

Kelly Laurent 00:09

Welcome listeners to the NYU Langone Nursing Station Podcast. This series will highlight nurses who come together to share information about daily professional practice and initiatives to improve patient outcomes. In today's episode, we will be speaking to some of our wonderful nurse practitioners across the enterprise. In November we celebrated the National Nurse Practitioner week. At NYU Langone Health, nurse practitioners have been a part of our care delivery model since the 1980s. We now have over 1000 NPs across the system working in almost every area of practice. Today, we would like to celebrate our NPs and express our gratitude for their vital contribution to our patients and the health care system. This session is eligible for contact hours and in disclosure and compliance with ANCC's Commission of Accreditation. This educational activity does not include any content that relates to products and or services of a commercial interest that would cause a conflict of interest. So welcome to our panelists. I'd like to first go around and do some introductions. First, we have Denise May. Denise, can you tell us a little bit about yourself?

Denise May 01:17

My name is Denise May and I am an acute care nurse practitioner. I'm the Director for Advanced Practice Nursing on Long Island. I'm also a Medical Unit Director based here for one of our floors.

Kelly Laurent 01:30

That's great, and next we have Jan from Manhattan.

Jan James 01:33

Hi everyone. My name is Jan James. I'm an acute care nurse practitioner at the Manhattan campus. I currently work in the adult perioperative pain services and I'm happy to be here.

Kelly Laurent 01:46

Next from Brooklyn, we have Kat O'Leary.

Kathryn O'Leary 01:49

Hey everyone. I've been a pediatric nurse practitioner on the inpatient unit, covering both the general pediatric floor and nursery at NYU Brooklyn for the past seven years and prior to that worked in general pediatrics for about seven years at the NYU main campus.

Kelly Laurent 02:08

And last we have Michelle Meneses

Michelle Meneses 02:10

Hi, everyone. My name is Michelle Menese. I'm the Nurse Practitioner Manager of Advanced Practice here at NYU Langone Orthopedics. I cover all the NP services from PACU, to acute care, critical care here and I do have experience as a medicine NP, orthopedics NP, and pain management.

Kelly Laurent 02:28

Thanks so much for all joining us today. So as I mentioned before, we have over 1000 nurse practitioners who work across the NYU Langone health system. Their role is unique and extremely valuable. So my first question is for Jan, can you speak about your role as a nurse practitioner at our organization and your personal journey into the role?

Jan James 02:47

Kelly, thank you for having me. I'm an acute care NP in the Department of Anesthesiology, perioperative care and pain at the NYU Manhattan campus. I also work as an adjunct faculty at NYU Rory Meyers School of Nursing in the acute care NP program and my years of critical care nursing and Army Nursing as a reservist were really pivotal to my NP journey. The autonomy as a critical care nurse and the leadership training as an army nurse was foundational to the NP that I am today. I service adults recovering from surgical procedures, and that involve various surgical specialties at the Manhattan campus, and my critical care nursing helped shape my critical thinking and problem solving. Even though transitioning into an NP was a steep learning curve, I still felt that my background in critical care was absolutely fundamental to that transition.

Kelly Laurent 03:44

Well, thank you very much and many of our listeners are bedside nurses who spend countless shifts caring for patients and their families. Kat, you had mentioned that you had worked in pediatrics prior? How did your bedside RN experience prepare you for your NP role and help you with the transition into the role?

Kathryn O'Leary 04:00

In so many ways. The unit that I worked on as an RN was a very busy general pediatric unit with fairly high acuity. Working there for seven years prior to practicing as a nurse practitioner arguably prepared me more for my current role than graduate school did. I saw many complex cases as a bedside RN on 9 east and it really behooved me to research about the various diagnoses and management of them and it was a solid base for my current role, and it was all achieved while practicing as an RN.

Kelly Laurent 04:36

I agree with that. The experience is invaluable, more so than in the classroom. So with this new role, like we're mentioning, there's many new responsibilities including assessing, diagnosing and treating a variety of illnesses. So Michelle, can you speak about the learning curve that you personally encountered once you graduated and what support or resources did you use to facilitate your transition?

Michelle Meneses 04:59

Of course, as with any new position or role, there's always a learning curve, but I was lucky enough to have my first nurse practitioner position here at NYU Langone Orthopedic Hospital. I did have experience on an orthopedic trauma spine unit as a nurse on 11 east, which now is a different unit but in the main building at NYU Langone Health and at the time of my graduation, I was serving in a nursing leadership position as covering Rusk Rehabilitation. So the new NP position covering as a flow NP meant that I would rotate between orthopedics, trauma, pain and spine, which aligned with my nursing experience very well. I think that's something that a lot of the other panelists said. I was very familiar with many of the surgeons and attendings at NYU Langone Orthopedics and they also rotated to the main hospital. So aside from my experience, I was able to work with many familiar faces as well as meet new people that assisted with the transition. At the time for a new NP I was truly embraced into the NYU Langone Orthopedic culture and I felt a sense of belonging. In addition, going to NYU Rory Meyers College of Nursing also helped because many of the clinical rotations were also at the hospital, and I had many preceptors that understood how it felt to transition from a nurse to an NP. Once I started as an NP, there were many other individuals and resources that I utilized consistently including a strong team of NPs already here at NYU LH. A few still work here today as well as many other areas within the hospital. Regarding clinical resources, NYU has many opportunities, including access to online support and journals, mentorship opportunities for advanced practice, and an APP council that shares knowledge consistently each month should ensure everyone is up to date. Having a strong support system is what has kept me at NYU Langone Health throughout the years in various positions.

Kelly Laurent 06:42

That's great that we do have so many resources available at our organization to support the nurses as they want to pursue a future career. So at NYU Langone Health, speaking of this, we value the professional development of our employees, it's very important to us. So we do have the Tuition Benefit Program, which provides the nurses an opportunity to grow in their careers. So Denise, do you have any advice for our clinical nurses who are in school, they may want to go to school, or they don't want to go at all?

Denise May 07:12

That's a great question, Kelly. You know, if you're interested in advanced practice nursing, I think it's important that you understand that APNs are educated on a specialty model. So this is going to dictate your scope of practice and the types of patients you're going to be working with on a daily basis. So it's really about the nurse practitioner and more. For example, clinical nurse specialists are advanced practice nurses, and these are nurses at the bedside who are providing specialized nursing care to complex patients, so think of your wound, skin, ostomy types of patients. Nurse Anesthetists are APNs and if you're interested in providing anesthesia, as the way to become an advanced practice nurse, it's important that you have ICU experience because that's a requirement in order to be admitted to any program. Next is midwifery, and while that's not considered a nursing profession in New York state, it certainly falls under the umbrella of advanced practice. And CNMs are providing primary care, GYN, childbirth, and postpartum care to their women patients. You know, and then finally, nurse practitioners, which is the largest group, they're providing primary care, acute care, specialty health care across the

lifespan. If you're thinking about becoming an advanced practice nurse, you need to think about where you want to work, inpatient versus outpatient, and the population that you want to care for. So for example, if you know that you want to be in the NICU, taking care of the neonates, and NNP is the only way that you could be at the bedside or bassinet side of these very fragile patients. If you have an interest in pediatrics, even as an acute care, pediatric NP, your scope does not include the neonatal ICU. If you know that as a pediatric nurse, that you want to go into pediatric advanced practice. You need to think about where and how you want to provide care and services. So if you know that the WellChild is where you want to live then primary care is an ideal choice for you. But if that WellChild as well as being able to care for them when in a hospital is how you want to provide care, it's important that you pursue a pediatric acute care program and it works same way with adults as well. You have opportunities for acute care as well as primary care. If you know that you are interested in providing care to women, but midwifery is not really the route that you'd like to go, you have opportunities to provide Well, women care, as well as their primary care, GYN care, in a primary care adult advanced practice model.

Michelle Meneses 10:30

I will say from my end, this is Michelle, that I utilized the Tuition Benefit Program here at NYU, because I was a nurse in the main hospital and it was a great resource. There was also many people in my classes that were part of the NYU systems that served as a big support system and like, once I was able to do my clinicals, as a nurse practitioner, many of those clinicals were done at different sites within NYU that helped me not only meet new people, but me NPs, that transition from nurse to NP that really understood how that transition went.

Kelly Laurent 11:03

Yeah, and I think it's also really important when enrolling to programs, because you could have in your mind that you want to do something, and then they don't have the program or a program, I know when I went back for my master's program I really wanted, they said, oh, it's going to be ready, it's going to be ready and then when I was ready to go further into the program, it wasn't so I had to transfer out before I lost the credits. So I think doing your research before, and not just rushing into it, oh, I have to become an advanced practice nurse, I need to you know, get away from the bedside, just really thinking about it because as all of you know, it's not an easy road. It's a lot of work and you want to make sure you're doing what you want to do and you don't want to rush into anything. So I think that's very helpful knowing all the options and like you said, with the ICU experience, if you want to go into this path, you have to make sure that you're working in an ICU prior. So just doing all that research prior is helpful to know. So thanks for that. I don't know if anyone has anything else to add.

Jan James 11:59

The DNP program as well, in terms of tuition assistance, I know NYU does offer that supported benefits for a lot of RNs that are interested in transitioning into the NP DNP program, which many of the schools including, NYU Rory Meyers School of Nursing offer. So I think it's important to not leave out the DNP because being an NP is really important and being an NP that understands the organization for which they actually provide care is even more important

Michelle Meneses 12:33

That's a great segue because being a DNP ensures that we practice to the highest quality possible. So thanks for adding that.

Kelly Laurent 12:44

Our organization, quality of care and patient safety has ranked us as one of the top in the nation. So this accomplishment would not be possible without our nurses. Kat, I have another question for you. Can you highlight a particular experience where you collaborated with a bedside nurse to improve patient outcomes?

Kathryn O'Leary 13:01

Of course, there are really countless instances I can think of. Just the other night we had a patient on the floor who was admitted with bronchiolitis, it was a toddler who was also hypoxemic so requiring oxygen. I was called by the RN when I was seeing a patient in the nursery because the patient on the floor with bronchiolitis was requiring more oxygen, had increased work of breathing, and a change in status. So I came over the floor, the RN and I saw the patient together and then we worked on a plan of care. After a few nursing interventions and a little bit of time, the oxygen saturations improved, the clinical exam improved, and we were able to avoid transfer to another hospital for escalation of care and really the RN and the NPS work in tandem constantly.

Kelly Laurent 13:54

And just respecting each role is so important as well. So as with any occupation, there are many aspects that you love about your job and there are many opportunities that you wish to improve your role. So Denise, can you speak or describe what is most rewarding about your career as an NP?

Denise May 14:14

I think that as a nurse because we are nurses first and then advanced practice nurses, I think that when I look back on my career, it has truly been the ability to continually reinvent myself. Sure, I'm advanced practice nurse, acute care nurse, but if you have an interest in quality, the ability to participate in the clinical quality fellowship program, and then apply those skills in being able to be an advanced practice nurse and one of the first medical unit directors throughout the organization, being able to work on professional things as well as educational pieces, those are the things that have really been fulfilling to me, as well as certainly taking care of patients, and those are all the things that I think we all go into expecting to happen. But there are other things and so many other opportunities that we can pursue as advanced practice nurses.

Kelly Laurent 15:18

And then the second part of this question, can you speak of any opportunities that you identified in the role and how you address them? Anything that you found challenging in the role and what you did to turn a negative into a positive more or less?

Kathryn O'Leary 15:35

I think sometimes, patients and their families don't necessarily know what a nurse practitioner does. So I think it's very important to educate them about the role.

Kelly Laurent 15:49

Just having the awareness. What you do, what role you play with the team. Thank you very much for joining and being a valuable resource to our nursing staff. We hope that our listeners found this discussion helpful and useful to their practice. You can find links to our resources on our website, and for any questions or comments, feel free to email the nursing station podcast, [#nursingstationpodcast@nyulangone.org](mailto:nursingstationpodcast@nyulangone.org) and as a reminder, this session is eligible for .5 contact hours. A survey will be posted with the recording and you can access and complete the evaluation to obtain your certificate.