

Robert Wood Johnson University Hospital Hamilton

RWJBarnabas
HEALTH



2018

NURSING ANNUAL REPORT





Message from our President and CEO

Dear Nursing Colleagues:

I am constantly impressed with the stories of nursing excellence at Robert Wood Johnson University Hospital Hamilton that I hear every day. I am proud that nurses on every unit and at every level demonstrate a laser focus on providing high-quality care to our patients.

Our nurses are on a journey to achieve Magnet designation by the American Nurses Credentialing Center. This is the highest and most prestigious recognition a health care organization can receive for nursing excellence and high-quality patient care – one that our nurses truly deserve. They work collaboratively across multiple disciplines to create a safer environment every day, which has led to improved patient outcomes. Our nurses also are passionately engaged in their patients' needs, and we know that higher engagement correlates directly to improved outcomes.

The role our nurses play in creating a safe and highly reliable organization to serve our community is a point of pride for our hospital family. Their efforts result in exceptional achievements that benefit our patients every day. For example, our Intensive Care Unit has been ventilator-associated pneumonia (VAP) free for seven years. Our Medical Unit (LFT1), Orthopedic Unit, Rapid Decision Unit and Intensive Care Unit have all surpassed 100 days or more without a patient fall. These achievements have been the result of the nursing staff working together to provide a safe environment for our patients.

In addition, for four consecutive cycles, RWJUH Hamilton has received an "A" designation for patient safety from the Leapfrog Group. Most recently, the hospital was one of only 35 nationwide to earn national distinction for quality and safety from the Leapfrog Group for a general hospital. RWJUH Hamilton also was recognized for Healthcare Quality in the 2018 *U.S. News & World Report* Top Hospitals issue.

Our nurses are committed to lifelong learning. They are dedicated to continually providing the best evidence-based care by furthering their education and obtaining national certification in their specialty areas. They support each other in their professional clinical practice and work collaboratively to identify opportunities for excellence in the delivery of nursing services to our patients.

Nurses are the heart and soul of our hospital, and we rely on them each day to care for our patients. We are thankful to our nurses for the compassionate and exceptional care they provide to our patients every day.

Sincerely,

A handwritten signature in black ink that reads "Richard Freeman". The signature is fluid and cursive, with a large, stylized "R" and "F".

Richard Freeman
President and CEO

Message from our Chief Nursing Officer



Dear Nursing Colleagues:

One of the best parts of my job is hearing from our stakeholders – patients, community members, employees and physicians – about the quality of the nursing care at RWJUH Hamilton.

The Magnet journey we have embarked on together will validate the incredible work of our nurses and identify opportunities for improvement in the nursing practice environment. This continued focus on nursing excellence and delivering high-quality patient care provides a safer environment and promotes better patient outcomes.

Our nursing staff should be proud of their many accomplishments over the past year. These include a reduction in our CLABSI and CAUTI rates, maintaining a zero ventilator-associated pneumonia (VAP) rate, decreased surgical site infections, significant improvement in our communication with nurses' scores, presentations at national conferences, participation in research and publishing articles in journals, to name a few. Bedside shift reports have also been hardwired, resulting in an improved patient experience in communication with nurses. Some of our units have had very active unit-based shared governance committees working on issues pertinent to their areas, such as supplies, staffing and workflow issues. In addition, we have local RN representation on the system-level professional practice committee working on nursing policies and practices that drive

nursing excellence. We are excited that nurses are empowered to drive their practice.

It is also important to note that while Magnet recognition is about nursing excellence and is nursing-led, the process to earn this designation engages everyone across our organization. As a community hospital, it shows that we really value each other, collaborate with each other and help each other in the practice of patient care. We know that when interdisciplinary teams collaborate well together, the finest quality patient care occurs.

Thank you to all of our nurses, physicians, advance practice providers and support staff for your dedication to instilling a culture that supports exceptional nursing practices and strategies; promotes excellence, evidence-based practice and innovation; and establishes ways to achieve new heights of quality, efficiency and effectiveness.

Sincerely,

A handwritten signature in black ink that reads "Lisa A Breza". The signature is fluid and cursive, with a large initial "L" and "B".

Lisa Breza, MSN, RN
*Chief Nursing Officer and Senior Vice President,
Patient Care Services*



Nursing Leadership Team

Lisa Breza, MSN, RN
*Chief Nursing Officer and
Senior Vice President,
Patient Care Services*



Joan Bercari, MSN, RN
*Vice President, Quality and
Patient Safety Officer*



Jan Stout, BSN, MBA, RN
*Assistant Vice President,
Risk Management*



**Tracee Bachman, BSN,
RN-BC**
Director, Quality



Patricia Ann Caslow, BSN, RN
*Director, Telemetry Units and
Cardiac Services*



**Dawn Hutchinson, BSN,
RN, PCCN**
*Director, Medical-Surgical Units
and Orthopedic Unit*



**Connie Mocerri, MSN,
AGNP-C**
*Director, Disease Management
and Stroke Program*



**Cheryl Prall, MSN, RN,
NEA-BC**
*Director, Center for Professional
Development, Innovation and
Research*



**Tara Radcliffe, BSN,
RN, CNOR**
Director, Surgical Services



**Lauren Stabinsky, MSN,
RN, CEN, NEA-BC**
*Director, Corporate and
Community Wellness*



Karen Stanton, BSN, RN
Director, Patient Care Coordination



**Barbara Taubenberger,
MSN, RN, CEN**
*Director, Emergency Services
and Critical Care*



Tammy Leigh, BSN, RN
*Assistant Director, Emergency
Department and Critical Care*



**Jacqueline Ciccarelli, MSN,
RN, CCRN-K**
*Manager, Magnet Program and
Nursing Performance Improvement*



**Amy German, BSN,
RN, OCN**
Director, Cancer Services



Lisa Nevius, BSN, RN, OCN
*Manager, Medical-Surgical Units
and Orthopedic Unit*

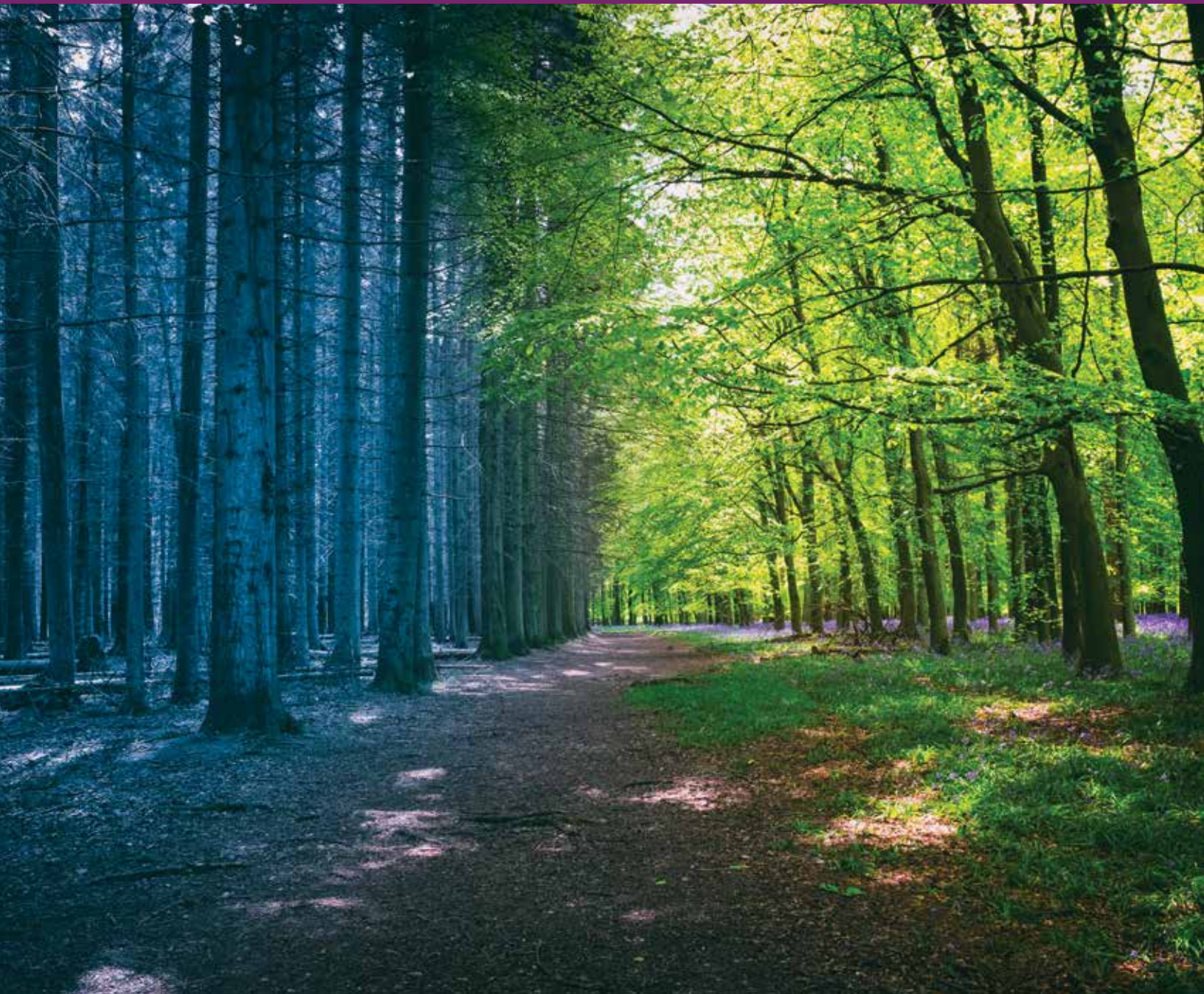


Ceara Philips, BSN, RN
*Assistant Director, Emergency
Manager, Telemetry Units*



*Robert Wood Johnson University Hospital Hamilton
2018 Nursing Annual Report*

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Transformational Leadership

While nursing leadership at RWJUH Hamilton are truly engaged with staff, all nurses at the hospital are called upon to be transformational leaders. They have the ability to effect change through their involvement on various fronts, from committee participation to influencing policies and practices that impact all levels of care.

Professional Practice Model



The Magnet Journey

The nurses at RWJUH Hamilton have been eagerly working to become a Magnet® designated healthcare organization. Achieving this designation signifies the outstanding nursing excellence and quality of care that the nurses provide. As we prepare for our document submission to the American Nurses Credentialing Center’s Magnet Recognition Program®, the nurses have looked to their Professional Practice Model. Patient- and family-centered care is the main focus. With this model of care, they demonstrate how their work continues to align with the Magnet components of nursing excellence throughout the organization.

“Nurses drive so much of our day-to-day care,” says Lisa Breza, MSN, RN, Chief Nursing Office and Senior Vice President, Patient Care Services at RWJUH Hamilton. “We are on this Magnet journey to demonstrate what we’ve been doing all along – from implementing best practices to sharing research knowledge. We work to enable every nurse to reach his or her full potential, and we are excited to formally express these efforts through our

A Culture Defined by High Reliability

As part of a system-wide initiative, RWJUH Hamilton is participating in a comprehensive process to become a high-reliability organization (HRO). This initiative focuses on further improving the culture of reliability and safety at the hospital and throughout the system.

Throughout the second half of 2018, all nurses and staff at RWJUH Hamilton participated in a four-hour “Safety Together” training on HRO practices. With a focus on increasing awareness of error detection and prevention, nurses and staff were taught to recognize the errors that can cause harm and the tools to help prevent these errors. The training is now built into the staff orientation program, educating new staff from day one.

“This effort is aimed at creating a culture that reinforces positive safety measures,” says HRO trainer Tracee Bachman, BSN, RN-BC, Director of Quality at RWJUH Hamilton. “Patient safety is everyone’s responsibility. The Safety Together training provides the tools and techniques to help prevent errors while building teamwork and trust.”



Caption: Celebrating the completion of HRO training are (left to right) Cheryl Prall, MSN, RN, NEA-BC, Connie Mocerri, MSN, APN, AGNP-C, Richard Freeman, President and CEO, Jan Stout, BSN, MBA, RN, Tammy Leigh, BSN, RN, Lisa Breza, MSN, RN, Joan Bercari, MSN, RN, Tracee Bachman, BSN, RN-BC, Robert W. Field, Jr., CHP, John F. Bonamo, MD, MS, FACOG, FACPE, Executive Vice President and Chief Medical Officer for RWJBarnabas Health, and Seth Rosenbaum, MD, MMM, Senior Vice President and Chief Medical Officer.



Structural Empowerment

Through supportive structures and engagement, nurses at various levels can recommend positive change and play a role in bringing those changes to fruition through the collaborative examination of evidence-based practices. Best practices derived from this process are aimed at improving nursing practice and overall outcomes.

Professional Practice Council

The Professional Practice Council (PPC) at RWJUH Hamilton allows nurses at all levels to have a voice in their practice. It enables nurses and nursing leaders to collaborate on patient care, policies and procedures and implementation of best practices. This collaboration ultimately leads to better outcomes and enhances the quality of care that nurses provide every day. The Council empowers nurses to shape nursing practice at RWJUH Hamilton, enabling us to share and celebrate successes, improve on issues that arise, facilitate change, plan for the future direction of nursing and promote continuous learning to enhance knowledge.

Ivan Logarta, BSN, RN, CCRN, ICU nurse, the Professional Practice Chair, represents RWJUH Hamilton at the system-wide Professional Practice Council at the monthly meetings. He, along with the other PPC chairs, share new knowledge and best practices with each other. In turn, they bring back these ideas and disseminate them to the nurses at their own local organization. Ivan and his team strive to continually make improvements and provide an opportunity for nurses' input at RWJUH Hamilton.

Shared Governance Council

Under the Professional Practice Council, the hospital-wide Shared Governance Council at RWJUH Hamilton consists of nursing representatives from unit-based departmental councils who meet monthly with nursing leadership to exchange ideas and information that promote quality nursing care. Staff throughout the hospital can bring issues or ideas to this Council for review. The Council takes on many of these initiatives, empowering nurses at all levels to drive nursing practice. Nursing staff also participate in unit-based Shared Governance Councils.

Nursing Performance Improvement Committee

Nurse representatives from every unit convene monthly as part of the Nursing Performance Improvement Committee to discuss data collection and analysis, infection prevention, medication administration, pain management and other factors related to improving nursing protocols.

Shared Governance Committee Addresses Medication Administration

The Shared Governance Council worked on various projects during 2018, including a request to consider processes that ensure timely morning insulin administration for diabetic patients. The Shared Governance Council collaborated with Ivan Logarta, BSN, RN, CCRN, ICU, Professional Practice Chair; and the Professional Practice Council; Dr. Shirley Bembo, Director of Diabetes and Chief of Endocrinology; Shesha Desai, Pharm D, RPH, BC-ADM, from the pharmacy; the nursing staff; and the food ambassador team to create a new workflow that included shifting blood sugar testing and insulin administration to a consistent time. The night shift will perform the point of care testing of the fasting blood sugar at 6:30 am, the patient will order their breakfast tray and the blood sugar will be covered by the incoming day shift. The food services ambassadors accept calls from the patients the night before for their breakfast order to insure timely delivery of the breakfast tray. The success of this project prompted the formation of a committee that includes staff nurses to collaborate on other issues in endocrinology.

Tidying Up for Process Improvements

On November 7, the nursing staff on Lakefront Tower 2 and Materials Management celebrated the completion of their joint effort to overhaul their clean supply organization system. Though this initiative was generated through the Lakefront Tower 2 Unit Based Council, the two departments requested the guidance of Jill Anderson, Director of Lean Process Improvement, and her team; Anna Lissa Lopez, Lean Facilitator and Data Analyst/Data Control, Quality Outcomes; and Cindy Russo, MSN, RN-BC, APN, C, Clinical Nurse Specialist and facilitator from the Surgical Tower 2 Unit Based Council. Together, they worked to create a uniform, user-friendly supply management system that improved workflow, unit efficiency and staff satisfaction.



Participating in the supply organization project were (left to right) Wayne McClinnon, Stockroom Supervisor; Raychelle Grooms, RN; Nancy Baeza, RN, Chair of the Lakefront Tower 2 Unit-Based Council; and Joe Zaloo, Materials Management. (Not pictured: Samantha Wagner, RN)



Exemplary Professional Practice

Exemplary practice at RWJUH Hamilton centers around interprofessional collaboration among disciplines, along with input from our patients and families, that together support patient outcomes. Mutual respect and opinions are valued among all disciplines in the interest of achieving quality care and improving patient outcomes.

Top General Hospital: An Elite Recognition

Highlighting its nationally recognized achievements in patient safety and quality, RWJUH Hamilton was named a Top General Hospital by The Leapfrog Group for the first time in 2018. This award is widely acknowledged as one of the most competitive honors American hospitals can receive.

RWJUH Hamilton was one of only 35 hospitals recognized as a Top General Hospital. To qualify, hospitals must submit a Leapfrog Hospital Survey and achieve the highest performance scores in its category. Selection was based on surveys from nearly 1,900 hospitals, and the distinction was awarded to less than six percent of eligible hospitals nationwide.

Performance across many areas of hospital care is considered in establishing the qualifications for the award, including infection rates, hospital acquired conditions and the hospital's capacity to prevent medication errors.

"Meeting these rigorous standards requires the commitment of every team member throughout our hospital, from nurses and clinicians to support staff," says Richard Freeman, President and Chief Executive Officer, RWJUH Hamilton. "The Top Hospital distinction demonstrates our staff's extraordinary dedication to our patients and the local community to consistently deliver the highest level of care."

Leapfrog "A" Grades for Safety

RWJUH Hamilton earned an 'A' - the highest designation available - in The Leapfrog Group's Fall and Spring 2018 Hospital Safety Grade rating system. This designation recognizes the efforts of nursing - and all disciplines - in protecting patients from harm and meeting the highest safety standards in the United States.

Developed under the guidance of a National Expert Panel, the Leapfrog Hospital Safety Grade uses 28 measures of publicly available hospital safety data to assign grades to more than 2,600 U.S. hospitals twice per year. Grades are based on performance in preventing medical errors, infections and other parameters. The Hospital Safety Grade's methodology is peer-reviewed and fully transparent, and the results are available to the public.

"We are continually working to advance patient safety, and our nurses are on the front lines to ensure that these efforts are integrated into patient interactions on a daily basis," says Joan Bercari, MSN, RN, Vice president, Quality and Patient Safety Officer. "Patients and their families can be confident in knowing they are receiving the highest level of care reflecting the most stringent safety measures."



Applying Lean Six Sigma Practices to Reduce Falls

As part of a system-wide challenge, reducing falls was a major focus at RWJUH Hamilton throughout 2018, including the application of Lean Six Sigma (LSS) strategies to enhance positive outcomes.

“This methodical, step-by-step process analyzes a situation from every angle to identify opportunities for improvement,” says Timothy Ryan, BA, RN, CEN, Nursing Education Specialist at RWJUH Hamilton, who earned his LSS green belt as a result of the initiative. “We were able to reduce our falls and falls with injury rates, thanks to the dedication of a hospital-wide team focused on this effort.”

Falls reduction efforts included monthly audits, patient/caregiver education and hourly rounding. As part of its collaborative analysis, the team worked with the pharmacy to review and adjust sleep aid medication protocols that could relate to falls. Patient wristbands, in-room posters, and more visible doorway flags now indicate the risk status of patients. In addition, “Falls Friday” meetings provide a non-punitive opportunity for staff to come together to analyze any fall that may have occurred, examine existing support systems to prevent falls and identify patterns that could be adjusted and shared.



Celebrating Fall-Free Days

In December, Lakefront Tower 1 (LFT 1) celebrated 113 fall-free days and the orthopedic unit (pictured above) celebrated 100 fall-free days, with surprise refreshments delivered by the nursing leadership team.



Staff STRIVE for Ongoing Improvements

As RWJUH Hamilton has become more engaged in multistate STRIVE (States Targeting Reductions in Infections Via Engagement) efforts over the past few years, Anne Dikon, BSN, RN, CIC, Director, Infection Prevention, developed an interactive way to involve all staff in infection prevention education: the STRIVE Fair. After a successful first fair in 2017, the three-day event was again held in November 2018.

Using color-coded tickets for entry to various stations, the STRIVE fair engaged nurses and other staff throughout the hospital in educational experiences related to infection prevention. Stations ranged from handwashing using a black-light system to a “what’s wrong with this picture” room setup, in which participants identified potential concerns.

Nurses continue to be involved in STRIVE program efforts by attending educational sessions at New Jersey Hospital Association and sharing this new knowledge with colleagues.

Low CAUTI, CLABSI and Seven-Year VAP-Free Rates

With one inpatient CAUTI/CLABSI infection in early 2018, the nursing team has remained committed to preventing these infections and has succeeded with no infections through the end of 2018 and early 2019. In addition, the hospital has maintained a remarkable record of zero ventilator-assisted pneumonia (VAP) infections over the past seven years.

“This is an amazing achievement made possible by an ongoing commitment to safe practices and continued education,” says Anne Dikon, BSN, RN, CIC, Director, Infection Prevention at RWJUH Hamilton. “Our nurses take ownership of infection prevention efforts, and I’m very proud that their efforts have facilitated an outstanding track record for patient safety.”

In November, the ICU celebrated seven years of being ventilator associated pneumonia (VAP) free. From left: Lisa Breza, MSN, RN, Chief Nursing Officer and Senior Vice President, Patient Care Services; Natalie Jones, MSN, RN, CCRN, Clinical Nurse Educator ICU, IR, Cardiology, Cardiac Cath Lab; Josie Grabowski, BSN, RN, CCN, ICU Staff Nurse; Ivan Logarta, BSN, RN, CCRN, ICU Staff Nurse; and Georgene Vacciana, AD, RN, Staff Nurse.

A Focus on Clostridium Difficile Infection Prevention

In addition to measuring the positive impact of general back-to-basics education on topics like proper handwashing and device handling, nursing staff focused in particular on Clostridium Difficile (C. Diff) infection prevention measures in 2018. This included appropriate, timely and safe specimen collection along with early identification and isolation of any patient with C. Diff. Collaborative efforts to reduce infections involved environmental services, pathology staff and nursing informatics.

As a result of these efforts, nurses have become empowered to assess the need for C. Diff testing, communication with physicians has been enhanced, specimens are collected in a more timely manner, and infection control practices have improved – all leading to a downward trend in C. Diff infections.

Anne Dikon, BSN, RN, CIC, Director, Infection Prevention, uses a black light in a cleanliness demonstration for Alexa Fredrick, BSN, RN, Telemetry North, at the STRIVE Fair.



Diabetes Prevention Program Lifestyle Coach Training

Marguerite “Billie” O’Donnell, BSN, RN, CDE, Shirley Roberts, MA, LPC, NCC, and Michelle Summerson, MEd, RD, of the Community Education Department were recognized for completing the American Association of Diabetes Educators’ Diabetes Prevention Program (DPP) Lifestyle Coach Training in February 2018. Developed in conjunction with the Centers for Disease Control and Prevention, this evidenced-based program is designed to prevent or delay type 2 diabetes.

“One in three adults have prediabetes and 90 percent don’t even realize it; yet these individuals can prevent or delay type 2 diabetes by losing five to seven percent of their body weight and exercising 150 minutes per week,” explains Billie. “We’re applying our knowledge to help the hundreds of community members we encounter throughout the year to tip the scales in their favor.”

In addition to this DPP training program, nurses in Community Education have Stanford University training to deliver comprehensive programs aimed at the prevention and management of chronic diseases, diabetes and cancer.

Wear Pink to Work Day

In honor of Breast Cancer Awareness Month nurse managers, directors and staff nurses wore pink on October 19. In addition to promoting breast cancer awareness, they visited the outpatient mammography team to thank them for their ongoing commitment to breast cancer diagnosis and their compassion for patients.



Nurses from the the Cancer Center show their support for breast cancer awareness by wearing pink.

Recognition of Nursing

PROFESSIONAL NURSING DEGREES/ CERTIFICATIONS

Congratulations to the following nurses, who earned degrees and certifications in 2018:

Kim Rogers, MSN-Ed, RN, CEN

MSN-Ed with Distinction from Chamberlain University

Susan Hampton, RN ACMA

American Case Management Association Certification

Martha Poling, RN, COHN

Occupational Health Nurse Certification

Ma. Teresita Ravago, BSN, RN, PCCN

PCCN Certification



PROFESSIONAL APPOINTMENTS

Jacqueline Ciccarelli, MSN, RN, CCRN-K

Appointed President-Elect, American Association of Critical Care Nurses Central Jersey Chapter

Natalie Jones, MSN Ed, RN, CCRN

Appointed Abstract Reviewer, American Association of Critical Care Nurses

Lauren Stabinsky, MSN, RN, CEN, NEA-BC

Appointed Co-Chair, Organization of Nurse Leaders (ONL) Education Committee
Joined the ONL Mentorship Committee, becoming a mentor to an aspiring nurse leader at Deborah Heart and Lung Center and a liaison to help guide another mentor/mentee team.

PROFESSIONAL ACCOMPLISHMENTS

Patricia McDougall, BSN, RN, CRS Integrative RN in the Community Education Department, was recognized for completing a Reiki Master Teacher Initiation in July 2018

Timothy Ryan, BA, RN, CEN Nursing Education Specialist, earned a Lean Six Sigma (LSS) Green Belt by coordinating the Falls Reduction LSS initiative at RWJUH Hamilton.

Nationally Certified RNs at RWJUH Hamilton

Jennifer Albertson, BSN, RN, CCRN
Tracee Bachman, BSN, RN-BC
Allison Baker, RN, OCN
David Baldwin, AD, RN, NAON
Patricia Bennett, BSN, RN, ACM
Denise Berdecia, BSN, RN, ONC
Sunita V. Borade, BSN, RN, CCRN, TNCC
Robin Boyer, BSN, RN, CEN
David M. Brintzinghoffer, BSN, RN, CEN
Jillian Brovak, BSN, RN, CCDS
Patricia A. Buczynski, BSN, RN, CCRN
Johanna Buliyat, BSN, RN, CCDS
Barbara G. Busarello, BSN, RN, CCDS
Stephanie Caduhada, BSN, RN, CCRN
Audrey Campbell, MSN, RN, CCRN
Lerma Castro, BSN, RN, CEN
Sarmite Catalfoma, BSN, RN, PCCN
Jennifer Chaiken, AD, RN, CEN
Marcia Chamberlain, BSN, RN, CCRN
Jacqueline Ciccarelli, MSN, RN, CCRN-K
Michael J. Coco, BSN, RN, CEN
Alice Cromwell, BSN, RN, CNOR
Victoria Czerna, BSN, RN, CNOR
Joseph E. D'Arecca, BSN, RN, OCN
Christina Delate, BSN, RN, CNOR
Anne K. Dikon, BSN, RN, CIC
Caren Anne Dubell, AD, RNC
Lisa M. Dunn, MSN, RN, CCRN
Lauren Dyott, BSN, RN, CEN
Jane M. Fisher, RN, CNOR
Catherine R. Gant, RN, CEN
Amy C. German, BSN, RN, OCN
Lynn Glenn, MSN, MBA, RN, OCN
Erin M. Glospe, MSN, RN, PCCN
Joanna Godlewska, BSN, RN, PCCN
Jorge L. Gomez-Diaz, MSN, RN, CNOR
Josephine C. Grabowski, BSN, RN, CCRN
Giovanna Maria Guarraggi, MSN, APN-C
Louise M. Hamblin, BSN, RN, PCCN
Susan Renee Hampton, AD, RN, ACM
Michele L. Hunt, AD, RN, CNOR
Naomi Hurley, BSN, RN, CCRN
Dawn Hutchinson, BSN, RN, PCCN
Patricia J. Hutman-Parker, BSN, RN, OCN
Murielle M. Jeanty, MSN, RN, RNC
Natalie Anne Jones, MSN, RN, CCRN
Susan Joseph, BSN, RN, CMSRN
Melanie Kelner, BSN, RN, CCRN
Lori Kelty, MSN, RN, CEN, CCRN
Jenna N. Kinter, BSN, RN, CEN, CCRN
Karen Kirk, BSN, RN, CAPA
Jennifer K. Kirkendoll, BSN, RN CEN
Karen L. Klimaszewski, BSN, RN, OCN
Sheila M. Krasnansky, MSN, RN, ACM
Christina Lane, AD, RN, OCN, INS
Monica Lara, BSN, RN, CCRN
Jennifer Lee, MSN, RN, PCCN
Myongja Lee, BSN, RN, CCRN
Donna L. Lewbart, AD, RN, CCDS
Peter Liptak, RN, CNOR
Ivan Logarta, BSN, RN, CCRN
Natasha Louis, BSN, RN, CCRN
Ann E. Mancuso, BSN, RN, CHFV
Ruby Mangahas, BSN, RN, CNRN,
CCRN, SCRIN
Gurmit Mann, BSN, RN, NAON
Patricia Marlin, RN, CAPA
Nancy Mcewan, BSN, RN, CCM
Tara Mickel, BSN, RN, OCN
Elizabeth Mizerek, MSN, RN, CEN, CPEN
Connie Mocerri, MSN, APN, AGNP-C
Sarah Moore, AD, RN, CNOR
Sabine Morgan, BSN, RN, CEN
Jonas Moulic, BSN, RN, CCRN
Megan Murry, AD, RN, RNC
Tasneem Nadeem, BSN, RN, PCCN
Lisa M Nevius, BSN, RN, OCN
Mary Ntuk, BSN, RN, RNC
Miriam Obertanova, AD, RN, CCRN
Marguerita Billie O'Donnell, BSN, RN, CDE
Vivian Owusa-Mensa, MSN, APN, OCN
Loretta Grace Padulchick, AD, RN, OCN, INS
Elizabeth Ann Paglaicetti, AD, RN, CCRN
Linda P. Palad, BSN, RN, RNC
Mary L. Piccone, AD, RN, RNC
Michele Pietrefesa, RN-CPAN
Lashelle Y. Pittman, AD, RN, OCN
Martha Poling, AD, RN, COHN
Cheryl A. Prall, MSN, RN, NEA-BC
Ma Teresa Ravago, BSN, RN, PCCN
Tara J Radcliffe, BSN, RN, CNOR
Karen A. Robbins, BSN, RN, CPAN, CAPA
Kimberly Rogers, MSN, RN, CEN
Meghan S. Rolston, BSN, RN, CCRN
Jennifer L. Rotz, BSN, RN, CEN
Cynthia A. Russo, MSN, RN-BC, APN, C
Catherine M. Rutolo, AD, RN, CRRN
Timothy Ryan, BA, RN, CEN
Carol Schengrund, AD, RN-BC
Susan M. Schulte, BSN, RN, CGRN
Lauren Moore Stabinsky, MSN, RN, CEN,
NEA-BC
Mary Stack, AD, RN, CNOR
Melrose Tan, BSN, RN, ONC
Barbara Taubenberger, MSN, RN, CEN
Angela R. Topley, BSN, RN-BC
Cynthia Updike, AD, RN, CCRN
Nancy Vega, BSN, RN, ACM
Marissa Vo, BSN, RN, CCRN
Caroline Galladay Voorhees, AD, RN, CEN
Marilyn M. Webster, BSN, RN, CCM
Joanna Winnicki, BSN, RN, CMSRN
Zoequi L. Witherspoon, BSN, RNC



New Knowledge, Innovations and Improvements

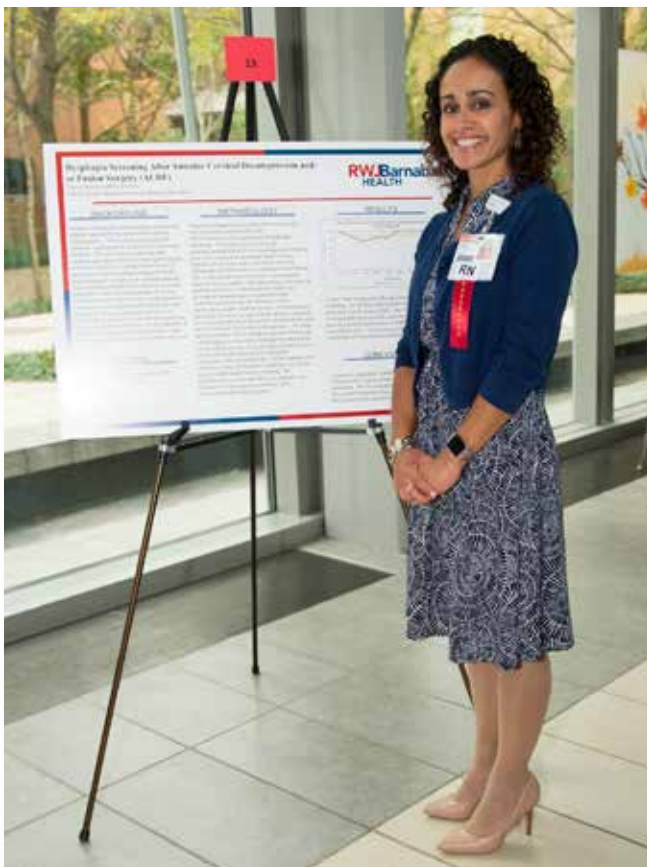
Nurses at RWJUH Hamilton continually seek opportunities for innovation and new knowledge. This includes an expanding focus on research aimed at improving outcomes. Whenever possible, these new findings are shared across the system, regionally and nationally.

A New Chapter in Orthopedic Networking

The annual conferences of the National Association of Orthopedic Nurses (NAON) have served as a catalyst for orthopedic nurse leaders throughout the system to share new ideas. Knowing that NAON did not have a New Jersey affiliate chapter, Denise Berdecia, BSN, RN, ONC, Orthopedic Program Coordinator at RWJUH Hamilton, and Kyala Pascual, RN, ONC, Joint Care Coordinator at Robert Wood Johnson University Hospital Somerset, worked to create one.

The new affiliate chapter plans webinars and other CEU opportunities focused on orthopedic best practices, and allows staff from across the system to share valuable knowledge for the journey to Joint Commission certification or recertification. In fact, this successful “Joint Commission Coalition” approach will be shared as an oral presentation at a May 2019 NAON meeting.

The group has also inspired research opportunities, including a 200-patient IRB study examining the use of lavender essential oil as a pain management tool at RWJUH Hamilton and RWJUH Somerset.



A Centralized Patient Monitoring System

RWJUH Hamilton has begun utilizing the AvaSys Telesitter® patient monitoring system.

The technology helps prevent falls for those at risk, while streamlining communication with the nurses' stations. With both video capabilities to observe patients and audio to communicate with them, the system features the ability to translate messages into Chinese, Spanish and Mandarin. The system is also portable, so it can accompany patients when they need services like dialysis.

“This technology is used to promote a safe patient environment,” says Alice Turnbull, MBA, Staffing Manager at RWJUH Hamilton. “Many family members appreciate that they can return home knowing that their loved ones are being closely monitored 24/7.”



Vein Viewing Technology

When patients have veins that are difficult to access for intravenous fluids and medications, the Vein Finder is an essential vein viewing device that facilitates access, according to Tammy Leigh, BSN, RN, Assistant Director of the Emergency Department and Intensive Care Unit. The device is now used frequently in the Emergency Department and the ICU to help visualize a patient's vein and minimize the number of IV insertion attempts, which can contribute to enhanced patient satisfaction. The Vein Finder helps nurses locate and assess veins in a safe and efficient manner. It is especially useful for pediatric patients, who have very small veins that are often difficult to locate with the eye.

Nursing Research

Nurses at all levels at RWJUH Hamilton are encouraged to become involved in research opportunities. Being part of the larger RWJBarnabas Health (RWJBH) system also provides connections and resources that facilitate nursing research.

“As nurses, we always question things, and sometimes these questions can be examined through research that adds knowledge to our practice,” says Cheryl Prall, MSN, RN, NEA-BC, Director of the Center for Professional Development, Innovation and Research. “Research doesn't have to be intimidating, especially when we have knowledgeable mentors available throughout the process. Our goal is to build a baseline of understanding and awareness about research that can grow as nurses climb the clinical ladder.”

Sharing Ventilator Associated Pneumonia Knowledge at Nursing Research Day

In collaboration with the Rutgers University School of Nursing, more than 400 nurses and staff members from throughout the RWJBH system convened at Rutgers in November for the annual Nursing Research Day. The event presented an opportunity to disseminate key research findings, share best practices and potentially replicate success stories at other hospital campuses.

At the event, a podium presentation on the ICU's Ventilator Associated Pneumonia (VAP)-free success was given by Cheryl Prall, MSN, RN, NEA-BC, Director of the Center for Professional Development, Innovation and Research, Natalie Jones, MSN Ed, RN, CCRN, Clinical Nurse Educator of the ICU, Cath Lab, Cardiology and Interventional Radiology, and first-time presenter Ivan Logarta, BSN, RN, CCRN, an ICU nurse. The first qualitative VAP research of its kind, the study was based on a literature review and seven focus groups to identify common themes and perceptions among ICU clinical nurses on how they have maintained a VAP-free culture. This research is currently being prepared to submit for publication.

Publication

Russo, C., Calo, O., Harrison, G., Mahoney, K., Zavotsky, K.E. (2018) Resilience and Coping After Hospital Mergers. *Clinical Nurse Specialist: The Journal for Advanced Nursing Practice*, Mar/Apr 2018; 32(2): 97-102.

Clinical Research Studies

Nurses at RWJUH Hamilton were involved in the following IRB-approved research studies in 2018:

Protocol Title	RWJUH Hamilton Investigator
Implementing the Nurse Champion Model to Increase Utilization of the Sepsis Screening Tool Among Medical Surgical Nurses	Joann Ciantic, BSN, RN
Exploring the Relationship Between Diabetes Knowledge and Perceived Knowledge in Staff Nurses Working in Acute Care Hospitals	Timothy Ryan, BA, RN, CEN
Effects of Aromatherapy on Pain in Total Hip and Total Knee Arthroplasty	Denise Berdecia, BSN, RN, ONC
ICU Nurses' Perceptions of VAP Interventions and their Impact on Practice and a VAP Free Culture	Natalie Jones, MSN Ed, RN, CCRN
Improving MI Documentation in the ED	Jamie Brenner, MSN, RN
Relationship between Cancer Health Literacy & Hope in Outpatients Receiving Cancer Treatment	Lynn Glenn , MSN, MBA, RN, OCN
Examining the Relationship Between Community Hospital Nurses' Perceptions of a Healthy Work Environment and Intent to Transfer Following Health System Mergers	Erin Glospie, MSN, RN, PCCN
The Effects of Music Therapy on Nausea, Vomiting, Mood, Anxiety and Overall Comfort on Patients Receiving Outpatient Chemotherapy	Lynn Glenn, MSN, MBA, RN, OCN
Acuity Decisions for Female Patients with Hypertension: Does Recent Obstetric Event Affect Decision Making	Jennifer Chaiken, AD, RN, CEN

Podium Presentations

Name with Credentials	Name of Presentation	Conference Name or Sponsor
Jennifer Chaiken, AD, RN, CEN, Natalie Jones, MSN Ed, RN, CCRN	We are the Champions: Improving Sepsis Bundle Compliance	NACNS February 28, 2018
Jennifer Chaiken, AD, RN, CEN	Bridging Knowledge Gaps: Collective ED Education in a Merging Hospital System	NACNS March 2, 2018
Jacqueline Ciccarelli, MSN, RN, CCRN-K	Catch a Fall Before It Happens	RWJUH Hamilton Fitness and Wellness Center September 26, 2018
Cheryl Prall, MSN, RN, NEA-BC	Keynote Presentation: Challenges in Learning and Development	Healthcare Source Symposium October 20, 2018
Cheryl Prall, MSN, RN, NEA-BC	The HRO Journey to Zero Harm	Healthcare Source Symposium October 20, 2018
Timothy Ryan, BA, RN, CEN	Validating Competency for Agency RNs in a High-Reliability Organization (HRO): Is Relying on a Contractual Agreement Enough?	Healthcare Source Symposium October 30, 2018

Poster Presentations

Focused on leadership, ownership, transformation, unity and sustainability, the LOTUS Initiative is a multidisciplinary group working to unify members of the health care team, further engage social work and pastoral services in care, empower nurses as patient advocates and ultimately transform patient care practices in a sustainable way. This initiative is currently serving as a platform to provide patient and family-centered care in the ICU.

Sharing knowledge on the LOTUS Initiative at the New Jersey League of Nursing conference in Atlantic City in March are (left to right) Carol Ash, DO, MBA, MHCDS; Liza Andrews, PharmD, BCCCP, BCPS; Nina Roberts, MSN, RN, CCRN, NEA-BC; Melina Hughes, MSN, RN, CCRN; Joanne Pellegrino, MSW, RN; Natalie Jones, MSN Ed, RN, CCRN; and Meghan Rolston, BSN, RN, CCRN.



Name with Credentials	Name of Presentation	Conference Name or Sponsor
Jennifer Chaiken, AD, RN, CEN	Pajama Day: Improving Multi-Campus Education Using Online Conferencing	NACNS March 2018
Kathleen Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN Cheryl Prall, MSN, RN, NEA-BC, Jorge Gomez-Diaz, MSN, RN, CNOR	Do I Stay or Do I Go? The Effects of Moral Distress on Operating Room Nurses	Eastern Nursing Research Society April 2018
Cheryl Prall, MSN, RN, NEA-BC, Jorge Gomez-Diaz, MSN, RN, CNOR, Kathleen Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	Do I Stay or Do I Go? The Effects of Moral Distress on Operating Room Nurses	Sigma Theta Tau Conference May 2018
Cheryl Prall, MSN, RN, NEA-BC, Jorge Gomez-Diaz, MSN, RN, CNOR, Kathleen Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	Do I Stay or Do I Go? The Effects of Moral Distress on Operating Room Nurses	Organization of Nurse Leaders (ONL) Conference June 2018
Natalie Jones, MSN Ed, RN, CCRN	The LOTUS Initiative: Catalyzing Inspirational Change Through Culture Transformation	Plane Tree Conference October 2018

Showcasing Quality at Hamilton

Quality fairs provide an opportunity to disseminate information about projects that improve patient safety or quality, improve process efficiency or reduce cost or waste. On October 4, 15 staff members presented posters at the RWJUH Hamilton Quality Fair, with topics ranging from reducing heart failure readmissions to reducing opiate prescriptions in the Emergency Department. Posters were displayed in the cafeteria throughout the day.

“Our Quality Fair raises awareness about improvements being made throughout the hospital, making those results accessible to employees, physicians, volunteers, and community members,” says Tracee Bachman, BSN, RN-BC, Director, Quality at RWJUH Hamilton. “Each presentation is a great example of the commitment to quality that everyone here embraces, from caregivers at the bedside to those behind the scenes.”

New Jersey Council of Magnet Organizations (NJCOMO) Poster Presentation

At the Annual Meeting of the New Jersey Council of Magnet Organizations (NJCOMO) held at the New Jersey Hospital Association in November, Natalie Jones, MSN Ed, RN, CCRN, Denise Berdecia, BSN, RN, ONC, and Ann Mancuso, BSN, RN, CHFNP, presented posters explaining their quality initiatives.



Sharing Results Across the System

Four presentations were chosen from the Hamilton submissions to represent the “Excellence Together” theme at the system-wide RWJBH Quality Forum held at the Pines Manor in Edison in November. They included:

- Connie Mocerri, MSN, APN, AGNP-C, and Tammy Leigh, BSN, RN: Oral presentation on “A Multidisciplinary Approach to the Prevention of Aspiration Pneumonia in Stroke Patients,” which featured the teamwork involved - including nurses, physical and occupational therapists, respiratory therapists and physicians - in keeping patients free from aspiration pneumonia since 2016
- Jennifer Chaiken, AD, RN, CEN: Poster presentation on “Pajama Day! Improving Education Attendance Using On-Line Conferencing,” an innovative approach to providing educational opportunities
- Dawn Hutchinson, BSN, RN, Patricia Ann Caslow, BSN, RN, Lisa Nevius, BSN, RN, OCN, and Ciera Phillips, BSN, RN: Poster presentation on “Maximizing Patient Engagement: Improving HCAHPS Communication with Nurse Domain,” a staff-facilitated approach to improving patient engagement scores
- Alex Kardos, MBA, BS Pharm, RPH, FLDI, FABC and Tammy Leigh, BSN, RN: Poster presentation on “Reduction of Outpatient Opioid Discharge Prescriptions for Emergency Department Treat and Release Patients in a 248 Bed Community Hospital,” which highlighted the work being done in the Emergency Department to address the opioid addition crisis

The RWJBH Quality Forum convenes staff from each hospital to share innovative work across the system. These forums also help identify success stories to be submitted to national and local conferences, peer-review journals and professional organization publications.

2018 Nurse’s Day Awards

Nurse of the Year Award	Miriam Obertanova, AD, RN, CCRN, ICU
Exemplary Professional Practice Award	Michael Mulvane, RN, TN and Caren Dubell, AD, RN-C, Ortho
New Knowledge, Innovations, and Improvements Award	Steven Williams, BSN, RN, CEN, ED
Transformational Leadership Award	Connie Mocerri, MSN, AGNP-C
Nursing Quality Award	Katie Laba, AD, RN, LFT1
Nursing Mentor Award	Cindy Russo, MSN, RN-BC, APN, C - Education
PCT Award	Rhoda Sulaimon- LFT1 Ortho
Unit Secretary Award	Ann Howden- LFT1
Friend of Nursing Award	Bob Field and Security



Lisa Breza, MSN, RN (center), Chief Nursing Officer and Senior Vice President, Patient Care Services, presents DAISY plaques certificates to awardees Grace Chizek, BSN, RN (left) and Karen Robbins, BSN, CPAN, CAPA, RN.

DAISY Awards 2018

Established by the DAISY Foundation, the DAISY Awards acknowledge the education, training, skill and care that nurses throughout the world put into their work every day. Twenty-three outstanding nurses at RWJUH Hamilton were nominated for this award in 2018, with three nominees selected.

Grace Chizek, BSN, RN, Intensive Care Unit

Grace was nominated by the husband of a patient who was admitted to the hospital after suffering cardiac arrest. He noted how Grace made them feel welcome, at home and at ease during an incredibly different time in their lives, and he appreciated her sensitive, positive, caring and genuine bedside manner. Grace went out of her way to be an uplifting presence for this patient, including helping with her hair and singing with her. He added that family and friends who visited felt the same way about Grace, with one friend even making her a medal to convey appreciation.

Karen Robbins, BSN, CPAN, CAPA, RN, PACU Nurse

When a distraught patient in pre-op explained that she had to miss her granddaughter's wedding that evening due to surgery needed after a fall, Karen stepped into action. When the patient awoke from surgery, Karen made many attempts to reach the family. She learned that a FaceTime connection with one family member was not possible, but her persistency to find a solution paid off. The patient's grandson positioned himself at the altar and was able to use Skype to connect with Karen via her iPad right before the bridal procession. Karen held the iPad throughout the hour-long ceremony for the patient, who was truly overjoyed to be a part of her granddaughter's momentous occasion.

Sherri Lichon, BSN, RN, CINJ/RWJUH Hamilton Oncology Nurse

Sherri made an important difference for a worried patient undergoing chemotherapy for the first time. In the words of this patient, "Sherri made me feel at ease. As the weeks went by, I got to know and have laughs with her. She is very dedicated and compassionate to all her patients. I have gained her trust, friendship, and love. Going through chemo wasn't easy, but she always made me feel like I was someone. She is a beautiful person inside and out."



2018 Daisy Award Nominees

- Helen Bilanes, BSN, RN - LFT1
- Denise Berdecia, BSN, RN, ONC - Ortho
- Ryan Brevogel - TC
- Christine Carabelli, AD, RN - LFT1
- Grace Dienes - ER
- Marybeth Dittler, AD, RN - LFT2
- Denise Donohue - ICU
- Trish Drozd, RN - LFT1
- Lisa Dunn, MSN, RN, CCRN - ICU
- Kelly Eppolito, AD, RN - LFT1
- Alexa Frederick - TN
- Dominique George - TC
- Nelli Jordon - TC
- Janice Klingele - SDS
- Gurmit Mann, BSN, RN-BC - LFT1
- Laura McCue, BSN, RN - LFT1
- Melissa Sincoskie, AD, RN - LFT2
- Tina Snemyr, BSN, RN - LFT1
- Caitlyn Stromberg, BSN, RN - LFT1
- Georgene Vacciana - LFT2
- Beth Ann Wible - ER



At RWJUH Hamilton, the role of nurses in improving the health and wellbeing of the community is undeniable. They work throughout the community to support population health and deliver preventive health care services. Outreach efforts include a focus on cultural competency that enables effective practice with diverse individuals, families and groups within the community of care.

Community Health Programs and Screenings

In 2018, nearly 11,000 people attended outreach events, classes and screenings held by the Community Education Department through the efforts of five staff nurses, a dietitian, and a licensed clinical professional. Health outreach efforts featured 740 classes/programs and 158 screenings, including blood pressure, body fat, osteoporosis, glucose, cholesterol/lipid profile, stroke, memory, colorectal, orthopedic, hearing, falls prevention/balance and prostate screenings.

Running with the Devils

In November, a system-wide Running with the Devils event – including a 5K run and a 2K walk – featured participation from the New Jersey Devils hockey team and staff at all levels of RWJBH. With the help of Coordinator Connie Mocerri, MSN, APN, AGNP-C, Director of Disease Management and the Stroke Program, the RWJUH Hamilton team came together at the rainy event to raise funds to support the stroke program at RWJUH Hamilton. Funds are being used to help improve the quality of life of those who suffer from stroke and to support community education – including patient and family education materials, equipment and staff continuing education.

Teaming Up for the Heart Walk

Held each year, the American Heart Association's Central New Jersey Heart Walk helps raise funds and awareness in the fight against heart disease and stroke, which remain leading causes of death in the United States. The 2018 walk featured seven RWJUH Hamilton teams, including one from each nursing unit. Nursing team captains were Clare Silfies, AD, RN, ICU; Tammy Leigh, BSN, RN and Roseanne Baker, BSN, RN, Emergency Department; Michele Suarez, BSN, RN, Cardiology; Karen Malone, BSN, RN, Interventional Radiology; and Ceara Phillips, BSN, RN, and Sarmite Catalfomo, BSN, RN, Telemetry.

The nursing teams raised funds for the event through donations, a bake sale, and the sale of red, silver and gold hearts. Collectively, the teams raised more than \$2,400. RWJUH Hamilton nurses, staff and their family and friends proudly comprised the largest team at the event, which was held at the Arm & Hammer Park in Trenton on October 6, 2018.

Outreach at Oktoberfest

At Hamilton's Oktoberfest, the township's largest community event, RWJUH Hamilton nurses provide education and screenings to community members of all ages, positively interacting with each person. The 2018 Oktoberfest highlighted the role of community nurses in identifying community needs, educating and counseling patients and performing follow-up referral services.

As an example, a young woman stopping by the RWJUH Hamilton tent for a blood pressure screening was identified as borderline hypertensive and tachycardic. The screening nurse explained the implications with the woman and her family, and a decision was made for her to receive follow-up care for a more thorough and immediate evaluation. In situations like these, the patience and understanding of a community nurse are vital in efforts to guide people throughout the area along the path to wellness.

Lauren Stabinsky, MSN, RN, CEN, NEA-BC, Director, Corporate and Community Wellness, takes the blood pressure of an RWJUH Hamilton neighbor at Hamilton's annual Oktoberfest fall festival.



RWJUH Hamilton nurses raised funds for the American Heart Association through a variety of activities, including the Central New Jersey Heart Walk.

A Lifechanging Experience in Haiti

RWJUH Hamilton Emergency Department nurse Faviola Seche, BSN, RN, and her husband, Lewis, have been longstanding supporters of those in need in Haiti, including efforts to fund an orphanage and coordinate a solar energy project there. In May 2018, Emergency Department nurses Lauren Dyott, BSN, RN, CEN, Demitrios Frangos, BSN, RN, and Erica Fidali, BSN, RN, joined them on a five-day mission trip to Port au Prince.

Emergency Department and hospital staff and physicians generously donated funds and supplies to support the trip, and the group brought medications, hygiene necessities and various items for children. While there, they set up a clinic in two different locations, providing care for more than 400 people throughout their stay. This included a triage component, treatment services and education for conditions like diabetes and hypertension. They also helped care for children at a local orphanage where they stayed.

“There were five of us going with five suitcases full of supplies, and I didn’t know what to expect,” says Dyott. “It was such an amazing experience to help so many people in need. Now we can’t wait to go back.”

Lauren Dyott, BSN, RN, a nurse in the RWJUH Hamilton Emergency Department, provided care to the people of Haiti.



Organ Donation Outreach Efforts Earn Award

RWJUH Hamilton earned the Gold Award from the Health Resources & Services Administration’s (HRSA) Workplace Partnership for Life Hospital Campaign. The award recognizes the hospital’s efforts to raise awareness and register donors through hospital activities and community events. Timothy Ryan, BA, RN, CEN, Nursing Education Specialist at RWJUH Hamilton, has been an integral part of this effort. The award was presented to Richard Freeman, President and Chief Executive Officer, and the leadership team on November 21 by Melanie Mostrowski, Hospital Services Manager for the New Jersey Sharing Network, the hospital’s organ procurement partner.

In 2018, RWJUH Hamilton partnered with New Jersey Sharing Network and a patient’s family to transplant four organs from one donor – a liver, two kidneys and a heart. Tissue from seven other donors was transplanted to 462 recipients. The NJ Sharing Network is committed to saving and enhancing lives through the miracle of organ and tissue donation. In New Jersey alone, nearly 4,000 residents are waiting for a life-saving transplant. The staff at RWJUH Hamilton has been humbled and grateful to be able to work with these patient’s families and the NJ Sharing Network during very difficult times.



RWJUH Hamilton’s team, led by Timothy Ryan, BA, RN, CEN, Nursing Education Specialist, is proud to earn the HRSA Gold Award for efforts to raise awareness and register organ donors.

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