

Climbing The Healthcare Technology Management Ladder

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Houston, TX

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Background

- ▶ Currently the Director of Clinical Engineering at Huntington Hospital in Pasadena and Cedars-Sinai Medical Center in Beve
- ▶ Worked as the Director of Clinical Engineering with ARAMARK Healthcare/Mount Sinai Medical Center, New York, NY; Director of Technology Management at William Beaumont Hospital in Royal Oak, MI
- ▶ Past President of ACCE (American College of Clinical Engineering)
- ▶ Fellow of ACCE, AAMI

- ▶ Certified Clinical Engineer (CCE)
- ▶ Holds a B.S. in Electrical Engineering from the University of Cape Town in South Africa, M.S. in Biomedical Engineering from the University of Connecticut and Walsh College in MI



Background

- ▶ Life long Biomed and feel we are all put on this earth to share our gifts.
- ▶ Get to share my gift of servanthood daily
- ▶ Love the HTM Field and what it has meant to me and my family.
- ▶ 39 years as a Biomed, many of those in the OR
- ▶ Have worked at Stanford Health Care, UCSF, GE Healthcare and Currently at Renovo Solutions.
- ▶ On Faculty with AAMI teaching CBET Prep.
- ▶ CBET, CHTM, AAMI, TMC, Editorial Board BIT
- ▶ Past President of HTMA Texas
- ▶ CABMET, CMIA, HTMA Texas



Session Description

Izabella Gieras and Donald Armstrong will speak about their career progression to more senior positions in their organizations. They will provide guidance and suggestions on how you too can move up the career ladder; whether you are a Clinical Engineer or a Biomed Tech.

Join us to get some insights into key turning points and opportunities for these individuals that enabled them to reach their career goals.

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Izabella
Gieras

Professional and Personal Journey







UCONN | UNIVERSITY OF CONNECTICUT

Applying to the University of Connecticut
Clinical Engineering Internship Program

The admittance process begins with the student's application to the UCONN School of Engineering Graduate Program (grad.engr.uconn.edu). These applications are due by January 1st every year for consideration for the following fall semester. The program does not admit students in the middle of the academic year. The application includes an undergraduate transcript, an essay by the student, a resume and two letters of reference. UConn's School of Engineering will not accept students with an undergraduate GPA of less than 3.0.

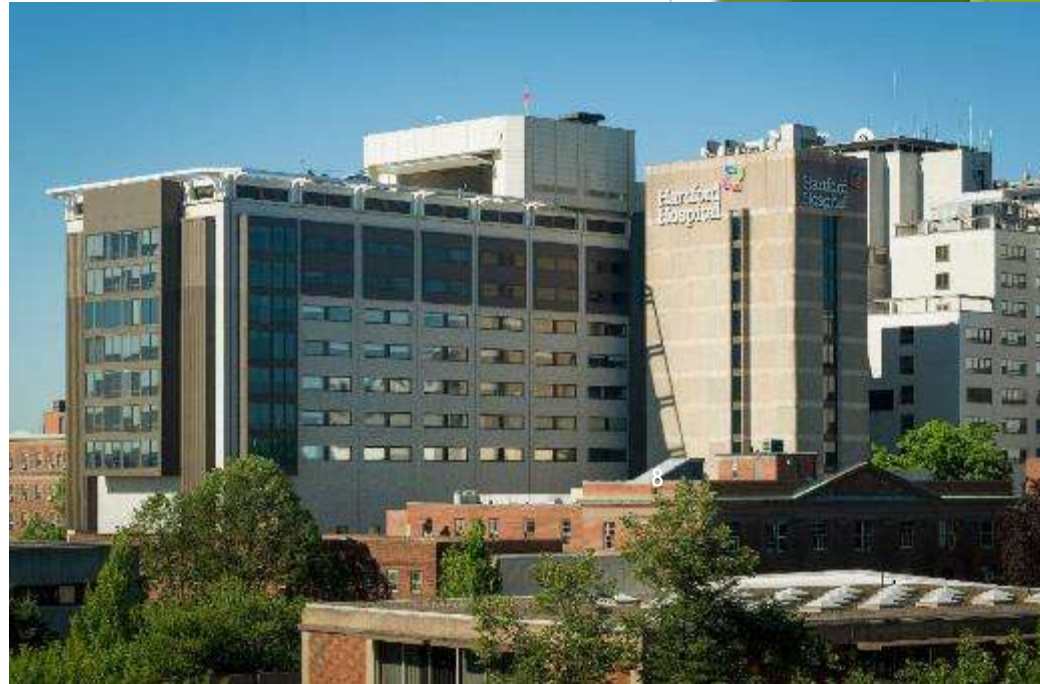
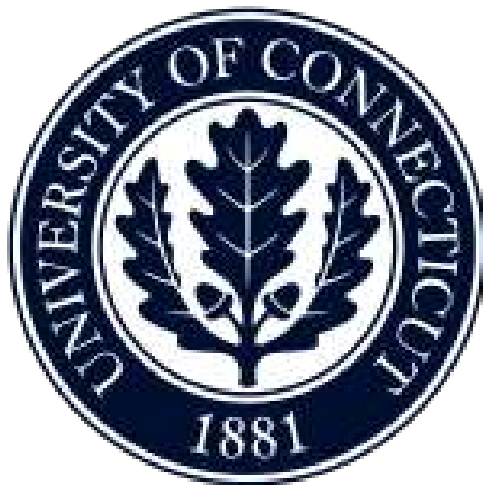
Completed applications are reviewed in January and early February and students are chosen to interview for the program. During February and March interviews are conducted for internship positions starting in fall of the upcoming academic year. The interviews will be conducted via phone / Webex with the hospitals participating in the program. Each year typically, 8 to 12 funded UConn internship positions become available. Some hospitals have two students and therefore have one opening each year and some hospitals take only one student every other year.

Each student is expected to interview for every opening, the VA hospitals however, can only interview US citizens. This means that when the student is invited to interview, they should expect to meet and interview with the clinical engineering staff at each hospital accepting an intern that year. During the interviews candidates may meet the director of clinical engineering, the current intern(s) and perhaps others in the clinical engineering department. The interview format will vary from hospital to hospital, but the CE staff and the interns will ask the candidates' questions about their background and interests and the candidates will have a chance to ask questions about the hospital or the internship experience there. The candidates should be prepared for 8-12 formal interviews. The successful candidates prepare for these interviews as they would prepare for a formal job interview because they may be working at this hospital for 20 months.



Hartford Hospital

A Hartford HealthCare Partner



Education

- ▶ Discover your passion
- ▶ Develop solid foundations
 - ▶ Research your educational options
 - ▶ Talk to others who have gone through the programs
 - ▶ Seek mentorship
 - ▶ Practical vs theoretical
- ▶ Look for creative options to finance your education
- ▶ Evaluate next steps
 - ▶ Specialization vs Management
- ▶ Establish a contact list
- ▶ Women still minority in the Engineering field





Employment

- ▶ Be curious
- ▶ Show commitment, engagement, interest
- ▶ Ask for more
 - ▶ Don't be afraid of hard work, long hours
- ▶ Add value, show your worth
 - ▶ Get an award or two
 - ▶ Be recognized
- ▶ Formulate your goals
- ▶ Paint your career path early on



Huntington Health

May 3, 2016 at 3:00 PM · 🌐

Congratulations to our director of clinical technology, Izabella Gieras, for being named Professional of the Month in TechNation Magazine! To read the article, visit: <http://1technation.com/professional-month-izabella-gieras-ms-mba-cce/>



1TECHNATION.COM

**Professional of the Month Izabella Gieras, MS,
MBA, CCE | TechNation**

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Employment cont.

- ▶ Become a mentor
 - ▶ Add a human touch
 - ▶ Recognize talent
 - ▶ Succession planning
- ▶ Google yourself
- ▶ Keep your LinkedIn current

Izabella Gieras: From Legos to Leadership

Aug 14, 2015 | Career Advancement | 0 | ★★★★★



24x7 Magazine



Employment cont.

- ▶ Write an article, contribute to an article
- ▶ Present your accomplishments
- ▶ Become engaged outside of work
- ▶ Establish wide net of networks
 - ▶ Women in HTM
- ▶ Keep a work balance
 - ▶ Make a friend



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Affiliation - Huntington Health/Cedars-Sinai

Huntington Hospital Affiliation with Cedars-Sinai Becomes Official

Published on Wednesday, August 4, 2021 | 12:18 pm



The affiliation between [Huntington Hospital](#) and [Cedars-Sinai Health System](#) became official Wednesday, with the completion of the appropriate regulatory approvals. The affiliation will strengthen Huntington's long-term commitment to providing affordable, accessible, high-quality care to the San Gabriel Valley.

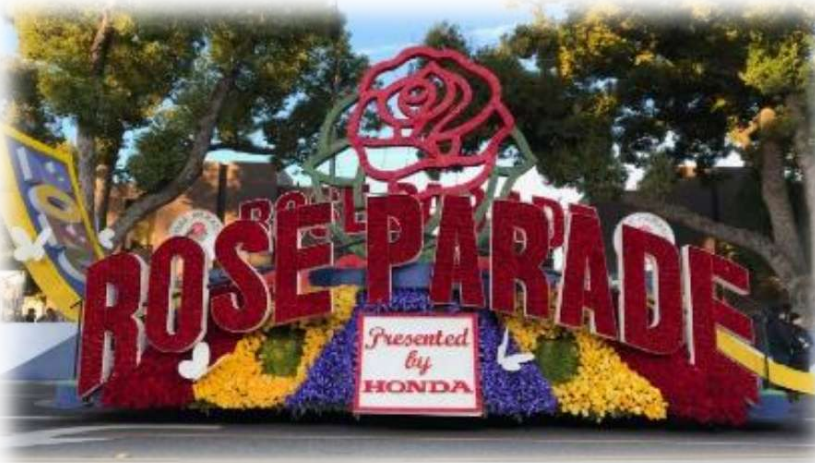


Extract from Pasadena Now, online

Huntington Health: Clinical Technology



- ▶ Located in Pasadena
- ▶ Level II Trauma Center with 619 licensed beds
- ▶ Bariatric & Stroke Center
- ▶ 18 Operating Rooms
- ▶ 3 DaVinci Robotic Systems
- ▶ 6 Cath Labs & IR Suites
- ▶ 6500+ personnel
- ▶ 300+ applications
- ▶ 4500+ end user computing devices
- ▶ Affiliate of the Cedars-Sinai Health System
- ▶ Clinical Technology has 8 biomedical technicians, Supervisor, Clinical Engineer, support staff, and a director
 - ▶ Over 10,000 medical devices
 - ▶ Reports to Enterprise Information Services



Cedars-Sinai: Clinical Engineering



- ▶ Located in Beverly Hills, CA
- ▶ Licensed for 889 beds
- ▶ Over 14,000 employees
- ▶ 91,014 patients seen in the ED annually
- ▶ Over 32,000 surgeries annually
- ▶ Over 105 anesthesia locations
- ▶ 4500+ end user computing devices
- ▶ 33 members strong (BMETs, CEs, Imaging Specialists, Manager, Director, Support Staff)
 - ▶ Over 33,000 medical devices
 - ▶ Reports to Enterprise Information Services

Professional Certifications



- ▶ Don't be afraid to create an alphabet soup
- ▶ Why get certified?
 - ▶ Maintain high level of knowledge and skill set
 - ▶ Show you can do it
 - ▶ Show commitment to the field
 - ▶ Motivate others
 - ▶ **Join the elite club**





Friendships

- ▶ Establish a support system
- ▶ Keep an up-to-date contact list
- ▶ Stay in touch



Make sure that whatever path you take, you have FUN along the way





Donald Armstrong



What the presentation will be

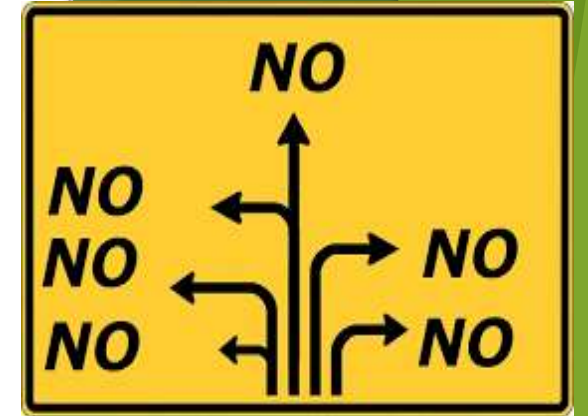


- ▶ Taking charge of your career
- ▶ Encouraging you to reach for what you want and planning what steps are needed to get there
- ▶ How to make yourself marketable whether you are entry level or experienced



What the presentation will not be

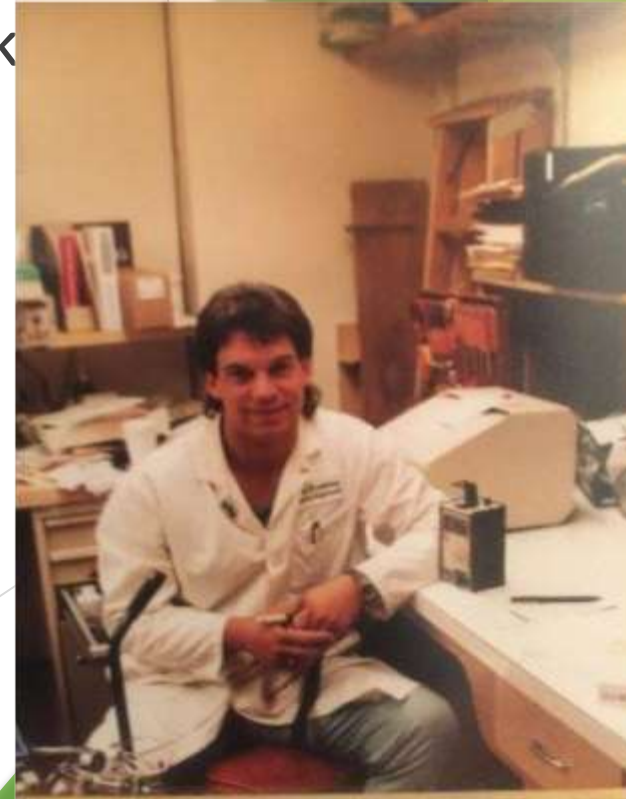
- ▶ Encouraging you to leave (or stay) at your current roll
- ▶ Having your career path be like anyone else
- ▶ Pushing you in a direction that is not comfortable to you (to each his/her own)



Before we get started...

Some tough Questions

- ▶ Are you putting everything you reasonably can into growing your career (personally and professionally)? If not, why not?
- ▶ Are you getting back what you were hoping for in your work life? Why Not?
- ▶ What do you really love about the HTM Field?
- ▶ Do you aspire to Lead?
- ▶ Are you going to go for a higher degree?
- ▶ Are you willing to relocate for your career?

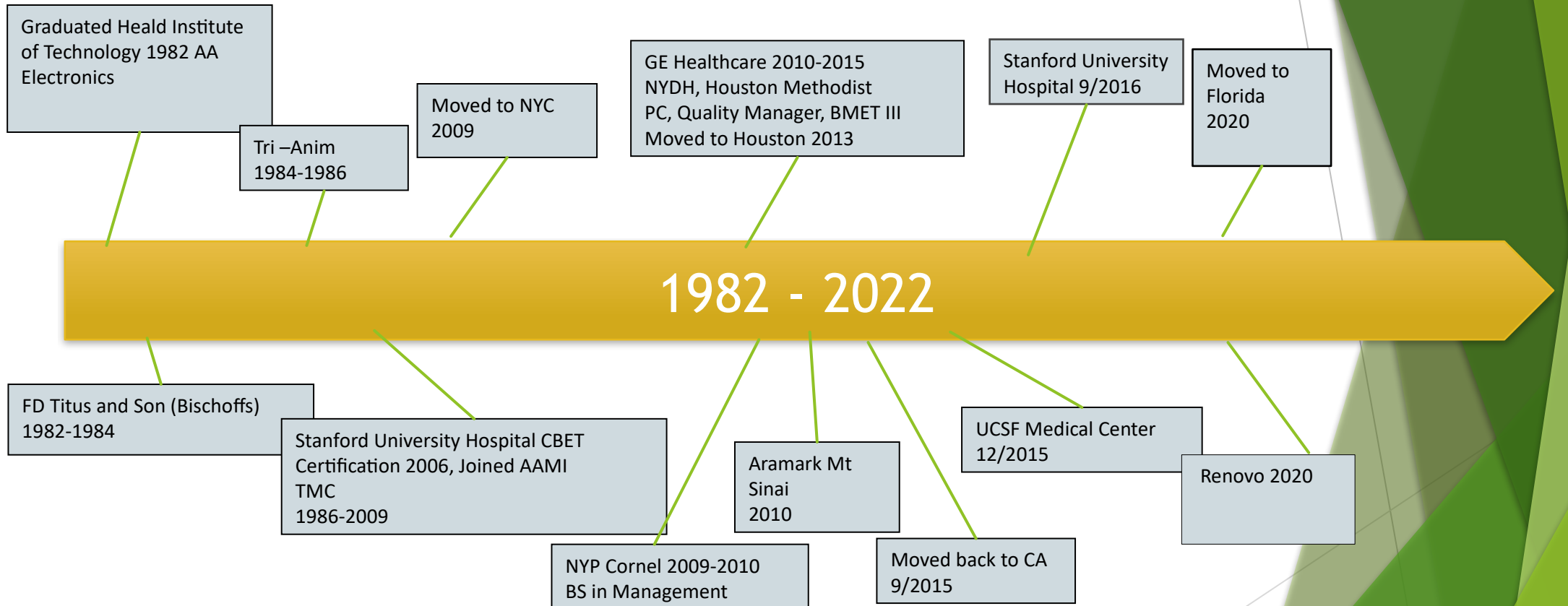


Things to keep in mind... While on the Job

- ▶ Patients and Families
- ▶ Why are you in the HTM Field? (really be honest).
- ▶ Be Impactful, Inspired and Inspirational
- ▶ Remember Your Purpose
- ▶ It is not about you
- ▶ Personal Pride and Growth
- ▶ Personal Well Being



My Career path



Importance of each stop on the path

- ▶ How important it is to grow and flourish in the pot you are planted
- ▶ How important each stop is and how this stop propelled your career and high points
- ▶ It is not always about the money
- ▶ A lateral move is not necessarily a bad thing



Some Employment Stat's from RICS

- ▶ The median number of years that wage and salary workers had been with their current employer was 4.1 years in January 2020. Based on 2010 through 2020.
- ▶ Median employee tenure was generally higher among older workers than younger ones. For example, the median tenure of workers ages 55 to 64 (9.9 years) whereas that of workers ages 25 to 34 years (2.8 years).



How to look at your own path

- ▶ Draw out your own path and find out where it is going (be honest and truthful with yourself)
- ▶ Research (ask your trusted colleagues) about where you really want to go.
- ▶ Think about the life lessons learned at each stop in your career.



Owning your own career

- ▶ If you feel stuck, you need to act
- ▶ Keep your resume and cover letter updated
- ▶ Consider a Higher Education
- ▶ Get Certified
- ▶ Have references ready (Managers & Leaders are best)
- ▶ Keep your eyes and ears open
- ▶ Consider whether you are willing to move to take another opportunity
- ▶ Choose your next move wisely

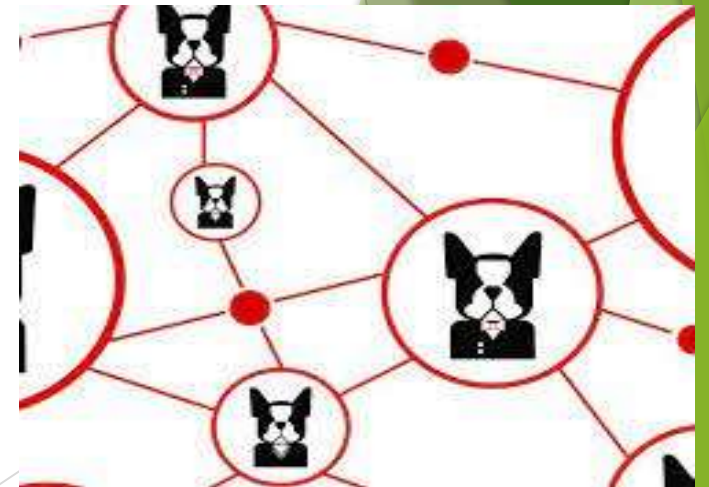


“
the best WAY
TO PREDICT THE FUTURE
IS to **CREATE** it.”

”
— ABRAHAM LINCOLN

Networking, Presenting and Publishing

- ▶ Present within your department (get used to being out front)
- ▶ Write whenever you are asked
- ▶ Ask to Write for publications
- ▶ Meet other professionals in your area
- ▶ Have a mentor or be a mentor



Engagement in the Local and National Associations

- ▶ Join a local HTM Association
- ▶ Join AAMI
- ▶ Join whatever group interests you (HIMMS, ect)
- ▶ Start a group in your area or within your own department if one does not exist



Stretch Rolls and growing career

- ▶ Become Certified (CBET, CRES, CLES, CHTM)
- ▶ Take a leader roll when offered
- ▶ Ask to be a Champion within your department (Quality, training, Matrix), create your own if you see a need.
- ▶ Ask your leadership how to move up and grow (be prepared to have goals in mind and be ready to not get the response you want, so be prepared and self aware)



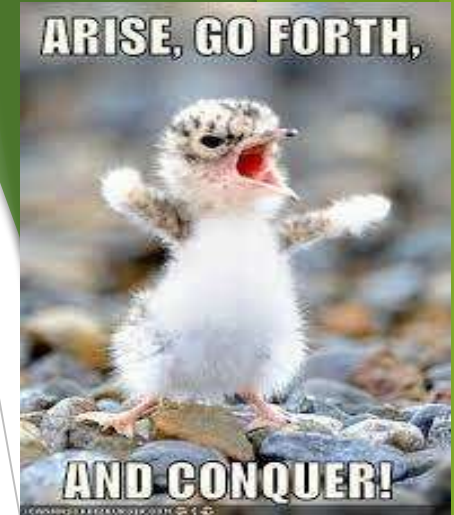
Giving back

- ▶ Mentor newer people in our field
- ▶ Share your experience
- ▶ Stand up and be proud of what you do.



How does this pertain to you?

- ▶ Remember the tough questions?
- ▶ Dream Big and be Bold
- ▶ Own your own career (it is the only one you have, and you only get one go around).
- ▶ Contact me anytime by Email
- ▶ darmstrong@renovo1.com



Enjoy the Ride it goes by fast!!!



Thank you!



**It always seems
impossible until it's *done*.**
- Nelson Mandela

yourtango



MD EXPO
April 11-13, 2023 • Houston, TX

3 Easy Steps to Win \$100!

1. Take a picture
2. Post on social media using #MDEXpo
3. The attendee who uses the hashtag the most throughout the conference will win a \$100 giftcard!!

