledge relevant to the situation to identify patterns and variances.
- Document relevant assessment data in a retrievable format.

**Diagnosis** – The RN analyzes the assessment data to determine the diagnoses or the issues.

- Derive the diagnoses or issues from assessment data.
- Validate the diagnoses or issues with the patient/family, and other healthcare providers when possible and appropriate.
- Identify actual or potential risks to the patient/family's health and safety or barriers to health, which may include but are not limited to interpersonal, systematic, or environmental circumstances.
- Document diagnoses or issues in a manner that facilitates the determination of the expected outcomes and plan.

**Outcomes Identification** – The RN identifies expected outcomes for a plan individualized to the healthcare consumer or the situation.

- Derive culturally appropriate expected outcomes from the diagnoses.
- Include a time estimate for the attainment of expected outcomes and develops and modifies expected outcomes that facilitate continuity of care.
- Document expected outcomes as measurable goals.

**Planning** – The RN develops a plan that prescribes strategies and alternatives to attain expected outcomes.

- Develop an individualized plan in partnership with the patient, family, and others.
- Participate in development of the interdisciplinary plan of care and utilizes it to provide direction to other members of the healthcare team to assure care continuity and appropriate planning for discharge or continuing care.
- Modify and documents the plan according to the ongoing assessment of the patient/family's response

and other outcome indicators in a standardized language or recognized terminology.
<p><b>Implementation</b> – The RN implements the identified plan.</p> <ul style="list-style-type: none"> <li>• Partner with the patient and family, and caregivers as appropriate to implement the plan in a safe, realistic, and timely manner.</li> <li>• Collaborate with healthcare providers from diverse backgrounds and utilizes community resources to implement and integrate the plan for a routine patient population.</li> <li>• Document implementation and any modifications and utilizes technology to measure, record, and retrieve healthcare consumer data, implement the nursing process, and enhance nursing practice.</li> <li>• Apply appropriate knowledge of major health problems and cultural diversity and utilizes evidence-based interventions and treatments specific to the diagnosis or problem in implementing the plan of care.</li> <li>• Apply available healthcare technologies to maximize access and optimize outcomes for healthcare consumers.</li> </ul>
<p><b>Coordination of Care</b> – The RN coordinates care delivery.</p> <ul style="list-style-type: none"> <li>• Organize the components of the plan of care.</li> <li>• Document in the progress note the patient’s status when transferred within the institution or discharged from the institution to the community setting.</li> <li>• Manage assists and communicates with the patient/family and healthcare team during transitions in patient care.</li> <li>• Document evidence of the coordination of care.</li> </ul>
<p><b>Health Teaching and Health Promotion</b> – The RN employs strategies to promote health and a safe environment.</p> <ul style="list-style-type: none"> <li>• Identify documents and evaluates patient and family teaching needs and uses health promotion and health teaching methods appropriate to the situation that addresses such topics as healthy lifestyles, risk-reducing behaviors, developmental needs, activities of daily living, and preventive self-care.</li> <li>• Seeks opportunities for feedback and evaluation of the effectiveness of the strategies used by the patient and family.</li> </ul>
<p><b>Evaluation</b> – The RN evaluates progress toward attainment of outcomes.</p> <ul style="list-style-type: none"> <li>• Conduct a systematic, ongoing, and criterion-based evaluation of the progress towards outcomes in relation to the structures and processes prescribed by the plan of care and the indicated timeline.</li> <li>• Evaluate, in partnership with the patient/family, the effectiveness of the planned strategies in relation to the patient/family’s responses and the attainment of the expected outcomes.</li> <li>• Use ongoing assessment data to revise the diagnoses, outcomes, the plan, and the implementation as needed.</li> <li>• Document the results of the evaluation.</li> </ul>

## STANDARDS OF PROFESSIONAL PERFORMANCE

### Patient Centered Care/Service Excellence:

The Department of Nursing’s patient satisfaction model is Patient Centered Care (PCC). PCC is defined as designing processes and structuring work and interactions around each patient and the family members for the duration of the hospital stay. It includes placing the patient’s needs and priorities first. The governing principles of PCC ensure: dignity and respect, information sharing, participation, collaboration, coordination of care, and professional nursing practice.

### The RN demonstrates service excellence by:

- Creating positive first impressions and ensures that all patient, visitors and guests, as well as co-workers receive personalized, prompt attention and are treated with receptiveness, dignity and respect.
- Communicating compassionately and effectively.
- Acknowledging, apologizing, and amending when service recovery is needed.
- Promote a safe, therapeutic environment.
- Acknowledge cultural differences that exist among patients and staff.

<ul style="list-style-type: none"> <li>Identify customer services needs on the unit and suggests remedies for improvement.</li> </ul>
<p><b>Ethics – The RN practices ethically by:</b></p> <ul style="list-style-type: none"> <li>Utilizing the ANA Code of Ethics for Nurses with Interpretive Statements (2001) and NYP Code of Conduct to guide practice.</li> <li>Delivering care in a manner that preserves and protects patient/family autonomy, dignity, rights, values and beliefs.</li> <li>Upholding patient/family confidentiality within legal and regulatory parameters.</li> <li>Maintaining a therapeutic and professional patient/family -nurse relationship within appropriate professional role boundaries.</li> <li>Demonstrating an awareness and knowledge of patients’ rights while receiving care within the institution and advocates for equitable healthcare.</li> <li>Demonstrating knowledge of the hospital’s policy governing the application of supportive devices and/or restraints to a patient.</li> <li>Represents the patient when the patient cannot represent self. Seeks available resources to help understand, formulate, and implement ethical decisions.</li> </ul>
<p><b>Education – The RN attains knowledge and competence that reflects current nursing practice.</b></p> <ul style="list-style-type: none"> <li>Participate in ongoing education activities related to appropriate knowledge bases and professional issues by acquiring skills appropriate to the role.</li> <li>Demonstrate a commitment to lifelong learning through self-reflection and inquiry to address learning and personal growth needs.</li> <li>Attend annual continuing education programs and when appropriate seeks certification and degrees in higher learning to develop and maintain clinical and professional skills and knowledge.</li> <li>Supports the ongoing training of nursing students</li> <li>Complete the Nurse Residency Program for new graduates.</li> </ul>
<p><b>Evidence-Based Practice and Research – The RN integrates evidence and research findings into practice.</b></p> <ul style="list-style-type: none"> <li>Utilize and incorporates current evidence-based nursing knowledge, including research findings, to guide practice.</li> <li>Participate, share, and utilize evidence-based practice to formulate patient plan of care.</li> <li>Attend and participate in unit-based in-service, journal clubs, QA, Performance Improvement activities, and Shared Governance Research and Quality councils and committees.</li> </ul>
<p><b>Quality of Practice – The RN contributes to quality nursing practice.</b></p> <ul style="list-style-type: none"> <li>Demonstrate quality by documenting the application of the nursing process in a responsible, accountable, and ethical manner.</li> <li>Participate in unit and campus quality improvement activities: Demonstrates knowledge of the Quality and Patient Safety Goals; identifies aspects of practice important for quality monitoring; uses indicators to monitor and collect data on quality, safety, and effectiveness of nursing practice; analyzes quality data, formulates recommendations and implements activities to enhance the quality of nursing practice.</li> <li>Responsible for collecting and maintaining data records for all required elements of performance</li> <li>Tailor safety measures, pain management and comfort measures to the individuality of the patient and family.</li> <li>Provide safe and accurate administration in accordance with hospital policy and provider’s order of Medications, Intravenous fluids and blood/blood products.</li> </ul>
<p><b>Communication – The RN communicates effectively in all areas of practice.</b></p> <ul style="list-style-type: none"> <li>Assess communication format/style preferences of patient/families, and colleagues.</li> <li>Enable patients and families to “speak up” and voice concerns.</li> <li>Assess and utilize own communication and conflict resolution skills in encounters with patient/families, and colleagues. If disagreement or uncertainty exists regarding patient management decisions, the RN will follow the hospital Chain of Communication Guidelines. See Hospital Policy</li> <li>Contribute own professional perspective in discussions with the inter-professional team.</li> </ul>

<ul style="list-style-type: none"> <li>Report any changes in patient's condition to the appropriate individual(s) and documents these significant changes in the patient's records, in a timely fashion.</li> </ul>
<p><b>Leadership – The RN integrates the principles of Shared Governance into practice.</b></p> <ul style="list-style-type: none"> <li>Accountability acceptance, which includes responsibility, authority, and autonomy, in shared clinical decision-making and ownership for decisions, performance &amp; outcomes.</li> <li>Partnership: Collaborates and functions interdependently with all members of the health team, patients, and families and involves all staff in decision making.</li> <li>Equity: All roles are equally important, although not equal in practice scope.</li> <li>Ownership: Recognition and acceptance of each person contributing to outcomes</li> <li>Participate directly or supports the Professional Nursing Organization and Shared Clinical Decision Making.</li> <li>Identify unit and/or patient care problems and participates in problem-solving approaches.</li> <li>Demonstrate leadership in the delegation of tasks and duties in direction and accountability for nursing care provided by supplemental staff, orientees, nursing students, licensed practical nurse, private duty practitioners, and other support personnel.</li> <li>Participate in staff meetings and committees as required.</li> <li>Orient to the charge nurse role. Assumes relief charge nurse responsibility as delegated.</li> <li>Participate in the orientation of nursing staff.</li> <li>Recognize the limits of one's own clinical knowledge and seek assistance in unfamiliar situations or inexperience in performing skills.</li> <li>Accountable and responsible for seeking and obtaining conflict resolution as needed. If disagreement or uncertainty exists regarding patient management decisions, the RN will follow the hospital Chain of Communication Guidelines.</li> <li>Assume responsibility for completion of hospital and regulatory requirements in a timely manner.</li> </ul>
<p><b>Collaboration – The RN collaborates with healthcare consumer, family and others in the conduct of nursing practice.</b></p> <ul style="list-style-type: none"> <li>Partner with others to effect change and produce positive outcomes through the sharing of knowledge of the patient/family and/or situation.</li> <li>Communicate with the patient/family, and healthcare providers regarding patient/family care and the nurse's role in the provision of that care.</li> <li>Promote conflict management and teamwork and identifies team-building strategies on the unit.</li> <li>Apply group process and negotiation techniques with patient/family s and colleagues.</li> <li>Adhere to standards and applicable codes of conduct that govern behavior among peers and colleagues to create a work environment that promotes cooperation, respect, and trust.</li> <li>Cooperate in creating a documented plan focused on outcomes and decisions related to care and delivery of services that indicates communication with patient and family.</li> </ul>
<p><b>Professional Practice Evaluation – The RN evaluates own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules, and regulations.</b></p> <ul style="list-style-type: none"> <li>Participate in Nursing standards development, implementation and review.</li> <li>Provide age-appropriate, developmentally appropriate care in a culturally and ethnically sensitive manner.</li> <li>Engage in self-evaluation of practice on a regular basis, identifying areas of strength as well as areas in which professional growth would be beneficial.</li> <li>Obtain informal feedback regarding own practice from patient/families, peers, colleagues and others.</li> <li>Participate in peer review as appropriate.</li> <li>Provide peers with formal or informal constructive feedback regarding their practice or role performance.</li> <li>Maintain privileging requirements as an RN each year.</li> <li>Adapt positively to change</li> </ul>
<p><b>Resource Utilization - The RN utilizes appropriate resources to plan and provide nursing services that are safe,</b></p>

**effective, and financially responsible.**

- Assess individual patient/family care needs and resources available to achieve desired outcomes.
- Delegate elements of care to appropriate healthcare workers in accordance with applicable legal or policy parameters or principles.
- Advocate for resources and modifies practice including technology that enhances nursing practice.
- Advocate for judicious, cost effective and appropriate use of products in health care.
- Assist patient/family to identify, secure appropriate services to address needs across healthcare continuum.

**Environmental Health (EH) - The RN practices in an environmentally safe and healthy manner.**

NewYork-Presbyterian Hospital provides the highest level of safety to the Hospital community and is determined to maintain this level of safety for patients, visitors and staff and be in full compliance with the standards of The Joint Commission (TJC), Occupational Safety and Health Administration (OSHA) Environmental Protection Agency (EPA), Department of Transportation (DOT), and all other federal, state, and local regulations and standards.

- Attain knowledge of EH concepts, e.g., implementation of EH strategies.
- Promote a practice environment that reduces EH risks for workers and patient/families.
- Assess the practice environment for factors such as sound, odor, noise, and light that threaten health.
- Assess, communicate, manage and report EH risks and exposure reduction strategies to patient/families, colleagues, and communities. EH risks and exposure reduction strategies include:
- Proper use of body mechanics
- Lateral/workplace violence/de-escalation of violence
- Exposure to blood borne pathogens
- When appropriate, participate in strategies to promote healthy communities.
- Comply with hospital policy and unit dress code appropriate to practice setting and professionalism.
- Assure that nursing care is administered in accordance with safety regulations identified by the Unit standards, Institutional policy and Regulatory Standards.
- Supervise and monitor the safe and accurate utilization and maintenance of equipment according to hospital standards.
- Administer, instruct, and supervise the delivery of medications, intravenous fluids, blood and blood products in accordance with hospital policy.

**REFERENCES**

- **Nursing By-Laws**, Department of Nursing Administrative Policy #104, 2012.
- ANA (2010). Scope and Standards of Nursing Practice. (2<sup>nd</sup> Edition).
- New York State Office of the Professions. Education Law, Article 139, Nursing, Nurse Practice Act. (2010). Retrieved on June 7, 2012 from; <http://www.op.nysed.gov/prof/nurse/article139.htm>
- **Code of Ethics for Nurses w Interpretive Statements 2001**
- NYP Code of Conduct
- **Clinical Ladder - CU, AH, MSCHONY**
- **C112, Chain of Communication Guidelines**
- **Approved Nursing Certifications**

**From:** Batista, Julio <[jab9029@nyp.org](mailto:jab9029@nyp.org)>  
**Sent:** Thursday, December 16, 2021 7:00 PM  
**To:** Erika Disla <[Erika.Disla@projectrenewal.org](mailto:Erika.Disla@projectrenewal.org)>  
**Subject:** Re: [EXTERNAL] RE: NYP Coat Drive

**WARNING: The email message originated from outside Project Renewal.**

Hi Erika, writing to see if we can drop off coats on Monday, December 20th for clients at your center?

Thank you,  
Julio

---

**From:** Erika Disla <[Erika.Disla@projectrenewal.org](mailto:Erika.Disla@projectrenewal.org)>  
**Sent:** Thursday, December 16, 2021 7:10 PM  
**To:** Batista, Julio  
**Subject:** RE: [EXTERNAL] RE: NYP Coat Drive

Hi Julio,

Hope all is well. Thanks! yes, that is perfect.

-Erika

**From:** Batista, Julio <[jab9029@nyp.org](mailto:jab9029@nyp.org)>  
**Sent:** Thursday, December 16, 2021 7:16 PM  
**To:** Erika Disla <[Erika.Disla@projectrenewal.org](mailto:Erika.Disla@projectrenewal.org)>  
**Subject:** Re: [EXTERNAL] RE: NYP Coat Drive

**WARNING: The email message originated from outside Project Renewal.**

Thank you so much for responding so quickly, much appreciated. Happy holidays, in case I miss you on Monday.

Julio



---

**Sent:** Monday, December 20, 2021 9:48 AM

**To:** Erika Disla <[Erika.Disla@projectrenewal.org](mailto:Erika.Disla@projectrenewal.org)>

**Subject:** Re: [EXTERNAL] RE: NYP Coat Drive

**WARNING: The email message originated from outside Project Renewal.**

Good morning, our nursing team will deliver coats this today around 11:30am.

Again, thank you.

Julio

---

**From:** Erika Disla <[Erika.Disla@projectrenewal.org](mailto:Erika.Disla@projectrenewal.org)>

**Sent:** Monday, December 20, 2021 9:50 AM

**To:** Batista, Julio <[jab9029@nyp.org](mailto:jab9029@nyp.org)>

**Subject:** RE: [EXTERNAL] RE: NYP Coat Drive

Good morning,

Thank you so much! Our residents appreciate this.

-Erika

**From:** Batista, Julio <

Sent from [Nine Work](#)

---

On Thu, Dec 16, 2021 at 6:58 PM Batista, Julio <[jab9029@nyp.org](mailto:jab9029@nyp.org)> wrote:

Saludo, Rosita. I would like to know if we can drop off coats on Monday, December 20th?

We will drop them off at your location on W. 179 Street.

Thank you,

Julio

**From:** Rosita Romero <[rromero@dwdc.org](mailto:rromero@dwdc.org)>

**Sent:** Friday, December 17, 2021 9:05 AM

**To:** Batista, Julio

**Cc:** Danisha Feliz; Alicia Gomez; [kbernabe@dwdc.org](mailto:kbernabe@dwdc.org); Angel Abreu; Elizabeth Javier

**Subject:** Re: [EXTERNAL] Re: NYP Coat Drive

Hello Julio: yes; that would be fine.

Thank you and happy holidays!!!

On Dec 20, 2021, at 9:49 AM, Batista, Julio <[jab9029@nyp.org](mailto:jab9029@nyp.org)> wrote:

Hola Rosita, our nursing team will drop off coats this morning around d 11:30 am to the location at Holyrood Church.

Again, thank you,  
Julio

**From:** Rosita Romero <[rromero@dwdc.org](mailto:rromero@dwdc.org)>  
**Sent:** Monday, December 20, 2021 10:20 AM  
**To:** Batista, Julio <[jab9029@nyp.org](mailto:jab9029@nyp.org)>  
**Subject:** Re: [EXTERNAL] Re: NYP Coat Drive

Perfect!

Sent from my iPhone

Sent from [Nine Work](#)

Daniella Glantz Kronos Timecard (12/20/2021-12/21/2021)

Glantz, Daniela

1 of 1175945

Loaded: 2:05 PM

12/20/2021 - 12/21/2021

1 Employee(s) Selected

View

Sign Off

Print Timecard

Refresh

Calculate Totals

Save

Go To

	Date	Pay Code	Amount	In	Transfer	Out	In	Transfer	Out	Schedule	Shift	Daily	Period
<div><div></div><div></div></div>	Mon 12/20	Differential	0.0										
<div><div></div><div></div></div>	Mon 12/20	Training-Seminar	1.0	9:00AM									
<div><div></div><div></div></div>	Mon 12/20			10:02AM	J SNA 11.5 D	2:17PM				10:00AM-1:00PM	4.25	5.25	
<div><div></div><div></div></div>	Tue 12/21			6:53AM		7:48PM				7:00AM-7:30PM	General Note [Coat drive]	11.75	