



Cooperman Barnabas | RWJBarnabas
Medical Center HEALTH

2022 Nursing Annual Report



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Mission, Vision and Values

The nursing team at Cooperman Barnabas Medical Center (CBMC) embraces the mission, vision and values of the hospital, which are:

Mission

Provide compassionate care, healthcare excellence, and superior service to our patients and their families.

Vision

Nationally recognized at the forefront of improving health and healthcare delivery.

Values

Ensure the safety of our patients, community and each other by consistently demonstrating our values of exceptional communication, outstanding teamwork, professional integrity, accountability, innovation and resilience as we strive towards becoming a high reliability organization.



Nursing Strategic Plan 2022



OUR MISSION is to provide compassionate care, superior service and healthcare excellence and a coordinated patient-centered health care experience in all settings.					
OUR VISION Nationally recognized at the forefront of improving health and healthcare delivery					
Service	Quality	Finance	Growth	People	Community
Achieve the 85 th percentile in HCAHPS Communication with Nurses	Achieve benchmark rates for following clinical indicators: -HAPI2+: ≤2 -Falls ≤1.5 -Falls with Injury ≤0.2	Achieve productivity between 97% and 105%	Increase Emergency Department Volume by 10%	Achieve BSN ≥ 90%	Increase nursing representation at community health promotion events sponsored by RWJBH by 10%
Achieve the 75 th percentile in HCAHPS Discharge Information	-CAUTI: ≤ 0.46 -CLABSI: ≤ 0.33 -C. Diff < 3.15	Reduce medical sitter utilization hours by 2%	Achieve 40 minute OR turnaround time	Increase professional nurse certifications by 1%	
Achieve the 90 th percentile in HCAHPS Communication About meds				Establish unit practice council as defined in Shared Governance Bylaws in all nursing departments	
Achieve 50 th percentile in ED RN Communication	Reduce CHF 30 day readmissions by 5%	Achieve LWOBs < 1%		Facilitate 2 evidence-based initiatives for healthy work environment	
Achieve the 75 th percentile in PG Overall Assessment Combined <small>(Cardiac Care Unit, Critical Care, CT Scan, ED, ER, GI, Hematology/Oncology, Inpatient, Labor and Delivery, Maternity, Pediatrics, Perioperative, Trauma, Urology)</small>	Initiate two nursing research studies annually			Achieve 95% retention rate of Nurse Residents in PTAP	
Achieve 100% attempt rate and 80% contact rate for patient discharge phone calls	Implement two EBP initiatives			Reduce 1 st year turnover rate by 3%	
	Achieve 90% compliance with 1 hour sepsis bundle				
OUR VALUES Ensure the safety of our patients, community and each other by consistently demonstrating our values of exceptional communication, outstanding teamwork, professional integrity, accountability, innovation and resilience as we strive towards becoming a high reliability organization.					

FROM OUR CHIEF NURSING OFFICER



Dear Colleagues,

As Chief Nursing Officer for Cooperman Barnabas Medical Center (CBMC), I am so pleased to present you with our 2022 Nursing Annual Report. I am confident you will enjoy reading about the accomplishments of our outstanding team professional nurses and patient care staff.

I would be remiss if I did not acknowledge that 2022 presented its share of challenges. Though not unlike like health care organizations across the country, we were faced with the continuing uncertainty around the COVID-19 pandemic and an unprecedented nursing shortage. Yet despite that, I was amazed and humbled by the excellence demonstrated by our nursing team. I am reminded of how we are part of something so much more significant and the impact our work truly has on the human spirit.

This year, we focused on the continued growth and development of our collective nursing team with an emphasis on developing the next generation of nurse leaders. Of note, we:

- Embraced professional development pathways to support our more seasoned nurses to grow and succeed.
- Celebrated the promotions of nine of our nurses into a leadership or an advanced leadership role.
- Facilitated orientation for 472 registered nurses and 92 ancillary staff.
- Provided clinical experiences for more than 337 undergraduate nursing students and 37 graduate students.
- Grew our Nurse Residency Program by 167%, seeing three cohorts graduate and four start their journey of transitioning to practice as new graduate nurses.

CBMC is a special place to practice nursing. I deeply appreciate the incredible limits our nurses will go to for their patients, families, and each other.

With gratitude,

Sheila Collier, MSN, RNC-MNN

Chief Nursing Officer
Cooperman Barnabas Medical Center

TRANSFORMATIONAL LEADERSHIP



Sheila Collier, MSN, RNC-MNN
Chief Nursing Officer



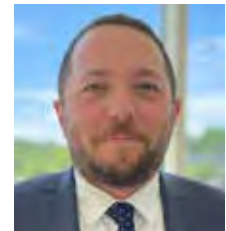
Lindsay Cianciotto, MSN, RN, CNL
Assistant Vice President,
Nursing Resources
& Labor Relations



Deanna Paxos, MSN, RN-BC, CNL, NE-BC
Assistant Vice President,
Nursing Excellence & Clinical
Education



Leanne Sanabria, MSN, RN, NE-BC
Assistant Vice President,
Patient Care Services



Michael Weissman, BSN, RN, CNOR, CRCST, CIS, CHL
Assistant Vice President
of Perioperative Services



Maria E. Aponte, MPA, BSN, RN
Administrative Director
of Emergency Services



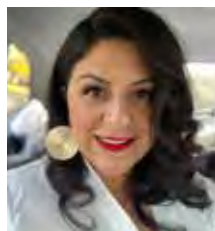
John Dillman, BSN, RN
Administrative Director of
Nursing, Business Operations
for the Perioperative
Department



Jenny Guevarra, DNP, APN, ACNP-BC
Clinical Director of
Advanced Practice Providers



Gladys McHenry, MSN, MBA, RN
Administrative Director
of Pediatric Services



Liliana Morales, BSN, RN, MPH
Administrative Director
of Obstetrical Services



Stephanie Richter, MSN, RN, NPD-BC, CEN
Director, The Center for
Professional Development,
Innovation and Research



Ginger Weatherston, BS, MAS
Administrative Director

Our Nursing Values

Mission

To promote the health and well-being in our community through compassionate nursing care and innovation.

Vision

We the nurses, as an integral member of the healthcare team, believe in the empowerment of self and others to maintain optimum health. We strive to achieve healthcare excellence by fostering collaborative relationships centering on the patient and family.

Our Nursing Values

Compassionate
Accountability
Respect
Integrity
Nursing Excellence
Genuine



Professional Practice Model

The professional practice model (PPM) of nursing is a schematic description that clearly articulates how nursing is practiced in that respective health system. The PPM demonstrates the manner in which nurses coordinate and provide patient-centered care, achieve best patient outcomes, and develop and perform professionally within their organization.

The CBMC Nursing PPM was developed based on input and feedback from staff nurses and nursing leaders at all levels. In May and June of 2016, a group of 14 nurses came together for two, two-hour retreats and discussed how to incorporate the guiding principles of Joanne Duffy, the medical center's nursing theorist, into its PPM. In 2021, a group of nurses, leaders and advanced practice nurses lead the initiative of re-evaluating the PPM and found that it still holds true and no changes were made.

Shared Decision Making:

CBMC nurses make decisions utilizing shared governance that includes Unit Practice Councils and Nursing Excellence Boards.

Culturally Competent Inter-professional Care:

How CBMC nurses deliver care to their patients, including primary nursing, the language line, rapid cycle rounds and patient- and family-centered care.

Evidence Based Practice and Innovation:

CBMC nurses' professional growth, development and recognition, including career growth, degree advancement, certification achievement, and poster presentations.

Collaborative Partnerships:

CBMC nurses' relationships with interdisciplinary team members - physicians, social workers, therapists, dietitians, and pharmacists - including interdisciplinary rounds and organizational committees.



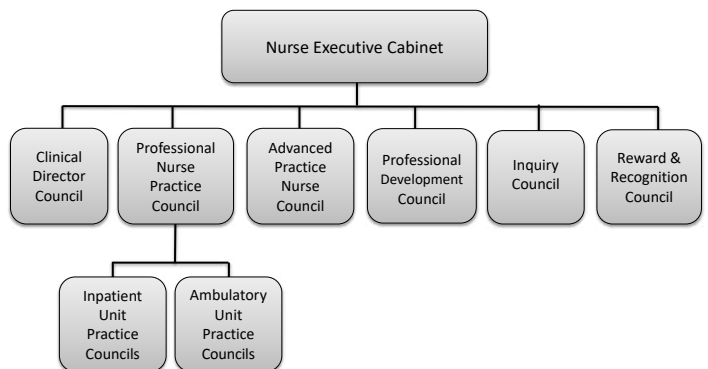


STRUCTURAL EMPOWERMENT

Nurse Executive Cabinet

The Nurse Executive Cabinet (NEC) is led by the Chief Nursing Officer and Magnet Program Director and has oversight of the additional six nursing shared governance councils. Council chairs attend and communicate regarding annual council goals and strategies to achieve them. The NEC provides leadership and direction needed for decision making. It serves as a clearinghouse for issues being presented and disseminates them to the appropriate organizational council for action.

Nursing Shared Governance Councils





Clinical Director Council

Co-Chairs: Erin Parvin, MBA, RN, PCCN, and Nelly Vitug, BSN, RN, PCCN-K, SCRNI

The purpose of the Clinical Director Council is to serve as a forum to facilitate and advance nursing operational and leadership excellence and provide support for nursing leadership to promote nursing empowerment and professional nursing governance. The council aims to assure a professional nursing practice environment in which nurses are autonomous, govern their practices and are accountable to provide safe, effective, efficient, and compassionate quality care.



Advanced Practice Nursing Council

Co-Chairs: Angela McCall-Brown, MSN, APN, NP-c, SCRNI, and Karissa Moos, DNP, APN, NP-C, RN-BC

The Advanced Practice Nursing Council serves as a venue for information sharing, networking, and communication for all advanced practice nurses across the organization. The council promotes a collaborative voice in policies and procedures that affect advanced practice nursing and promotes alliance with the hospital leadership and goals. The council goals focus on mentor and preceptorship; evidence-based learning through research endeavors, annual conference and journal clubs; professional development through clinical ladder, recognition and development of the APN through awards and scholarships, and professional practice and standards engagement.



Professional Nurse Practice Council

Co-Chairs: Kristin Visentin, RN, Kathleen Curtis, RN, Cassandra Brooks, RN, and Rosemarie Freschi, RN (transitioned end of 2022-2023)

The Professional Nurse Practice Council (PNPC) serves as the coordinating and information sharing forum for all individual Unit Practice Councils to ensure unit goals are in alignment with the nursing and organizational strategic plans. The aim is to ensure processes to support communication and integration of shared governance across the organization are in place. PNPc provides a forum to exchange ideas, news and find solutions to workplace challenges.



Inquiry Council

Co-Chairs: Jenny Guevarra, DNP, APN, ACNP-BC, Clinical Director of Advanced Practice Providers and Mary Velardi-Stoffel, MSN, RN, HNB-BC, Nursing Professional Development Practitioner

The purpose of the Inquiry Council is to ignite and sustain a culture of inquiry and nursing excellence. This committee reviews all nurse-driven evidence-based quality improvement activities, evidence-based practice (EPB) projects and research studies requiring Institutional Review Board submission, and makes recommendations. The team supports a practice environment based on EBP through education, role modeling and mentoring.



Reward & Recognition Council

Co-Chairs: Jolene Custodio BSN, RN, CPAN, and Hakima Melton, BSN, RN

The Reward and Recognition Council is dedicated to creating a healthy work culture and nursing environment in order to attract and retain top nurses by recognizing and rewarding professional nursing accomplishments. This committee provides a collaborative forum with management and upper level leadership as it relates to nurse satisfaction and engagement. In addition to facilitating the allocation of DAISY Awards, this council partners with the organization and leadership to help facilitate in the organization of the Nurses Week celebration.



Professional Development Council

Co-Chairs: Minerva Layug, MSN, RN, PCCN, Aida Palomino, MSN, RN, NPD-BC, and Shannon Ostrowski, BSN, RN, PCCN

The Professional Development Council is dedicated to empowering and enriching the professional nurse who is committed to high quality patient care and advancing the nursing profession. This committee encourages increased participation in the clinical ladder program, certification, higher education, mentorship, and ongoing education needs.

The Center for Professional Development, Innovation and Research

In 2022, The Center for Professional Development, Innovation and Research (CPDIR), formerly named the Department of Nursing Education and Research, facilitated orientation for 472 registered nurses and 92 ancillary staff. With staff support, CBMC provided clinical experiences for over 337 undergraduate nursing and 37 graduate students. The team helped to grow the Nurse Residency Program by 167%. Three cohorts graduated, and four cohorts started their journey of transitioning to practice as new graduate nurses.

Registered Nurse Residency Program

Stephanie Richter, MSN, RN, NPD-BC, NEA-BC, CEN, Program Director

Mariana Beltran, MSN, RN, NPD-BC, CCRN, Program Coordinator

CBMC Registered Nurse Residency Program is accredited with distinction as a Practice Transition Program by the American Nurses Credentialing Center’s Commission on Accreditation in Practice Transition Programs. Introduced in 2018, this year-long program consists of nursing orientation and clinical orientation followed by sessions specifically designed to support the new graduate nurse fully transition to practice. The program integrates peer support, wellness, resiliency, interdisciplinary collaboration, time management, quality and safety, diversity, equity, and inclusion, delegation, evidence-based practice, and scholarly inquiry to name a few. Nurse residents are engaged through journaling, simulation, group projects, mentorship, clinical immersion experiences and more.



The following registered nurses were enrolled in the Registered Nurse Residency Program in 2022:

2022 Cohort 1:

Rebecca Emiyede	Family Centered Care
Elisa McCann	Emergency Department
Kiara Montoya	Family Centered Care/Nursery
Samantha Scibelli	Emergency Department
Anna Tom	Family Centered Care/Nursery

2022 Cohort 2:

Ann Ceide	5700 Renal Transplant and 5300 Renal/Urology
Anjali Badeti	2 West Oncology
Vimla Chandrika	Emergency Department
Lillian Ejofor	Emergency Department
Michelle Faenza	4100/4700 Medical Surgical
Taylor Falcon	1 West Medical Surgical Step-Down
Nicole Feaster	Emergency Department
Ewelina Golec	2100/Burn Step-Down
Nadine Joseph	4 West
Veronica Joyce	Intensive Care Unit
Megan Leegwater	Emergency Department
Anglo Liza	Family Centered Care/Nursery
Melissa Martins	Intensive Care Unit
Yelena Mercurius	Medical Surgical Float
Gabrielle Miller	2400 Cardio-Thoracic Step-Down Unit
Natalie Morrison	Emergency Department
Kathryn Moskal	Telemetry Float
Fiona Nicks	Emergency Department
Carla Ospina	Emergency Department
Kaitlyn Pagan	5200 Pulmonary
Jessica Pak	5700 Renal Transplant and 5300 Renal/Urology
Sarah Raber	2 West Oncology
Katheryn Sabagh	Intensive Care Unit
Brenda Villafuerte	2200 Medical Surgical
Alec Vujic	Medical Surgical Float
Meagan Zimberg	Emergency Department

2022 Cohort 3:

Veronica Alvarado	Labor & Delivery
Kenya Blanco Martinez	2200 Medical Surgical
Chescarl Cenoble	4 West
Sophie Conklin	2400 Cardio-Thoracic Step-Down Unit
Stephanie Erazo	4 West
Izabela Gaines	4 West
Julianna Golden	Emergency Department
Elizabeth Gonzalez	Emergency Department
Christina Haywood	Emergency Department
Linabeth Hernandez	2100/Burn Step-Down
Afia Hinckson	4 West
Ariel Hwang	Medical Surgical Float
Samantha Izquierdo	Intensive Care Unit
Sandeep Kaur	4 West
Hannah LaBruno	Intensive Care Unit
Abigail Lokossaa	5700 Renal Transplant and 5300 Renal/Urology
Joe Lombardi	2200 Medical Surgical
Purity Maina	2200 Medical Surgical
Semiat Majekodunm	Medical Surgical Float
Natalie Meadows	5200 Pulmonary
Mariela Ortiz	Neonatal Intensive Care Unit
Amanda Ricco	Burn Intensive Care Unit
Catherine Samaniego	Neonatal Intensive Care Unit
Jacquelyn Soldano	2200 Medical Surgical
Michelle Tolochko	Intensive Care Unit

2022 Cohort 4:

Joyce Amissah	5700 Renal Transplant and 5300 Renal/Urology
Rebecca Castro	4 West
Kaylee Dejesus	Emergency Department
Mallory Foster	Emergency Department
Laura Friedenbach	Family Centered Care
Serah Gascot	Burn Intensive Care Unit
Joselyn Luna	2100/Burn Step-Down
Elizabeth Pena	Emergency Department
Alicia Robinson	4 West
Emani Ross	Telemetry
Sophie Sabin Jephthane	Emergency Department
Sara White	Labor & Delivery



Nurse Externship Program

Jessica Stanford, MSN, RN-BC, Externship Coordinator

In summer 2022, CPDIR facilitated a Nurse Externship Program. Seven nursing students from various nursing schools completed an eight-week externship program in the summer between their junior and senior years. The externship is an opportunity for students to immerse themselves on different units throughout the Medical Center and gain invaluable career learning experience. Nurse externs are encouraged to transition into Patient Care Technician positions for their senior year.

2022 Nurse Externs had experiences in the following units:

Emergency Department | Intensive Care Unit | Labor and Delivery | Operating Room

Pediatrics | Pulmonary Medical/Surgical | Renal Transplant Medical/Surgical



Continuing Professional Development and Specialty Certification

Continuing professional development is a priority at CBMC. Nurses are supported through a variety of methods to professionally develop themselves, including degree advancement and nursing specialty certification. The various goals include strategies to achieve the target and ways the organization can support RNs to advance their education, including beyond BSN attainment. CBMC tracks progress of the interventions by varying measures of success, including collecting RN degree information which is collected several times throughout the year. CBMC nurses are also provided tuition reimbursement for college level tuition expenses and graduation fees up to a maximum of \$5,250 per year; part-time employees are reimbursed at a prorated rate.

Specialty nursing certifications are an additional measure to validate that RNs have a level of expertise in a specific specialty. CPDIR continues an established collaboration with a service to provide a comprehensive online review course for Critical Care, Emergency Nursing, In-Patient Obstetrics, Medical-Surgical, Neonatal Intensive Care, and Progressive Care specialty certifications. These self-paced courses can be accessed on demand for one year.

As a result of the continued support and dedication to nursing excellence, 87% of CBMC nurses have maintained BSN or above nursing degrees. The number of nurses with specialty certification has increased from 46 to 52% (of applicable nurses that can obtain a specialty certification).

Contact hour programs are a way to increase knowledge, skills, and attitudes to reduce practice gaps. Based on prior evaluations, multiple teaching and learner engagement strategies were utilized to provide continuing professional development contact hours to the CBMC nursing staff. CPDIR was challenged with meeting the needs of the staff and adapting to virtual platforms. Several conferences and courses were moved to an online learning platform, asynchronous and synchronous learning was redesigned, and learning objectives and evaluative methods were adjusted. It was important to have quality programs that met the needs of staff. The team was successful in providing over 4,700 contact hours in 2022 via webinars, conferences, journal clubs, in-person classes, and simulation. CBMC also provided online access to the Nursing Reference Center Plus through the Medical Library, which offers more than 2,500 free contact hours. Education was conducted on how to access the resource. The Professional Development Committee collaborates with Nursing Education to disseminate opportunities.

Certified Nurses Week 2022



2022 Certified Nurses

Adult Care Nurse Practitioner

Guinevere Aquino
Keri Furci
Jenny Guevarra
Khalilah Ismael
Angela McCall Brown
Brigitte McNamara
Gina Morris
Homero Paniagua
Javicia Peterson-Cole
Mona Williams-Gregory

Adult-Gerontology Primary Care Nurse Practitioner

Stephanie Caiella
Vonetta Freeman
Grethel John
Karen Kiefer
Jalesse Munoz
Tunda Mwenge

Advanced Oncology Certified Nurse Practitioner

Patricia Lipari

Ambulatory Care Nursing

Gertruda Ramos

Cardiac-Vascular

Yulieth Hernandez

Cardiovascular (ED, Telemetry, Stepdown)

Adaobi Opara

Case Manager Certified

Sharon Antoine-Dixon
Celeste Brown
Theresa Cohen
Janice Delarosa Imbriano
Bock Mi Jung
Belinda Krever
Esther Lewis-Craig
Belkis Ramirez
Sandra Schwanborg
Arlene Stewart
Leslie Wapples

Certified Acute or Critical-Care Nurse

Jemalie Barrios
Katherine Casas
Irene Dalisay-Macaventa
Sophia DePergola
Janeth Hughes-Schmidt
Ana Rodrigues

Certified Clinical Documentation Specialist

Catherine Powell

Certified Clinical Transplant Coordinator

Tatiana Alvarez
Monica Bowling
Lobsang Dhondup
Colleen Dowling
Anne Ellis-Kosty
Kathleen Foley
Jennifer Hinkis-Siegel
Ana Merced
Allison Moorman
Marie Morgievich
Bridget Schiraldo
Katherine Szucs
Casey Warren

Certified Emergency Nurse

Maria Best
Jyothi Biju
Kathleen Conlon
Melissa Del Mauro
Molly Docherty
Lucia Russini

Gerardo Floresca
Taslina Ishmael
Cassandra Jung
Karen McClellan
Martine Ragone
Devon Schneider
Rosalin Thottumari
Nicole Tomasello
Bethany Watkins

Certified Gastrointestinal Registered Nurse

Waichun Chak
Laura Gramatica
Ashley Grieco
Ashley O'Connor
Ida Podolski
Molly Schulenburg
Gabrielle Toussaint Blanc

Certified Hospice and Palliative Nurse

Maria Roesler
Rosemarie Vasquez

Certified in Infection Control

Ina Mendes

Certified Nephrology

Claire Angelo
Joanna Christine Chin
Raquel Goncalves
Mark Gutierrez
Luz Molina-Morales
Cielito Villanueva

Certified Nurse Manager and Leader

Kimberly Rosales

Certified Nurse Operating Room

Aamina Ali
Jemy Chacko
Lisa Chaia
Elizabeth Foy
Valerie Fuentes-Pazmino
Helen Gaughan
Ebentz Hyppolite
Susan Lombardo
Dana Pena
Preethi Pushparathinam
Edgar Roque
Pamela Schwartz
Gideon Tsedze
Jacqueline Turner
Lorna Cano
Krystle Castro
Caroline Kornutik

Laura Rodriguez
Inja Yeo

Certified Pediatric Emergency Nurse

Arlene Arnold
Janice Bulallo Iglesias
Irene Delaunay
Karyn Quinn

Certified Pediatric Hematology Oncology Nurse

Cherryl Soto

Certified Pediatric Nurse

Josephine Maramba
Lauren Raynor McNichol

Certified Post Anesthesia Nurse

Sara Alfano
Phyllis Bohaczuk
Jolene Custodio
Deborah D'Angelo
Kate DeMaio
Rosalinda Espina-Dario
Danielle Handsman
Marcella Ann Marinas
Shidenies Morton
Jennifer Muller
Karina Orpilla
Maria Refinski
Johanna Royandoyan
Cecilia Tecson-Gandhi

Certified Procurement Transplant Coordinator

Sara Castellvi

Certified Professional in Healthcare Quality

Mary Collazo
Sean Cox
Elizabeth Gilligan

Certified Radiology Nurse

Coleen Gurkas

Certified Registered Nurse Infusion

Yetty Carcamo
Noela Debuque
Aileene Portalatin
Mary Jean Ramirez

Clinical Nurse Leader

Lindsay Cianciotto
Kara Czarcinski
Lauren Kushi
Frances Lin

Clinical Research Coordinator

Christina Daliani

Critical Care

Magdalena Adimari
Eduard Agapay
Emma Anonuevo
Guido Appelgren
Elena Arias
Mariana Beltran
Amy Bravenboer
Kimberly Buechel
Antoinette Cadacio
Kathryne Cappucci
Kevin Daly
Kelly Dela Cruz
Mary Lucy Detizio
Rowena Durand
Kristine Eckert
Laura Freire
Rosemarie Freschi
Marcella Garner
Edith Genuario
Susan Govlick
Vivian Herrera
Jessica Hladky
Jean-Marie Hodge
Christine Hughes
Claudia Irmiere
Susan Jacob
Christina K Jamieson
Chelsea Katalbas
Lisa Killian
Katarzyna Krupa
Yuliya Kucher
Elaine Lamb
Kenneth Lao
Rizaline Lendio
Megan Maniscalco
Daniel Marques
Marc Monteith
Maria Karissa Moos
Julianne Palardy
Bhavisha Patel
Tamara Porada
Linda Price
Julya Rempel
Michelle Rice
Per Rosenkvist
Courtney Saavedra
Juliet Salas
Jonathan Sanchez
Diane Schickram-Smith
Sarah Simon
Hannah Solon
Tara Stephens

Victoria Tan
Maristel Tenorio
Christopher Tiamson
Michelle Wagner
Donisha Wynter
Reine Zangue-Temgoua

Family Nurse Practitioner

Paula Alem
Madeline Dorestil
Erin Klecka
Kedisha Lloyd
Raechel Lofaro
Dara Medina
Harriet Mills-Tagoe
Marlene Roberts
Amanda Rogers
Kimberly Rojas Nunez
Catherine Serrano

Gerontological Nurse Practitioner

Jolly Kuruvilla

Holistic Nurse Board Certified

Julia Fitzpatrick
Catherine Ponterio
Mary Velardi-Stoffel

Inpatient Obstetric Nursing

Emily Allig
Lisa Brosko
Candice Buno Sot
Julia Czajkowski
Lani Nimfa Dumdum
Galina Gendelman
Erin Gibbons
Kathleen Gilrain
Heather Grundy
Kelly Hlavin
Jane Johnson
Cherryl Kudyba
Donna Lazzaro
Linda Lordi
Amber Marcantonio
Janine Marley
Adrienne Olson
Mary Eileen Pellecchia
Himali Rana
Ruth Rodriguez
Linda Russo
Lois Sheptuck
Shiney Sunil
Jennifer Terrone
Patricia Turner
Kim Weinstein
Yueli Zhou
Anna Zielinski

International Board Certified Lactation Consultant

Susan Di Rocco
Alisa Gregory

Maternal Newborn Nursing

Noelle Acierto
Tracey Aldana
Krysta Aliberti
Gabrielle Almeida Cummings
Alma Astorga
Shiny Binu
Julia Brodock
Sheila Collier
Ines Coppola
Ann Dohm
Rosalind Eyerman
Alison Gilmartin
Virginia Huffman
Sandy Hussain
Grace Kao
Shyni Kurian
Tracey Martino
Ingid Patella
Latoya Pearson
Bethany Queiruga
Barbara Reisinger
Janey Samuel
Shany Shaji
Karolina Stepien
Lisa Werdann

Medical Surgical

Beverly Antoine
Anelisa Arevalo
Michaela Baker
Nicole Baker
Alana Brabyn
Cassandra Brooks
Sarah Brutosky
Erika Buenano
Jessica Callejo
Kristina Cerro
Kaitlin Chan
Wanda Chatman
Kecia Connor
Ashley Daveniero
Anthony Delcalzo
Kathleen Devlin
Melissa Donnay
Ngozi Fadehan
Darianne Fischer
Flutra Gaxha
Jessica Graessle
Nadeka Hawthorne
Nadreka Hawthorne
Hannycya Hernando

Deanna LaRosa
Jang Youp Lim
Kevin Christian C Lo
Marie Louis
Jan Lukasiewicz
Amy Miranda
Hoyoung Paredes
Anitaben Patel
Heather Patten
Deanna Paxos
Olga Pierson
Erin Poulsen
Deborah Priestman
Julie Salazar
Leanne Sanabria
Gifty Selby
Eileen Singer
Yvette Small
Kimberly Snitkin
Derling Sotelo Franco
Carlita Spike
Julianne Spizzoucco
Kathleen Swanstrom
Rizalina Tan-Dizon
Gianna Tassone
Chandon Thompson
Sheila Townsend
Samantha Tunney
Marilyn Verdi
Yeltsie Volcy
Katherine G Williamson
Mary Yarussi

Neonatal Intensive Care Nursing

Edna Articono
Jamie Beins
Kimberly Brennan
Janet Camasta
Ashley Cardoso
Mini Chacko
Maureen Dunn
Maria Victoria Espiritu
Jyothi Furtado
Cindy Garcia
Maria Glueck
Cresencia Lardizabal
Sandra Lopez
Maria Lozano
Judith Mack
Kathleen McKay
Sharon Pabrua
Crystal Richburg Oliver
Laura Romeo
Suzanne Seguin
Evelyn Sison
Carol Stypulkoski

Diane Sudol
Joseph Tenorio
Sharna Timonera
Melanny Velasco
Karen Verbeke

Nursing Professional Development

Lydita Atanacio
Wuilda Castro
Aida Palomino
Stephanie Richter
Leslie Wright-Brown

Oncology

Jessie Borer
Evelyn Campbell
Angeline Charles
Wayne Chowaniec
Erin Ciklic
Deanna Ciriaco
Margaret Correale
Moirra Davis
Lauren DiCosimo
Michele Dolisca
Katherine Doria
Mindy Foley
Christine Grywalski
Lucy Hahn
Lynn Haytaian
Marsha Horowitz
Leanna Karlicki
Karen Linden
Silvia Mariano
Virginia McShane
Anna Mendoz
Janet Mutinda Kiteta
Kathleen Phillips
Suzanne Russo
Maria Elena Seron
Pietro Somma
Bina Steaphen
Marcela Tabago
Stephanie Trstensky

Pediatric

Ruby Brillantes-Brathwaite
Stephanie Dimitrakis
Lynmarie Joan Gearhart
Emily Henion
Deborah Kelleher
Lauren Packard Farrand
Patricia Relvas

Rebecca V Sachs
Fallon Salkins
Vanessa Silva
Laura Trovato
Kristin Visentin

Pediatric Primary Care Nurse Practitioner

Mini Oommen

Progressive Care Nurse

Darrell Alinea-Garcia
Silvia Calderon
Emmy Canaria
Kristen Carrotto
Lycel Celso
Christine Chen
Ruichao Cheng
Casey Chu
Jennifer Cinque
Nancy D'Alessandro
Brittany Dasti
Edna Dela Cruz
Irysa Filimonczuk
Agatha Finnegan
Ashley Fischer
Peter Foglio
Bindu George
Zoey Gibbs
Maria Gomez
Christina Habrahamshon
Mary Hanley
Nico Ignozza
Sarah Koritam
Minerva Layug
Marissa Marcantonio
Jeremy Mendoza
Alexander Nguyen
Jennifer Nitzsche
Shannon Ostrowski
Katie Padin
Erin Parvin
Imelda Perez-Bulos
Frances Sagun
Natalie Schmidt
Nicole Schweighardt
Erica Steele
Kristine Strelec
Peter Toscak
Desiree Vergara
Julianna Verso
Viane Villanueva

Danielle Villone
Czerisnelle Vitug
Diahann Volcy

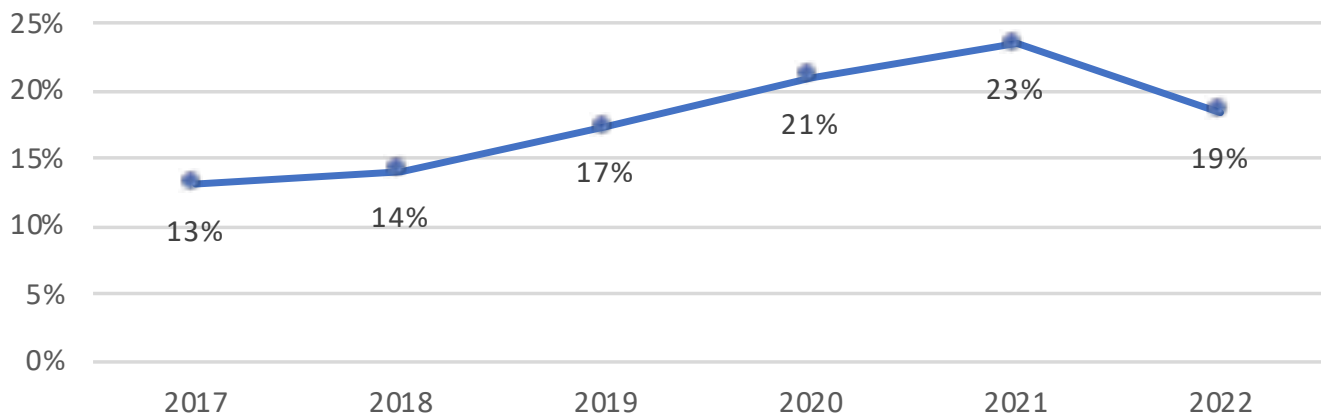
Stroke Certified Registered Nurse

Eina Jane Marie Adlawan
Jocelyn Paloma

Wound Care Certified

Lisa Arrington Silliman
Stephanie Cavallaro
Dianne Horton
Sandra Johansen
Stacy Krakower
Teresa Malit Freda
Elizabeth Vocaturro

Percent of Clinical RNs with Approved Clinical Ladder Applications



Nurse Clinical Ladder Program

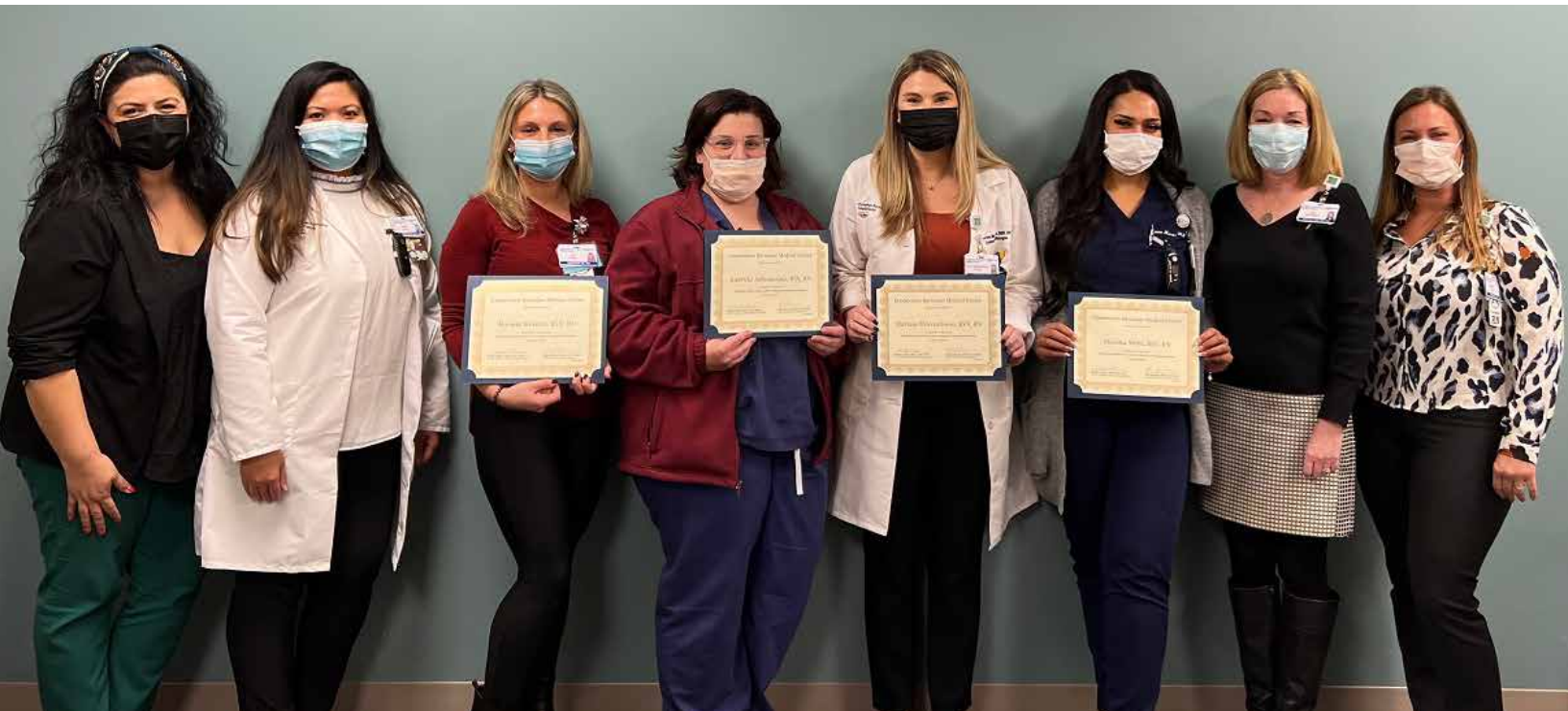
CBMC is committed to the professional development and advancement of its registered nurses through the Nurse Clinical Ladder Program. The program recognizes and rewards registered nurses who expand their clinical expertise and leadership as they strive to make a difference at the bedside. The Nurse Clinical Ladder provides a structure for the development of clinical excellence in patient care based on increasing expertise in the following areas: Leadership, Community, Growth and Development, and Clinical Practice. Nurses are recognized for professional development efforts such as nursing degree, nursing specialty certification, involvement in shared governance, innovation, research and evidence-based practice, and community involvement.

CBMC has three Clinical Ladder Programs consisting of a tier system based on Patricia Benner's novice-to-expert theory. Benner's work, describes the attributes of Professional Nurses as they gain experience and education. The model incorporates the work of Stuart Dreyfus who described five stages in the acquisition and application of knowledge. There are three levels that achieve monetary reward for completion.

Program oversight is provided by Deanna Paxos, MSN, RN-BC, CNL, NE-BC, Assistant Vice President of Nursing Excellence and Innovation and the Professional Development Committee (PDC). Members of the PDC serve as clinical ladder peer reviewers. They provide support and help guide and mentor nurses to be successful in the program and review and approve applications. Nursing leadership and nurse members collaborate to ensure the program continues to evolve as does nursing practice and the work environment. CBMC continues to encourage commitment to organizational goals and highlight nursing's contributions and achievements. The Clinical Ladder Program is an annual process that begins with an initial enrollment from January through March, a mid-year check-in to validate points and provide feedback and guidance for candidates, and a final application submission in December.

Since initial implementation in 2016, Clinical Ladder Programs have been developed for advance practice nurses and nursing educators.

LEADERSHIP TRAINING AND RECOGNITION



Nursing Pride and Promise, Class of 2022

Nursing Pride and Promise Class

On December 9, CBMC celebrated the most recent graduates of the Pride and Promise Leadership Development program. The program is designed to prepare participants for higher-level responsibility and to enhance their work in their current positions. Congratulations to the 2022 graduates, pictured from left, with members of Nursing Leadership:

- Morgan Morales, BSN, RN, Clinical RN, 3200 High Risk Antepartum - pursuing a Doctorate in Nursing Practice at Rutgers
- Gabriela Albuquerque, BSN, RN - professional accomplishment: recently promoted to Interim Clinical Director of the Burn Intensive Care Unit and Burn Step-Down Unit
- Marissa Marcantonio, BSN, RN, Clinical Director, Intensive and Cardiac Care Units
- Deanna Mims, BSN, RN, Assistant Nurse Manager, Pediatric Health Center - pursuing a Master of Science in Nursing at William Patterson University
- Zoey Gibbs, BSN, Clinical RN, Intensive Care Unit (not pictured) - pursuing a Master of Science in Nursing at William Patterson University
- Jang (James) Youp Lim, BSN, RN-BC, Patient Care Coordinator, 1 West Medical Surgical Step-Down (not pictured) - pursuing a Master of Science at Rutgers

Emerging Leaders 2022

The Emerging Leaders Program Class of 2022 included Kathleen Curtis, RN, Patient Care Coordinator, 4100/4700 Medical Surgical, and Yeltsie Volcy, RN, Telemetry Float Pool.

The Emerging Leaders are high-performing, high-potential employees that lead by example and uphold CBMC's CCHES mission, vision, and values. Participants are nominated by their managers who recognize and appreciate their dedication and commitment to CBMC. The Executive Team reviewed all the nominations and selected the participants. This experiential leadership development program is designed to give employees knowledge and applied learning opportunities to assist in their career growth. Participants learn what it means to be an effective leader in today's business environment and develop their leadership intellect and functional skills. To date, more than 75 percent of those who have taken part in the program -- since the first graduating class of 2014 -- have been promoted to a higher level responsibility.

COMMUNITY INVOLVEMENT

As part of CBMC's commitment to Social Impact and Community Investment, nurses took part in a variety of events coordinated by the Community Health and Outreach (CH&O) Department.

On June 5, CBMC's Team Mulgaonkar Transplant and RWJ University Hospital New Brunswick partnered up to celebrate the **Gift of Life at the 2022 New Jersey Sharing Network 5K**. Many from CBMC showed up to volunteer and walk!

Sponsored by CBMC, **The Valerie Fund Walk and 5K Run**, held September 17, supports their mission to provide health services for children with cancer and blood disorders.

The **22nd Annual Miracle Walk** to benefit the CBMC Neonatal Intensive Care Unit (NICU), held in beautiful Verona Park on October 9, was the first in-person event since the pandemic.

Nurse Leader Spotlights

In 2022, the Nurse Leader Council introduced the Nurse Leader Spotlight to recognize nursing leaders who embody nursing excellence in their practice. Honorees included:

- Anthony Delcalzo, BSN, RN-BC, Clinical Director, 5200 Pulmonary
- Melissa Del Mauro, MSN, RN, CEN, Clinical Director, Emergency Department
- Erin Parvin, MBA, RN, PCCN, Clinical Director, 2400 Cardio-Thoracic Step-Down Unit
- Samantha Tunney, BSN, RN-BC, Clinical Director, 5700 Renal Transplant and 5300 Renal/Urology

Nurse Leadership Promotions

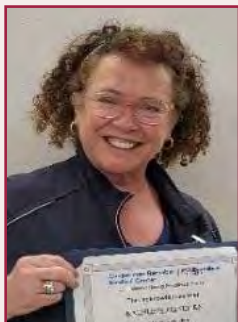
In 2022, there were nine nurses that were promoted to a nurse leader position:

- Russini Floresca, MSN, RN, CCRN, CEN, Clinical Director, Cardiothoracic Intensive Care Unit
- Jenny Guevarra, DNP, APN, Clinical Director of Advanced Practice Providers
- Marissa Marcantonio, BSN, RN, Clinical Director, Intensive and Cardiac Care Units
- Ashley Helmlinger, BSN, RN, Clinical Director, Medical Surgical 4100/4700
- Gladys McHenry, MSN, MBA, RN, Administrative Director of Pediatric Services
- Liliana Morales, BSN, RN, MPH, Administrative Director of Obstetrical Services
- Eugene Osmak, BSN, BA, RN, EMT-B, Clinical Director, Emergency Department
- Stephanie Richter, MSN, RN, NPD-BC, CEN, Director, The Center for Professional Development, Innovation and Research
- Samantha Tunney, BSN, RN-BC, Clinical Director, 5700 Renal Transplant and 5300 Renal/Urology



Nurse Preceptor of the Quarter

The Center for Professional Development, Innovation and Research (CPDIR) is happy to recognize the most recent honorees.



Q1:
Kathy Feeny, RN,
Emergency Department

Through Kathy's years of service at CBMC, she has guided many nurses as they start their journey into the fast-paced environment of emergency nursing. She is not only known for her wisdom and clinical expertise, but also for her humor. She was nominated by Elvira B., RN. During Elvira's orientation, "Momma Feeny" came to the rescue during a challenging pediatric case. Elvira explained that not only did she feel comfortable learning from "Momma Feeny," but she appreciated the time she spent debriefing with her after certain cases. Thank you Kathy for all the work you do and the time spent orientating nurses to emergency nursing.



Q2:
Erica Steele, BSN, RN, 2400
Cardio-Thoracic Step-Down Unit

In a nomination by Madison B., RN, a new graduate working on 2400, she detailed Erica's compassion, knowledge, and patience with both her patients and her colleagues. In addition to making her feel welcomed and a part of the team, Erica was able to teach her and make her feel comfortable when asking questions and was always able to keep calm and continue to mentor Madison even in the most stressful situations. Madison added, "I will always remember her patience. I plan to take what she has taught me and hopefully teach new grads with the same patience as she has shown to me." Thank you Erica for all her help on 2400 as she has now transitioned to the Intensive Care Unit.



Q3:
Hilary Smith, RN, 4100/4700
Medical Surgical

With over 20 years of experience and dedication, Hilary has influenced and inspired the careers of her fellow 4100/4700 nurses including those during orientation. Her co-workers expressed great appreciation and love for her. They commended her on her patience, expertise, and dedication to the unit. As Hilary shared, "By precepting, I can help teach, ease frustration and build confidence." Thank you Hilary for all that you do!



Q4:
Cecelia Tecson Gandhi, BSN, RN,
BSN, RN, Post-Anesthesia Care
Unit (PACU)

"With over 30 years of experience as a nurse in many different capacities I am honored to be able to share my wisdom with the PACU orientees. I appreciate that I am able to share my wisdom, skill, and work experiences with my new co-workers in order to help mentor my new colleagues. During the orientation period, I dedicated my time to help grow and develop my new co-workers knowing that one day they could be taking care of me! It is an honor to be recognized as the preceptor of the quarter for the PACU."

Educator of the Quarter



Q1:
Mary Velardi-Stoffel,
MSN, RN, HNB-BC



Q2:
Minerva Layug,
MSN, RN, PCCN



Q3:
Bethany Watkins,
MSN, RN, CEN



Q4:
Celso Mañez,
MSNE, RN

RECOGNITION OF NURSING

Nurses Week 2022: Making A Difference

In honor of National Nurses Week, CBMC held a variety of activities to thank and celebrate its dedicated and diverse team of nurses, nursing assistants and technicians. Events included a Professional Development Fair, self-care activities like pet therapy, wellness cart deliveries and adult coloring, as well as a Nursing Excellence Conference featuring a keynote speaker from Johns Hopkins Health System. Congratulations to the more than 20 deserving departments and members of the nursing team who were recognized for their dedication to ensuring the delivery of CBMC's mission to each and every patient by providing compassionate care in a setting of health care excellence and superior service. The entire team portrays the best of the profession through patient encounters, innovative project initiatives, community service and overall professional practice. Carolina Kalil, RN, takes a mindful moment in the 2 West Oncology Staff Lounge by using the coloring wall.



Nursing Excellence Awards

During Nurses Week 2022, Cooperman Barnabas Medical Center (CBMC) presented the annual Excellence in Nursing Awards. "I am honored to lead a staff of over 1,665 nurses who have all made the decision to dedicate themselves to the care of others. Our nurses take the lead in ensuring the delivery of our mission to each and every patient by providing compassionate care in a seeing of healthcare excellence and superior service," said Sheila Collier, MSN, RNC, MNN, Chief Nursing Officer. "Congratulations to this year's honorees. We are all thrilled to recognize our nurses who demonstrate excellence."



Daisy Leader

Sandra Johansen, BSN, RN, CWON, Program Director, The Center for Wound & Burn Healing and Inpatient Wound & Ostomy Services

Daisy Team

1 West Medical Surgical Step-Down



**Marcia Reinfeld Samuels and Morton Abraham Samuels
Nursing Award in honor of N. Peter Zauber, M.D.**

Maria Elena Seron, MSN, RN, OCN, Infusion Center
Mary Ann Zielke, ADN, RN, Float Pool
Marissa Abesamis, BSN, RN, 4100/4700 Medical Surgical

Angela McCall-Brown, MSN, APN, NP-C, SCRNP, Stroke Center
Kristin Visentin, BSN, RN, Pediatric Intensive Care Unit
Peter Foglio, BSN, RN, PCCN, 1 West Medical Surgical Step-Down



Lizbeth and David Straus Caring Hands Award

Lisa Burbank, Kidney Transplant
Whitney Brown, Float Pool
Aira Descallar, Hemodialysis
Jennifer Harris, OBY/GYN Ambulatory Health Center
Mabel Reyes, 1 West Medical Surgical Step-Down



**George H. Steisel Pulmonary Fund
Scholarship Award**

Taylor Barnes, BSN, RN, 5200 Pulmonary





The Kathleen “Katy” Hanf Making a Difference Award

Stephanie Trstensky, BSN, RN, OCN, Cancer Center
Nico Ignozza, BSN, RN, PCCN, 2300 Telemetry

Jane Benjamin Memorial Scholarship/Award

Pierina Jijon, BSN, RN, 2 West Oncology
Janet Mutinda Kiteta, MSN, RN, OCN, 2 West Oncology



Joi Mann Mentorship Award

Nicole Baker, MSN, RN, CMSRN, 1 West
Medical Surgical Step-Down



**Susan Governale Emergency Department
Nurse of the Year**

Sheryl Turla, RN, Emergency Department



**The Janice M. Gamper, RN
Nursing Scholarship Award**

Melissa Weekes, Operating Room
Mabel Reyes, 1 West Medical Surgical Step-Down



APN Awards Presented



Loretta Ford Award: Patricia Lipari, MSN, APN-C, AOCNP

For over 35 years, Patricia Lipari has been a vital nurse practitioner who provides unparalleled care for oncology patients at the Cancer Center. She was nominated by 11 of her peers. In the nominations, Patti is described as an incredible asset to the Cancer Center and an unsung hero. She is a part of the glue that holds the Center together communicating between the doctors, patients and infusions staff. She is hardworking and tirelessly dedicates herself to the patients by supplying them with the utmost care and compassion. She collaborates with other team members to ensure her patients are getting the greatest quality care. Her ability to see a multitude of patients with a variety of conditions is exceptional.

She is warm and patients feel they are in great hands under her care. She goes above and beyond for patients and is always ready to lend a helping hand to the team, whether in an emergency where she is often the first to arrive, or to fill in for a provider, or for any situation no questions asked. She does it also with a smile. She is a valuable and knowledgeable resource, serving as a mentor to the nursing staff as she educates them about cancer, chemotherapy regimens and side effects. Her colleagues feel extremely lucky to have her on staff and feel they are better clinicians because of her. She is a joy to work with and is loved by them. Patti exemplifies what it means to be a caring and devoted nurse practitioner and is the Loretta Ford Award recipient for her exceptional dedication and commitment to her patients and their families.

Joanne Duffy Award: Vonetta Freeman, MSN, APN-C, APN-BC

Vonetta is an outstanding APN dedicated to providing the best care to neurosurgery patients. She was nominated by 10 colleagues. She is described by her team as the single most indispensable member of the neurosurgical program across the three hospitals—she carries the service on her shoulders. Vonetta consistently continues to promote the highest level of practice through collaboration and leadership. Her professional mannerisms foster intra-disciplinary approaches to patient centered care to provide positive outcomes. She is respectful, thoughtful and uses evidence based practices at all times. She has the respect of all those surrounding her, including physicians, APNs, nurses, case managers, and her patients. Vonetta understands that each patient is unique with individualized needs, and provides them with excellent care during their most trying times. She is empathetic, compassionate, and skillfully listens to her patients.

Despite the demanding workload for a service that often has 30-40 patients during the day, Vonetta has great enthusiasm. She never leaves a task unfinished, even if it requires her to stay late at work. She is excellent at her job, detailed oriented and meticulous to ensure patients are receiving high quality care. She creates a positive work environment and is a constant source of positive energy that is infectious. She is an absolute pleasure to work with. She goes above and beyond for patients, and performs beyond any member of the care team. She is a true leader in the neurosurgery team from whom all of her peers learn from and are proud to have as a colleague. She is committed to improving her own knowledge as well as others in encouraging education. Vonetta does a stellar job promoting patient care and is the inaugural recipient of the Joanne Duffy Award for her impeccable work ethic and knowledge, and her selfless dedication to excellence in care for neurosurgical patients.





2022 DAISY Award Recipients

For the sixth year, CBMC presented the DAISY Award to those nurses whose clinical skills and compassionate care exemplify the kind of nurses that CBMC's patients, their families, and staff recognize as outstanding role models.

Nir Ben-David, RN, 2 West Oncology

Madisen Birmingham, RN, Labor & Delivery

Erin Ciklic, RN, Radiation Oncology

Katherine (Katie) Clancy, RN, 3200 Ante-Partum

Rachel Ann Cua, RN, Intensive Care Unit

Jessica Graessle, RN, The Center for Professional Development, Innovation, and Research

Jolly Kuruvilla, APN, Palliative Care

Minerva Layug, RN, The Center for Professional Development, Innovation, and Research

Madeline London, RN, Infusion Center

Marilou Magat, RN, Hemodialysis

Cheri Manning, RN, Same Day Surgery

Olga Pierson, RN, The Burn Center

Marcy Regino, RN, Pediatrics

Nicole Schweighardt, RN, 2400 Cardiothoracic Step Down

Maria Seron, RN, Infusion Center

Vanessa Silva, RN, Pediatric Intensive Care Unit

Christopher Tiamson, RN, Cardiac Care Unit

Peter Toscak, RN, 1 West Medical Surgical Step-Down

2022 APN Award Nominees

Paula Alem, APN, MSN, APN, FNP-BC

Gwen Aquino, MSN, APN-C

Kelly Calleros, CNM, WHNP-BC

Mini Chacko, NNP

Colleen Dowling, MSN, APN-C, NP-C, RN-BC

Kristine Eckert, APN

Laura Freire, MSN, FNP-C

Marcella Gardner, APN

Jenny Guevarra, DNP, APN, CCRN

Christina Habrahamshon, MSN, RN, APN, NP-C, PCCN

Claudia Irmiere, MSN, APN-C, CCRN, CVN

Karen Kiefer, MSN, RN, APN, NP-C, SCRNP, RN-BC

Raechel Lofaro, MSN, APN, FNP-BC

Natasha Lopez, MSN, APN, AGNP-BC, CCRN, CMC, CSC

Brigitte McNamara, APN

Gina Morris, APN, MSN, APN-C

Homero Paniagua, MSN, APN, FNP-C

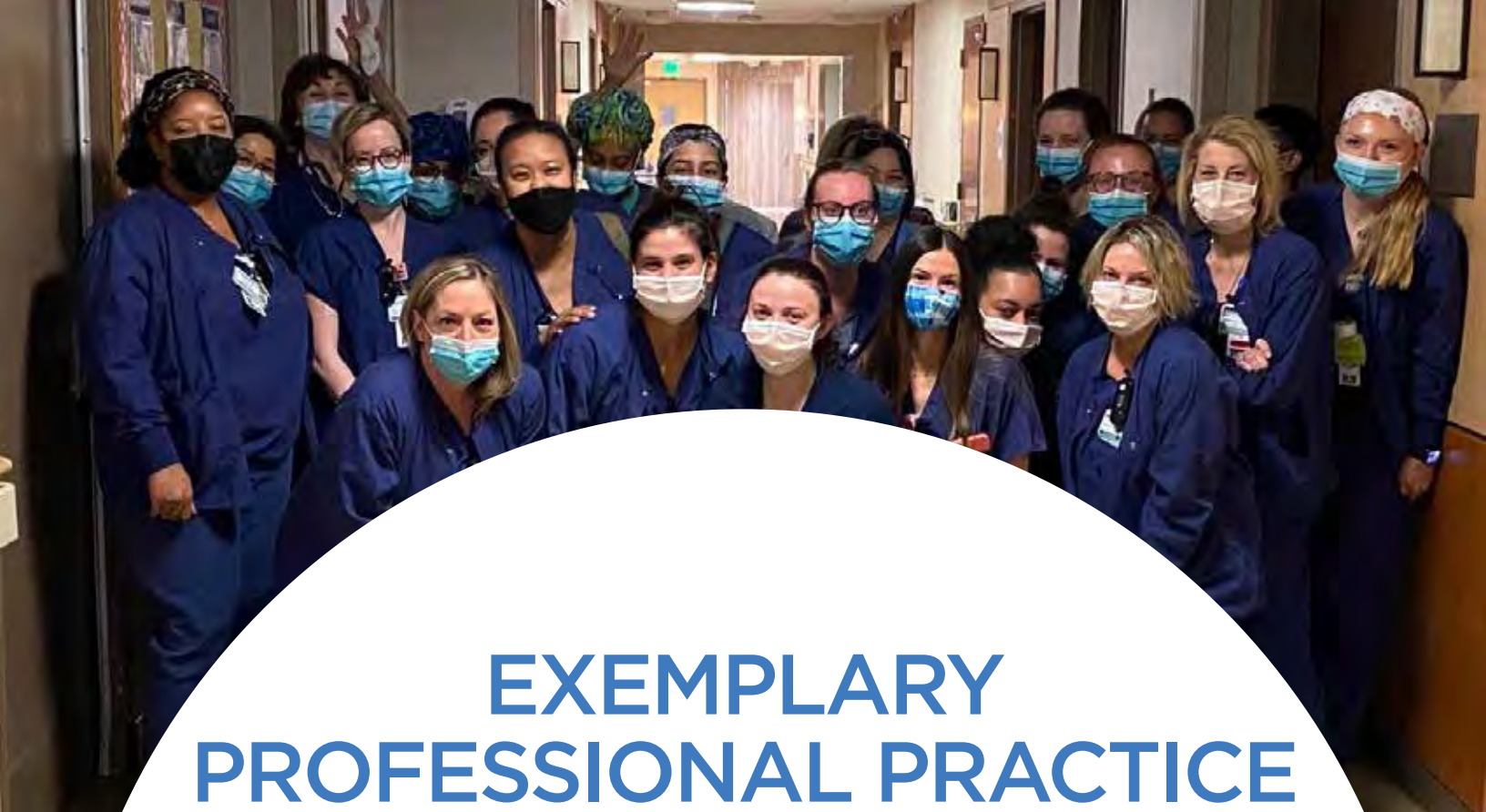
Julya Rempel, GNP-BC, WCC, RN-BC

Michelle Rice, MSN, APN, CCRN, ACNPC-AG

Amanda Rogers, MSN, APN, FNP-BC

Rosemarie Vasquez, DNP, AGNP-C, ACHPN





EXEMPLARY PROFESSIONAL PRACTICE

Quality Improvement Model for CBMC: Plan-Do-Study-Act

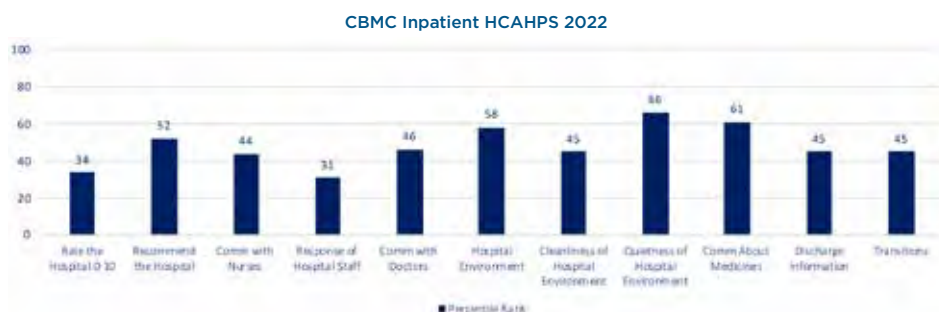
Nursing sensitive quality indicators are reported nationally by hospitals and allow consumers the ability to compare patient's clinical outcomes with similar hospitals. For CBMC, that would include teaching facilities of the same size. Nurses utilize the hospital's quality improvement model of Plan-Do-Study-Act (PDSA) for performance improvement initiatives. Clinical outcomes regarding patient safety are tracked and reported.



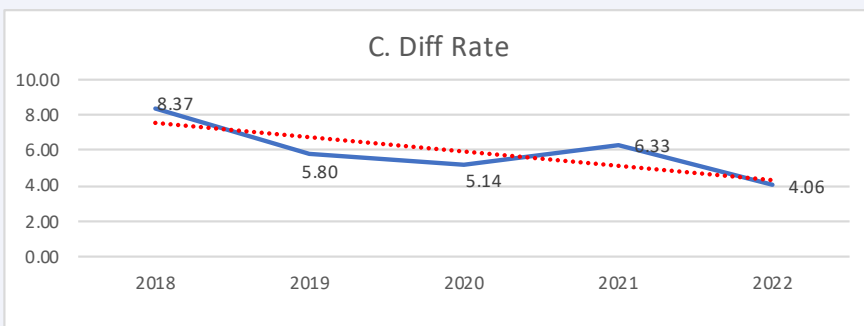
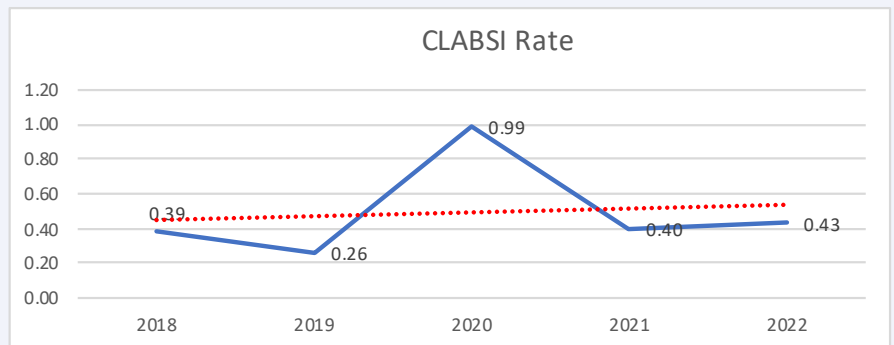
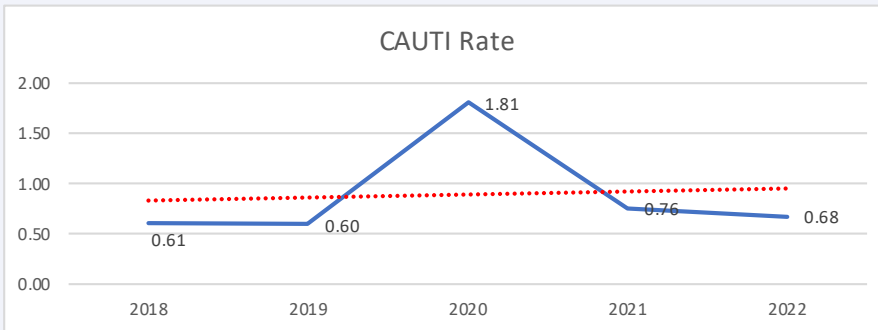
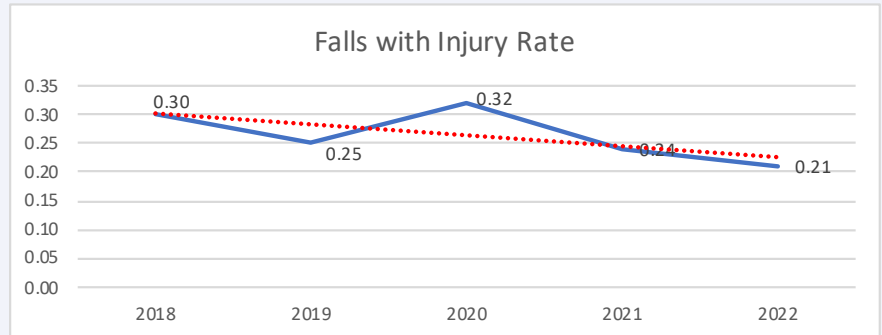
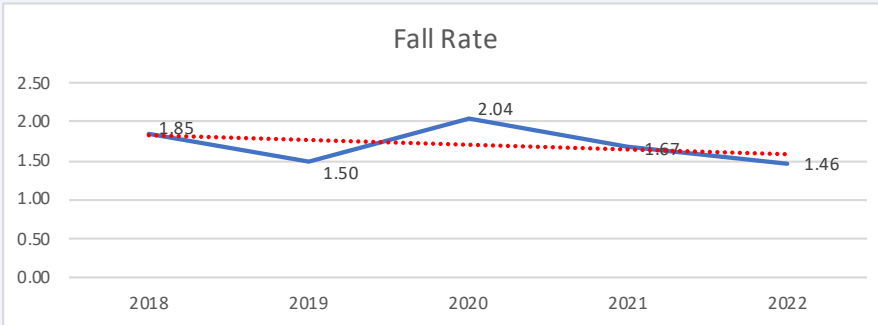
Patient Experience Inpatient

Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) National Percentile Rank

In 2022, CBMC launched a digital rounding platform, Huron Intelligence Rounding, that enables front-line staff and leaders to easily capture and share data in real time for more informed decision making, empower caregivers to collect and respond to patient data to improve outcomes, predict consumer needs, and engage more deeply with patients and their families across the care continuum.



Nurse Sensitive Indicators



Commitment to Diversity & Inclusion

CBMC nurses continue to participate in four Business Resource Groups (BRG), coordinated by the Office of Diversity and Inclusion. These voluntary, employee-led groups bring together those with a shared interest, identity or goal, to not only build a more diverse and inclusive workplace but also to ensure equitable patient centered care and outcomes, and include:

- **AWARE** - Advancing Women through Advocacy, Recognition and Empowerment
- **BPN** - Black Professionals' Network
- **PROUD** - Promoting Respect, Outreach, Understanding and Diversity
- **SALUD** - Service and Advocacy for Latinos United

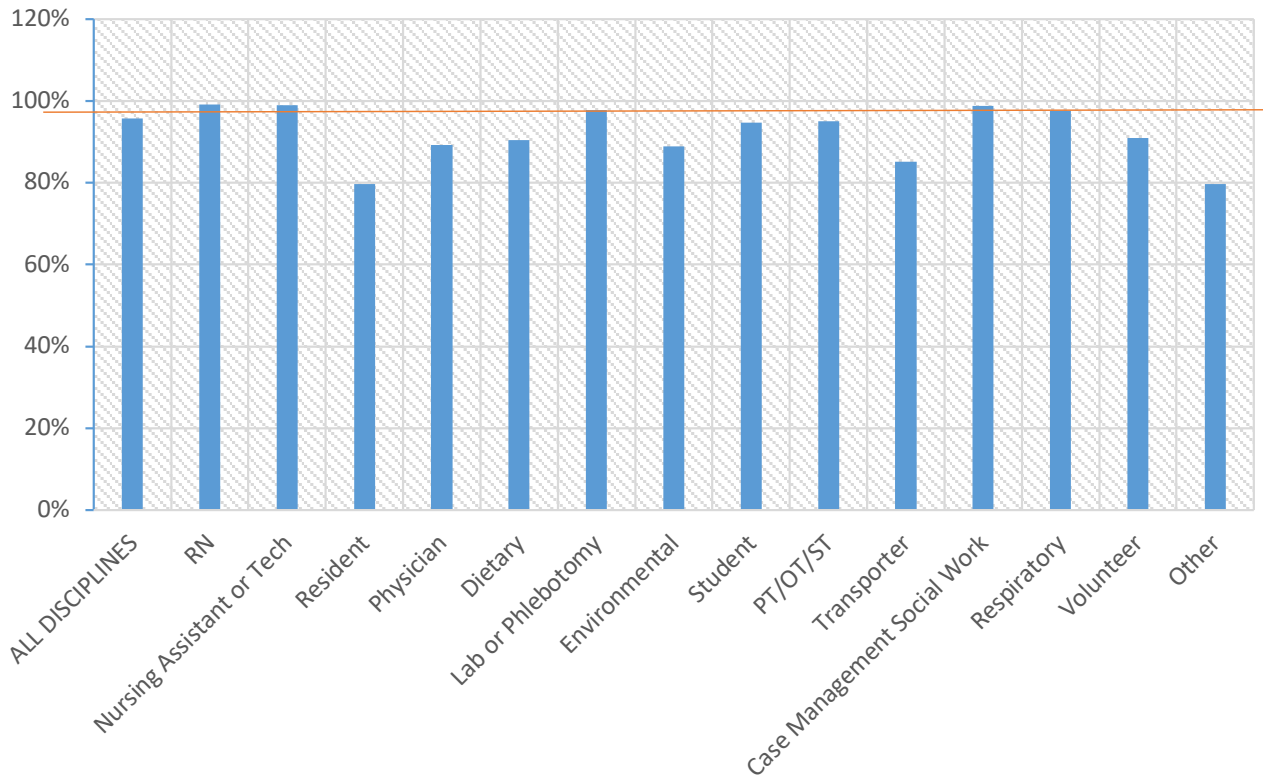
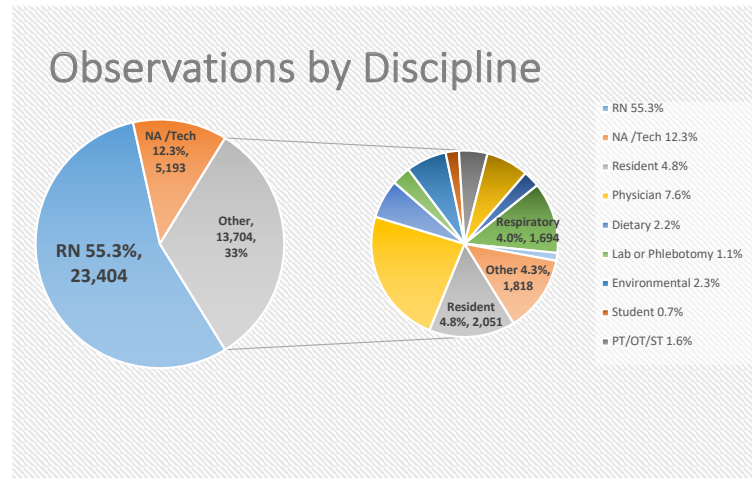
Pictured at a BRG recruitment event are Angela McCall-Brown, MSN, APN, NP-C, SCRNP, and Javicia Peterson-Cole, DNP, RN, APN, NP-C, SCRNP.

CBMC is proud to be re-designated as a "Leader in LGBTQ Healthcare Equality" by the Human Rights Campaign Foundation, the educational arm of the country's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer people. This is the seventh year that CBMC has been chosen among a select group of health care facilities nationwide to receive this designation.



Hand Hygiene Initiative

As noted in the chart, RNs (blue) and Nursing Assistants/Techs (orange) combine to have the greatest number of hand hygiene observations out of the 42,301 recorded. The Cumulative Performance Rate stratified by discipline, below, shows that RNs and Nursing Assistants/Tech have demonstrated close to 100% hand hygiene compliance. Opportunities for improvement include those disciplines which fall below 96% as represented by the red trend line.

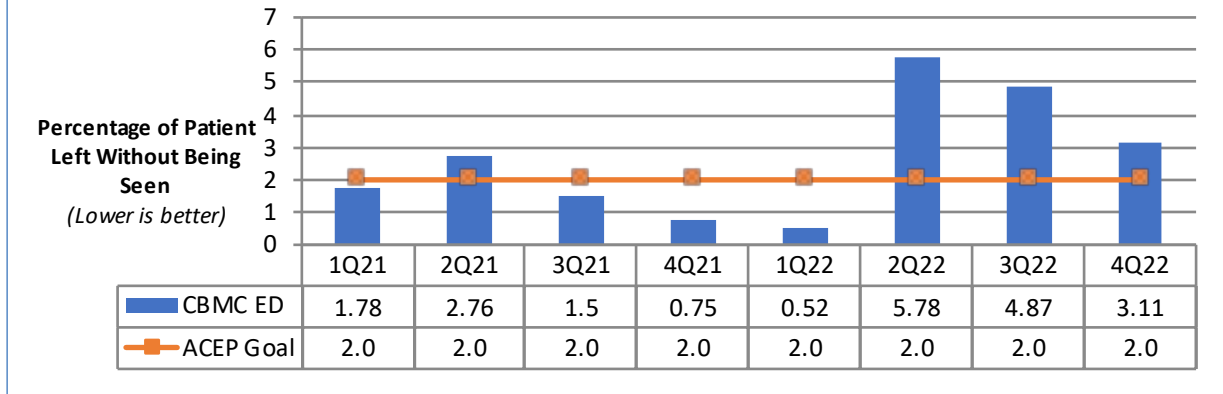


Interprofessional Collaboration

In 2022, The Center for Professional Development, Innovation and Research (CPDIR) and Medical Education Departments collaborated to present the first two-hour “Walk in My Shoes Shadow Experience.” With a goal to improve the work environment by enhancing communication and collaboration amongst physicians and nurses in the organization, medical residents observed the nursing team’s daily activities, tasks, and patient interactions. The objective is for the residents to reflect on the role of communication between physician and nurse regarding order management, medication administration, and patient experience. The project did result in an increase in the residents understanding of the nursing workflow.



Emergency Department: Left Without Being Seen



Emergency Department: Left Without Being Seen

CBMC's benchmark goal is based on Professional Standards as established by American College of Emergency Physicians (ACEP). With high volumes returning in Spring of 2022, the Emergency Department team worked together to modify the front-end flow process to rapidly bed patients with a "Provider in Triage." Additionally in November, a virtual provider in triage process was initiated.

Workplace Safety

Every team member deserves an emotionally and physically safe workplace. Unfortunately, not unlike hospitals across the country, CBMC has seen an uptick in the report of workplace violence over that last few years. CBMC is committed to devoting resources to combat violence against healthcare workers and ensure the appropriate resources, protocols and processes are in place to reduce the risk of and better respond to incidents that endanger the physical and emotional safety of CBMC employees.

In response, and as part of CBMC's Safety Together initiative, the hospital took steps in 2022 to improve safety in the workplace. Most notably, CBMC relaunched an organization-wide, multi-disciplinary Workplace Safety Committee with representation from frontline staff. The Committee's efforts to create a safer environment for us all, included the following initiatives:

- Provided initial de-escalation training to all staff.
- Held mandatory, in-person active shooter education workshops for all staff.
- Created a situational awareness in-person training program focusing on physical and emotional safety for frontline staff.
- Redesigned employee badges to include first name, last initial.
- Revised the Verge Incident Event Management: Workplace Violence policies to ensure consistent process and timely follow up of incidents. Verge, the incident reporting system includes a Workplace Violence button so anyone can report verbal or physical threats or altercations. A Verge icon is on every desktop computer in the facility making reporting accessible.
- Encouraged reporting of Workplace Safety issues at the Daily Safety Briefing.
- Offered numerous Connect Together resources to provide support, promote health and wellness and address the effects of stress and trauma on employees' lives.

Commitment to a Culture of Safety

To develop and support a culture of safety and high reliability, CBMC recognizes those who have contributed by making a Good Catch using one of the organization's Safety Together behaviors and tools. In these instances, their focus on high reliability resulted in no harm reaching our patients. All staff regardless of their role, are expected to use the Safety Together behaviors and tools to provide the most caring, respectful and high-performing environment that promotes safe, quality and patient-centered care.



Speak Up for Safety

Upon a patient's arrival, **Christopher Tiamson, RN, Coronary Care Unit (CCU)**, noticed that the patient was receiving the wrong dose of a fentanyl infusion and took immediate action to ensure that the patient received the correct dose. It was later discovered that the selection of the wrong dose was related to a recent system-wide upgrade to the IV infusion pumps which changed the way the infusion concentrations were listed on the pumps. Chris spoke up for the patient's safety, stopped the line and had a conversation with the endorsing nurse who had been running the medication too quickly over the pump. In response, the Pharmacy Department sent out a SBAR regarding the pump upgrade. Thanks to Chris's questioning attitude, the necessary corrections were made to prevent any further harm to the patient. Action also was taken by Pharmacy to reduce the chance of an error occurring in the future.

Focus on the Task

When a patient needed a replacement bottle of IV Levophed, **Lauren Trieste, RN, Intensive Care Unit**, went to retrieve the medication from the Pyxis machine. As she went to scan the medication, Lauren took a STAR moment – stop, think, act, review – and noticed that the medication she was about to scan was actually Diltiazem. Both these medications have a similar appearance since they are in the same shape bottle and are covered with a brown bag to protect them from exposure to light. Had Lauren not carefully checked the medication bottle, the patient could have received the wrong medication. While focusing on the task at hand, Lauren helped ensure potential harm did not reach the patient and reported the error to the Pharmacy Department.



You and Me Together

While administering a two-part medication that had both an IV solution in a bag and a concentrated drug in a connected vial, **Jessica McGovern, RN, 5200 Pulmonary**, followed CBMC's process and scanned the IV bag. This confirmed the medication in the bag matched the order, but when she cross-checked the medication name on the vial, it was not correct. It was reported and returned to the Pharmacy and the correct medication was administered. Thank you Jessica for taking the necessary extra verification step to ensure safety.

Exercise and Accept a Questioning Attitude

Cassandra Brooks, RN, and Maureen Denis, RN, Medical/Surgical 4700, made a Good Catch involving a discrepancy on the label of a blood product. Prior to administering plasma, the patient's daughter noticed the incorrect middle initial and alerted Maureen. While exercising a questioning attitude, Cassandra and Maureen addressed the issue with Admitting. It was discovered that the label changed when the patient had been reassigned a new medical record number. The label was corrected and the patient was administered the plasma.



NEW KNOWLEDGE, INNOVATIONS AND IMPROVEMENTS

In 2016, CBMC adopted The Johns Hopkins Nursing Evidence-Based Practice Model (JHNEBP). “The JHNEBP is a powerful problem-solving approach to clinical decision-making, and is accompanied by user-friendly tools to guide individual or group use. The goal of the model is to ensure that the latest research findings and best practices are quickly and appropriately incorporated into patient care.”

In 2022, the JHNEBP model was updated to put an increased focus on working in interprofessional teams. The updated 2022 tools are available on the bridge to download and utilize to guide in Quality improvement activities, EBP Projects, and Nursing Research studies.

Reference: The Johns Hopkins Nursing Center for Evidence-Based Practice: Models and Tools.



Cooperman Barnabas Medical Center | RWJ Barnabas HEALTH

CBMC Medical Library: Nursing Research, EBP, QI

Home EndNote Tutorials COVID 19 Critical Care Guides Library Policies & Procedures Medical Humanities **Nursing Research, EBP, QI**

Overview of Nursing Inquiry at CBMC

Nursing Inquiry at Cooperman Barnabas Medical Center

This guide will support any CBMC nursing staff interested in conducting research studies, Evidence-Based Practice (EBP) initiatives, and/or Quality Improvement (QI) projects.

Please see this page for examples of past projects: <https://cbmcmedlib.libguides.com/cbmcmedlibrary/pastprojects>

Have You Published? Submit Your Work

Have you published? Let us know!

If you have already published your work, please let us know by emailing Mary Velardi-Stoffel at Mary.Velardi-Stoffel@rwjbh.org

2023 Practice Question Contest

CBMC Nursing Inquiry Council Presents
2023 PRACTICE QUESTION CONTEST

Follow All PDMF Minutes

Contact Information

Inquiry Council Upcoming Meetings:

Wednesday, April 19, 2023 @ 1:00pm

Please email Jenny Guevarra (Jenny.guevarra@rwjbh.org) to join the meetings.

Presenting to the Inquiry Council?

CBMC Medical Library Collaboration

The CBMC Medical Library collaborated with Mary Velardi-Stoffel, MSN, RN, HNB-BC, Nursing Professional Development Practitioner, to create a Nursing Research, EBP, QI webpage in 2022. The resource is a one-stop location where nurses can learn about the Johns Hopkins Nursing Evidence-Based Practice model and view CBMC nursing publications and poster presentations. In addition, there is information about the Internal Review Board, submitting a QI project and writing a manuscript for publication. The webpage is consistently updated by the medical librarians to make sure the information is valuable for the CBMC nursing staff. The webpage is conveniently located on the main page of the CBMC Medical Library intranet.

Quality Fair

Each year, RWJBarnabas Health facilities hold a Quality Fair to share innovative work across the system and gather success stories to submit to national and local conferences, as well as peer-review journals and professional organization publications. In 2022, 31 performance improvement/research projects, representing the work of CBMC physicians, nurses, pharmacists and other staff members, were submitted to the Quality and Standards Department for consideration for the Quality Fair. Due to COVID-19 restrictions, eight finalists were selected for display at the CBMC Quality Fair, held in the Cooperman Family Pavilion on March 28. The judges were encouraged by and complimentary of all of the hard work and dedication to our patients that was evident in all of the posters.

Pictured, from left, Nelly Virtug, Clinical Director, IWest; Nicole Baker, RN, Unit Practice Council Co-Chair; and Jocelyn Paloma, RN, Unit Practice Council Chair.

2022 IRB Ongoing Research Studies Involving Nurses and Principal Investigators	
Nurse/Presenter	Title
Cassandra Brooks, BSN, RN, PCCN	Deceased Donor Pre-Renal Transplant Patient Education Project
Lauren Farrand, MSN, RN, CPN	Impact of Deliberate Practice Sessions on Pediatric Critical Care Knowledge and Confidence of Pediatric Providers
Minerva Layug, MSN, RN, CCRN	Efficacy of Providing Education to New Hires on 1West, Specifically on Lumbar Drains
Angela McCall Brown, MSN, APN	Multidisciplinary Perceptions of Advanced Practice Nurses at CBMC
Stephanie Richter, MSN, RN, NPD-BC, CEN	Comparing Instructional Modalities for Basic Cardiac Rhythm Content
Kimberly Rosales, MSN, RN, CNML	Monitoring the Immunogenicity and Correlation of Protection Post COVID-19 Vaccination for CBMC Employees
Kristin Visentin, BSN, RN, PCCN	Council Health

2022 Nursing Poster Presentations		
Poster Presenter(s)	Poster Presentation Title	Organization & Location
Guevarra, J.	Impact of Health Literacy on Heart Failure	CBMC Quality Fair
Johansen, S.; Palomino, A.; Cavallaro, S.; Delcalzo, A.; Chan, K.	A Multimodal Approach to Pressure Injury Prevention on a Pulmonary Unit	RWJBH Research Symposium, Virtual
Richter, S. M.; Fox, N. M.; Russell, M. B.; Velardi-Stoffel, M.; Beltran, M.; Watkins, B.; Atanacio, L.; Gerardo Floresca, L. R.	Comparing Instructional Modalities for Basic Cardiac Rhythm Content	RWJBH Research Symposium, Virtual
Vitug, N.	1 West Step Down Responsiveness (Patient Experience)	CBMC Quality Fair

2022 Nursing Podium Presentation		
Podium Presenters	Podium Presentation Title	Organization & Location
Richter, S. M.; Fox, N. M.; Russell, M. B.; Velardi-Stoffel, M.; Beltran, M.; Watkins, B.; Atanacio, L.; Gerardo Floresca, L. R.	Comparing Instructional Modalities for Basic Cardiac Rhythm Content	RWJBH Research Symposium

2022 Nursing Publications

Fox, N. M.; Richter, S. M.; Gerardo Floresca, L. R. (2022). Empowering nurses through peer-led instruction to increase specialty certification rates. *Journal of Nurses in Professional Development*. Advance online publication. <https://doi.org/10.1097/NND.0000000000000814>



Nursing Strategic Plan Development

In January 2023, the nursing leadership team attended a two-hour retreat in assessing current and future goals. The team reviewed data by each CBMC pillar to determine expectations. The new 2023-2024 Nursing Strategic Plan was developed.

Cooperman Barnabas Medical Center

2023-2024 Nursing Strategic Plan



MISSION: To promote the health and well-being in our community through compassionate nursing care and innovation.

VISION: We the nurses, as an integral member of the healthcare team, believe in the empowerment of self and others to maintain optimum health. We strive to achieve healthcare excellence by fostering collaborative relationships centering on the patient and family.

VALUES: Compassionate Accountability Respect Integrity Nursing Excellence Genuine

Service	Finance	Quality	Growth	People	Community
Achieve the 75 th percentile in HCAHPS Communication with Nurses Achieve the 75 th percentile in HCAHPS Discharge Information Achieve the 90 th percentile in HCAHPS Communication About Medicines Achieve top quartile in ED Nurses Overall Achieve top quartile in Press Ganey Overall Rating Achieve 100% attempt rate and 80% contact rate for patient discharge phone calls	Achieve productivity between 97% and 105% Reduce medical sitter utilization hours by 2% Reduce RN orientation OT by 90% Decrease missed meal utilization (in hours) by 75%	Outperform national benchmark rates for nurse-sensitive indicators: <ul style="list-style-type: none"> • HAPI2+ • Falls • Falls w/Injury • CAUTI • CLABSI • C. Diff Achieve LWOBS <1% Improved BCMA scanning reporting and compliance Achieve 85% compliance with 1 hour sepsis bundle	Achieve 40 minute OR turnaround time Re-designation of Magnet Recognition	BSN prepared registered nurses maintained at or above 87% Increase percentage of eligible nursing staff with specialty certifications by 1% Increase engagement in clinical ladder by 1% Initiate 2 nursing research studies annually Present externally on two QI/EBP/research initiatives Increase nurse resident retention rate by 10% Reduce first year turnover rate by 3%	Increase nurse participation in community outreach/volunteering to promote health and wellness by 10%

Cooperman Barnabas | RWJBarnabas
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