

Saint Barnabas Medical Center

RWJBarnabas
HEALTH

2018

NURSING ANNUAL REPORT



Saint Barnabas Medical Center 2018 Nursing Annual Report

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Chief Nursing Officer's Message

As Chief Nursing Officer for Saint Barnabas Medical Center (SBMC), I am so pleased to present you with our 2018 Nursing Annual Report. I am confident you will enjoy reading about the accomplishments of our outstanding team of professional nurses and patient care staff.

In 2018, after more than two years of preparation, together we achieved Magnet Recognition from American Nurses Credentialing Center. This achievement would not have been possible without the incredibly hard work and dedication of many individuals. I must recognize Deanna Paxos, MSN, RN-BC, CNL, Director of Clinical Excellence and Innovation, who was instrumental in navigating the enormous amount of data needed for submission. She was aided by the dedicated staff of nursing leadership, the inter-professional team, and the Professional Nursing Practice Council.

The journey to Magnet designation began in 2015 with the plan of applying in 2018. As we all know, plans change. Given the imminent revision of the Magnet manual in 2019, we opted to apply in August 2017. This necessitated the awesome task of collating years of data collection and preparation beginning in March 2017 in order to submit to the Commission

of Magnet in August. While most organizations take years to write, proof, and complete the 2,000+ page document, we were able to do so in such an accelerated period of time because the fundamental components of Magnet are simply integral to our nursing culture and our daily routine.

As we look forward to the future, we will continue our commitment to excellence and inter-professional collaboration, while continuing to foster a caring environment. Our focus has been and will remain on delivering the safest quality care for our patients, their families, and each other. We remain steadfast in our commitment to advancing the profession of nursing through professional development, education, certification, research and innovation.

I thank each and every one of you for all that you do every day.

With gratitude and profound pride,

Jennifer O'Neill, DNP, APN, NEA-BC
Chief Nursing Officer

Pillar: Service

Provide compassionate care, superior service and healthcare excellence and a coordinated patient-centered health care experience in all settings.

Nursing Goals:

- Achieve the 75th percentile in HCAHPS communication with nurses
- Achieve the 85th percentile in HCAHPS pain management
- Achieve the 90th percentile in HCAHPS communication regarding medications
- Achieve the 50th percentile in HCAHPS responsiveness
- Achieve the 50th percentile in Press Ganey arrival and personal issues

Pillar: Quality

Utilize evidenced-base practice to improve the quality of care and patient outcomes.

Nursing Goals:

- Achieve 50th percentile for HAC pressure ulcers measured by NDNQI
- Achieve 50th percentile for HAC CAUTI measured by NDNQI
- Achieve 50th percentile for HAC CLABSI measured by NDNQI
- Achieve 50th percentile for falls/falls with injury measured by NDNQI
- VTE core measures: Achieve 98%
- Achieve 50% exclusive breastfeeding rate
- Achieve 160 minutes median for LOS for treat and release patients
- Achieve 110 minutes median time for decision to admit to head in a bed
- Reduce readmissions by 5%
- Reduce Sepsis mortality by 5%

Pillar: Finance

Manage financial resources to support the SBMC Mission and Vision.

Nursing Goals:

- Reduce staff overtime by 5%
- Maintain productivity between 99-101% annually
- Implement cost savings projects reducing expense by \$500,000 annually
- Achieve co-pay collection of \$1,000,000 annually

Pillar: People

Improve SBMC's image as a great place to work.

Nursing Goals:

- Reduce nursing turnover by 10%
- Increase nursing engagement overall by 10%
- Increase staff nurse participation on committees by 20%
- Increase local, state, and national reward and recognition submissions to 5 annually
- Achieve 74% BSN
- Achieve 20% specialty certifications
- Achieve 100% unit-based practice councils
- Achieve 90% staff nurse attendance at quarterly nursing town halls

Pillar: Growth

Contribute to the growth of the organization and meet the needs of the community.

Nursing Goals:

- Increase the number of OB deliveries by 2.5%
- Achieve LWOBS <1% (ED)
- Increase the number of elective OR cases by 5%
- Achieve 90% on-time starts
- Achieve 38 minutes in room turnaround times for orthopedic and neurosurgical cases

Pillar: Community

Improve SBMC's image within the community as a great place to work, physicians to practice medicine, and patients to receive care.

Nursing Goals:

- Increase nurse's involvement with nursing organizations by 10%
- Publish one article annually
- Nursing leadership or staff to present at one local or national conference annually
- Develop career day at local schools to increase number of nursing students
- Increase nursing representation at community events by 10%





Nursing Leadership 2018

Jennifer O'Neill, DNP, APN, NEA-BC
Vice President and Chief Nursing Officer, Saint Barnabas Medical Center



Caroline Kornutik
MSN, RN, CNOR, NE-BC
Director of Perioperative Services



Maggie Lundberg-Cook
MPA, RN, CCRN
Director of Cardiac, Critical Care and Wound Care Services



Maria A. Brilhante
MSN, APN, CMSRN
Director of Nursing/Patient Care Services and Wound Care Services



Sheila Collier
MSN, RNC
Director of Maternal/Child Services



Deanna Paxos
MSN, RN-BC, CNL
Director of Clinical Excellence and Innovation



Carmelita Manning
MSN, RN
Director of Nursing Education and Research



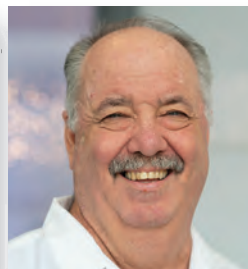
Leanne Sanabria
BSN, RN
Director of Medical/Surgical Services



Lindsay A. Cianciotta
MSN, RN, CNL
Director of Nursing Finance



Vince Silvestri
MSN, RN, CPHQ
Director of Emergency Services



Leo Lunney
BSN, RCIS
Director of Nursing, Cardiac Cath Lab



Ginger Weatherston
BS, MAS
Administrative Director

Both the nursing-specific mission, vision and values statements and the Nursing Strategic Plan were developed in alignment with the goals and objectives of Saint Barnabas Medical Center and its mission of providing compassionate care, healthcare excellence, and superior service to our patients and their families.

Saint Barnabas Medical Center's Mission, Vision and Values Statement

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.

“CARING” AND “CCHES”: Nursing values that help the organization achieve its mission, providing compassionate care, healthcare excellence and superior service. SBMC nurses provide compassionate care by being accountable, respectful and genuine.



Saint Barnabas Medical Center's Nursing Mission, Vision and 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



Pictured are the co-chairs of the Professional Nurse Practice Council at Saint Barnabas Medical Center, from left, Melissa Del Mauro, RN, BSN; Michelle Addie, RN, MSN; and Susan DiRocco, RN, BSN, IBCLC.



Nursing Shared Governance Councils

The SBMC Shared Governance Model is currently represented by six councils:

- Nurse Executive Cabinet (NEC) is comprised of the co-chairs from each of the 5 sub-councils. This is the governing body of Nursing Shared Governance.
- Professional Nurse Practice Council (PNPC) is comprised of appointed chair(s) from each of the individual Unit Practice Councils (UPC). UPCs are comprised of approximately 3-15 staff nurses, (including patient care coordinators and clinical care coordinators) from a particular unit.
- Inquiry Council (IC) is comprised of nursing education, the medical librarian and advanced practice and staff nurses.
- Advanced Practice Nurse Council (APN) is comprised of advanced practice nurses credentialed at SBMC.
- Professional Development Council (PD) is comprised of nursing education, nursing leadership, clinical coordinators, and staff nurses.
- Nurse Manager Council (NM) is comprised of nurse managers.

Professional Practice Model

SBMC's Professional Practice Model (PPM) is a reflection of how our nursing team practices. It depicts how they communicate, collaborate, and develop professionally to provide Nursing Excellence. Joanne Duffy is their Nursing Theorist. Patient and family centered care is in the center.

Shared Decision Making:

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

Culturally Competent Inter-professional Care:

How SBMC 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:

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

Collaborative Partnerships:

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



Our JOURNEY



In an effort to provide a systematic structure for recognizing excellence in clinical nursing and to encourage commitment to nursing professionalism, SBMC set a goal to achieve Magnet Recognition® by the American Nurses Credentialing Center (ANCC). The vision was communicated by Jennifer O’Neill, DNP, APN, NEA-BC, Chief Nursing Officer, in **November 2015**, with the beginning concept of a shared governance structure.

In 2015, a Clinical Ladder Program was developed as a vehicle for rewarding exemplary practice as well as a catalyst for inspiring nurse leadership and innovation. The Department of Nursing identified the need of ongoing nurse engagement in the areas of professional growth and advancement in order to continue to develop an exceptional nursing workforce. The Clinical Ladder Program’s focus was to recognize nurses whose clinical practice incorporated clinical excellence and strategies to enhance and enrich the nurse practice environment.

While initial plans were to apply in 2018, given the imminent revision of the Magnet manual in 2019, SBMC opted to apply in **August 2017**. This necessitated the awesome task of collating years of data collection and preparation beginning in **March 2017**. In **August 2017**, Deanna Paxos, MSN, RN-BC, CNL, Director of Clinical Excellence and Innovation, submitted the 2,000+ page document to the Commission of Magnet.

In **April 2018**, SBMC received the announcement of a site visit, scheduled for **June 5 to 7, 2018**. It was met with a bustle of excitement and enthusiasm throughout the organization! Nurses began to send in Magnet Monday pictures of how they exemplify Nursing Excellence. Other inter-professional team members were involved.

In **May 2018**, Magnet Pep Rallies were held, allowing staff to show their SBMC spirit and get excited for the upcoming Magnet site visit.



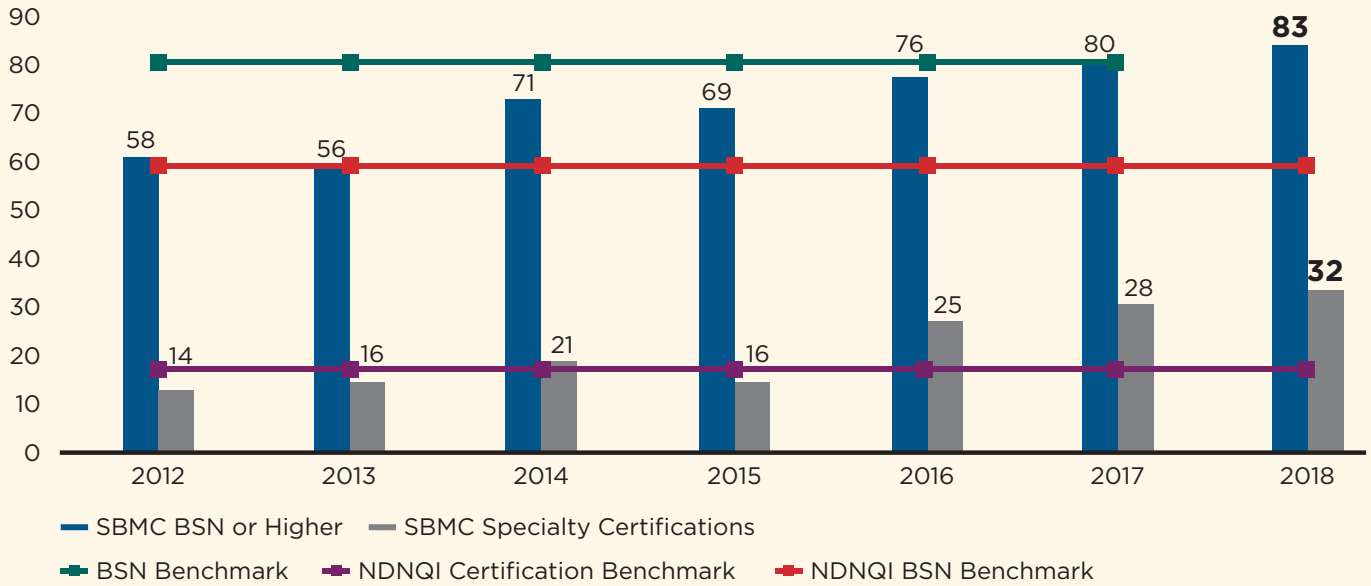
From **June 5 to 7, 2018**, SBMC welcomed three appraisers with The American Nurses Credentialing Center (ANCC) for SBMC's first Magnet site visit. The visit gave the organization a chance to display the level of excellence and the cultural transformation that has taken place within the Nursing Department. During the visit, the appraisers were very complementary. Whether they were meeting with committees, speaking with nurses or rounding on units, it was clear to them that SBMC is truly a family. They were impressed by the communication and collaboration of the inter-professional connection and touched by the numerous patient stories that were shared by nurses.

On **August 15, 2018**, SBMC was notified the organization had achieved Magnet recognition as a reflection of nursing professionalism, teamwork and superiority in patient care. With this credential, Saint Barnabas Medical Center joined the global community of Magnet-recognized organizations. Just 477 U.S. health care organizations out of over 6,300 U.S. hospitals have achieved Magnet recognition.

Staff from Saint Barnabas Medical Center proudly attended this year's ANCC National Magnet Conference, held **October 24 to 26** in Denver, Colorado. During the Conference, Saint Barnabas Medical Center was recognized as a newly designated Magnet organization.



RN's with BSN or Higher and Specialty Certifications

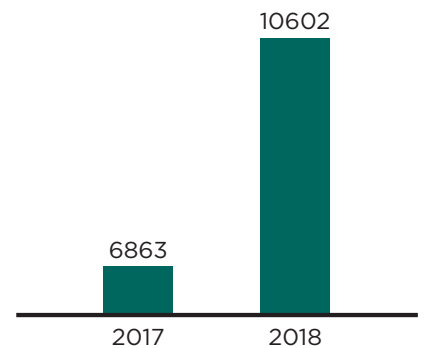


Specialty Certification Onsite Courses

To support the continuing education of staff, SBMC's Nursing Education and Research Department held several onsite certification courses throughout 2018. As a result, 32% of the nursing team, listed on pages 10 and 11, achieved or maintained board certification during 2018 in their nursing specialty. It is part of the Nursing Education and Research Department's dedication to fostering a teaching environment that spans beyond the nursing orientation to meet the current needs of the entire nursing staff. By doing so, they help enhance the quality of care provided and contribute towards better patient outcomes.

In addition, the Department of Nursing Education and Research dramatically increased opportunities for nurses to receive contact hours. These changes were based on feedback provided by the nursing team, requesting different modalities to allow them to participate in professional development activities. Examples include online Net Learning courses, Nursing Reference Center access (offering more than 2,500 free contact hours), Unit-Practice Council Journal Club meetings, in-services, and conferences.

Nursing Contact Hours



Burn ICU

Alem, Paula Cristina
 Crann Klecka, Erin Elizabeth
 Cumello, Kathleen
 Eckert, Kristin
 Wagner, Michelle
 Wynter, Donisha

Cancer/Infusion Center

Correale, Margaret
 Davis, Moira M.
 Rempel, Julia
 Seron, Maria Elena
 Sjoberg, Ana

Case Management/Social Work

Brown, Celeste M.
 Imbriano, Janice
 Jung, Bockmi
 Kechner, Noreen M.
 Keyes, Bridget
 Krever, Belinda
 Rinaldi, Deborah
 Schwanborg, Sandra Jean

Cardiac Cath Lab

Chan, Linda
 Gibson, Michele
 Herrera, Vivian
 Irmieri, Claudia
 Kim, Insook
 Kuruvilla, Jolly, M.
 Lloyd, Darria M.
 Lopez-Genuario, Edith

Cardiac Services

Calderon Cadena, Silvia
 George, Bindu P.
 Guevarra, Jenny T.
 Padre, Irene
 Ponterio, Catherine
 Vasquez, Rosemarie

Coronary Care Unit (CCU)

Anonuevo, Emma
 Delacruz, Kelly
 DeLeon, Tara B.
 DeTizio, Mary Lucy
 Meyer, Janet
 Patel, Payal
 Rice, Michelle
 Villaluna, Christa Joy

Cardiothoracic ICU (CTICU)

Antony-Kallakavumkal, Kathrine
 Burrow Hunter, Theresa
 Cadacio, Antoinette

Dalisay-Macavinta, Irene
 Durand, Rowena
 Gensaya, Jane G.
 Hughes-Schmidt, Janeth
 Jacob, Susan
 Kucher, Yuliya
 Misdea, Jonathan
 Salas, Juliet
 Tenorio, Maristel

Diversity & Inclusion

Wright-Brown, Leslie

Emergency Department

Arana, Martine
 Arnold, Arlene
 Boutin, Amanda
 Caggiano, Alice
 Constandis, Danielle
 Dang, Benjamin N.
 Delaunay, Irene
 DelMauro, Melissa
 DiBenedetto, Susan
 Garbarino, Lydia
 Hartwick, Mary Jane
 Iglesias, Janice
 Irwin, Keryy
 Johnson, Kristina
 McClellan
 Quinn, Karyn
 Thottumari, Rosalin
 Tolentino, Linglingay
 Tomasello, Nicole

Family Center Care (FCC)

Astorga, Alma
 Campbell, Melissa
 Dasilva, Anabela
 DiPopolo, Carol
 DiRocco, Susan
 Dohm, Ann
 Eyerman, Rosalind
 Gallic, Beth
 Gilmartin, Alison
 Gregory, Alisa
 Huffman, Virginia
 Hulbert, Kaitlin
 Kao, Grace
 Kurian, Shyni
 Lai, Kimberly
 Martino, Tracey
 O'Keefe, Mary
 Patella, Ingrid
 Pu, Stephanie
 Reisinger, Barbara

Rodriguez, Jennifer
 Rosales, Kim
 Russo, Maureen
 Samuel, Janey
 Shaji, Shany
 Werdann, Lisa

Intensive Care Unit (ICU)

Arias, Elena
 Buletza, Maryanne
 Carlotti, Brianna
 Chapin, Shaina
 Danila, Michael
 Eckert, Kristine
 Giaccio, Joseph
 Hodge, Marcella
 Lao, Kenneth
 Lendio, Rizaline C.
 Maniscalco, Megan
 Price, Linda
 Salmon, Hillary A.
 Simon, Sarah Rachel
 Story, Lauren
 Trinidad, Aisha
 Zelinskie, Stephanie

Infection Control

Kumar, Elise
 Larang, Renita
 Williams, Karen

GI/Endoscopy

Chak, Waichun
 Grieco, Ashley
 Pagan, Rose
 Toussaint-Blanc, Gabrielle

Float Pool

Davis, Christina
 Hawthorne, Nadeka Shanique
 Hawthorne, Nadreka Monique
 Luna, Paul Javier
 Santos, Shirley
 Spizzoucco, Julianne
 Xu, Minjue

Hemodialysis

Chin, Joanna Christine P.
 Villanueva, Cielito Lou

Infusion Center

Kubek, Denise Marie
 DeCosimo, Lauren
 Foley, Mindy
 Hahn, Lucy
 Haytaian, Lynn
 Linden, Karen M.

Mariano, Silvia M.
 Phillips, Kathleen
 Russo, Suzanne

IV Therapy

Debuque, Noela

Labor & Delivery

Allig, Emily
 Barkey, Kristina
 Barry, Judith Anne
 Bochen, Barbara
 Brosko, Lisa
 Calleros, Kelly
 Carr-Dreher, Stacie
 DumDum, Lani Nimfa
 Ferrarie, Lois
 Gecht, Kelly
 Gendelman, Galina
 Gilrain, Kathleen
 Grundy, Heather
 Hlavin, Kelly
 Holmes, Lynice
 Kudyba, Cheryl
 Lastella, Teresa
 Olson, Adrienne
 Pearson, Latoya
 Peirano, Patricia
 Rogers, Amanda Marie
 Rosant, Stephanie
 Schaarschmidt, Donna
 Sheptuck, Lois
 Terrone, Jennifer
 Turner, Patricia
 Weinstein, Kim
 Zheng, Chunping
 Zhou, Yueli
 Zielinski, Anna

Operating Room

Alli, Aamina
 Anderson, Christine
 Brys, Amy
 Cano, Lorna
 Chaia, Lisa
 Cuzzo, Nancy
 Elsayed, Josefina
 Gaughan, Helen
 Goncalves, Marcio
 Hyppolite, Ebentz
 Jamgotchian, Taleen
 Jordan, Sabrina
 Laqui, Marcian
 Lombardo, Susan K.
 Maguire, Heather

Martins, Nancy
Miller, Alexa
Ong, Robert Ryan
Pena, Dana
Perrine, Jaclyn
Pushparathinam, Preethi
Quinn, Lisa
Schwartz, Pamela
Siciliano, Carmen
Yeo, Inja

Surgery Center

Aranjuez, Anita
Fitzpatrick, Julia M.
Patten, Heather
Ramos, Gertruda

Post Anesthesia Care Unit (PACU)

Acevedo, Syliva
Bohaczkuk, Phyllis
Buechel, Kimberly
Cicchetto, Jaqueline
Colon, Kristin
D'Angelo, Deborah
Muller, Jennifer
Royandoyan, Johanna
Snyder, Lauren
Tan, Victoria
Tecson-Gandhi, Cecelia

Pediatrics

Decker, Kristen
Gearhart, Lynmarie
Kelleher, Deborah

Pediatric ICU (PICU)

Addesa, Erica
Farrand, Lauren

Neonatal ICU (NICU)

Articono, Edna
Beins, Jamie
Brennan, Kimberly
Camasta, Janet
Carranza, Maureen
Castro, Linette
Crawford, Veronica
DeVisser, Alyssa
Dominique, Martha
Dunn, Maureen
Espiritu, Maria Victoria
Furtado, Jyothi
Garcia, Cindy
Lardizabal, Cresencia
Lopez, Sandra

Lozano, Maria
Mack, Judith
McKay, Kathleen
Nielsen, Jennifer
Porada, Tamara Marie
Romeo, Laura
Rueter, Samanta
Sison, Evelyn
Steffen, Eileen
Stone, Pamela
Stypulkoski, Carol
Sudol, Diane
Tenorio, Joseph
Timonera, Sharna
Veenhuizen, Ginelle
Verbeke, Karen

Nursing Administration/ Nursing Supervisors

Agapay, Eduard
Brilhante, Maria
Cianciotto, Lindsay
Collier, Sheila
Howard, Dawn
Kornutik, Caroline
Lundberg, Maggie
Moos, Maria Karissa
Paxos, Deanna

Nursing Education

Atanacio, Lydita R.
Fox, Naomi
Johnson, Peta-Kaye
Lopez, Natasha
Richter, Stephanie
Stoffel, Mary
Tutschek, Jean

Quality & Standards

Collazo, Mary Ortiz
Cox, Sean
Kopf, Paul A.
Lamb, Elaine
Singler, Elizabeth
Tee, Edilrhia

Radiation Oncology

Heintz, Dawn
Doria, Katherine

Stroke

Peterson-Cole, Javicia

Transfer Center

Schickram-Smith, Diane
Singer, Eileen Margaret

Transplant

Alvarez, Tatiana
Bowling, Monica
Davila, Dana
Dowling, Colleen Susan
Foley, Kathleen
Hinkis-Siegel, Jennifer
Ho, Chung-Huey
Merced-Castro, Ana
Molina, Luz D.
Morgievich, Marie
Schiraldo, Bridget
Simchera, Eleanor
Szucz, Katherine
Warren, Casey

Wound Care Center

Burke Fahey, Catherine
Catarino, Olga
Freda, Teresa
Gomes, Penelope
Horton, Dianne
Johansen, Sandra
Krakower, Stacy Zweig
Thompson-Oliva, Carol Anne
Vocaturu-Chelchowski, Elizabeth
Wood, Sheila Ann

2100

Cheng, Maria
Pierson, Olga
Priestman, Deborah
Salazar, Julie
Snitkin, Kimberly

2200

Devlin, Kathleen
Katz-Gottfried, Risa
Tiamson, Christopher

2300

Cheng, Ruichao
Kocovsky, Lane
Mackey, Nancy
Orellana, Rudin
Perez-Bulos, Imelda
Reylado, Kevin Robert
Risse, Silvia
Sottile, Katie
Tan-Dizon, Rizalina

2400

Carrotto, Kristen
Corcoran, Lois
Fischer, Ashley

Golia, Julianne
Parvin, Erin
Strelec, Kristine
Visentin, Kristin
Vulchak, Nataliya

3200

Bigornia, Rosalyn
Joseph, Bindu
Russo, Linda

4100

Graessle, Jessica
Horn, Gift
Ruehl, Kathleen

5200

Yonitch, Lynda

5700

Callejo, Jessica
Dolisca, Michele
Dziedzic, Zaneta
Good, Charles
Louis, Maria

1West

Horn, Gift
Paloma, Jocelyn

2West Oncology

Arcidiacono, Kathy
Chowaniec, Wayne
Horowitz, Marsha
Mutinda-Kiteta, Janet

4West

Antoine-Williams, Beverly
Carreiro, Ashley
Chatman, Wanda
Espina, Rosalinda
Fink, Erin Lee
Hug, Christine
Kushi, Lauren
Selby, Gifty
Townsend, Sheila
Wardrope, Melissa





Pictured are members of the Clinical Ladder Team at the "Mid-Year Check-in" on September 12, 2018. They reviewed more than 200 applications.

2018 Clinical Ladder Team Members

- Michelle Addie, MSN, RN, Radiology
- Jamie Beins, MSN, RN, Neonatal Intensive Care Unit
- Amanda Bountin, BSN, RN, CEN, Emergency Department
- Imelda Bulos, BSN, RN, PCCN, 2300
- Josie Concejo, BSN, RN, Hemodialysis
- Alyssa DeVisser, BSN, RN, HNB-BC, Neonatal Intensive Care Unit
- Susan DiRocco, BSN, RN, IBCLC, Family Centered Care
- Kristine Eckert, DNP, RN, Burn Intensive Care Unit
- Lynmarie Gearhart, BSN, RN, Pediatrics
- Taylor Heeman, BSN, RN, Family Centered Care
- Virginia Huffman, BSN, RN, RNC-LRN, Family Centered Care
- Susan Jacob, BSN, RN, CCRN, Cardiothoracic Intensive Care Unit
- Maristel Velasquez, BSN, RN, Cardiothoracic Intensive Care Unit

Clinical Ladder

In an effort to provide a systematic structure for recognizing excellence in clinical nursing and to encourage commitment to nursing professionalism, SBMC set a goal to achieve Magnet Recognition® by the American Nurses Credentialing Center (ANCC). The vision was communicated by the Chief Nursing Officer in November 2015, with the beginning concept of a shared governance structure.

The Magnet Program Director (MPD), Deanna Paxos, MSN, RN-BC, CNL, is the facilitator to the Clinical Ladder Team. The Clinical Ladder team is comprised of clinical nurses from different areas within the organization, representing both inpatient and outpatient areas. These members function as peer reviewers for submitted applications, reviewing on a quarterly basis to help guide and mentor nurses to be successful in the program. The MPD and nurse members ensure the program continues to encourage commitment to organizational goals and highlight nursing's contributions and achievements to SBMC.

Nurse engagement in the organization can be measured with an overall decrease in annual turnover rate from 11.7% in 2015 to 7.52% year end 2017. Frameworks developed by the ANCC for the Magnet Recognition Program have demonstrated to provide a more engaged nursing workforce through the Clinical Ladder Program. This is evidenced by increased involvement of nurses participating on organizational committee/councils, increased number of nurses with BSN or higher and professional nursing certification. SBMC continues to support the structures and processes of the Magnet Recognition Program in order to advance the professional development of it's nurses.

Year	RNs in Clinical Ladder (%)	Number of RNs On Organizational Committees*
2015	0	50
2016	10.8	150
2017	21.2	250
2018	22.0	250

**Approximate*



Nursing Excellence Awards 2018



Nursing Excellence Awards 2018

On Wednesday, May 9, 2018, as part of Nurse's Week, SBMC held its annual Excellence in Nursing Awards.

DAISY Team Award

The DAISY Foundation recognizes that while an idea to achieve better patient and family outcomes may start with one individual, it often takes an entire team to implement it successfully. This award honors collaboration and teamwork of a group of two or more people, led by a nurse, who identify and meet the needs of the patients and their families by going above and beyond the traditional role of nursing.

Living Donor Institute, Renal and Pancreas Division

Neonatal Intensive Care Unit

Nursing Education and Research Department

DAISY Nurse Leader Award

The DAISY Nurse Leader Award recognizes nurse leaders who provide a safe, compassionate environment for the staff and role-model exemplary caring behaviors while working under tremendous pressure in a complex healthcare setting. These leaders inspire and motivate their staff with a shared vision and enthusiasm to achieve better outcomes for themselves and for their patients.

Sheila A. Collier, BSN, RNC,
Director, Maternal Child Services

Deanna Paxos, MSN, RN-BC, CNL,
Director of Clinical Excellence and Innovation

Linglingay Tolentino, RN, MSN, CEN,
Nurse Manager, Emergency Department

34th Annual Marcia Reinfeld Samuels and Morton Abraham Samuels Nursing Excellence Award in honor of N. Peter Zauber, MD

Arlene Arnold, RN, Emergency Department

Melissa Del Mauro, RN, Emergency Department

Maria Lozano, RN, Neonatal Intensive Care Unit

Jennifer Nielsen, RN, Neonatal Intensive Care Unit

Barbara Shannon Brown, RN, Intensive Care Unit

Kathleen Woodcock, RN, Family Centered Care

Susann Governale Emergency Department Nurses of the Year

Martine Arana, RN, Emergency Department

Janice Bulallo Iglesias, RN, Emergency Department

The Kathleen "Katy" Hanf Making a Difference Award

Silvia Mariano, RN, Infusion Center

Laura Tunner, RN, Telemetry

Jane Benjamin Memorial Scholarship/Award

Michele Dolisca, RN, Oncology

Emma Gibson, RN, Oncology

Joi Mann Mentorship Award

Nadreka Hawthorne, RN, Float Pool

The Lizbeth and David Straus Caring Hands Award

Reynate Gajilan, Emergency Department

Carolyn Jackson-Holmes, Orthopedics

Tamika Mciver, Infusion Center

April Natividad, Emergency Department

George H. Steisel Pulmonary Fund Award

Kristie Weimmer, RN, Pulmonary

Girard J. Spiegel and Dr. Herbert E. Spiegel Memorial Scholarship

Emine Karasekreter, RN, Pulmonary

The Janice M. Gamper, R.N. Nursing Scholarship

Amy Bravenboer, RN, Burn Intensive Care Unit

Vivian Hoffman, RN, Human Resources

Shane Jimenez, RN, Emergency Department

Justin Oleksiak, RN, Emergency Department

Joseph Palmisano, Technician, Emergency Department



Pictured, from left, are honorees of the 34th Annual Marcia Reinfeld Samuels and Morton Abraham Samuels Nursing Excellence Award in honor of N. Peter Zauber, MD: Arlene Arnold, RN, Emergency Department; Melissa Del Mauro, RN, Emergency Department; Maria Lozano, RN, Neonatal Intensive Care Unit ; Jennifer Nielsen, RN, Neonatal Intensive Care Unit; Barbara Shannon Brown, RN, Intensive Care Unit; and Kathleen Woodcock, RN, Family Centered Care, with Jennifer O'Neill, DNP, APN, NEA-BC, Chief Nursing Officer.



DAISY Awards 2018

For the second year, SBMC presented the DAISY Award to those nurses whose clinical skills and compassionate care exemplify the kind of nurses that SBMC's patients, their families, and staff recognize as outstanding role models. Thanks to the continued support of Janice M. Gamper, SBMC was able to present the award to the following deserving members of its nursing team.

- Joanna Chin, RN, Hemodialysis
- Rosa Cole, RN, Neonatal Intensive Care Unit
- Brittany Daniels, RN, Neonatal Intensive Care Unit
- Anna DeJesus, RN, Emergency Department
- Alyssa Fania, RN, 4West/Orthopedics
- Robert Gannon, RN, Emergency Department
- Ludy Go, RN, Family Centered Care
- Claudette Gedeon, RN, 5200/Pulmonary Unit
- Cherline Jean-Charles, RN, Radiology
- Brian Jernick, RN, Intensive Care Unit
- Jocelyn Paloma, RN, 1West
- Gina Pollara, RN, Intensive Care Unit
- Erin Poulsen, RN, 4West/Orthopedics
- Nina Skretkovicz, RN, 2West/Oncology
- Vanessa Silva, RN, Pediatric Intensive Care Unit
- Christopher Stanford, RN, Intensive Care Unit
- Pamela Stone, RN, Neonatal Intensive Care Unit
- Jenifer Tsang, RN, Cardiothoracic Intensive Care Unit
- Kristine Strelec, RN, 2400
- Ashley Wales, RN, 4West
- Ruth Eisenberg, RN, Neonatal Intensive Care Unit

Pictured, from left, are Irene Dalisay-Macaventa, RN; Jenifer Tsang, RN, DAISY Award winner; Jennifer O'Neill, DNP, APN, NEA-BC, Chief Nursing Officer; and Jane Gensaya, RN, MSN, CCRN, Nurse Manager, Cardio-Thoracic Intensive Care Unit.



Pictured are Maria A. Brilhante, MSN, APN, CMSRN, Director of Nursing, and Cherline Jean-Charles, RN, DAISY Award Winner.

Christopher Stanford, RN, DAISY Award Winner, is pictured with Lauren Story, RN, MSN, CCRN, Nurse Manager, Intensive and Cardiac Care Units.





Nurse Manager Elected President of National Organization

Congratulations to Madelyn Yu, MSN, RN, Nurse Manager of the Post-Anesthesia Care Unit, who was inducted as President of the Philippine Nurses Association of America (PNAA) in 2018. She will serve as PNAA's 20th President for the 2018-2020 term. Madelyn, an employee with RWJBarnabas Health since 1986, began her career at Newark Beth Israel Medical Center. There, she rose from the ranks as staff nurse, charge nurse, preceptor, nurse manager to nursing director; leaving to join Saint Barnabas Medical Center in 2005. A distinguished leader, Madelyn has held several positions with the PNAA at both a national and state level.

Madelyn Yu, MSN, RN, pictured center, at the 39th Annual Philippine Nurses Association of America's National Convention with Stephen P. Zieniewicz, FACHE, President and CEO, SBMC, and Nancy Holecek, MAS, MHA, BSN, RN, Senior Vice President and CNO, Northern Region, RWJBarnabas Health.

Pride and Promise Leadership Development

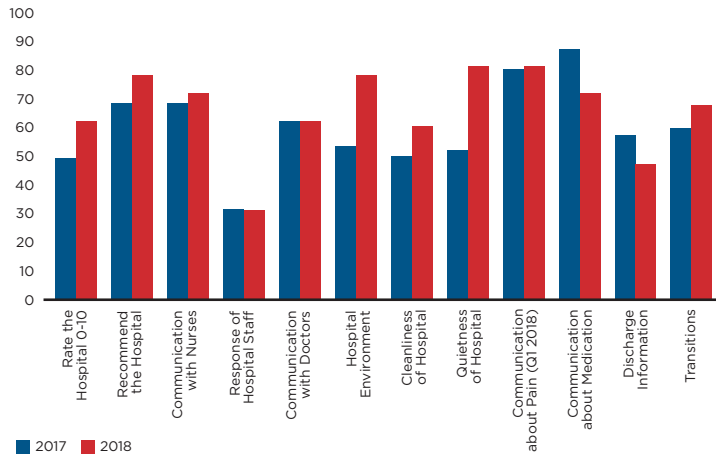
Congratulations to the most recent graduates of the Pride and Promise Leadership Development program. The program is designed to prepare participants for higher level responsibility and to enhance their work in their current positions. Since the program's inception in October 2015, 70% of participants have been promoted into a leadership role; two from the 2018 class have already advanced to patient care coordinators. Congratulations to the Class of 2018: Michelle Addie, MSN, RN, Radiology; Alyssa DeVisser, BSN, RN, NICU; Khomotjo Nkoana, BSN, RN, ICU; Michaela Oliveira, BSN, RN, 4W; Christopher Santana, BSN, RN, 4W; Kristina Scorpo, BSN, RN, FCC; Vanessa Silva, BSN, RN, PICU; and Pam Sodden, BSN, RN, Emergency Department.

Nurse Receives International Honor for Medical Mission Work

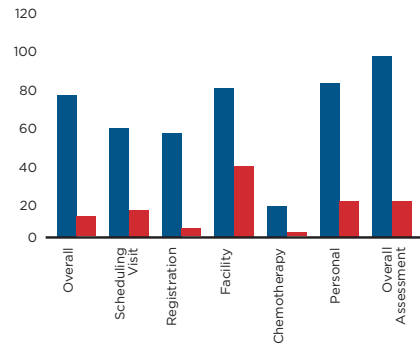
In 2018, Kristina Barkey, RNC, BSN, a Patient Care Coordinator in Labor and Delivery, was named a Nurse Honoree by the Nurses With Global Impact at their Second Annual International Nurses Day Celebration. Kristina, one of just 21 nurses from across the globe, was recognized for her passion to work abroad and impact the next generation of nurses. Kristina has traveled to the Philippines on four medical mission trips, working in the operating room, performing cervical cancer screenings and educating high school girls on self-breast exams and sexually transmitted diseases. Over the last two years, she has trained more than 200 midwives in the use of assessment skills at birth, neonatal resuscitation practice, postpartum hemorrhage and shoulder dystocia drills.



Inpatient
Hospital Consumer Assessment of Healthcare Providers and Systems National Percentile Rank

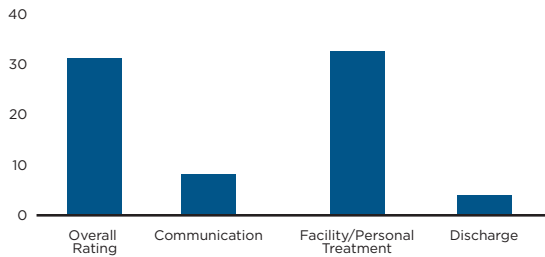


Outpatient Oncology
Press Ganey National Percentile Rank



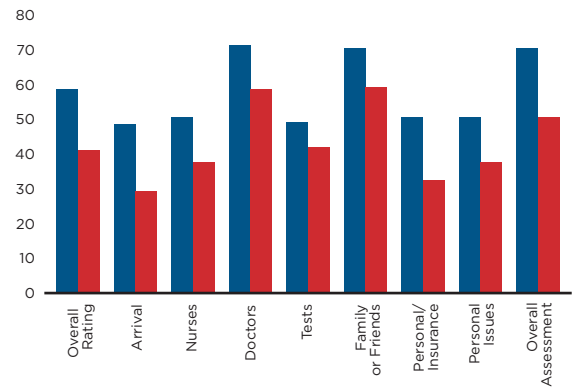
■ 2017 ■ 2018 During 2018, the Patient Experience Surveys for Radiation Oncology and the outpatient areas of the Infusion and Cancer Centers were divided. Further planning can now be put in place to focus on areas of opportunity.

Ambulatory Surgery
Outpatient Ambulatory Surgery Consumer Assessment of Healthcare Providers and Systems National Percentile Rank



■ 2018 The Surgery Center transitioned to the Ambulatory Surgery Patient Experience Survey in first quarter of 2018. Only four domains are measured thus far.

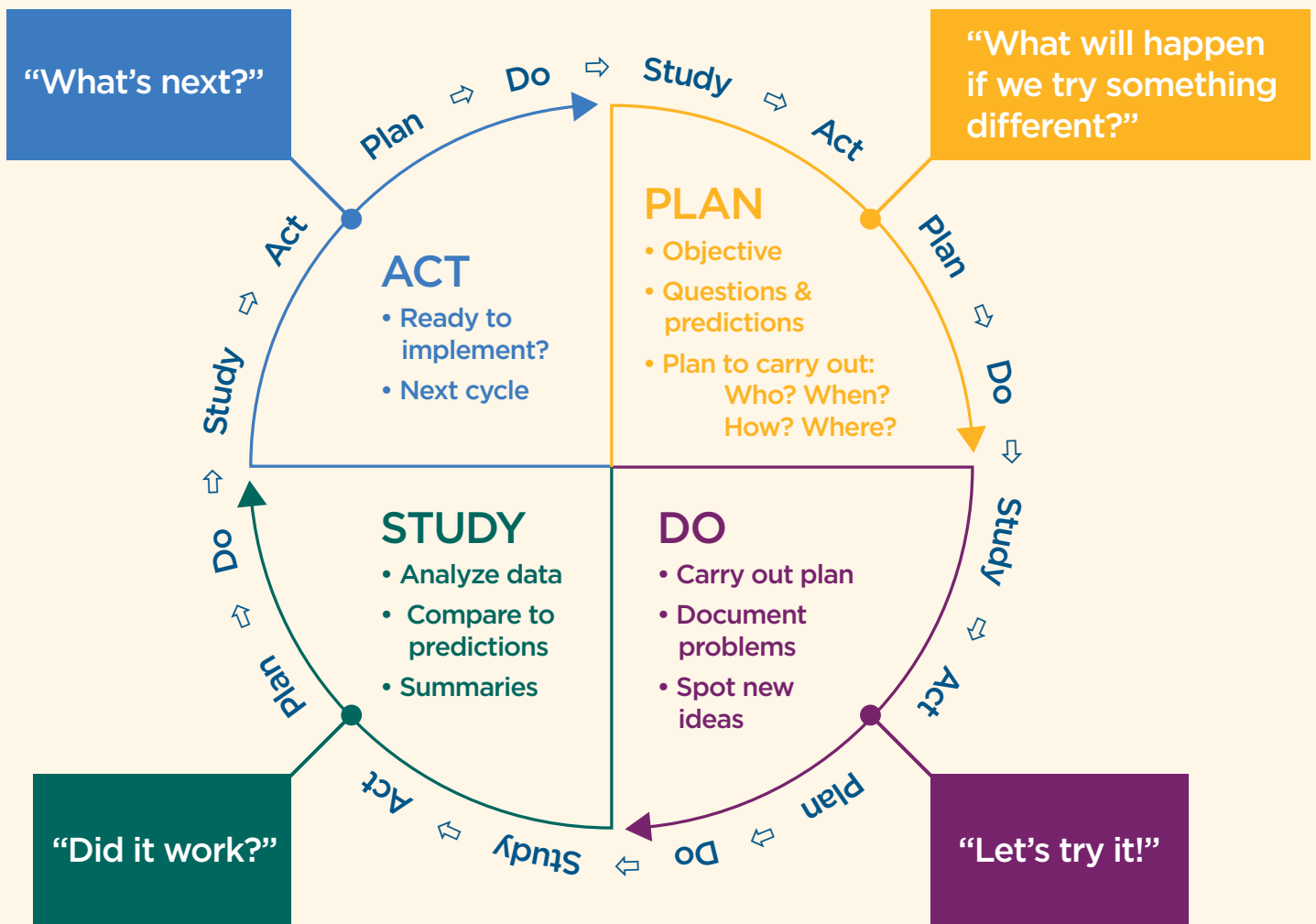
Emergency Department
Press Ganey National Percentile Rank



■ 2017 ■ 2018

Nurse Sensitive Quality Indicators

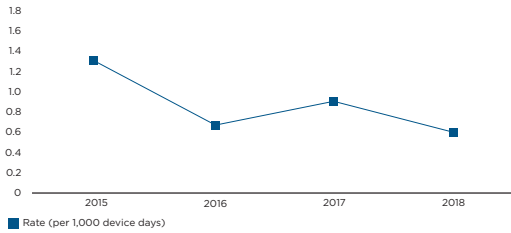
Nursing sensitive quality indicators are reported nationally by hospitals and allow consumers the ability to compare patient's clinical outcomes with similar hospitals. For SBMC, that would include teaching facilities of the same size. As part of SBMC's Journey to Excellence for Magnet Designation, specific clinical outcomes regarding safety are tracked and reported. Many units have focused on quality improvement initiatives using "PDSA" -- a Quality Improvement Model, illustrated below.



Catheter Associated Urinary Tract Infection

Important focus for Catheter Associated Urinary Tract Infection (CAUTI) reduction was increased use of the Purewick, reflex testing, and removal of Foley catheters.

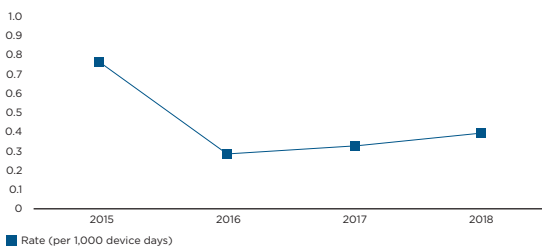
Catheter-Associated Urinary Tract Infections (CAUTI)
2015 - 2018



Central Line Associated Blood Stream Infections

In 2018, Central Line Associated Blood Stream Infections (CLABSI) remained at a low rate of 0.39 infections per catheter days.

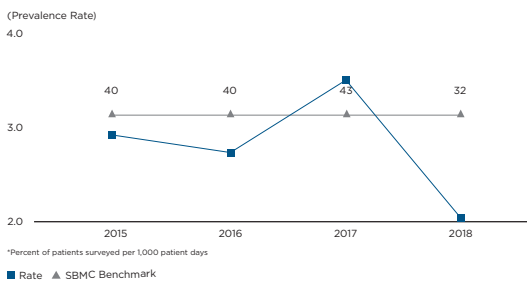
Central Line Associated Blood Stream Infections (CLABSI)
2015 - 2018



Hospital Acquired Pressure Injuries Stage 2 and Above

The 2 RN-Skin Check was implemented in 2017 and maintained as a standing practice in 2018. In addition, other hospitals in the RWJBarnabas Health system have adopted this practice to further reduce Hospital Acquired Pressure Injuries Stage 2 and above (HAPI 2+).

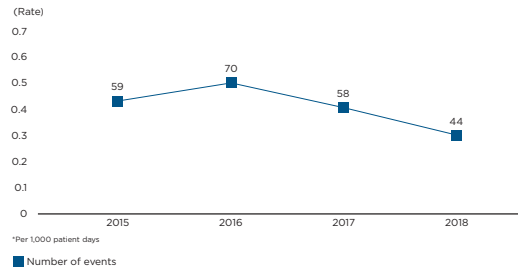
Hospital Acquired Pressure Injury Stage 2 And Above



Falls with Injury

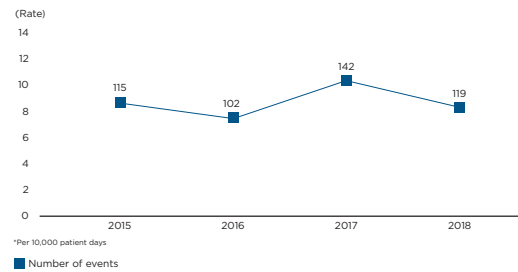
With the expansion of Saint Barnabas Medical Center into the Cooperman Family Pavilion, the strategies of the nursing team -- including hourly rounding using key words, such as potty, pain, position, possessions -- assists with decreasing the fall rates. Anticipating patient and family needs to provide exceptional care in quality and satisfaction is the organization's mission.

Falls with Injury
2015 - 2018



Clostridium Difficile

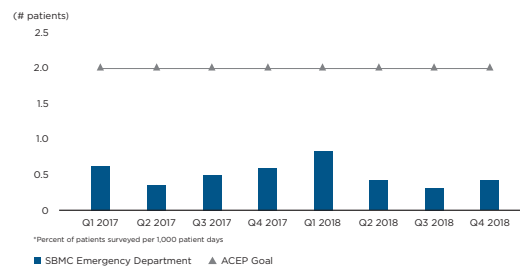
Clostridium Difficile Events
2015 - 2018



Emergency Department: Left Without Being Seen

Despite high volumes of Emergency Department visits in 2018, the Left Without Being Seen (LWBS) metric remained low, outperforming national benchmarks.

Emergency Department: Left Without Being Seen



Safety Together Journey

RWJBarnabas Health is on a continuing journey to become a high reliability organization (HRO), uniting the health system in a culture of safety to achieve top-tier clinical outcomes, deliver the highest quality care and provide the safest experience for SBMC's patients, communities and workforce.

This quest, which is referred to as "Safety Together," is a comprehensive process to improve reliability, building upon past successes in safety and quality, and using new tools and behaviors to ensure the health of the patients and the communities SBMC serves.

To develop and support a culture of safety and high reliability, Saint Barnabas Medical Center recognizes those who have contributed by making a Good Catch. Reporting a Good Catch is encouraged as it provides a learning opportunity for the entire organization as well as a chance to review processes and make improvements.

Good Catch examples:

- While following the regular review process, Erin Poulsen, RN, 4West, caught an order for Tamiflu that was placed for a patient that did not test positive for influenza. She called the patient's physician, shared her concerns, and the order was discontinued. Erin's use of the "Validate and Verify" technique prevented an unnecessary medication from reaching the patient.
- In following the regular review process, Suzanne Russo, RN, and Denise Kubek, RN, from the Infusion Center, recognized a medication order was not appropriate for a breastfeeding patient. They shared their concern with the person who placed the order, who told them to proceed anyway. Still not feeling comfortable, they consulted The Cancer Center pharmacist who verified that the medication was not appropriate; an acceptable alternative was prescribed.
- Before administering a blood product and in keeping with hospital process, Kimberly Snitkin, RN, and nurse orientee Marta Wszeborowska, RN, The Burn Center/2100, used the "Repeat- and Read-Back" technique which identified that a blood product number did not match the one on the slip. For further verification, they asked another nurse to cross check the information and then contacted the blood bank regarding the error. The blood product was not administered to the patient, avoiding a serious error and possible patient harm.



Brittany Daniels, RN, Neonatal Intensive Care Unit, made a Good Catch by preventing a potentially dangerous medication error. Pictured, from left, are Stephen P. Zieniewicz, FACHE, President and CEO; Jennifer O'Neill, DNP, APN, NEA-BC, Chief Nursing Officer; Gladys McHenry, MSN, MBA, RN, NICU Nurse Manager; and Brittany Daniels, RN.

Full Time Employees (FTE) and Number of Employees 2014-2018

Year	FTE	Number of Employees	Diff FTE	Diff Number of Employees
2014	902.1067	1122	—	—
2015	922.1667	1139	20.06	17
2016	982.7067	1219	60.54	80
2017	1009.253	1250	26.55	31
2018	1040.05	1280	30.8	30
TOTAL			107.15	158

With the overall expansion of the organization with the addition of the Cooperman Family Pavilion and expanded Surgery Center, coupled with nursing feedback, additional resources, including nursing staff, have been added to support quality patient care. Several examples follow:

New Gastrointestinal (GI) Endoscopy Nurse Coordinator and Technician

The expansion of the Surgery Center and addition of a separate Gastrointestinal (GI) Endoscopy Department resulted in several opportunities for improvement. First, the larger volume of GI Endoscopy cases necessitated the creation of a new position, a GI Endoscopy nurse coordinator, to assist with daily work flow and support the patient experience. In addition, the expansion increased the usage of GI Endoscopy scopes, resulting in a larger cleaning volume. In response, a new position, GI Endoscopy technician, was created. New upgraded scope processing machines were also purchased to fully air dry scopes following the washing process. With these additions, the GI Endoscopy nursing care team have shared that they feel more included in the organization and are kept informed.

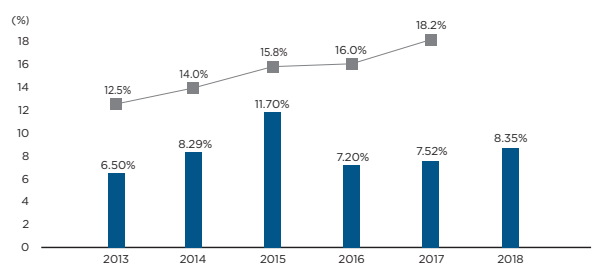
Patient Care Technicians Added

In 2018, a new addition to the healthcare team was created based on the demand for identified needs in the patient care delivery system. The Patient care technician serves as a member of a multidisciplinary care team to assist in direct patient care activities. This care includes activities to enhance and ensure patient and family centered care and satisfaction. Each is certified as a patient care technician. The position requires the ability to perform various clinical activities, from simple to complex, with accuracy and efficiency under the guidance and direction of a registered nurse. Each PCT is assigned a group of units that they float to throughout the day to assist with blood draws, wound care, drain care, Foley catheter maintenance and removal, discharge education, and EKG testing. The PCT participates in assessment of patient needs and patient/family education needs consistent with personal knowledge base and communicates with the health care team to help solve priority problems.

Advanced Practice Nurse Support for Surgical Patients and Staff

Two advanced practice nurses have been added to the Care Transitions Team on the 2200/Surgical Unit. Led by Dawn Howard, DNP, APN, ANP-BC, Director of Transitions of Care, they focus on length of stay, reduction of opportunity days, care coordination and discharge planning. They also provide patients, families, and staff education and clinical support.

RN Turnover Rate FT and PT 2013 - 2018





Living Donor Institute Develops Educational Program

To better assist kidney transplant patients, Katie Szucs, RN, APN-C, CCTC, Transplant Coordinator in the Living Donor Institute, developed The Champion Program. Held several times a year, it is designed for candidates on SBMC’s deceased donor waitlist who do not have a living kidney donor and face a 5 to 7 year wait for a kidney transplant. The program addresses various ways to find a living kidney donor and teaches the candidate’s support person(s) how to advocate for the candidate and be their “champion.”

Katie developed the program after reviewing available literature and modeled it after a successful research study performed at Johns Hopkins Medical Center. Katie is pictured at the initial program, held in June 2018.



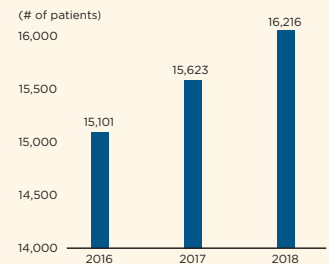
Renovations Begun for New Surgery Center

On May 23, 2018, a ribbon cutting was held to mark completion of phase I of the new Surgery Center (formerly Same Day Surgery) at SBMC. Opened in June 2018, the new area includes 21 brand new, individual patient rooms that are larger than the previous unit and provide patients and their families with greater privacy. Following completion of phase II in early 2019, there will be 37 rooms total.

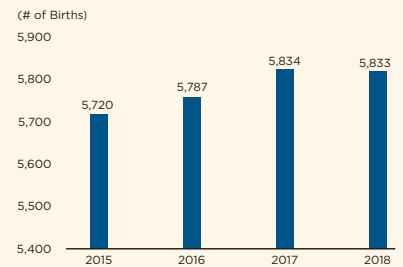
Emergency Department Visits



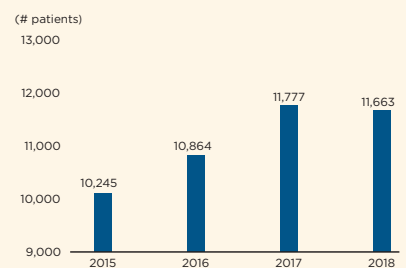
Surgical Volumes



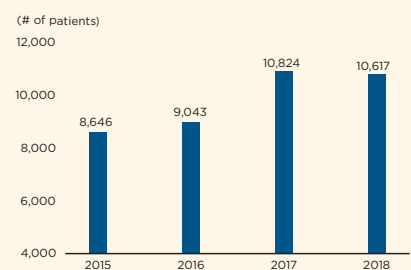
Mother Baby Volumes SBMC Births



Cardiac Rehabilitation Visits



Outpatient Kidney Transplant Visits



Third Annual Baby Fair

On September 29, 2018, SBMC held the Third Annual Baby Fair. This free, education event was attended by more than 300 community members, including expectant and prospective parents and grandparents. Staff from Family Center Care, Women's Health Education, Labor and Delivery, and Nursing Leadership were on hand to discuss the childbirth experience, maternity choices and many other topics important to this population. The 2019 event is already being developed.

18th Annual Miracle Walk Benefits the Neonatal Intensive Care Unit (NICU)

Nurses from across SBMC volunteered at the 18th Annual Miracle Walk to benefit the SBMC NICU on October 7, 2018. The event was a big success with lots of smiling, face painted walkers enjoying the donated food, music and festivities. This year's event raised over \$325,000 for SBMC's state-of-the-art NICU.



Running With the Devils 2018

On November 3, SBMC joined its colleagues from across RWJBarnabas Health and the New Jersey Devils for the system's signature event. SBMC's team helped raise money for Strides for H.O.P.E. which supports Pediatric Epilepsy care.



2018 IRB Approved Research Studies Involving Nurses as Principal Investigator

Nurse/Presenter	Unit/Department	Title
Kristen Carrotto, BSN, RN, PCCN	Cardiothoracic Stepdown Unit (2400)	Examination of One Year Retention of Newly Licensed Millennial Nurses
Amanda Scelfo, BSN, RN	Cardiac Care Unit	Alarm Fatigue: Perceptions and Attitudes of Nurses in Critical Care Units
Deanna Paxos, MSN, RN-BC, CNL	Nursing Administration	Evaluation of a Virtual Reality (VR) Immersion Experience on Nurse Leader Work Fatigue in an Acute Healthcare Facility
Ruchika Sethi, DNP, RN	Nurse Practitioner/Emergency Department	Evaluation of a Virtual Reality (VR) Immersion Experience on Nurse Leader Work Fatigue in an Acute Healthcare Facility
Jenny Guevarra, APN, CCRN	Nurse Practitioner/Cardiac Services	Retrospective evaluation of remote dielectric sensing (ReDS) vest technology and its impact on heart failure readmission rates and diuretics therapy

2018 National Nursing Podium Presentations

Nurse, Unit/Department	Title	Professional Organization
Dawn Howard, DNP, APN, ANP-BC Transitions of Care	Evaluation of COPD Patient Education Methods: A Critical Appraisal and Product Evaluation Project	RWJBH 13th Annual Research Symposium
Katie Szucs, APN-C, CCTC Renal Transplant	Kidney Paired Donation	Transplant Nursing Round Table Discussion
Katie Szucs, APN-C, CCTC Renal Transplant	Presentation of Case Study "Donor Experience: A Caretaker's Perspective"	American Foundation for Donation & Transplantation
Katie Szucs, APN-C, CCTC Renal Transplant	Living Donation	Advocacy Night at NJ Sharing Network
Marie Morgievich, APN-C, CCTC Renal Transplant	The Crucial Conversation about Living Donation: From Discussion to Transplant	The 28th Annual Transplant Surgeon Designee Symposium for Chronic Kidney Disease Professionals
Marie Morgievich, APN-C, CCTC Renal Transplant	Maximizing Kidney Paired Donation Opportunities	10th Annual Living Donation Conference: Essential Donor Team Concepts, American Foundation for Donation and Transplantation
Marie Morgievich, APN-C, CCTC Renal Transplant	Hot Topics in Living Donation: Compatible Share	10th Annual Living Donation Conference: Essential Donor Team Concepts, American Foundation for Donation and Transplantation
Marie Morgievich, APN-C, CCTC Renal Transplant	Managing Communications Between Live Donor and Recipient Teams	American Nephrology Association Review Course
Marie Morgievich, APN-C, CCTC Renal Transplant	Overview of Kidney Transplantation	The Zweig Family Center for Living Donation, Recanati Miller Transplantation Institute, Mount Sinai Hospital NY, NY
Homero Paniagua, MSN, APN Renal Transplant	Maximizing Living Donor Transplantation	National Organization of Transplant Coordinators Annual Conference, Indianapolis, IN
Joanna Chin, BSN, RN, CNN Hemodialysis Cielito Villanueva, BSN, RN, CNN Hemodialysis Lynne Mahoney, MSN, RN Hemodialysis	Hemodialysis Handoff Communication Tool Improves Patient Safety	American Nephrology Nurses Association (ANNA) 2018 National Symposium, Las Vegas, NV

2018 National Nursing Poster Presentations

Nurse/Presenter	Unit/Department	Title
Karissa (Tuason) Moos, DNP, APN, NP-C	Perioperative Services	Beyond Opioids in Total Joint Arthroplasty
Karissa (Tuason) Moos, DNP, APN, NP-C	Perioperative Services	A Multidisciplinary Team That Focuses on Collaboration Counters the "Silo Effect" and Improves Patient Outcomes
Karissa (Tuason) Moos, DNP, APN, NP-C	Perioperative Services	Implementation of Enhanced Recovery After Surgery in a Gynecologic Oncology Service at a Major Teaching Community Hospital Improves Quality, Decreases Hospital Stay and Cost
Karissa (Tuason) Moos, DNP, APN, NP-C	Perioperative Services	Implementing a Smoking Cessation Program in Preadmission Testing (PAT) Clinic
Karissa (Tuason) Moos, DNP, APN, NP-C	Perioperative Services	Addressing Anemia: A Global Perspective
Karissa (Tuason) Moos, DNP, APN, NP-C	Perioperative Services	Expanding the Patient Blood Management Team with the Addition of an Advance Practice Nurse (APN)
Karissa (Tuason) Moos, DNP, APN, NP-C	Perioperative Services	Improving the Nutritional Value of the Clear Liquid Diet in Post-operative Patients Across the Healthcare System
Paula Alem, APN Erin Klecka, APN	Burn Services	Burn Outpatient, Patient Dressing/Medication Assistance
Jenny Guevarra, APN, CCRN Claudia Irmiere, APN	Burn Services	Continuous ST-Segment Monitoring on Cardiac Telemetry Units
Claudia Irmiere, APN RuiChao Cheng, APN	Cardiac Services	Access Site Complications - Monitoring
Dawn Howard, DNP, APN, ANP-BC Lindsay Cianciotto, MSN, RN, CNL	Cardiac Services	Creation of a Medication Review Service for Patients with Parkinson's Disease
Dawn Howard, DNP, APN, ANP-BC	Transitions of Care	Closing the Gap: Interprofessional Care Transitions-Poster Presentation
Katie Szucs, APN-C, CCTC	Renal Transplant	Donor Experience: A Caretaker's Perspective
Sandra Johansen, BSN, BA, CWON Penelope Gomes, BSN, RN, WCC Elizabeth Vocaturo, MSN, RN, CWON	Wound Care	Individualizing Pressure Injury Risk Assessment Using Braden Subscale Scores to Implement Nursing Driven Interventions
Joanna Chin, BSN, RN, CNN Cielito Villanueva, BSN, RN, CNN	Hemodialysis	Hemodialysis Handoff Communication Tool Improves Patient Safety
Sandra Johansen, BSN, BA, CWON Elizabeth Vocaturo, MSN, RN, CWON Catherine Fahey, BSN, RN, CWON	Wound Care	Prevention at the Heart of Wound Care
Deanna Paxos, MSN, RN-BC, CNL	Nursing Administration	Promoting Nursing Workforce Engagement by Implementing a Clinical Ladder Program



WORKING IN A MAGNET HOSPITAL MEANS...



Strength and quality in our nurses and the empowerment of the institution to far exceed a patient's expectations.

- Alyssa Devisser, BSN, RN, HNB-BC,
Neonatal Intensive Care Unit

Being proud of the care that you provide.

- Kathleen Ruehl, MSN, RN, CNL,
4100 Clinical Nurse Leader

Providing patients with the best quality of care based on evidence based practice.

- Wanda Chapman, BSN, RN, 4West

Working for an institution that supports its caregivers and fosters the best patient outcomes through innovation research and education.

- Luz Molina, BSN, RN, Transplant

I am heard, my voice matters.

- Mary Stoffel, MSN, RN, HNB-BC,
Nurse Educator

Nursing Excellence. Nursing Dedication.

- Pamala Sodden, BSN, RN,
Emergency Department

The clinical nurses are empowered, engaged, and educated in utilizing evidence based research to inspire best practice.

- Susan DiRocco, BSN, RN, IBCLC,
Family Centered Care Clinical Coordinator

A warm sense of belonging. A magnet is something that attracts; being part of a Magnet hospital also attracts us to each other. We all work in separate areas with the common goal of giving the best care to our patients.

- Michelle Addie, MSN, RN,
Radiology Clinical Coordinator



Nursing care is regarded as an integral part of patient care that is fostered by research, practice based on evidence and a community of nurses bounded by common goals.

- Elizabeth McCarthy, MSN, RN,
4100 Nurse Manager

I work in an environment that values my opinions and expert insight as a nurse.

- Dawn Howard, DNP, APN, ANP-BC,
Transitions of Care Director

The nurses are empowered to provide top quality care utilizing the most current evidence based practice, encouraged and supported to develop professionally and through shared governance collaborate with all levels of nursing for the best patient outcomes.

- Jamie Beins, MSN, RN,
Neonatal Intensive Care Unit

Our nurses are heard and can make a difference for their patients.

- Sandi Elliot, BSN, RN, GI Endoscopy Coordinator

Accepting the responsibility, accountability, and respect when collaborating with an inter-professional team committed to delivering high quality and safe nursing care.

- Kristin Visentin, BSN, RN,
Cardiothoracic Stepdown/2400

Uplifting standards of care not only for patients, their families and the community, but also for each other, to be able to function optimally as individuals and as a team.

- Joanna Chin, BSN, RN, CNN, Hemodialysis

Providing the highest level of evidenced based care for all of our patients.

- Stacie Carr-Dreher, MSN, RN,
High Risk and Antepartum/3200

That I work for an institution that has a serious commitment to promoting evidence-based practice in order to promote the best quality care for our patients.

- Jenny Guevarra, APN, CCRN,
Lead Cardiac Nurse Practitioner