

## TL4b – ADVOCACY AND INFLUENCE

### ADVOCATING FOR PSYCHOLOGICAL SUPPORT IN THE MICU

*Provide one example, with supporting evidence, of a Nurse Manager's advocacy for resources to support a unit goal.*

In March 2020, New York City became the epicenter of the COVID-19 pandemic. NewYork-Presbyterian/Columbia University Irving Medical Center (NYP/Columbia) reached full inpatient capacity during the first pandemic surge. By April 2020, non-intensive care units turned into makeshift intensive care units (ICUs) and outpatient clinic teams were deployed to the inpatient setting to provide coverage for inpatient teams who were getting the virus and out sick due to the transmissibility of the virus.

#### **Establishing Psychological Support as a Unit Goal During the COVID-19 Pandemic**

The MICU (4HN-605420) [MICU] was the first ICU to care for a COVID-19 patient. The overwhelming stress, fear, and anxiety felt by the clinical nurses compelled the MICU Unit Council to hold an ad hoc meeting. The MICU Unit Council, comprised of clinical nurses, met on April 28, 2020, to discuss the current state of the unit amidst the COVID-19 pandemic. Unit council members agreed that the MICU team was distressed from caring for an unprecedented number of critically ill patients and their grieving families. Fiorella Bellini Rota, BSN, RN, clinical nurse, MICU, and Chair of the MICU Unit Council, along with the MICU unit council members, established a unit goal to obtain psychological support for the nurses. Winsome West, MSN, MBA, RN, CSRN, Patient Care Director (nurse manager, at the time), MICU, committed to advocate for psychological support for the team. [TL4b.1—MICU Unit Council Minutes](#)

#### **Nurse Manager's Advocacy for Resources**

During MICU leadership rounds with Daniel Brodie, MD, Medical Director, MICU, on May 4, 2020, Ms. West and Dr. Brodie observed the moral distress by clinical nurses

while caring for multiple dying COVID-19 patients, especially since the patients' families were restricted from visiting. Ms. West noted that the clinical nurses were also inundated with multiple phone calls from the patients' family members who were desperately trying to communicate with their loved ones. Many patients and their families were not coping well and were becoming aggressive, agitated, and anxious during phone conversations. These behaviors compounded the distress experienced by the MICU team.

Ms. West assured the MICU clinical nurses that she would advocate to bring in psychological resources to the MICU to provide the clinical nurses and the patients with the necessary emotional and psychological support.

Ms. West immediately reached out to Emily Jackson, MBOE, BSN, RN, NEA-BC, Director of Nursing (at the time), Medicine and Neurology Services, to advocate for a psychologist to come to the MICU to provide emotional and psychological support to the team. Ms. Jackson assured Ms. West she would connect her to the appropriate resource person. Due to the COVID-19 surges, there was an extended delay in getting a response. Many of NYP/Columbia's clinical team members who would typically manage hospital-based programs were redeployed to perform bedside functions during the COVID-19 pandemic. As a short-term solution, Ms. West advocated for pastoral care for the MICU team on an ad hoc basis. [TL4b.2—Advocacy-MICU Leadership Rounds](#)

By the Summer of 2020, as NYP/Columbia was coming out of a COVID-19 surge, Ms. Jackson notified Ms. West that Briana Short, MD, clinical fellow, Pulmonary and Critical Care (at the time), NYP/Columbia, would reach out to her via email to discuss steps to bring a psychologist to the MICU. On August 28, 2020, Dr. Short emailed Ms. West reminding her of the CopeColumbia and CopeNYP initiatives. Dr. Short requested feedback on a tool to gather specific emotional needs and psychological support information that she would administer to the MICU team. Dr. Short had developed an online survey that was disseminated to the entire MICU team, including RNs, attendings, fellows, residents, and nurse practitioners. The survey consisted of eight questions. The first two were demographic questions. The succeeding questions were focused on perception of well-being, work-life balance, well-being activities, and format of support sessions that were meaningful for the team. Dr. Short also reported that the Department of Psychiatry was aware of Ms. West's advocacy for psychological support in the MICU and that they were in the process of hiring a fulltime nurse practitioner for the MICU to provide psychological support for patients, families, and staff (inclusive of clinical nurses) in the interim.

Ms. West updated Ms. Bellini on the survey and the plan to allocate a psychology nurse practitioner to the MICU to support the unit goal set by the MICU Unit Council. Ms.

Bellini, in turn, communicated these updates to the unit council. [TL4b.3—Psych Support Email and Survey](#)

On November 17, 2020, Dr. Short reported the preliminary results of the survey to Ms. West and Ms. Bellini. The preliminary results showed a total of 63 responses of which 40 percent were residents and 17 percent were clinical nurses. The responses were mainly from team members who had been working in the MICU for zero to two years. Of the respondents, 51 percent felt positive about their work and workplace and 62 percent felt their well-being was important for patient care. When asked if interested in more resources for personal well-being and mental health, 32 percent responded “Strongly Agree” and 48 percent responded “Agree”. The respondents were given a list to select which activities they would be interested in participating in. The top three activities were group de-brief sessions; team building activities; and group sessions focused on different topics in well-being. [TL4b.4—Survey Result Email](#)

In November 2020, Ms. West was notified that a psychologist was hired to provide emotional support to the MICU team, inclusive of clinical nurses. This additional resource was a direct result of Ms. West’s (nurse manager’s) advocacy for resources to support the MICU Unit Council goal of obtaining psychological support during the COVID-19 pandemic. Beginning December 2020, Sheau-Yan Ho, PhD, psychologist, joined the MICU team and provided psychological support through individual sessions per request and group therapy support, such as the monthly Wellness Committee meetings held March 14, 2023 attended by nurses and other interprofessionals. [TL4b.5—Psych Support Announcement and Offering Example](#)

**NewYork-Presbyterian/Columbia MICU Unit Council Meeting**

**MEETING DATE:** 4/28/20

**TIME:** 7:00am – 8:00am

**MEETING LOCATION:** MICU Nurses Station

TOPIC/ACTION ITEM	DISCUSSION	DECISION	FOLLOW-UP DATE & RESPONSIBLE PERSON
The meeting was called to order at 7am by Fiorella Bellini Rota, RN (Chair)			
<b>COVID-19</b>	<p>Fiorella shared with Winsome how the team is tired, burnt out, and stressed. Taking care of COVID-19 patients in the MICU is challenging both physically and mentally.</p> <p>Multiple patient dying every shift, nurses have to be there for support on a different level than before because there is no family so patients are dying alone with strangers next to them.</p> <p>Fiorella and UC team states that these shifts are hard to recover from, mentally and can make you feel depressed.</p> <p>Fiorella and UC team set a goal to find a way to bring in psychological services to the MICU.</p>	<p>UC team agrees there needs to be some sort of psychological support offered to MICU team and patients to help cope. Winsome agreed.</p>	<p>Winsome to conduct leadership rounds on patients and nurses next week to directly observe what has been shared and start to gather anecdotal facts to advocate to psychology services in the MICU.</p>
Adjournment and next meeting	<p>Meeting adjourned at 8am. The next Unit Council Meeting is TBD</p>		

**NewYork-Presbyterian/Columbia MICU Unit Council Meeting**

**MEETING DATE:** 4/28/20

**TIME:** 7:00am – 8:00am

**MEETING LOCATION:** MICU Nurses Station

**RECORDER:** Gilbert De Sotto, MSN RN

**MINUTES REVIEWED/APPROVED BY:** \_Winsome West, RN (PCD)\_\_\_\_\_ **PCD/DON DATE:** \_\_5/4/2020\_\_\_\_\_

Quorum\* – a majority of all members. **Reference:** DeVries, M. A. 1998. The New Robert’s Rules of Order. Second Edition, New York: Signet Publications

**ATTENDANCE/MEMBERSHIP**

**LEGEND: P – PRESENT/E- EXCUSED**

Name/Credentials – example: BSN, MSN, DNP, RN, Certification	Title	Jan (AFYA)	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec.
Ama Akakpo RN	CN2	P	P	-----	P								
Criszelle Bailong RN				-----									
Angella Barrett RN			P	-----	P								
Fiorella Bellini RN	CN1	P	P	-----	P								
Anne Bradley RN				-----									
Cristina Chumacera RN	CN3		P	-----									
Tenzin Drukdak RN	CN1		P	-----									
Cora Garcellano RN	CN3	P	P	-----									
Tesia George RN				-----									
Sheila Geotina RN				-----									
Ellie Jun RN				-----									
Lisa Legaspi RN	CN3		P	-----	P								
Amy Moynihan RN				-----									
Grace Onwurah RN				-----									
Stephane Pierre – Antoine RN				-----	P								
Alice Peng RN		P		-----									
Jeneen Quinlan RN				-----	P								
Katie Rackley RN				-----									

**NewYork-Presbyterian/Columbia MICU Unit Council Meeting**

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**MEETING LOCATION:** MICU Nurses Station

Harriet Raymundo RN	CN2													
Patrick Ryan RN	CN5		P		P									
Janine Solano RN	CN1		P		P									
Anjalina Samaroo RN														
Samantha Simpson RN		P	P											
Gilbert de Sotto RN			P		P									
Jose Teopengco III RN	Cn1		P		P									
Jon Timothee RN														
Lori Wagner RN			P		P									
Winsome West RN			P		P									
Sharon White RN			P		P									

NewYork-Presbyterian/Columbia University Irving Medical Center  
**MICU Leadership Round Notes**  
May 4, 2020

ATTENDEES: Winsome West, Dr. Brodie

TOPIC	DISCUSSION	FOLLOW-UP
<p><b>NewYork-Presbyterian/Columbia MICU Leadership Rounds</b></p>	<p>Winsome West and Dr. Brodie rounded on staff and patients in the MICU.</p> <p>Winsome witnessed firsthand how the nurses in the MICU cared for their dying COVID-19 patients through the barriers of their isolation equipment and with no families at the patient's bedside. Some nurses had multiple patients die during one shift.</p> <p>The nursing team physically appeared emotional, exhausted, and burnt out. Many patients and families (over the phone) not coping well with these circumstances and nurses are overwhelmed. Patients becoming uncooperative with isolation guidelines, family members agitated and anxious to speak with patients, calling multiple times consecutively.</p> <p>Winsome and Dr. Brodie noticed the impact COVID-19 on the nursing team. Both agree there is a great need for emotional support and psychological support for nurses and patients in the MICU.</p>	<p>Winsome went to Emily's office and escalated concerns from the rounds and advocated additional resources for psychological support. Emily to follow up.</p>

**From:** "Short, Briana T." <bs2886@cumc.columbia.edu>

**Date:** Friday, August 28, 2020 at 3:45 PM

**To:** "West, Winsome" <maxwell@nyp.org>

**Subject:** Wellbeing initiative for MICU

Hi Winsome,

My name is Briana Short, I am a clinical fellow at NYP/CU, and I will be helping you with your request to bring on a psychologist to the MICU. First, I wanted to let you know of some wellbeing initiatives we are developing that I think the whole MICU staff would really benefit from. As you know, during COVID both COPEColumbia and COPENYP were developed to help staff with their own wellbeing and mental health through the pandemic. After utilizing some of the resources many of us realized how important these were, not only during COVID but also after. The department of psychiatry is aware of your request for a psychologist and is now working to hire a fulltime NP to work in the MICUs to provide support for patients, family and staff. The hope is that this person will develop trusting relationships with these groups to provide support as well as debriefs during difficulty times and become part of our MICU team. They have something similar in the NICU.

The Dept of Psychiatry is in the process of hiring this person and in the meantime we are trying to bring someone in 4-6 hours a week to fill this roll, but focusing more on staff's needs. This person would be available to all MICU staff (providers, nursing, techs, U/As, EVS, etc).

In order to get a sense of the specific needs of the MICU staff we developed a quick survey to see what staff thought about their own wellbeing. I'm going to send it to the attendings, fellow, residents and NPs. I wanted to send it your way and to see if this is something you thought nursing staff would want to participate in. This is only a draft, so any edits/feedback are welcome.

[https://cumc.co1.qualtrics.com/jfe/form/SV\\_42efb4djhMGR4G1](https://cumc.co1.qualtrics.com/jfe/form/SV_42efb4djhMGR4G1)

Let me know if you have any questions/thoughts .

Briana

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**From:** "West, Winsome" <maxwell@nyp.org>

**Date:** Tuesday, September 29, 2020 at 12:55 PM

**To:** "Short, Briana T." <bs2886@cumc.columbia.edu>

**Cc:** "Bellini Rota, Fiorella G" <fgb9001@nyp.org>

**Subject:** Re: Wellbeing initiative for MICU

Hey Fiorella,

As UC chair and boots on the ground what do you think about the email below.

I wanted to let you know of some wellbeing initiatives we are developing that I think the whole MICU staff would really benefit from. As you know, during COVID

both COPEColumbia and COPENYP were developed to help staff with their own wellbeing and mental health through the pandemic. After utilizing some of the resources many of us realized how important these were, not only during COVID but also after. The department of psychiatry is now working to hire a fulltime NP to work in the MICUs to provide support for patients, family and staff. The hope is that this person will develop trusting relationships with these groups to provide support as well as debriefs during difficulty times and become part of our MICU team. They have something similar in the NICU.

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[https://cumc.co1.qualtrics.com/jfe/form/SV\\_42efb4djhMGR4G1](https://cumc.co1.qualtrics.com/jfe/form/SV_42efb4djhMGR4G1)

Let me know if you have any questions/thoughts .

Briana

Sent from my iPhone

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**From:** "Bellini Rota, Fiorella" <fgb9001@nyp.org>

**Date:** Saturday, October 17, 2020 at 4:52 PM

**To:** "Short, Briana T." <bs2886@cumc.columbia.edu>, "West, Winsome" <maxwell@nyp.org>

**Subject:** Re: Wellbeing initiative for MICU

Hey Briana,

Sorry that I am just now getting back to you on this. I think this is a fantastic idea and one that would I am sure that staff would appreciate. We have been waiting a long time to have a psychologist come and help us and our patients during this time. We have our Unit Council later this month so I am happy to bring it up then and spread the word. I think the survey is great too and if you are okay with it, I am more than happy to forward it to the rest of the staff on the unit.

Thank you for reaching out to us about this!

- Fiorella

## Sample of Survey

Q1.

Please select your role in the MICU

Attending

Case manager/social worker

Environmental Services

Fellow

Manager

Nurse

Nurse-practitioner

Perfusionist

Pharmacy

Physical therapist, occupational therapist, speech language pathologist, or nutritionist

Resident

Respiratory therapist

Tech

Unit assistant

Other

Q2. How many years have you been working in or with the MICU?

- a few months per year
- 0-2
- 3-5
- >5

Q3. To what degree do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I generally feel positive about my work and work place	<input type="radio"/>				
I believe my wellbeing is important for patient care	<input type="radio"/>				
I believe there is a focus on improving wellbeing for all MICU staff	<input type="radio"/>				
I am interested in more resources for my personal well-being and mental health	<input type="radio"/>				

Q4. Do you feel like you can talk to someone about wellbeing issues at work?

Yes

No

Q5. Do you believe you have good work/life balance?

Yes

No

Q6. Please select from the list below which wellbeing activities you would be interested in participating in (select all that apply)

Group de-brief sessions

Group sessions focused on different topics in wellbeing (stress management, coping, etc.)

1:1 counseling

Group meditation

Exercise classes

Team building activities

Staff mentoring

Not interested in participating in wellbeing activities

Other

Q7.

If you are interested in any of the above group style sessions, what would the ideal format be?

Interdisciplinary

Only with my group (nurses, NP, UA, attendings, etc.)

With only similar groups

Q8. Any other thoughts, suggestions, or concerns?

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**From:** Short, Briana T. <bs2886@cumc.columbia.edu>

**Sent:** Tuesday, November 17, 2020 1:25:50 PM

**To:** Bellini Rota, Fiorella; West, Winsome

**Cc:** Yip, Natalie H.

**Subject:** Re: Wellbeing initiative for MICU

Hi Winsome and Fiorella,

Last week we got preliminary results from the survey we sent out to MICU providers (NPs, fellows, residents, attendings) and nurses, on their perceptions of wellbeing in the MICU. They were pretty insightful. Would love, if possible, to have more nursing (as well all MICU staff) perspective to help our medical psychologist. Anyone who has not had the chance to take the survey still has time to. Below is the link.

Here is the link. [https://cumc.co1.qualtrics.com/jfe/form/SV\\_42efb4djhMGR4G1](https://cumc.co1.qualtrics.com/jfe/form/SV_42efb4djhMGR4G1)

Thank you,

Briana

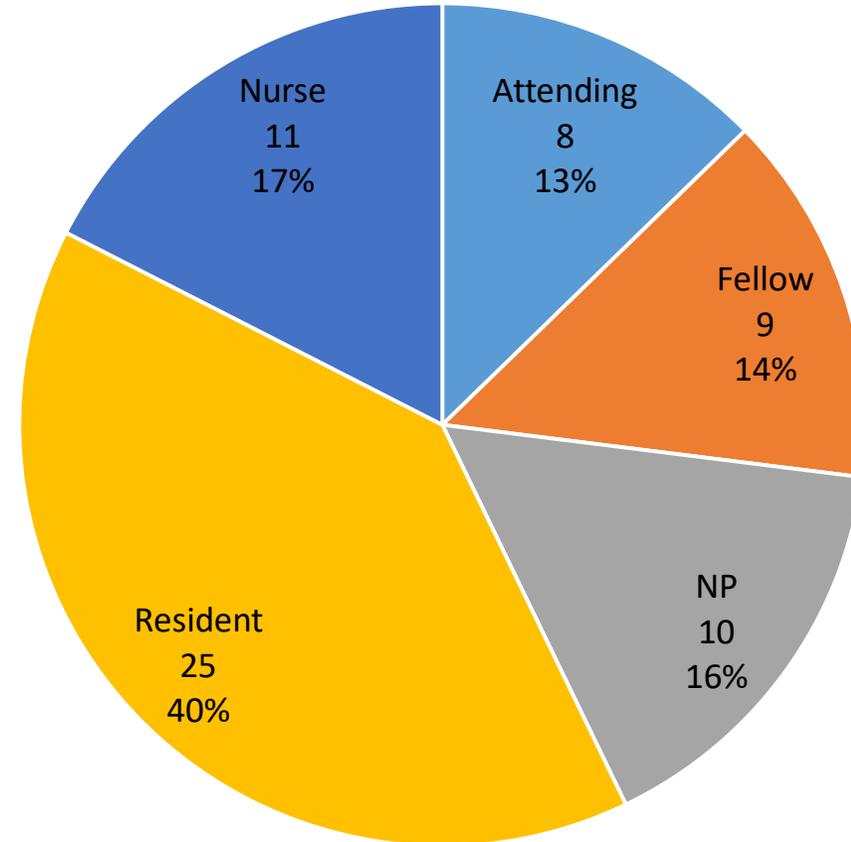
# Wellbeing Survey Response Summary

Preliminary Responses

November 2020

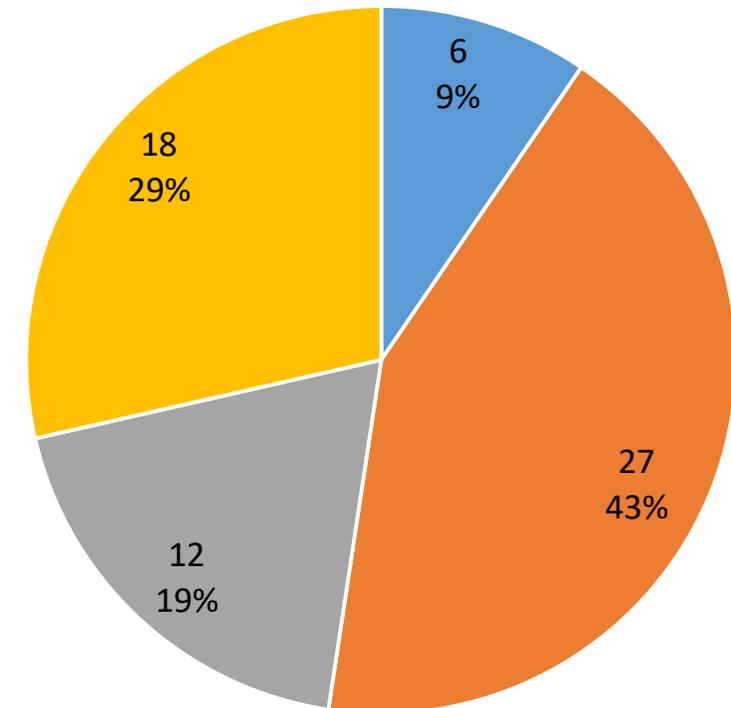
# Please select your role in the MICU.

Role	Total
Attending	8
Fellow	9
Nurse-practitioner	10
Resident	25
Nurse	11
<b>Grand Total</b>	<b>63</b>



# How many years have you been working in or with the MICU?

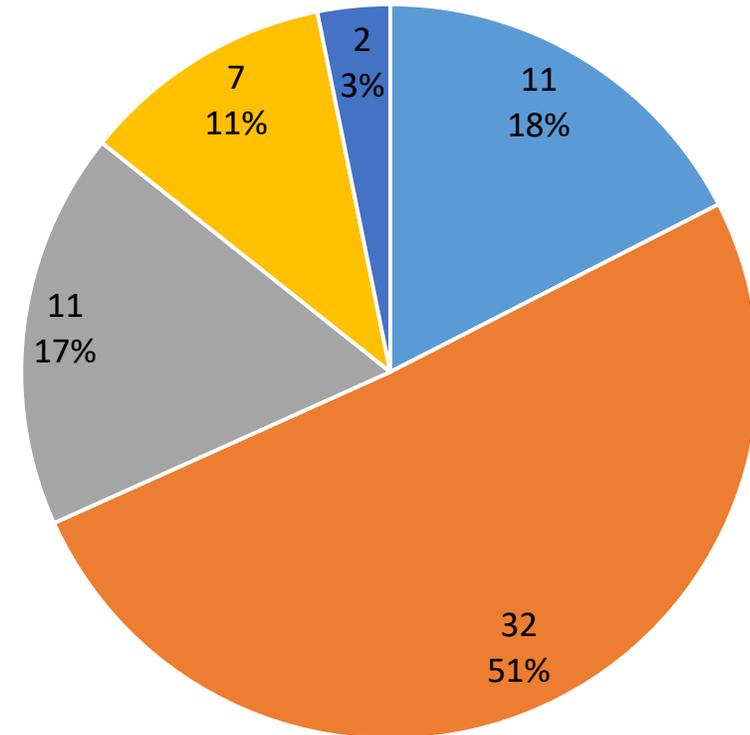
	Attending	Fellow	Nurse-practitioner	Resident	Nurse	Grand Total
a few months per year		1		5		6
0-2		6	2	15	4	27
3-5	1	2	2	5	2	12
>5	7		6		5	18



■ few months ■ 0-2 ■ 5-Mar ■ >5

To what degree do you agree or disagree with the following statements? - I generally feel positive about my work and work place.

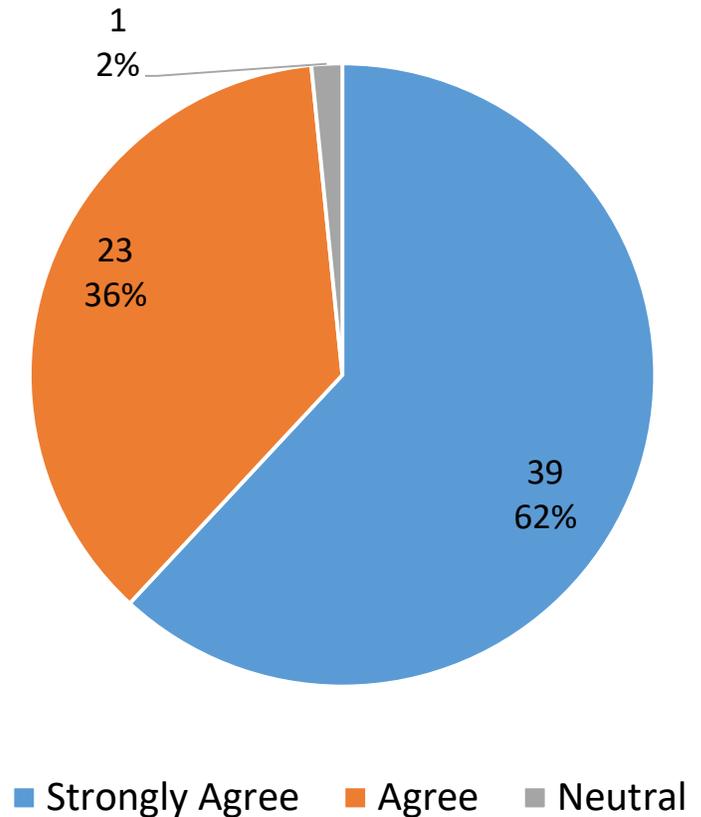
	Attending	Fellow	Nurse-practitioner	Resident	Nurse	Grand Total
<b>Strongly Agree</b>	2			6	3	<b>11</b>
<b>Agree</b>	3	8	7	10	4	<b>32</b>
<b>Neutral</b>	3		1	4	3	<b>11</b>
<b>Disagree</b>			2	4	1	<b>7</b>
<b>Strongly Disagree</b>		1		1		<b>2</b>



■ Strongly Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ Strongly Disagree

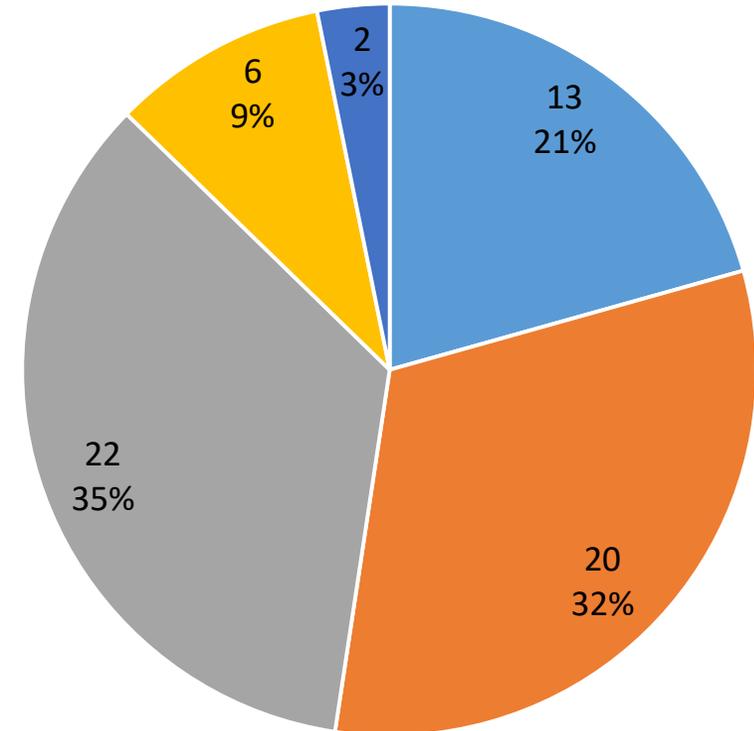
To what degree do you agree or disagree with the following statements? - I believe my wellbeing is important for patient care.

	Attending	Fellow	Nurse-practitioner	Resident	Nurse	Grand Total
Strongly Agree	6	5	9	16	3	<b>39</b>
Agree	2	4	1	8	8	<b>23</b>
Neutral				1		<b>1</b>



To what degree do you agree or disagree with the following statements? - I believe there is a focus on improving wellbeing for all MICU staff.

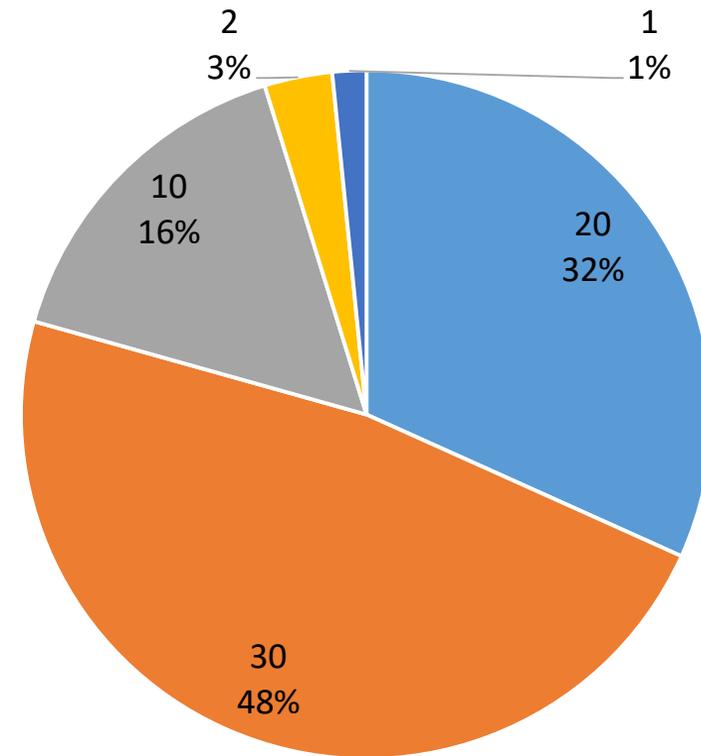
	Attending	Fellow	Nurse-practitioner	Resident	Nurse	Grand Total
<b>Strongly Agree</b>	2	1	4	3	3	<b>13</b>
<b>Agree</b>	5	2	4	6	3	<b>20</b>
<b>Neutral</b>	1	5	2	10	4	<b>22</b>
<b>Disagree</b>				5	1	<b>6</b>
<b>Strongly Disagree</b>		1		1		<b>2</b>



■ Strongly Agree ■ Agree ■ Neutral ■ Disagree ■ Strongly Disagree

To what degree do you agree or disagree with the following statements? - I am interested in more resources for my personal well-being and mental health.

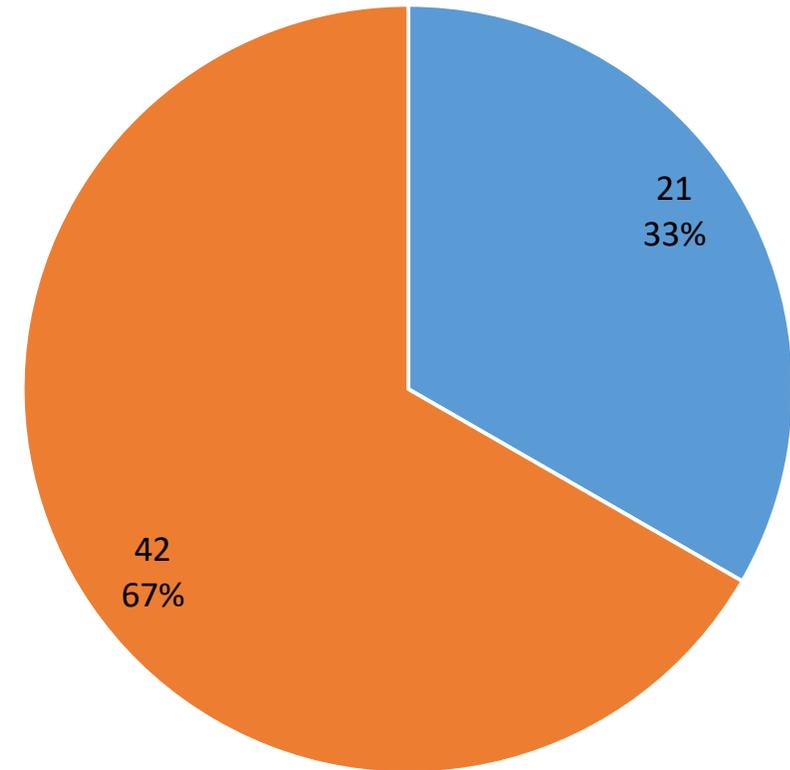
	Attending	Fellow	Nurse-practitioner	Resident	Nurse	Grand Total
<b>Strongly Agree</b>	2	2	3	9	4	<b>20</b>
<b>Agree</b>	4	5	7	9	5	<b>30</b>
<b>Neutral</b>	2	2		5	1	<b>10</b>
<b>Disagree</b>				1	1	<b>2</b>
<b>Strongly Disagree</b>				1		<b>1</b>



■ Strongly Agree ■ Agree ■ Neutral ■ Disagree ■ Strongly Disagree

# Do you feel like you can talk to someone about wellbeing issues at work?

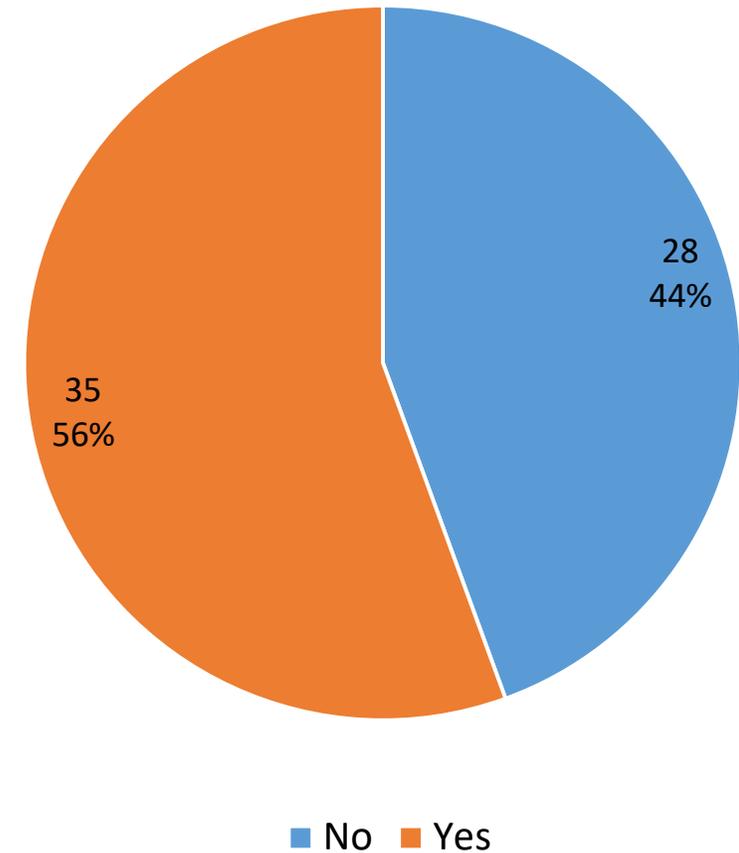
	Attending	Fellow	Nurse-practitioner	Resident	Nurse	Grand Total
No	3	3	1	10	4	<b>21</b>
Yes	5	6	9	15	7	<b>42</b>



■ No ■ Yes

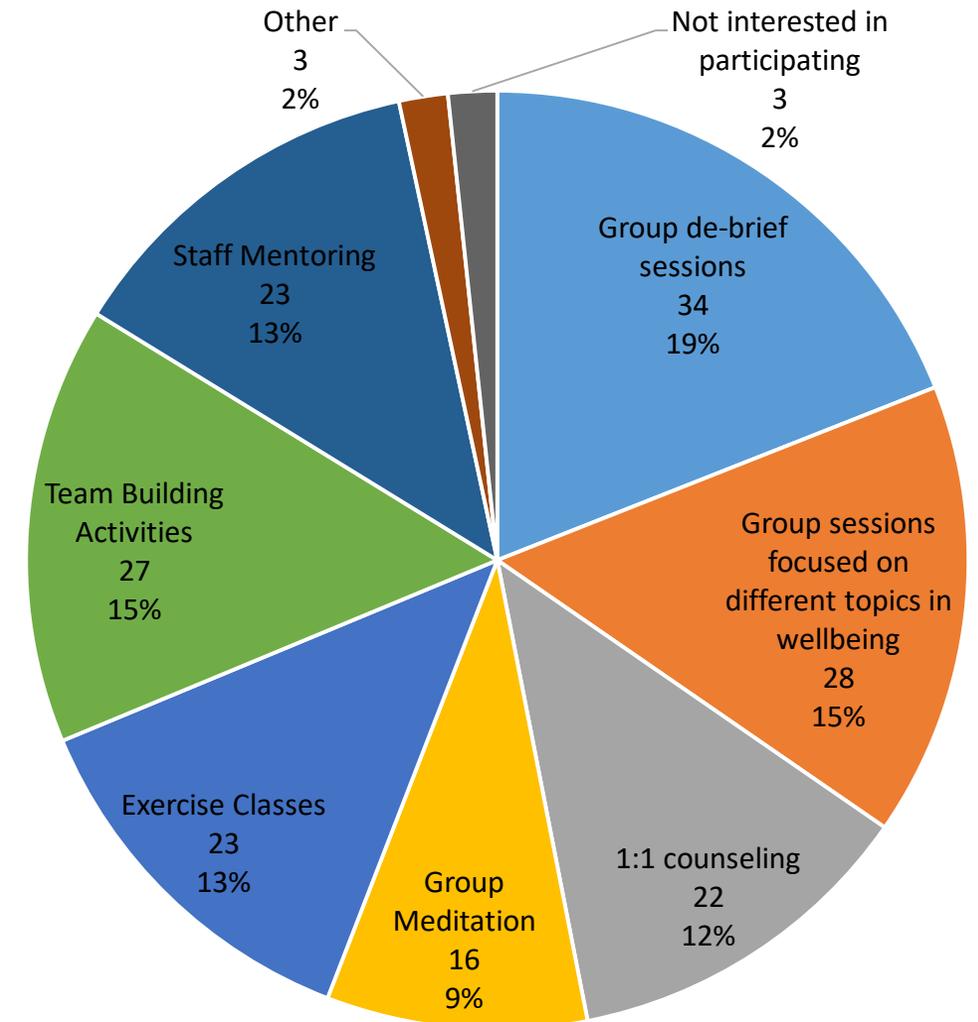
# Do you believe you have good work/life balance?

	Attending	Fellow	Nurse-practitioner	Resident	Nurse	Grand Total
No	4	3	6	11	4	<b>28</b>
Yes	4	6	4	14	7	<b>35</b>



Please select from the list below which wellbeing activities you would be interested in participating in? (Select all that apply)

	Attending	Fellow	Nurse-practitioner	Resident	Nurse	Grand Total
<b>Group de-brief sessions</b>	3	5	7	18	1	<b>34</b>
<b>Group sessions focused on different topics in wellbeing (stress management, coping, etc.)</b>	5	4	9	10	0	<b>28</b>
<b>1:1 counseling</b>	3	3	6	7	3	<b>22</b>
<b>Group Meditation</b>	1	2	1	7	5	<b>16</b>
<b>Exercise Classes</b>	1	1	5	9	7	<b>23</b>
<b>Team Building Activities</b>	4	1	7	10	5	<b>27</b>
<b>Staff Mentoring</b>	1	6	4	12	2	<b>23</b>
<b>Other*</b>	1			1	1	<b>3</b>
<b>Not interested in participating in wellbeing activities</b>		1		2	0	<b>3</b>

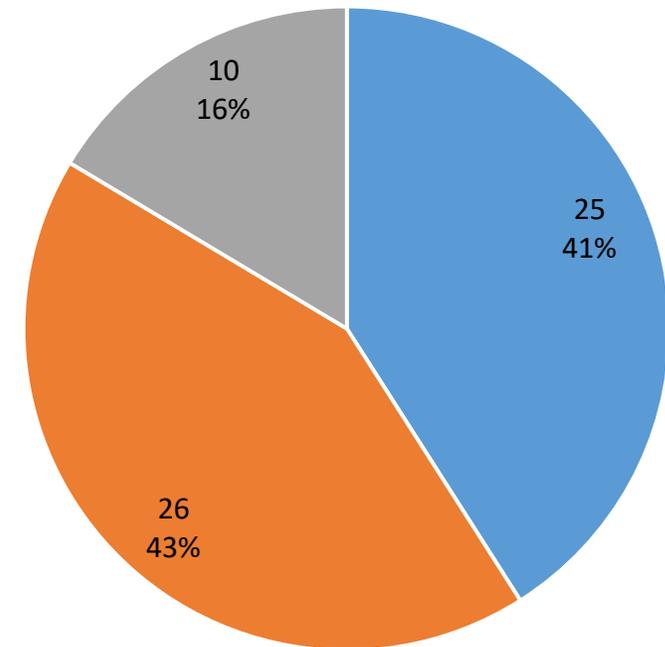


\*"Other" responses: Talking to a trusted colleague, protected time for whatever of the above works for me, prayer to set the mind and soul on the right wave length

# If you are interested in any of the above group style sessions, what would the ideal format be?

	Attending	Fellow	Nurse-practitioner	Resident	Nurse	Grand Total
<b>Interdisciplinary</b>	1	4	6	10	4	<b>25</b>
<b>Only with my group (nurses, NP, UA, attendings, etc.)</b>	6	2	3	10	5	<b>26</b>
<b>With only similar groups</b>		2	1	5	2	<b>10</b>

“Other” - a mix would be best: some within group only, some mixed sessions. Both can be helpful and serve different purposes.



■ Interdisciplinary ■ Only with my group ■ With only similar groups

# Any other thoughts, suggestions, or concerns?

- “MICU is fine, this initiative needs to occur in the CCU” (Resident)
- “One thing that would really assist in my overall job satisfaction would be opportunities for further education - esp time to attend conferences, money for conferences other lecture series within our group- something to feel less stagnant or stuck. I feel like there is a lack of opportunity to professionally grow which contributes to my unhappiness at work. Interdisciplinary work might also be beneficial because I feel a disconnect with many of the other staff on the unit.” (NP)
- “RN staff and RT staff needs to be more accommodating, there are many vets who negatively impact patient care when they feel they are not getting their way. It makes the MICU hard to rotate through. There is a lot of experience and great teaching, but there needs to be a more concerted effort to build teamwork through huddles, de-briefs, get-to-know-you events and re-centering for the staff that works there regularly.” (Resident)

**From:** [Tanzi Pfeifer, Susan](#)  
**To:** [West, Winsome](#); [Meier, Anne Marie M.](#); [Allyson Klein \(aet2108@columbia.edu\)](#); [Boerem, Paul D.](#); [Madahar, Purnema](#); [Yip, Natalie H.](#); [Chandra, Subanj](#); [Parekh, Madhavi J.](#); [Burkart, Kristin M.](#); [Dzierba, Amy](#); [Cunningham, Jennifer](#); [Muir, Justin](#)  
**Cc:** [Brodie, Daniel](#); [Short, Briana T.](#); [Hagan, Chelsey E.](#); [Patel, Sitara](#)  
**Date:** Friday, November 20, 2020 5:19:00 PM  
**Attachments:** [image002.png](#)  
**Subject:** [Psychology Support for MICU](#)

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Dear all,

We wanted to share some positive news with regard to psychological support for our MICU staff. Sheau-Yan, a medical psychologist, will be joining our MICU team to offer support to our unit on a part-time basis, beginning in December. Sheau-Yan has a great deal of experience in offering mental health support to clinicians and we are thrilled to have her join us. To help her get started, Sitara will be reaching out to schedule introductory meetings with each of you, where you will have the opportunity to discuss the best strategy for involving her in supporting your respective teams. Following these meetings, Sheau-Yan will plan to spend time on the unit getting to know the staff better, while gaining an understanding of the unit structure, processes and needs.

We very much look forward to having Sheau-Yan as part of our team. Please feel free to contact us with any questions.

All the best, Susan, Dan, Briana, Chelsey and Sitara

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**From:** Ho, Sheau-Yan <sh2613@cumc.columbia.edu>

**Sent:** Wednesday, March 15, 2023 9:49 AM

**To:** Thomas-Newborn, Alissa <ado9047@nyp.org>; Lee, Jennifer <jel7048@nyp.org>; McCahey, Amy <amm9171@nyp.org>; Brown, Patrine <pab9165@nyp.org>; Hagan, Chelsey E. <ch3120@cumc.columbia.edu>; Fidlow, Kathryn <hennesk@nyp.org>; Melville, Kathleen E. <km3387@cumc.columbia.edu>; Meulemans, Naomi <nmo7001@nyp.org>; Short, Briana T. <bs2886@cumc.columbia.edu>

**Subject:** Wellness Team meeting minutes

Wellness Team Meeting Minutes from 3/14/23

Present: Jenn, Chelsey, Briana, Alissa, Sheau-Yan

### MICU Wellness Space

- Attendance was variable across the first two sessions: (1) About 20 participants, (2) 6 participants
- How can we boost attendance? In addition to emailing the larger group in advance, we will identify champions to help us announce at morning huddle and spread the word. We can also Epic chat message different provider groups just prior to the start time (Sheau-Yan will message around 2pm). We discussed how each role/leaders can help to plan for coverage on the unit (e.g., 3 x 20-min blocks) to allow for max participation.
- Next group on Tues 3/21 at 2:30-3:30: aromatherapy, relaxing music, inspirational quote & stone, art activity – led by Alissa & Sheau-Yan

Ideas for future sessions or other projects

1. Update staff photos (Chelsey will find out more about film for the NPs Polaroid camera; Jenn/Briana? to find out about potential wall space).
2. Pet therapy (Sheau-Yan reached out to Beatriz Badillo with Volunteer Services)
3. Music therapy (Alissa/Sheau-Yan will meet with Nathan Miller LCAT on 3/21)
4. Massage therapy (Kathy got a quote that seems pricey; Alissa to follow up on a lead from Patient Services)
5. NYP BeHealthy coaches (Alissa/Sheau-Yan will email Liz Gluckstern to collaborate and invite her to lead some sessions)
6. Getting to Know You survey (Briana/Jenn)

Adding a Night Shift Wellness Space

- Budget: no major issues foreseen (Jenn/Kathy are charging group costs to the ECMO donations fund)
- Space: Briana will find out about using SICU conference room
- Schedule: 10 PM would be ideal for food and goodie grab bags; 7:30 PM possible brief group meditation right before huddle? (Alissa/Patrine)
- Staffing: may be able to draw on Pastoral Care or NYP BeHealthy coaches as needed (Alissa/Liz)

Next MICU Reflections confirmed for Thursday 3/23 and 4/20 at 3-4 PM (by Zoom)

-to be facilitated by Joel & Sheau-Yan