



Monmouth Medical Center | **RWJBarnabas HEALTH**

2022 Nursing Annual Report



Monmouth Medical Center | **RWJBarnabas HEALTH**

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PATIENT CARE SERVICES LEADERSHIP



Jenna DiBartolo, MSN, RN, CNOR
Assistant Vice President
Perioperative Services



Marli Gelfand, MA, LPC, ACS
Assistant Vice President
Behavioral Health



Lydia Lefchuck, DNP, RN, CNM, RNC-OB
Assistant Vice President
Women's & Children's
Services



Kirsten Windos, MSN, RN, CPPS
Vice President
Performance Excellence



Maureen Bowe, MSN, RN
Administrative Director
Cardiology Services, Nursing
Resources, & Renal Services



Sharmine Brassington, PhD(c), MSN, RN
Administrative Director
Emergency Services



Lauren Fleming, MA, BSN, RN, MEDSURG-BC
Director
Magnet Program



Jeanette Luque, BSN, RN
Regional Director
Cancer Services



Lauren Russo, MSN, RN, MEDSURG-BC
Administrative Director
ICU & Medical-Surgical
Division



Deanna Tiggs, MS, RN, AOCNS
Regional Director
Oncology Support
Services



Diana Tocko, MSN, RN, NPD-BC, NE-BC
Regional Administrative
Director CPDIR

Thank you to Darla Harmer, MSN, RN, NE-BC, Marketing and Public Relations Department, and nursing leadership for their continued support of the Nursing Annual Report!

- Magnet Program Director: Lauren Fleming, MA, BSN, RN, MEDSURG-BC

FROM OUR LEADERSHIP



Message from the Chief Executive Officer

I am incredibly grateful for the unwavering commitment of our Monmouth Medical Center nursing staff for providing the highest quality, most compassionate, and safest care. This is evidenced by the most recent national recognitions that continue to distinguish us as the healthcare provider of choice in our region, including our unparalleled 17th consecutive Leapfrog A, a national distinction that recognizes our achievements in patient safety. This comes on the heels of our being named for a second consecutive year as one of 414 of the more than 6,000 hospitals in the U.S. listed among *Newsweek's* Global Best Hospitals and honored by *USA Today* with the Women's Choice Award. Additionally, Monmouth Medical Center was among just 148 U.S. hospitals named to *Money's* inaugural list of the Best Hospitals in America, created in partnership with The Leapfrog Group. *Money* and Leapfrog also teamed this fall to announce its list of the Best Hospitals for Maternity Care, with Monmouth Medical Center among just 259 U.S. hospitals to receive the award.

We have long been the provider of choice in our region for maternity care, and this award followed our recognition by Healthgrades for excellence in women's care, receiving the 2022 Obstetrics and Gynecology Excellence Award and Labor and Delivery Excellence Award. We have received these two Healthgrades' distinctions for seven consecutive years, ranking us among the top 5% of hospitals evaluated for both obstetrics and gynecology, and for labor and delivery.

Nurses are the heart and foundation of healthcare, and each of these accomplishments are testaments to the vital role of our nurses in providing care, comfort, and compassion for their patients and patients' families. While these recognitions are clear evidence of how outstanding your care is, the most powerful demonstration of your impact is the countless letters of appreciation we receive each year. Each one stands as a personal testimony to the difference your kindness, compassion, and professionalism makes for those who entrust us with the care of their health.

I thank each and every one of our Nurse Heroes for what you do to care for our community.

Sincerely,



Eric Carney

President & Chief Executive Officer
Monmouth Medical Center &
Monmouth Medical Center Southern Campus



Message from the Chief Nursing Officer

In 2022, I had the tremendous honor of being named Chief Nursing Officer for Monmouth Medical Center. Since joining the organization in 2006 as a Director of Patient Care for Oncology and in my prior role as Assistant Vice President of Nursing, it has been my incredible privilege to witness our Nurse Heroes' unparalleled commitment to the core mission of providing the highest quality, safest care to our patients. Whatever the test, our amazing nursing staff always perseveres with compassion, professionalism, dedication, and teamwork.

This dedication to the safest and highest quality care directly contributed to Monmouth Medical Center achieving and sustaining nationally ranked patient satisfaction scores in 2022, as well as national quality recognitions through our consistent Leapfrog Grade As. A highlight of the year in terms of national recognitions was the coveted Lantern Award from the Emergency Nurses Association. This award recognizes Emergency Departments that demonstrate exceptional and innovative performance in leadership, practice, education, advocacy, and research. Monmouth Medical Center is one of just 34 U.S. hospitals honored with the 2022-2025 Lantern Award.

We are so proud to be a Magnet® organization. Magnet is a designation awarded for nursing excellence by the American Nurses Credentialing Center to healthcare organizations that exceed standards. Organizations that achieve Magnet status are known for their commitment to creating a supportive and empowering work environment for their nursing staff. In January 2020, we celebrated our inaugural designation, and I am proud to say that we are currently on the journey to redesignation, with the Magnet document due for submission in February 2024.

I had the pleasure of hosting the Nursing Strategic Plan Retreat on November 10, 2022, and during this daylong session, Magnet ambassadors, shared governance councils, and nursing leadership discussed a roadmap for the future of our Nursing Division. A successful strategic plan is a critical component to ensure excellent patient care and the best possible outcomes, and our 2023-2027 Nursing Strategic Plan is based on the input and collaboration of frontline registered nurses. The strategic plan benefits the nursing team by clearly showing how each member contributes to advancing critical organizational objectives, patient care excellence, and improved outcomes. I am so grateful for the invaluable input of our nurses.

I am continually amazed by the generosity and kindness our nursing staff shows to so many at this hospital each and every day, with care that extends well beyond our patients, to patient family members and friends, colleagues, volunteers, community members, and hospital visitors. While Monmouth Medical Center is always growing and changing to meet the needs of our community, the one thing that remains constant is our nurses' commitment to the highest quality and safest care. It is what assures me that no matter what change comes our way, we will always be here to ensure the healthcare needs of the community are met at the highest level.

Our nurses work tirelessly to ensure that the best care possible is delivered to every patient, 24/7 and 365 days a year, helping people through some of the most difficult and challenging times of their lives. This dedication to patient-centered care is what truly makes our hospital a special place.

Sincerely,



Darla Harmer, MSN, RN, NE-BC

Chief Nursing Officer
Monmouth Medical Center



TRANSFORMATIONAL LEADERSHIP

According to the American Nurses Credentialing Center, Transformational Leadership, the preferred style of leaders in a Magnet organization, is based on the recognition that nurse leaders must lead people to where they need to be in order to meet the demands of the future. This requires vision, influence, clinical knowledge, and a strong expertise relating to professional nursing practice. Transformational leaders motivate others to achieve extraordinary results and know how to encourage, inspire, and motivate employees to accomplish meaningful change for the future.

Nursing Grand Rounds & Town Hall Meetings

Shared Governance Town Hall Meeting March 10, 2022

Presented by Eric Carney, CEO and President

Patient Care Services Town Hall Meeting June 9, 2022

Presented by Darla Harmer, MSN, RN, NE-BC

Guest speakers:

Falls Committee Updates

Stefonia Thompson, BSN, RN, MEDSURG-BC

Preventing Pressure Injuries: Is My Patient at Risk?

Diane Donner, BSN, RN, CWCN

Infection Prevention & Control

Carolyn Korotky, BSN, RN, CIC, MEDSURG-BC

Victoria Johnson, BSN, RN

JoAnna Petrucelli, BA, BSN, RN

Magnet Updates

Lauren Fleming, MA, BSN, RN, MEDSURG-BC

Nursing Grand Rounds – July 14, 2022

The Theory of Human Caring by Dr. Jean Watson

Presented by Holistic Committee Members

Facilitator: Rose Polasky, MS, RN, CCRN, NE-BC

Chairperson:

Lauren Tramontano, BSN, RN, CBC

Members:

Joyce Bodine, BSN, RN, CPAN

Lauren Fleming, MA, BSN, RN, MEDSURG-BC

Maura Guetz, BSN, RN, OCN

Veronica Mendez, RN

Vilma Palisoc, BSN, RN

“Did you know the Theory of Human Caring was adopted as Monmouth Medical Center’s official nursing theory in January 2013? Join us to learn about Dr. Jean Watson and the science of caring. The Holistic Committee will explore the Caritas Processes, share personal nursing stories, and offer ways to incorporate these principles into nursing practice.”

Patient Care Services Town Hall Meeting December 8, 2022

Nursing Strategic Plan & Retreat Recap

Presented by Darla Harmer, MSN, RN, NE-BC

Money's Inaugural Best Hospitals in America List

On July 6, the digital platform *Money* announced its inaugural list of the Best Hospitals in America, with Monmouth Medical Center among just 148 U.S. hospitals to receive the award. Created in partnership with The Leapfrog Group, the list identifies hospitals that consistently deliver the safest, highest-value care for patients and excellence in hospital experience. It also follows an announcement last fall of Monmouth Medical Center's recognition for a third time as a Top Teaching Hospital by The Leapfrog Group, which is widely acknowledged as one of the most competitive honors American hospitals can receive. The Leapfrog Hospital Survey is the gold standard for comparing hospitals on standards of safety, quality, and efficiency.



Newsweek's List of World's Best Hospitals

Monmouth Medical Center is one of 33 U.S. hospitals - and among approximately 2,200 worldwide - to be named to *Newsweek's* 2022 World's Best Hospitals list. This prestigious award is presented by *Newsweek* and Statista Inc., the world-leading statistics portal and industry ranking provider.

Nursing Strategic Plan Retreat

On November 10th, Chief Nursing Officer Darla Harmer, MSN, RN, NE-BC, proudly hosted Monmouth Medical Center's Nursing Strategic Plan Retreat at the Anne Vogel Family Care and Wellness Center. Participants included shared governance members, facilitators, nursing leadership and Magnet ambassadors. The Nursing Strategic Plan, re-visited every four years to reflect the fluidity of the healthcare landscape, establishes an outline for the organizational direction of nursing. By utilizing shared decision making and championing autonomy, nurses are empowered to set concrete goals and construct a roadmap to meet them.

A Nursing Strategic Plan's Purpose:

- Helps prepare for the future
- Ensures that nursing stays relevant and responsive to patient needs
- Gives the team a clear and consistent focus
- Helps monitor progress and results in achieving goals
- Determines where organizations want to be and how to get there
- Produces a blueprint for moving forward
- Identifies areas of opportunity to address gaps
- Benefits a nursing team by clearly showing how each member contributes to advancing critical organizational objectives, patient care excellence, and improved outcomes



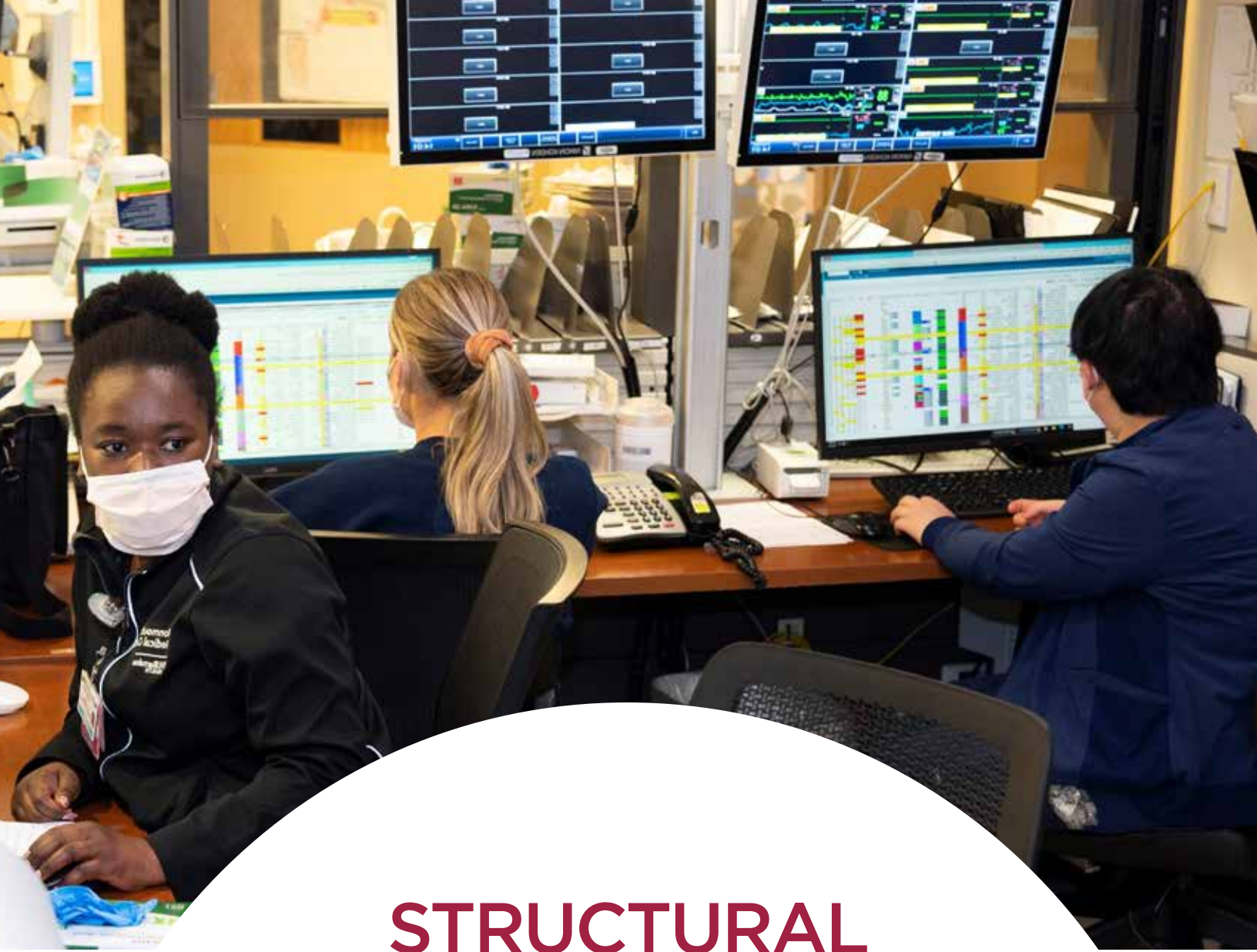
Preparing the Next Generation of Nurse Leaders

Darla Harmer, MSN, RN, NE-BC and the Business Resource Group, led by Sylvia Jacobs, Director of Diversity, Equity, and Inclusion, celebrate nurse leaders through Upward Bound semi-annually.

<u>Name</u>	<u>Title</u>	<u>Specialty</u>
Danica Almendares, BSN, RN	Assistant Clinical Director	Alexander Pavilion 1
Cathryn Garcia, BSN, RN	Registered Nurse	Alexander Pavilion 1
Heather Marelli, BSN, RN	Registered Nurse	Alexander Pavilion 1
Charlotte Ronan, BSN, RN	Registered Nurse	Alexander Pavilion 1
Susan Wares, BSN, RN	Assistant Clinical Director	Alexander Pavilion 1
Amy Jaglowski, BSN, RN	Registered Nurse	Alexander Pavilion 2
Tiffany Tiffany, BSN, RN	Assistant Clinical Director	Alexander Pavilion 2
Adrianna Gregg, BSN, RN	Registered Nurse	Betty Block Roberts 2
Kathryn Kavanagh, BSN, RN	Graduate Nurse	Betty Block Roberts 2
Arli Mach, BSN, RN	Graduate Nurse	Betty Block Roberts 2
Delanie Freund, BSN, RN	Registered Nurse	Borden 5
Amy Lonergan, BSN, RN	Graduate Nurse	Borden 5
Joseph Mancebo, BSN, RN	Registered Nurse	Borden 5
Kiana Ramirez, RN	Registered Nurse	Borden 5
Ashley VanSanten, BSN, RN, MEDSURG-BC	Case Manager	Case Management
Olivia Bellezza, BSN, RN	Registered Nurse	Community 2
Julia Farina, BSN, RN	Registered Nurse	Community 2
Pauline Protentis, BSN, RN	Registered Nurse	Community 2
Ally Flynn, BSN, RN	Registered Nurse	Emergency Department
Kayla Marcano, BSN, RN	Graduate Nurse	Emergency Department
Amanda Newenhouse, BSN, RN	Registered Nurse	Emergency Department
Raymond Sanchez, BSN, RN	Registered Nurse	Emergency Department
Stephanie Vaccaro, BSN, RN	Registered Nurse	Emergency Department
Christopher Werner, BSN, RN	Assistant Clinical Director	Emergency Department
Pompi Banerjee, RN	Registered Nurse	Greenwall 5
Mae Corrigan, BSN, RN	Registered Nurse	Greenwall 5
Toni Higgins, BSN, RN, GERO-BC	Unit Nurse Leader	Greenwall 5
Diana Lopes, BSN, RN, MEDSURG-BC	Director of Patient Care	Greenwall 5
Mary Nasta, MSN, RN, MEDSURG-BC, OCN	Assistant Clinical Director	Greenwall 5
Amy Porter, BSN, RN, CCM	Unit Nurse Leader	Greenwall 5
Kamryn Hubeny, BSN, RN	Registered Nurse	Greenwall 6
Melissa Nelson, BSN, RN, MEDSURG-BC	Unit Nurse Leader	Greenwall 6
Skye Austin, RN	Registered Nurse	Labor & Delivery
Kristina Bosco, BSN, RN	Registered Nurse	Labor & Delivery
Bella Kurtas, BSN, RN	Registered Nurse	Labor & Delivery
Kaitlin Parliament, RN	Graduate Nurse	Labor & Delivery
Catherine Petrucci, BSN, RN	Registered Nurse	Labor & Delivery
Hannah Scrivanic, BSN, RN	Registered Nurse	Labor & Delivery
Amanda Volk, BSN, RN	Registered Nurse	Labor & Delivery
Julia Wetzel, BSN, RN	Registered Nurse	Labor & Delivery



Amanda Iachetta, BSN, RN, CBC	Director of Patient Care	Mother-Baby
Gretchen Johnson, RN	Registered Nurse	Mother-Baby
Ellie Martel, BSN, RN	Registered Nurse	Mother-Baby
Tanya Pereira, BSN, RN, RNC-MNN	Assistant Clinical Director	Mother-Baby
Anna Lyons, BSN, RN, RNC-NIC	Assistant Clinical Director	Neonatal Intensive Care Unit
Sherri Todd, BSN, RN, RNC-NIC	Registered Nurse	Neonatal Intensive Care Unit
Yve Massre, BSN, RN, MEDSURG-BC	Program Coordinator	Nursing Administration
Lisa Lemanski, BSN, RN, PCCN	RN Baylor	Nursing Supervisors
Gorgonio Silveo, BSN, RN, CCRN	Administrative Supervisor	Nursing Supervisors
Lisa Turner, BSN, RN, CEN	RRT Admit Education Nurse	Nursing Supervisors
Abigail Grau, BSN, RN, CBC	Lactation Consultant	OB Support Center
Angela McMeans, BSN, RN, IBCLC	Lactation Consultant	OB Support Center
Robert Burke, BSN, RN	Registered Nurse	Operating Room
Kielly Dunton, BSN, RN	Registered Nurse	Operating Room
Nicole Dwyer, BSN, RN	Registered Nurse	Operating Room
Karlie Elsieidy, BSN, RN, CPN	Graduate Nurse	Operating Room
Jacqueline Gilligan, BSN, RN	Registered Nurse	Operating Room
Nicole Grzelczak, BSN, RN	Registered Nurse	Operating Room
Jamie Jackson, BSN, RN	Registered Nurse	Operating Room
Jamaal Lynwood, BSN, RN	RN Baylor	Operating Room
Ashley Squillari, BSN, RN	Registered Nurse	Operating Room
Sarah Oh, BSN, RN	Registered Nurse	Pediatric Intensive Care Unit
Lauren Hoehn, MSN, RN, CCRN	Director of Patient Care	Post-Anesthesia Care Unit
Roberta Neary, BSN, RN	Assistant Clinical Director	Psychiatric Emergency Screening Services
Emma D'Ambrosa, BSN, RN, MEDSURG-BC	Coordinator	Quality Resource Services
Laura LaRocca, BSN, RN, RNC-NIC	Coordinator	Quality Resource Services
Katherine Chaela Weisman, BSN, RN	Coordinator	Quality Resource Services
Kirsten Windos, MSN, RN, CPPS	Vice President	Quality Resource Services
Margaret Nielsen, JD, BSN, RN, CPHRM	Regional Director	Risk Management
Mallory Bandola, RN	Registered Nurse	Todd 6 East
Brianne Hull, RN	Registered Nurse	Todd 6 East
Donna Cuthill, MSN, APRN, WCC	Nurse Practitioner	Wound Care Center



STRUCTURAL EMPOWERMENT

Structural empowerment refers to the structures, programs, and policies in place to assist nurses to be able to work to the top of their licensure (ANA, 2014). Structured pathways foster an environment where nurses can achieve professional growth and participate in decision-making, interprofessional groups. Nurses are required to be encouraged, engaged, and empowered to find the most beneficial way to achieve organizational goals and desired outcomes. Nurses must be able to uphold an organization's mission, vision, values, and philosophy while simultaneously working to improve behaviors through established programs and structures.

Monmouth Medical Center's clinical excellence is directly related to nurses' professional development and the mission, vision, values, and philosophy that drive best practice.

Mission: To engage all team members through empowerment, education, and collaboration to create a culture of high-quality, evidence-based, cost-effective care for our community.

Vision: To develop a healthcare team that will take responsibility for achieving and sustaining excellent patient care outcomes and that will hold each other accountable for delivering care that will exceed the expectations of the community we serve.

Value Statement: "Passionate about quality, compassionate about people"

Nursing Philosophy: As Monmouth Medical Center nurses evolve and adapt into the 21st century, we continue to strive for nursing excellence, while valuing our historic traditions. Nurses serve as leaders, aspiring for the highest level of judgment, ethics, and standards. Leadership is recognized through accountability and accepting the responsibilities, privileges, and rights within our professional practice. We believe:

- The essence of nursing is the privilege to care for others.
- Nursing is an art and a science, combining knowledge, caring ethics, and compassion to provide holistic patient care that meets the needs of body, soul and spirit.
- As nurses, we have a commitment to competence and skill in the practice of our profession.
- Diversity adds to our strength.
- Collaboration enhances our practice.
- Based upon sound judgment, competence, research, and ethics, adaptation is key in our ever-changing healthcare environment.
- Methods of quality improvement, research, and innovation refine our practice.
- Nurses serve as leaders, aspiring for the highest level of judgement, ethics, and standards. Leadership is recognized through accountability and accepting the responsibilities, privileges, and rights within our professional practice.



PROFESSIONAL NURSING CERTIFICATION

By December 2022, the nursing workforce at Monmouth Medical Center had achieved an overall professional nursing certification rate of 49%. This is a difference in rate from the previous year, as the eligibility for inclusion of certifications in the American Nurses Credentialing Center Demographic Data Collection Tool® is changing as of January 1, 2024. Therefore, professional nursing certification for Magnet inclusion in the baseline year required recalculation.



Professional nursing certification demonstrates nurses' knowledge, skill, and expertise related to their specialty and is required to provide exceptional patient care outcomes. With a commitment to life-long learning and maintaining high-quality patient care, Monmouth Medical Center honors all nurses who achieve and maintain their professional nursing certification.

The table below recognizes the nurses who achieved a certification or re-certification in 2022:

Name	Unit	Certification
Anastacia Geardino, BSN, RN, PMH-BC	Alexander Pavilion 1	Psychiatric Mental Health Nurse
Maria Gonzalez Arrieta, BSN, RN, PMH-BC	Alexander Pavilion 1	Psychiatric Mental Health Nurse
Delora Lomasong, BSN, RN, PMH-BC	Alexander Pavilion 2	Psychiatric Mental Health Nurse
Shirley Brown, BSN, RN, PMH-BC	Alexander Pavilion 3	Psychiatric Mental Health Nurse
Aurea Brock, RN, RNC-OB	Antenatal Testing Center	Inpatient Obstetric Nurse
Mark Bender, BSN, RN, OCN	Betty Block Roberts 4	Oncology Nurse
Stacey Faria, BSN, RN, MEDSURG-BC	Borden 5	Medical-Surgical Nurse
Catherine Patsco, RN, CV-BC	Cardiac Cath Lab	Cardiac Vascular Nurse
Virginia Carreira, DNP, APRN, CCRN	Cardiac Cath Lab	Critical Care Nurse
Zulmira Rodrigues, BSN, RN, CCRN	Cardiac Cath Lab	Critical Care Nurse
Kimberly Bowman, RN, CCM	Case Management	Certified Case Manager
Victoria Noto, MSN, APRN, A-GNP	Center for Healthy Lives	Nurse Practitioner
Elizabeth Abken, BSN, RN, MEDSURG-BC	Community 2	Medical-Surgical Nurse
Tia Kelly, BSN, RN, MEDSURG-BC	Community 2	Medical-Surgical Nurse
Kelly Morrison, BSN, RN, MEDSURG-BC	Community 2	Medical-Surgical Nurse
Bethany Mulhern, BSN, RN, MEDSURG-BC	CPDIR	Medical-Surgical Nurse
Beth Chiarella, BSN, RN, CPN	Emergency Department	Pediatric Nurse
Sandra Denoville, BSN, RN, CGRN	Endoscopy	Gastrointestinal Nurse
Laura Brooks, BSN, RN, CPN	Float Maternal Child	Pediatric Nurse
Amanda DeFalco, RN, CPN	Float Maternal Child	Pediatric Nurse
Melissa Ercolino, RN, CPN	Float Maternal Child	Pediatric Nurse
Alyssa Gergely, BSN, RN, CPN	Float Maternal Child	Pediatric Nurse
Jessie Grandelli, BSN, RN, CBC	Float Maternal Child	Breastfeeding Counselor
Sydney Kurfehs, MSN, RN, RNC-MNN	Float Maternal Child	Maternal Newborn Nurse
Erin Tamasco, RN, CPN	Float Maternal Child	Pediatric Nurse
Rosemary Mensah, BSN, RN, MEDSURG-BC	Float Pool	Medical-Surgical Nurse
Lorena Pessoa, BSN, RN, MEDSURG-BC	Float Pool	Medical-Surgical Nurse
Deirdre Cramer, RN, CRNI	Float Pool	Infusion Nurse
Matt Goodman, BSN, RN, PCCN	Float Pool	Progressive Care Nurse
Toni Higgins, BSN, RN, GERO-BC	Greenwall 5	Gerontological Nurse
Alexis Lavarez, BSN, RN, MEDSURG-BC	Greenwall 5	Medical-Surgical Nurse

Margaret Moran, BSN, RN, MEDSURG-BC	Greenwall 5	Medical-Surgical Nurse
Emily Recchia, BSN, RN, MEDSURG-BC	Greenwall 5	Medical-Surgical Nurse
Danielle Jarvis, MSN, APRN, FNP-BC	Greenwall 6	Nurse Practitioner
Melissa Nelson, BSN, RN, MEDSURG-BC	Greenwall 6	Medical-Surgical Nurse
Kristen Taha, BSN, RN, MEDSURG-BC	Greenwall 6	Medical-Surgical Nurse
Amber Cutone, MSN, RN, MEDSURG-BC, CBN	Health Center Clinical Support	Medical-Surgical Nurse
Patricia Ostrander-Coffey, BSN, RN, CCRN	Intensive Care Unit	Critical Care Nurse
Helena May Semira, BSN, RN, CCRN	Intensive Care Unit	Critical Care Nurse
Deborah Wenzell, BSN, RN, CCRN	Intensive Care Unit	Critical Care Nurse
Jennifer Angersbach, BSN, RN, RNC-OB, C-EFM	Labor & Delivery	Inpatient Obstetric Nurse
Maya Barr, BSN, RN, C-EFM	Labor & Delivery	Electronic Fetal Monitoring
Marissa Caltabilota, BSN, RN, RNC-OB, C-EFM, CBC	Labor & Delivery	Breastfeeding Counselor
Joan Coronato, MPA, BSN, RN, C-EFM	Labor & Delivery	Electronic Fetal Monitoring
Victoria DePalma, BSN, RN, C-EFM	Labor & Delivery	Electronic Fetal Monitoring
Allison George, BSN, RN, C-EFM	Labor & Delivery	Electronic Fetal Monitoring
Patricia Golia, RN, RNC-OB, CBC	Labor & Delivery	Inpatient Obstetric Nurse
Nicole Lamoureux, MSN, RN, RNC-OB, C-EFM	Labor & Delivery	Electronic Fetal Monitoring
Amy Meechan, BSN, RN, RNC-OB	Labor & Delivery	Inpatient Obstetric Nurse
Linda Roemer, BSN, RN, RNC-OB, C-EFM	Labor & Delivery	Electronic Fetal Monitoring
Kathleen Rubick, MSN, RN, RNC-OB	Labor & Delivery	Inpatient Obstetric Nurse
Terry Tompkins, BSN, RN, RNC-OB	Labor & Delivery	Inpatient Obstetric Nurse
Michelle Archer, RN, CBC	Mother-Baby	Breastfeeding Counselor
Stacie Chan, BSN, RN, RNC-MNN	Mother-Baby	Maternal Newborn Nurse
Jaclyn Lee Donohue, BSN, RN, RNC-MNN, CBC	Mother-Baby	Breastfeeding Counselor
Laura Ennis, BSN, RN, RNC-MNN	Mother-Baby	Maternal Newborn Nurse
Nicole Ifantis, BSN, RN, CPN, CBC	Mother-Baby	Pediatric Nurse
Gail Loeser, BSN, RN, RNC-OB	Mother-Baby	Inpatient Obstetric Nurse
Emilie Luckewicz, BSN, RN, RNC-MNN	Mother-Baby	Maternal Newborn Nurse
Tanya Pereira, BSN, RN, RNC-MNN	Mother-Baby	Maternal Newborn Nurse
Dana Primiano, RN, RNC-MNN	Mother-Baby	Maternal Newborn Nurse
Veronca Romeo, BSN, RN, RNC-MNN, CBC	Mother-Baby	Breastfeeding Counselor
Gina Elizabeth Weisneck, BSN, RN, RNC-MNN, CBC	Mother-Baby	Maternal Newborn Nurse
Alyssa Montemarano, BSN, RN, CBC	Mother-Baby	Breastfeeding Counselor
Gabrielle Nelsen, BSN, RN, CBC	Mother-Baby	Breastfeeding Counselor
Kristin Chaparro, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Barbara Ehrhardt, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Alysa Gelpke, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Lorna Kelly, MSN, RN, CCRN	Neonatal Intensive Care Unit	Critical Care Nurse
Patricia Lamberti, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Anna Lyons, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Sherriane Young, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Jancy Abraham, BSN, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit	Breastfeeding Counselor

Laura Meyer, MSN, RN, CBC	Neonatal Intensive Care Unit	Breastfeeding Counselor
Erin Rotondo, BSN, RN, CBC	Neonatal Intensive Care Unit	Breastfeeding Counselor
Elizabeth Werner, BSN, RN, CBC	Neonatal Intensive Care Unit	Breastfeeding Counselor
Salo Shibu Zachariah, BSN, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit	Breastfeeding Counselor
Mary Aguilar, BSN, RN, MEDSURG-BC	Non-Invasive Cardiac Lab	Medical-Surgical Nurse
Eva Germino, BSN, RN, MEDSURG-BC, CV-BC	Non-Invasive Cardiac Lab	Medical-Surgical Nurse
Eva Germino, BSN, RN, MEDSURG-BC, CV-BC	Non-Invasive Cardiac Lab	Cardiac Vascular Nurse
Carol Chriss, MSN, RN, RDCS	Non-Invasive Cardiac Lab	Diagnostic Cardiac Sonographer
Lauren Russo, MSN, RN, MEDSURG-BC	Nursing Administration	Medical-Surgical Nurse
Catherine Grano, PhD, RN, RNC-OB	OB Support Center	Inpatient Obstetric Nurse
Sarah Buffa, BSN, RN, CNOR	Operating Room	Perioperative Nurse
Louna Nelly Cenatus, BSN, RN, CNOR	Operating Room	Perioperative Nurse
Stephanie Journick, BSN, RN, CNOR	Operating Room	Perioperative Nurse
Janette Principe, BSN, RN, CNOR	Operating Room	Perioperative Nurse
Keirhan Schuster, BSN, RN, CNOR	Operating Room	Perioperative Nurse
Megan Spencer, BSN, RN, CNOR	Operating Room	Perioperative Nurse
Kristin Mastrococco, RN, CPN	Pediatric Intensive Care Unit	Pediatric Nurse
Caroline Moran, BSN, RN, CPN	Pediatric Intensive Care Unit	Pediatric Nurse
Eda Chung, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Christina Daniel, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Nancy Griffith, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Shannon Kaplan, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Jeanne Marciano, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Bonnie McNamara, RN, PED-BC	Pediatrics	Pediatric Nurse
Annie Nudas, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Alyssa Rescinio, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Hope Walck, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Maribeth Morris, BSN, RN, CNOR	Perioperative Services	Perioperative Nurse
Emmanuella Phanor, BSN, RN, CAPA	Post-Anesthesia Care Unit	Ambulatory Perianesthesia Nurse
Rita Cavaliere, MA, BSN, RN, CPAN	Post-Anesthesia Care Unit	Post Anesthesia Nurse
Nellie Padre, BSN, RN, CCRN	Pre-Admission Testing	Critical Care Nurse
Naja Morgan, BSN, RN, PMH-BC	Psychiatric Emergency Screening Services	Psychiatric Mental Health Nurse
Elizabeth Davis, BSN, RN, CPN	Same Day Surgery	Pediatric Nurse
Christina Stonaker, BSN, RN, PCCN	Same Day Surgery	Progressive Care Nurse
Kayla Briden, BSN, RN, MEDSURG-BC	Todd 6 East	Medical-Surgical Nurse
Victoria Chmielowicz, BSN, RN, MEDSURG-BC	Todd 6 East	Medical-Surgical Nurse
Lauren Miele, BSN, RN, MEDSURG-BC	Todd 6 East	Medical-Surgical Nurse

Anjani Patel, BSN, RN, MEDSURG-BC	Todd 6 East	Medical-Surgical Nurse
Nicole Wilps, BSN, RN, MEDSURG-BC	Todd 6 East	Medical-Surgical Nurse
Cristen Glende, RN, RNC-NIC	Valerie Fund	Neonatal Intensive Care Nurse
Susan DaSilva, BSN, RN, OCN	Vantage Point	Oncology Nurse
Debra Stellavato, BSN, RN, OCN	Vantage Point	Oncology Nurse

NEW NURSING DEGREES

Monmouth Medical Center is proud of the nurses who continue their professional development through advanced degrees and academic achievements, which ultimately benefits patients in the quality of nursing care they deliver.

While providing quality care to patients from the community, the nurses of Monmouth Medical Center are aided in a variety of ways to gain their accomplishments:

- Scholarships and awards
- Academic affiliations with schools of nursing
- Flexibility in scheduling and tuition reimbursement

The following nurses achieved a new degree in 2022:

<u>Nurse</u>	<u>Unit</u>	<u>School</u>
Eveline St Paul, BSN, RN	Alexander Pavilion 2	Chamberlain University
Samantha Brasco, BSN, RN	Alexander Pavilion 3	Western Governors University
Jacqueline Ganley, BSN, RN	Betty Block Roberts 2	New Jersey City University
Heather Emme, BSN, RN	Greenwall 6	University of Arizona Global Campus
Danielle Jarvis, MSN, APRN, FNP-BC	Greenwall 6	Monmouth University
Jennifer Quirk, MSN, RN, C-EFM	Labor & Delivery	Monmouth University
Victoria LaPorta, MSN, RN, RNC-OB, C-EFM	Labor & Delivery	Drexel University
Amanda Patrick, BSN, RN, C-EFM	Labor & Delivery	Capella University
John Lanza, BSN, RN	Neonatal Intensive Care Unit	New Jersey City University
Lisa Garzone, MSN, RN	Operating Room	William Paterson University
Jamaal Lynwood, BSN, RN	Operating Room	Georgian Court University
Jacklyn Ignizio, BSN, RN	Post-Anesthesia Care Unit	Chamberlain University
Ivonne Reynoso, BSN, RN, MEDSURG-BC	Post-Anesthesia Care Unit	Ohio University
Richard Hilton, BSN, RN	Psychiatric Emergency Screening Services	Walden University



RN RESIDENCY PROGRAM

Monmouth Medical Center is dedicated to the successful transition into practice of all new graduate registered nurses. The general orientation program that the new graduate receives is a highly structured curriculum that allows for a general overview of the organization as well as the necessary requirements of a strong nursing foundation. In addition to the general nursing orientation program offered to all nurses, the Center for Professional Development, Innovation, and Research works to implement new graduate residency programs in several practice settings that include additional didactic, simulation, and role development specific to each nurse's practice setting.

On February 24, 2020, the American Nurses Credentialing Center's Commission on Accreditation in Practice Transition Programs awarded the Graduate Residency Program at Monmouth Medical Center Accreditation with Distinction, the highest recognition awarded by the American Nurses Credentialing Center's Accreditation Program. The Center for Professional Development, Innovation, and Research reapplied for the accreditation in October 2022 and submitted the documentation in February 2023. Site visit for validation is planned for April 2023.



2022 RN Residents

<u>Nurse</u>	<u>Unit</u>
Cathryn Garcia, BSN, RN	Alexander Pavilion 1
Heather Marelli, BSN, RN	Alexander Pavilion 1
Charlotte Ronan, BSN, RN	Alexander Pavilion 1
Amy Jaglowski, BSN, RN	Alexander Pavilion 2
Adrianna Gregg, BSN, RN	Betty Block Roberts 2
Kathryn Kavanagh, BSN, RN	Betty Block Roberts 2
Arli Mach, BSN, RN	Betty Block Roberts 2
Delanie Freund, BSN, RN	Borden 5
Brianna Gorhan, BSN, RN	Borden 5
Amy Lonergan, BSN, RN	Borden 5
Joseph Mancebo, BSN, RN	Borden 5
Olivia Bellezza, BSN, RN	Community 2
Julia Farina, BSN, RN	Community 2
Pauline Protentis, BSN, RN	Community 2
Alexis Chacon, RN	Emergency Department
Amber Cerulli, BSN, RN	Emergency Department
Siyu Liu, BSN, RN	Emergency Department
Kayla Marcano, BSN, RN	Emergency Department
Emily McPeak, BSN, RN	Emergency Department
Carla Visciano, BSN, RN	Emergency Department
Pompi Banerjee, RN	Greenwall 5
Mae Corrigan, BSN, RN	Greenwall 5
Kamryn Hubeny, BSN, RN	Greenwall 6
Mariabella Ferraina, BSN, RN	Labor & Delivery
Kathrine Grab, BSN, RN	Labor & Delivery
Bella Kurtas, BSN, RN	Labor & Delivery
Kaitlin Parliament, RN	Labor & Delivery
Isabella Pinnero, BSN, RN	Labor & Delivery
Julia Wetzal, BSN, RN	Labor & Delivery
Ellie Martel, BSN, RN	Mother-Baby
Mallory Bandola, RN	Todd 6 East
Brianne Hull, RN	Todd 6 East

Periop 101 RNs

<u>Nurse</u>	<u>Unit</u>
Ashley Cervera, BSN, RN	Operating Room
Kathryn Culloo, BSN, RN	Operating Room
Karlie Elsieidy, BSN, RN, CPN	Operating Room
Jacqueline Gilligan, BSN, RN	Operating Room
Nicole Grzelczak, BSN, RN	Operating Room
Olivia Henderson, BSN, RN	Operating Room
Kaitlyn Lessing, MSN, RN, CBC	Operating Room
Jamaal Lynwood, BSN, RN	Operating Room
Camila Massaro, BSN, RN	Operating Room
Michelle Mosquera, BSN, RN	Operating Room
Marisa Petrou, BSN, RN	Operating Room
Leandra Schrama, BSN, RN	Operating Room
Ashley Squillari, BSN, RN	Operating Room



PROFESSIONAL DEVELOPMENT ADVANCEMENT PROGRAM

Monmouth Medical Center's Professional Development Advancement Program (PDAP) is devised to support clinical nurses throughout their careers within the organization and acknowledge professional practice advancement based on their contribution to the field of nursing. With the full support and mentorship of the Center for Professional Development, Innovation, and Research, participants are encouraged to choose an area of concentration to further cultivate their individual interests and expertise. Advancement through the program consists of a point system and necessitates the nurse to meet criteria outlined in the components of the American Nurses Credentialing Center's Magnet Model, based on their involvement at the unit and organizational levels.

In a Magnet organization, the components of the Magnet Model provide the foundation with which nursing excellence, high-quality, evidence-based care work in synergy with professional development to support a culture of High Reliability and exceptional empirical outcomes.

LEVEL 4

Nurse	Unit
Alexandra Vandesype, MSN, RN	Neonatal Intensive Care Unit



Transformational Leadership: Visionary Leadership that transforms the organization to meet changing needs

Structural Empowerment: Engaged staff with influential leadership that is prepared to meet current and future challenges of healthcare delivery

Exemplary Professional Practice: Competent, dedicated nurses who apply their knowledge to achieve their professional best

New Knowledge, Innovations, and Improvements: Continued innovation that improves staff knowledge, clinical practice, and systemic excellence

Empirical Outcomes: System-wide measurement of quality outcomes related to nursing leadership and clinical practice that demonstrates continuous improvement

LEVEL 3

Nurse	Unit	Nurse	Unit
Vera D'Silva, BSN, RN, PMH-BC	Alexander Pavilion 2	Jordan Colonna-Fahey, BSN, RN, RNC-MNN	Mother-Baby
Emma D'Ambrosa, BSN, RN, MEDSURG-BC	Betty Block Roberts 2	Emily DeLorenzo, BSN, RN, CBC	Mother-Baby
Caroll DeRocco, RN, OCN	Betty Block Roberts 2	Jaclyn Lee Donohue, BSN, RN, RNC-MNN, CBC	Mother-Baby
Mark Bender, BSN, RN, OCN	Betty Block Roberts 4	Kate O'Brien, BSN, RN, CBC	Mother-Baby
Kerry Mallon, RN, OCN	Betty Block Roberts 4	Tanya Pereira, BSN, RN, RNC-MNN	Mother-Baby
Eileen McGarry, RN, OCN	Betty Block Roberts 4	Veronica Romeo, BSN, RN, RNC-MNN, CBC	Mother-Baby
Kelly McQuillan, RN	Betty Block Roberts 4	Jamie Rowe, MSN, RN, CBC	Mother-Baby
Melissa Bopp, BSN, RN, MEDSURG-BC	Borden 5	Mildred Stovall, BSN, RN, CBC	Mother-Baby
Stacey Faria, BSN, RN, MEDSURG-BC	Borden 5	Watcharee Taylor, BSN, RN, RNC-MNN, CBC	Mother-Baby
Elesia Grant, BSN, RN, MEDSURG-BC	Borden 5	Amanda VanLoenen, MSN, RN, RNC-MNN, CBC	Mother-Baby
Matthew Seward, BSN, RN, MEDSURG-BC	Borden 5	Bindu Abraham, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit
Ashley Van Santen, BSN, RN, MEDSURG-BC	Borden 5	Jancy Abraham, BSN, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit
Elizabeth Abken, BSN, RN, MEDSURG-BC	Community 2	Sheeba Antony, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Tia Kelly, BSN, RN, MEDSURG-BC	Community 2	Ashley Card-Applegate, BSN, RN, CBC	Neonatal Intensive Care Unit
BoMiNa Lim, BSN, RN, MEDSURG-BC	Community 2	Jennifer Cavanaugh, BSN, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit
Kelly Morrison, BSN, RN, MEDSURG-BC	Community 2	Kristin Chaparro, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Victoria Cahill, BSN, RN, CPEN	Emergency Department	Barbara Ehrhardt, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit
Cheryl Clarkin, BSN, RN, CPEN	Emergency Department	Marianne Ferraioli, RN, CBC	Neonatal Intensive Care Unit
Fiorella La Hara, BSN, RN, CEN	Emergency Department	Jessica Kuch, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Sabrina Rossiter, BSN, RN, MEDSURG-BC	Emergency Department	Anna Lyons, BSN, RN	Neonatal Intensive Care Unit
Sandra Denoville, BSN, RN, CGRN	Endoscopy	Laura Meyer, MSN, RN, CBC	Neonatal Intensive Care Unit
Donna Jefferys, BSN, RN, CGRN	Endoscopy	Christine Picarello, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Georgette King, BSN, RN, CGRN	Endoscopy	Kathryn Repetti, BSN, RN, RNC-NIC, IBCLC	Neonatal Intensive Care Unit
Lorena Pessoa, BSN, RN, MEDSURG-BC	Float Pool	Erin Rotondo, BSN, RN, CBC	Neonatal Intensive Care Unit
Lauren Petach, BSN, RN, MEDSURG-BC	Float Pool	Patricia Ryan, RN, CBC	Neonatal Intensive Care Unit
Sheeba Suresh, BSN, RN, MEDSURG-BC	Float Pool	Tara Ryan, MSN, RN, CBC	Neonatal Intensive Care Unit
Raluca Salter, BSN, RN, MEDSURG-BC	Greenwall 5	Taylor Thrunk, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Toni Higgins, BSN, RN, GERO-BC	Greenwall 5	Heike Tinnirello, RN, CBC	Neonatal Intensive Care Unit
Emily Recchia, BSN, RN, MEDSURG-BC	Greenwall 5	Kaila Wiarda, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Katarzyna Reitmeyer, BSN, RN, MEDSURG-BC	Greenwall 5	Salo Zachariah, BSN, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit
Jessamma Ruby, BSN, RN, MEDSURG-BC	Greenwall 5	Abigail Grau, BSN, RN, IBCLC, CBC	OB Support
Victoria DePalma, BSN, RN, C-EFM	Labor & Delivery	Christy Tulino, BSN, RN, IBCLC	OB Support
Amanda Patrick, BSN, RN, C-EFM	Labor & Delivery	Sarah Buffa, BSN, RN, CNOR	Operating Room
Kimberly Rudinski, BSN, RN, C-EFM	Labor & Delivery	Linda DeRosa, BSN, RN, CNOR	Operating Room
Aileen Pulido Antonio, BSN, RN, CPN, CBC	Maternal Child Float	Margareta Gartside, BSN, RN, CNOR	Operating Room
Laura Brooks, BSN, RN, CPN	Maternal Child Float	Sherri Jovanovic, BSN, RN, CNOR	Operating Room
Erica Brown, BSN, RN, CBC	Maternal Child Float	Ashley Meagher, BSN, RN, CNOR	Operating Room
Alyssa Gergely, BSN, RN, CPN	Maternal Child Float	Jacqueline Passariello, BSN, RN, CNOR	Operating Room
Danielle Molinari, BSN, RN, CBC	Maternal Child Float	Alissa Principato, MSN, RN, CNOR	Operating Room
Erin Tamasco, RN, CPN	Maternal Child Float	Keirhan Schuster, BSN, RN, CNOR	Operating Room



Megan Spencer, BSN, RN, CNOR	Operating Room
Dominika Stankiewicz, BSN, RN, CNOR	Operating Room
Caroline Moran, BSN, RN, CPN	Pediatric Intensive Care Unit
Ambily Nair, BSN, RN, PED-BC	Pediatric Intensive Care Unit
Kathleen Malouf, BS, MSN, RN, PED-BC	Pediatric Medical Day Stay
Ashlee Poskonka, BSN, RN, PED-BC	Pediatric Medical Day Stay
Eda Chung, BSN, RN, CPN	Pediatrics
Christina Daniel, BSN, RN, CPN	Pediatrics
Bianca Fasciano, MSN, RN, PED-BC	Pediatrics
Jeanne Marciano, BSN, RN, CPN	Pediatrics
Annie Nudas, BSN, RN, CPN	Pediatrics
Joyce Bodine, BSN, RN, CPAN	Post-Anesthesia Care Unit
Rita Cavaliere, MA, BSN, RN, CPAN	Post-Anesthesia Care Unit
Emmanuella Phanor, BSN, RN, CAPA	Post-Anesthesia Care Unit
Stephanie Laberde, RN, CAPA	Pre-Admission Testing
Nellie Padre, BSN, RN, CCRN	Pre-Admission Testing
Mary Tufano, RN, AMB-BC	Pre-Admission Testing
Marie Brackett, RN, PMH-BC	Psychiatric Emergency Screening Services
Kayla Senck, BSN, RN, MEDSURG-BC	Radiology RNs
Cynthia Arandela-Bundac, BSN, RN, MEDSURG-BC	Same Day Surgery
Christie Butler, BSN, RN, CEN, PCCN	Same Day Surgery
Cristina Perez-Connor, BSN, RN, CAPA	Same Day Surgery
Victoria Chmielowicz, BSN, RN, MEDSURG-BC	Todd 6 East
Anjani Patel, BSN, RN, MEDSURG-BC	Todd 6 East
Susan Beaver, RN, OCN	Vantage Point
Susan DaSilva, BSN, RN, OCN	Vantage Point
Jessica Montague, BSN, RN, OCN	Vantage Point
Elizabeth O' Donnell, MA, RN, OCN	Vantage Point
Alisa Vandembrouck, BSN, RN	Vantage Point
Kaitlyn Zilly, BSN, RN, MEDSURG-BC	Vantage Point

LEVEL 2

Nurse	Unit
Danica Almendares, BSN, RN	Alexander Pavilion 1
Beth Conover, BSN, RN	Alexander Pavilion 1
Sarah Carson, BSN, RN	Alexander Pavilion 3
Michelle Lomangino, BSN, RN	Alexander Pavilion 3
Gregory Appleman, BSN, RN	Betty Block Roberts 2
Miranda Blasco, BSN, RN	Betty Block Roberts 2
Stephen Boyce, BSN, RN	Betty Block Roberts 2
Nicole Cebulko, BSN, RN	Betty Block Roberts 2
Jacqueline Ganley, BSN, RN	Betty Block Roberts 2
Zoe Miranti, RN	Betty Block Roberts 2
Shira Oratz, BSN, RN	Betty Block Roberts 2
Vilma Palisoc, BSN, RN	Betty Block Roberts 2
Anthony Talerico, RN	Betty Block Roberts 2
Elna Zeigerman, BSN, RN	Betty Block Roberts 4
Samantha Halvorsen, BSN, RN	Borden 5
Reny James, BSN, RN, MEDSURG-BC	Borden 5
Brittany Matteo, BSN, RN	Borden 5
Kelly Vafiadis, BSN, RN	Borden 5
Linda Olshan, RN, CBC	Breast Center
Taylor Gregory, BSN, RN	Community 2
Ashley Grimm, RN, MEDSURG-BC	Community 2
Irene Laschuk, BSN, RN, MEDSURG-BC	Community 2
Allison Rayburn, BSN, RN	Community 2
Jeannie Avon, BSN, RN	Emergency Department
Gabriella Bianco, BSN, RN	Emergency Department
Janna Bogan, BSN, RN, CEN	Emergency Department
Maria Bryceland, BSN, RN	Emergency Department
Nicole Hartsgrrove, BSN, RN	Emergency Department
Alexandra Lisi, BSN, RN	Emergency Department
Melanie Massa, BSN, RN	Emergency Department
Veronica Mendez, RN	Emergency Department
Christina Nilio, MSN, RN	Emergency Department
Zia Palmiotto, BSN, RN	Emergency Department
Tara Pistone, BSN, RN	Emergency Department
Jennifer Schoch, BSN, RN	Emergency Department
Samantha McGrath, BSN, RN	Endoscopy
Jessica Noonan, BSN, RN	Endoscopy
Pellegrina Rego, RN, CGRN	Endoscopy
Kristen Catalano, MSN, RN, IBCLC	Float Maternal Child
Michelle Cuna, BSN, RN, CBC	Float Maternal Child

Melissa Ercolino, RN, CPN	Float Maternal Child
Rachellane Galang, BSN, RN	Float Maternal Child
Jessie Grandelli, BSN, RN, CBC	Float Maternal Child
Sydney Kurfehs, MSN, RN, RNC-MNN	Float Maternal Child
Marissa Restivo, BSN, RN	Float Maternal Child
Dana Siclare, BSN, RN	Float Maternal Child
Tara Buono, BSN, RN, MEDSURG-BC	Float Pool
Migdalia Carlson, RN, MEDSURG-BC	Float Pool
Kathryn Cosentino, BSN, RN, MEDSURG-BC	Float Pool
Erika Rojo, RN	Float Pool
Kristen DeSimone, BSN, RN	Greenwall 5
Margaret Moran, BSN, RN, MEDSURG-BC	Greenwall 5
Sneha Reynold, BSN, RN	Greenwall 5
Elizabeth Valente, RN	Greenwall 5
Amanda Boutros, BSN, RN	Greenwall 6
Heather Emme, BSN, RN	Greenwall 6
Meghan Pedersen, BSN, RN, MEDSURG-BC	Greenwall 6
Courtney Rea, BSN, RN, MEDSURG-BC	Greenwall 6
Robyn Bordieri, BSN, RN	Intensive Care Unit
Diana Borja Robles, BSN, RN	Intensive Care Unit
Claudia Brameyer, RN	Intensive Care Unit
Hei-Chaun Chang, RN, MEDSURG-BC	Intensive Care Unit
Eileen Clapp, BSN, RN	Intensive Care Unit
Iris Cruz, BSN, RN, MEDSURG-BC	Intensive Care Unit
Lauren DelleDonne, BSN, RN, CCRN	Intensive Care Unit
Lisa Fabrizio, BSN, RN	Intensive Care Unit
Lori Frederick, RN, CCRN	Intensive Care Unit
Nicole Lanza, BSN, RN	Intensive Care Unit
Lisa Lemanski, BSN, RN, PCCN	Intensive Care Unit
Michelle Prusko, RN, CCRN	Intensive Care Unit
Helena Semira, BSN, RN, CCRN	Intensive Care Unit
Bailey Stark, BSN, RN	Intensive Care Unit
Gabrielle Tiziani, BSN, RN, CCRN	Intensive Care Unit
Gabrielle Altilio, BSN, RN, MEDSURG-BC	Labor & Delivery
Lauren Barnshaw, BSN, RN, RNC-OB, C-EFM, CBC	Labor & Delivery
Emily Baydal, BSN, RN, C-EFM	Labor & Delivery
Lindsay Best, BSN, RN	Labor & Delivery
Courtney Billig, BSN, RN	Labor & Delivery
Julianna Brodhecker, BSN, RN, C-EFM	Labor & Delivery
Marissa Caltabilota, BSN, RN, RNC-OB, C-EFM, CBC	Labor & Delivery



Stephanie Carrera, BSN, RN, C-EFM	Labor & Delivery
Gabrielle Cicala, BSN, RN	Labor & Delivery
Joan Coronato, MPA, BSN, RN, C-EFM	Labor & Delivery
Heather Deus, RN, C-EFM	Labor & Delivery
Danielle LaBella, BSN, RN, C-EFM, CBC	Labor & Delivery
Victoria LaPorta, MSN, RN, RNC-OB, C-EFM	Labor & Delivery
Xenia Lipton, BSN, RN, PCCN	Labor & Delivery
Ashley Lucarelli, BSN, RN	Labor & Delivery
Brianna McArdle, BSN, RN, C-EFM	Labor & Delivery
Kaitlyn McKeever, BSN, RN	Labor & Delivery
Melissa Naranjo, BSN, RN, CBC	Labor & Delivery
Meredith Picurro, BSN, RN, RNC-OB	Labor & Delivery
Marie Plaisir, MSN, RN	Labor & Delivery
Laura Quackenbush, RN, C-EFM	Labor & Delivery
Jennifer Quirk, MSN, RN, C-EFM	Labor & Delivery
Nicole Roberts, BSN, RN, MEDSURG-BC	Labor & Delivery
Toni Roma, BSN, RN	Labor & Delivery
Terry Tompkins, BSN, RN, RNC-OB	Labor & Delivery
Autumn Vancleaf, BSN, RN, C-EFM	Labor & Delivery
Hannah Whitman, BSN, RN, C-EFM	Labor & Delivery
Michelle Archer, RN, CBC	Mother-Baby
Alice Berson, RN, RNC-MNN	Mother-Baby
Lisa Bringoli, RN, RNC-MNN	Mother-Baby
Karissa Broschart, BSN, RN, CBC	Mother-Baby
Caylee Bruff, BSN, RN	Mother-Baby
Alana Canoro, BSN, RN, CBC	Mother-Baby
Stacie Chan, BSN, RN, RNC-MNN	Mother-Baby
Kristi Conover, BSN, RN, CBC	Mother-Baby
Deborah Dooley, BSN, RN, CBC	Mother-Baby
Jennifer Dougherty, BSN, RN	Mother-Baby
Binu Eapen, BSN, RN, CBC	Mother-Baby
Laura Ennis, BSN, RN, RNC-MNN	Mother-Baby
Reilly Ferrante, BSN, RN	Mother-Baby
Nicole Foltz, BSN, RN	Mother-Baby
Carly Gillespie, BSN, RN	Mother-Baby
Danielle Klimowicz, BSN, RN	Mother-Baby
Gail Loeser, BSN, RN, RNC-OB	Mother-Baby
Gerl Lowney, RN, C-EFM	Mother-Baby
Emilie Luckewicz, BSN, RN, RNC-MNN	Mother-Baby
Grace Lukasik, BSN, RN	Mother-Baby

Jane MacMahon, BSN, RN	Mother-Baby
Susan MacMahon, BSN, RN, CBC	Mother-Baby
Karen McGill, BSN, RN, RNC-MNN	Mother-Baby
Danielle McGraw, BSN, RN	Mother-Baby
Danielle Neary, BSN, RN	Mother-Baby
Gabrielle Nelsen, BSN, RN, CBC	Mother-Baby
Rinskie Nelson, BSN, RN, CBC	Mother-Baby
Meredith Norton, RN, RNC-OB	Mother-Baby
Ramonita Pavon, BSN, RN	Mother-Baby
Emily Buchbinder-Portman, BSN, RN, CBC	Mother-Baby
Dana Primiano, RN, RNC-MNN	Mother-Baby
Maria Rovere, BSN, RN, CBC	Mother-Baby
Kerry Schneider, BSN, RN, CBC	Mother-Baby
Jillian Smith, BSN, RN, CBC	Mother-Baby
Maria Steinmetz, RN, RNC-MNN, CBC	Mother-Baby
Claire Stenson, BSN, RN	Mother-Baby
Amanda Thostesen, BSN, RN, CCE, CBC	Mother-Baby
Lauren Tramontano, BSN, RN, CBC	Mother-Baby
Sydney Virtue, BSN, RN, CBC	Mother-Baby
Gina Weisneck, BSN, RN, RNC-MNN, CBC	Mother-Baby
Melissa Williams, BSN, RN	Mother-Baby
Talia Apruzzese, BSN, RN	Neonatal Intensive Care Unit
Emma Capro, BSN, RN	Neonatal Intensive Care Unit
Katharyn DiBernardo, RN, RNC-NIC	Neonatal Intensive Care Unit
Mary Jane Dominguez, RN	Neonatal Intensive Care Unit
Rachel Herman, BSN, RN, CBC	Neonatal Intensive Care Unit
Lisa Iorio, BSN, RN, CBC	Neonatal Intensive Care Unit
Michele Leahy, BSN, RN	Neonatal Intensive Care Unit
Kimberly Mandato, RN, CBC	Neonatal Intensive Care Unit
Amanda Maresca, BSN, RN	Neonatal Intensive Care Unit
Kerry Morris, BSN, RN, MEDSURG-BC	Neonatal Intensive Care Unit
Hannah Steen, BSN, RN	Neonatal Intensive Care Unit
Sherriane Young, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit
Elisabeth Bihun, BSN, RN	Operating Room
Susan Bijoy, BSN, RN, CNOR	Operating Room
Laura Brandon, BSN, RN	Operating Room
Louna Nelly Cenatus, BSN, RN, CNOR	Operating Room
Kathleen Connors, BSN, RN	Operating Room
Kelly Donahue, BSN, RN	Operating Room
William Driscoll, RN, CNOR	Operating Room

Nicole Dwyer, BSN, RN	Operating Room
Karlie Elisiedy, BSN, RN, CPN	Operating Room
Lisa Garzone, BSN, RN	Operating Room
Renee Gunzburg, RN	Operating Room
Malgorzata Jedlinski, RN, CNOR	Operating Room
Stephanie Journick, BSN, RN, CNOR	Operating Room
Kaitlyn Lessing, MSN, RN, CBC	Operating Room
Li Liu, BSN, RN	Operating Room
Michelle Meyer, BSN, RN	Operating Room
Alfredo Panganiban, BSN, RN	Operating Room
Karen Pranci, BSN, RN	Operating Room
Janette Principe, BSN, RN, CNOR	Operating Room
Marlene Rodriguez, BSN, RN	Operating Room
Leelamma Xavier, BSN, RN, CNOR	Operating Room
Danielle Yoos, BSN, RN	Operating Room
Raymond Carbone, RN	Outpatient Behavioral Health
Kelsie Lotito, BSN, RN	Pediatric Intensive Care Unit
Brynne Wiedeman, BSN, RN, PED-BC	Pediatric Intensive Care Unit
Melissa Dimsuyu, BSN, RN	Post-Anesthesia Care Unit
Jacklyn Ignizio, MSN, RN	Post-Anesthesia Care Unit
Ingrid Lochner, BSN, RN	Post-Anesthesia Care Unit
Stefanie Reynolds, MSN, RN	Post-Anesthesia Care Unit
Tara Yetman, BSN, RN, MEDSURG-BC	Post-Anesthesia Care Unit
Loukia Lopresti, BA, RN	Pre-Admission Testing

Suzanne Moore, BSN, RN	Pre-Admission Testing
Daureen Vales, BSN, RN, CAPA	Pre-Admission Testing
Amy Cullen, BSN, RN, PMH-BC	Psychiatric Emergency Screening Services
Keisha Gayle, BSN, RN, PMH-BC	Psychiatric Emergency Screening Services
Gail Lloyd, RN, PMH-BC	Psychiatric Emergency Screening Services
Jeffrey Weiss, BA, RN, PMH-BC	Psychiatric Emergency Screening Services
NormaJean Lapsley, BSN, RN	Radiology RNs
Skyelar McArtney, RN	Radiology RNs
Cheryl Casanova, BSN, RN	Same Day Surgery
Lois Collura, RN, MEDSURG-BC	Same Day Surgery
Devan D'Aloia, BSN, RN	Same Day Surgery
Rosemarie Darby, BS, RN	Same Day Surgery
Michelle Davis, MSN, RN	Same Day Surgery
Lois DeRoche, BS, BSN, RN, PED-BC	Same Day Surgery
Nadine Kelly, MSN, RN	Same Day Surgery
Veronica Langley-Stephens, RN	Same Day Surgery
Lisa Lapolla, DNP, RN, CCRN	Same Day Surgery
Francine Pagano-Hayes, RN	Same Day Surgery
Christina Stonaker, BSN, RN, PCCN	Same Day Surgery
Kayla Briden, BSN, RN, MEDSURG-BC	Todd 6 East
Lauren Miele, BSN, RN, MEDSURG-BC	Todd 6 East
Jonathan Ortiz, BSN, RN	Todd 6 East
Cristen Glende, RN, RNC-NIC	Valerie Fund
Kayla Petrozzo, RN, MEDSURG-BC	Vantage Point





AWARDS & RECOGNITION

EMPLOYEE OF THE MONTH



September

Danica Almendares, BSN, RN
of Alexander Pavilion 1:

Her colleagues praised Danica as, “a wonderful example of a dedicated psych nurse.” They wrote: “Danica has excelled as a new nurse. Since becoming an API team member, she always looks for opportunities to improve patient experience and unit safety. Danica is always cheerful and willing to help in a crisis.”



November

Lauren Castellano, BSN, RN, RNC-NIC
of the Neonatal Intensive Care Unit:

In nominating Lauren, a colleague praised her outstanding teamwork, kindness, and compassion. She wrote: “Lauren is always willing to lend a helping hand in any situation. I work night shift, and Lauren always gives extremely detailed reports and is willing to teach anyone who asks her for help. Her compassion and kindness towards patients and their families does not go unnoticed. Lauren is a team player, and she is a prime example of a NICU nurse. I hope to be like her in a few years.”

LEVEL 1

Nurse	Unit
Jeannine Keenan, BSN, RN	Alexander Pavilion 2
Samantha Brasco, BSN, RN	Alexander Pavilion 3
Abaigeal Dacey, BSN, RN	Borden 5
Bridget Fisher, RN	Borden 5
Angela Galan, BSN, RN	Borden 5
Tyler Grant, BSN, RN	Borden 5
Maeve Lynch, RN	Borden 5
Mitchell Moy, BSN, RN	Borden 5
Kelsey Williams, RN	Borden 5
Melissa Garby, BSN, RN	Community 2
Traci Bogan, BSN, RN	Emergency Department
Megan Chawla, RN	Emergency Department
Christine Jerome, BSN, RN	Emergency Department
Dennis Reynolds, BSN, RN	Emergency Department
Deborah Staples, RN	Float Pool
Luana Falavinah, BSN, RN	Greenwall 5
Sarah Liguori, BSN, RN	Greenwall 5
Melissa Criscuolo, RN	Greenwall 6
Stephanie Ring, BSN, RN	Greenwall 6
Sabrina Carlsen, BSN, RN	Intensive Care Unit
Analiese Grissman, BSN, RN	Intensive Care Unit
Tsipora Bloch, BSN, RN, C-EFM	Labor & Delivery
Shoshana Devor, BSN, RN	Labor & Delivery
Michele Eisenhauer, RN, CBC	Labor & Delivery
Carley Gatta, BSN, RN	Labor & Delivery
Allison George, BSN, RN, C-EFM	Labor & Delivery
Marissa Steinberg, BSN, RN	Labor & Delivery

Amanda Volk, BSN, RN	Labor & Delivery
Nancy Bartis, RN	Mother-Baby
Shayna Cattelona, RN	Mother-Baby
Julia Cleary, BSN, RN	Mother-Baby
Gianna Dominici, BSN, RN	Mother-Baby
Rielly Golomb, BSN, RN	Mother-Baby
Kimberly Granada, RN, CBC	Mother-Baby
Sophia Grandilli, BSN, RN	Mother-Baby
Susan Lautier, RN, CBC	Mother-Baby
Kaitlyn McCarthy, BSN, RN	Mother-Baby
Barbara McFadden-Christ, RN, CBC	Mother-Baby
Khuyen Nguyen, BSN, RN	Mother-Baby
Erica Olson, BSN, RN	Mother-Baby
Nicole Savitt, BSN, RN, CBC	Mother-Baby
Nicole Lonigro, BSN, RN	Neonatal Intensive Care Unit
Camila Massaro, BSN, RN	Neonatal Intensive Care Unit
Karina Ramirez, BSN, RN	Neonatal Intensive Care Unit
Kielly Dunton, BSN, RN	Operating Room
Jamie Jackson, BSN, RN	Operating Room
Vanessa Smith, BSN, RN	Operating Room
Jaelyn Colella, BSN, RN	Pediatric Intensive Care Unit
Kimberly Higgins, RN	Pediatrics
Todd Kochakji, BSN, RN	Psychiatric Emergency Screening Services
Laura Salerno, RN	Psychiatric Emergency Screening Services
Alexa Lubonski, BSN, RN	Todd 6 East
Lauren Vega, BSN, RN	Todd 6 East
Casey Weis, BSN, RN	Valerie Fund





The DAISY Award® for Extraordinary Nurses

In 1999, Bonnie and Mark Barnes envisioned a way to honor their son Patrick's death at the age of 33 due to complications of ITP (Idiopathic Thrombocytopenia Purpura). As the Barnes family discussed what to do in their son's memory, they knew that first and foremost, they needed to show appreciation for the gifts that nurses give their patients and families every day, just as they had experienced. The goal is to ensure that nurses know how deserving they are of society's profound respect for the education, training, brainpower, and skill they put into their work, and especially for the compassion with which they deliver their care. The DAISY Award is an international award, which recognizes extraordinary clinical nurses who care for patients by providing exceptional care every day. Monmouth Medical Center proudly recognizes the nurses who have demonstrated outstanding care through recognition of this award. The 2022 DAISY Award winners:



Jennifer Cavanaugh,
BSN, RN, RNC-NIC, CBC
Neonatal Intensive Care Unit
March 2022



Nurse Leader Award
Rebecca Dominguez, BSN, RN
Alexander Pavilion 2
June 2022



Elizabeth O'Donnell,
MA, RN, OCN
Vantage Point
November 2022

Nurses Week 2022 Award Winners

Monsignor Bradley Nursing & Education Research Award
BoMiNa Lim, BSN, RN, MEDSURG-BC

Nurse Mentorship Award
Lori Frederick, RN, CCRN
Eileen McGarry, RN, OCN

Caritas Nurse of the Year Award
Mildred Stovall, BSN, RN, CBC

DAISY Nurse Leader Award
Rebecca Dominguez, BSN, RN

Novice RN Award
Jamie Jackson, BSN, RN
Mitchell Moy, BSN, RN

Partners in Care Award
Nadine Davenport
Anny Thomas

The Maysie Stroock Nursing Education Award
Christie Butler, BSN, RN, CEN, PCCN

Diversity, Inclusion, & Equity Champion Award
Paula Ross, MSN, RN



SERVICE RECOGNITION Thank You for Your Dedication

Susan Porter, BSN, RN, APHN-BC
Director of Outpatient Specialty
Services, for 30 years of inspirational
and dedicated service to Monmouth
Medical Center.



Celebrating Milestones

On June 14th, leadership and staff came together to celebrate nearly 300 team members who have reached milestones from five to 55 years, including employees who reached milestones of 25 years or more in 2020 and 2021.



Seton Hall School of Nursing Honors Regional Director of Risk Management

Regional Director of Risk Management Margaret Nielsen, JD, BSN, RN, CPHRM was honored at Seton Hall University's 49th Annual Margaret C. Haley Awards celebrating the 2022 School of Nursing honorees. Margaret, who received the 2022 Nelson Aquino Humanitarian Award, was among four School of Nursing alumnus recognized for their service, leadership, and dedication to the nursing profession and Seton Hall University.



Emergency Services Honored with National 'Lantern' Excellence Award

Monmouth Medical Center is one of 34 U.S. hospitals to be honored by the Emergency Nurses Association with the Lantern Award, a recognition for emergency departments that demonstrate exceptional and innovative performance in leadership, practice, education, advocacy, and research. The Lantern Award application focuses on innovative practices and noteworthy attributes of the emergency department, collaborative approaches to delivering optimal care for patients, performance and outcome metrics, characteristics of the nursing team, and facility and emergency department demographics. It distinguishes an emergency department's commitment to quality, safety, and presence of a healthy work environment. In 2021, the Monmouth Medical Center's Emergency Department also received the Crisis Response Team Award from the New Jersey chapter of the Emergency Nurses Association in recognition of the department's significant contributions and response to the challenges of the public health crisis stemming from the COVID-19 pandemic.

Joint & Spine Program Achieves Joint Commission Disease Specific Certification for Total Hip, Total Knee, & Spine Surgery

In recognition of the program's commitment to excellence in providing care for joint replacement and spine surgery patients, Todd East and team received incredibly positive feedback from Joint Commission surveyors.



CCIS Re-designation from the New Jersey State Department of Children's System of Care

Alexander Pavilion 2 has successfully completed its 2022 re-designation survey following a New Jersey State Department of Children's System of Care inspection, with high praise from the site surveyor for the unit's leadership and staff. Children's Crisis Intervention Services is the only state-designated program in Monmouth and Ocean counties that provides inpatient treatment for children and adolescents with acute emotional, behavioral, or psychological problems.



Get With the Guidelines® Heart Failure Gold Plus Quality Achievement Award

The American Heart Association has again nationally recognized Monmouth Medical Center for the Get With the Guidelines - Heart Failure Gold Plus with Target: Heart Failure and Type 2 Diabetes Honor Roll recognition. The award recognizes the commitment to ensuring heart failure patients receive the most appropriate treatment according to nationally recognized, research-based guidelines founded in the latest scientific evidence. Additionally, in 2022, the American Heart Association and the American Diabetes Association have launched a collaborative initiative called Know Diabetes by Heart™ to comprehensively combat the national public health impact of type 2 diabetes and cardiovascular disease, the leading cause of death and a major cause of heart attacks, strokes and disability for people living with type 2 diabetes. Monmouth Medical Center earned the award by meeting specific quality achievement measures for the diagnosis and treatment of heart failure and type 2 diabetes patients at a set level for a designated period.



Obstetrics & Gynecology Excellence Award Labor & Delivery Excellence Award

Monmouth Medical Center has been recognized by Healthgrades for distinction in women's care by receiving the 2022 Obstetrics and Gynecology Excellence Award and Labor and Delivery Excellence Award. The organization has received these two Healthgrade recognitions for the past seven years, ranking among the top five percent of hospitals evaluated for both obstetrics and gynecology, and for labor and delivery. Monmouth Medical Center also joined five other RWJBarnabas Health hospitals that are Five-Star Recipients for Vaginal Delivery, a distinction that on average results in a 45.1 percent lower risk of experiencing a complication in the hospital than if the patient were treated at a One-Star hospital. More than 6,000 babies are born at Monmouth Medical Center annually, more than any other regional facility. Additionally, U.S. News & World Report, the global authority in hospital rankings and consumer advice, has recognized Monmouth Medical Center among the 2022-2023 Best Hospitals for Maternity Care.



PNANJ's Community Service Nurse of the Year Award

Cristina Perez-Connor, BSN, RN, CAPA from Same Day Surgery was named "Community Service Nurse of the Year" at the Philippine Nurses Association of New Jersey's 46th Annual Gala and Awards Night. The Gala proudly celebrates nursing scholarship, nursing excellence, legacy, and humanitarian awards.

During a recent annual meeting of the Phillipine Nurses Association of New Jersey nurse leaders Lolita Jacob, DNP, RN, FNP-BC, and Cristina were named to the 2022 to 2024 Executive Board. Lolita, an advanced practice registered nurse who is currently Chairperson of the Education and Practice Committee, was named Vice President of the Central Region, and Cristina was named Secretary. Additionally, Lolita is the immediate past president of the Monmouth Executive Board, and Cristina serves on their Board of Directors.



COMMUNITY HEALTHCARE OUTREACH

Monmouth Medical Center's nurses have traditionally volunteered their time at every opportunity to assist the community in which they proudly serve. Even throughout the pandemic, the nurses continued to contribute to the betterment of the staff and community at large. The following is a listing of additional ways in which nurses participated in community healthcare outreach in 2022:

Tara Murphy, MSN, RN, IBCLC, Lactation Consultant for the Breastfeeding Wellness Center, provides breastfeeding support before and after childbirth on an outpatient basis. This community support is paramount at the Anne Vogel Family Care and Wellness Center.



A family foundation, Ezra Abraham to Life, in memory of a young man who lost a seven-year battle with pediatric cancer, cut the ribbon dedicating their first teen "Living Room" at Monmouth Medical Center. In June, family members with the Foundation returned to tour the space named for their beloved Eddie, as Ezra was known, and see the recently completed renovations and upgrades.



Maureen Bowe, MSN, RN, and Marietta Datar, BSN, RN participated in March's Pause to Thrive Inaugural COVID-19 Long Haulers Retreat Program held at the San Alfonso Retreat House in Long Branch. They presented an update on variants and available treatments, in conjunction with their 2021 initiative to introduce a program to assist the recovery of post-COVID patients by improving breathing and lung function.



West Long Branch Lions Club President Tom DeBruin traveled to Monmouth Medical Center to pick up 110 pairs of eyeglasses collected at the hospital through a drive led by Cardiopulmonary Rehabilitation.



In May, a team from the Intensive Care Unit represented the hospital at the NJ Sharing Network 5K Race on the Great lawn at the Long Branch Promenade.

In February, the Community Health and Social Impact and Community Investment team hosted a volunteer event for the Season of Service, with 22 volunteers helping pack Winter Warmth Kits complete with hats, gloves, socks, toiletries, snacks, and other essential items. Fifty completed kits were delivered to the Jersey Shore Rescue Mission in Asbury Park, a shelter for people who are homeless, poor, and may be struggling with substance use.



In July, participants gathered at the Power of Pink Luncheon, a premiere fund-raising luncheon for Cancer Services at Monmouth Medical Center. Dedicated Foundation community leaders of the Leon Hess Cancer Center Council presented the luncheon. New Jersey First Lady Tammy Murphy, a longtime hospital supporter and past chair of the Monmouth Medical Center Foundation Board of Trustees, gave welcoming remarks.



July saw a return of Oceanfest after a two-year pandemic-related absence and with it a return of Monmouth Medical Center's sponsorship of New Jersey's biggest Fourth of July celebration and blood pressure screenings courtesy of the Philippine Nurses Association. Staff nurses volunteered at the event, providing 117 blood pressure readings.

In March, highly requested medical supplies were provided to support refugee families in Ukraine and Poland through an effort led by Gail Cudia, BS, MSN, RN, PED-BC, Clinical Nurse Educator of Pediatrics and facilitator of the Nursing Research Committee. Gail and her team prepared to deliver more than 300 donated medical supply items to St. Stephen Ukrainian Catholic Church in Toms River in time for the one of the last flights delivering this type of aid.



180 Turning Lives Around is a non-profit organization that provides shelter and services to survivors of domestic and sexual violence. They are local to Monmouth County, and provide their services to survivors in the community. With the help of employees, the Maternal Child Health Council for Shared Governance was able to raise approximately \$900 for 180 TLA by selling tickets for raffle baskets.



A sock drive led by Breast Center nurse Linda Olshan, RN, CBC and the Ambulatory Council for Shared Governance collected 700 pairs of socks, which were donated in August to Interfaith Neighbors for distribution to members of the community who are in need.

Monmouth Medical Center staff, including nurse Rose Polasky, MS, RN, CCRN, NE-BC attended an August celebration of the Project Write Now program, which offers a range of writing workshops and services to children, teens, and adults through the T. Thomas Fortune Cultural Center in Red Bank. The workshops focus on the craft of writing, exploring such narrative techniques as characterization, voice, dialogue, and structure, while also providing a safe, supportive environment for writers to experiment and take risks.



In October in Asbury Park, Director of Diversity, Equity, and Inclusion Sylvia Jacobs was joined at the Equality Walk Weekend with Garden State Equality by Monmouth Medical Center colleagues, nurses, and staff. The Equality Walk is Garden State Equality's largest annual community fundraiser. The funds raised supported the innovative work in the areas of policy, education, and health.



Cancer Services, the new Vogel Medical Campus, and the LiveWell Center at the hospital's new Anne Vogel Family Care and Wellness Center in nearby Eatontown were highlighted at the annual Tinton Falls Community Day in October. The event was held at the Sycamore Recreation Complex.



The Business Resource Group celebrated desserts from "Round the World" at a bake sale in October. Staff members were invited to donate desserts representing their culture, family traditions, or holiday menus. The event raised money for the Long Branch High School Diversity Scholarship Fund.



Staff participated in the annual Shoreline Heart Walk, held in October in Asbury Park as Team Tinman. Headed by staff from Cardiopulmonary Rehabilitation, the team fielded 40 walkers and raised \$3,000, surpassing its \$2,500 goal.

The Cycling Club came out in October in support of New Jersey CF Cycle for Life, the Cystic Fibrosis Foundation's premier cycling event. Each year, thousands of cyclists gather in dozens of cities across the nation to take part in an exciting effort to raise funds and awareness for cystic fibrosis.

Monmouth Medical Center hosted the 17th annual Big Steps for Little Feet fundraising walk in October. All proceeds from the event, which raised about \$39,000 and drew more than 200 people to the Great Lawn Beach in Long Branch, support the Hirair and Anna Hovnanian Foundation Neonatal Intensive Care Unit.



Monmouth Medical Center was the local sponsor for the 2022 Jersey Shore Walk to End Colon Cancer, held in September, at the Great Lawn at Pier Village in Long Branch.



Diversity, Equity, and Inclusion hosted a white coat ceremony in December for the Long Branch High School students who participate in the hospital's Big Brothers Big Sisters Program. This wonderful opportunity enables the students to learn about careers in medicine.



In November, the Thanksgiving Food Drive hosted by Diversity, Equity, and Inclusion in addition to Social Impact and Community Investment, with the assistance of the Emergency Department and Critical Care Council for Shared Governance, collected 750 non-perishable food items including soups and other canned products, pasta, grains and beans, cereal, assorted proteins, and baking supplies. The shelf-staple food items were distributed through Second Baptist Church in Long Branch to local residents in need.



EXEMPLARY PROFESSIONAL PRACTICE

Exemplary professional practice focuses on excellence, collaboration, quality, safety, and best practice to bolster extraordinary results. Nurses work together with the members of the community, their fellow staff, patients, their family members, and the interprofessional team to ensure stellar nursing outcomes that hold Monmouth Medical Center as a leader in RWJBarnabas Health and throughout all of New Jersey. This topic is also about the potential of what nursing can achieve together through the establishment of strong professional practice, shared-decision making, autonomy, and empowerment.

Great Catches for Patient Safety

Emergency Department nurses Christiana Guerra, RN and Maria Bryceland, BSN, RN were recognized for their great catch when they realized a patient brought to the Emergency Department with altered mental status was registered using the birthdate that was on his license, which was incorrect. Maria and Christiana took a STAR moment to review the patient's two identifiers, name, and date of birth. The patient gave a different date of birth than what he was registered with. The nurses exercised a questioning attitude and validated the patient's correct date of birth with the patient's son. Maria and Christiana focused on the critical task of patient identification and caught an error that could have led to other errors later in the patient's care.

Kellie Graf, MSN, RN, CPAN Director of Patient Care for Same Day Surgery and Pre-Admission Testing, was recognized by a colleague for speaking up for

safety. Recently a staff member had a blood borne pathogen exposure (BBPE), and the source patient was not tested. An SBAR was sent out to remind staff of the importance of using the BBPE care sets when an incident occurs. When reviewing the information, Kellie noted a difference in the bloodwork included in the current lab tests in the care set and the bloodwork that was recently requested by Corporate Care. Kellie spoke up for safety and ARCC'd up her discovery. The care sets were reviewed and it was found they had not been updated to match the current Blood and Body Fluid Exposure policy. The Cerner team was contacted and the care sets were updated to include the correct orders.

Neonatal Intensive Care Unit Case Manager, Jennifer Healy, MSN, RN, CCM, RNC-OB, was covering Community 2 on the Sunday after Christmas. Despite not working in her usual area, she made sure to Speak Up for Safety when and where it mattered. A patient was being prepared for discharge and Jennifer noticed

that the patient could not safely go home alone and that their caregiver would not be available until the next day. Jennifer ARCC'd her concerns up and the discharge process was halted. The patient remained under hospital care until the following day when the patient could safely return home.



Shared Governance

Shared governance is a model of planning and decision-making based on the principles of partnership, equity, accountability, and ownership. This framework provides the basis for a collaborative decision-making process whereby interdisciplinary councils can communicate and work as teams toward the collective goals of the organization. In Patient Care Services, this model provides the framework for a decentralized reporting structure, which allows nurses of all levels to make decisions and promotes autonomy. Shared governance champions creating and facilitating an environment that maximizes ownership and accountability.

At Monmouth Medical Center, the shared governance council structure is entirely nurse-driven. The Professional Nursing Practice Council, comprised of the Chief Nursing Officer and all divisional and specialty council and committee chairpersons, co-chairpersons, and facilitators, is the overseeing body.



In April of 2018, Monmouth Medical Center's shared governance was officially accredited by the Forum for Shared Governance and joined greater than 90 international organizations that strive to elevate nursing practice. According to the Forum for Shared Governance website, "shared governance is a managerial innovation that gives healthcare professionals control over their practice, while extending their influence over supporting resources that were previously controlled only by managers."

The Forum is the only agency that accredits organizations for shared governance, utilizing an evidence-based index that measures governance among all healthcare professionals, evaluates the implementation of innovative management models, and monitors changes in professional governance.

Shared Governance Divisional Councils

Ambulatory Council:

Facilitators:
Maureen Bowe, MSN, RN
Jeanette Luque, BSN, RN

Chairperson:
Mallory Amoroso, BSN, RN, MEDSURG-BC

Co-Chairperson:
Cristen Glende, RN, RNC-NIC

Members:
Kathleen Malouf, BS, MSN, RN, PED-BC
Eileen McGarry, RN, OCN
Elizabeth O'Donnell, MA, RN, OCN
Linda Olshan, RN, CBC
Hope Siedler, RN

2022 Accomplishments:

- Organized and operationalized a Sock Drive for Interfaith Neighbors, where 700 pairs of new socks were donated to members of the community in need.
- Supported the initiation of an IRB approved study for nursing research on EPIC Readiness in all Ambulatory areas.
- Designed and distributed a falls prevention educational brochure to Ambulatory areas.

Behavioral Health Council:

Facilitator:
Nahomie Marcenat, BSN, RN

Chairperson:
Vera D'Silva, BSN, RN, PMH-BC

Co-Chairperson:
Marie Brackett, RN, PMH-BC

Members:
Danica Almendares, BSN, RN
Ray Carbone, RN
Beth Conover, BSN, RN
Michelle Lomangino, BSN, RN

2022 Accomplishments:

- Goal orientation: Developed 2022 Charter for Behavioral Health.
- Magnet promotion: Members designed creative and engaging PDAP and certification flyers, which were then posted and promoted by all members on their respective units. These flyers helped inform staff of the benefits of participation and encourage them to contact their council members for assistance.
- Planned and executed "PDAP Day" on April 14th, to assist all staff with completion and submission of PDAP applications. The Behavioral Health service line submitted 17 successful PDAP applications due to the council's effort.

- Meaningful recognition: All Behavioral Health RN Residents were given a gift bag with a card listing all of their individual achievements since onboarding and thanking them for being a part of the team. The gift bag contained pens, stickers, hi-lighters, hand sanitizer, candy, and snacks.
- Performance improvement: Engaged in monthly Falls Prevention and Restraints Prevention Task Force meetings to decrease fall and restraint rates and devise performance improvement measures as a team. A peer-to-peer education project was implemented to improve de-escalation techniques with the intent to decrease restraint rates, episodes of workplace violence, and improve teamwork among frontline staff. Project maps were created, evidence-based nursing research articles were assessed, and a presentation was created. Members generated an anonymous survey with five questions that assessed comfort level with de-escalation. The surveys were distributed on all Behavioral Health units, completed, collected, and reviewed to support the project. An open forum was conducted on May 26th with new nurses and RN Residents in attendance to discuss comfort level and suggestions to improve de-escalation techniques.
- Community outreach: Participated in virtual Nami Walk and Out of the Darkness Walk.

Critical Care Council:

Facilitator:
Sharmine Brassington, PhD(c), MSN, RN

Chairperson:
Nicole Hartsgrove, BSN, RN

Co-Chairperson:
Alexandra Lisi, BSN, RN

Members:
Mary Aguilar, BSN, RN, MEDSURG-BC
Robyn Bordieri, BSN, RN
Christie Butler, BSN, RN, CEN, PCCN
Gabrielle Mastrocola, RN
Michelle Prusko, RN, CCRN
Felicia Rosas, BSN, RN

2022 Accomplishments:

- Participated in a coat drive and food drive.
- Adopted a family of four during the holiday season.
- Operationalized a "Walk in my Shoes" collaborative project with Medical-Surgical Council.
- Gained approval for a new sepsis checklist and procedure.

Maternal Child Health Council:

Facilitators:
Nicole Ifantis, BSN, RN, CPN, CBC
Tanya Pereira, BSN, RN, RNC-MNN

Chairperson:
Carly Gillespie, BSN, RN

Co-Chairperson:
Joan Coronato, MPA, BSN, RN, C-EFM

Members:
Talia Apruzzese, BSN, RN
Erica Brown, BSN, RN, CBC
Cheryl Clarkin, BSN, RN, CPEN
Meredith Picurro, BSN, RN, RNC-OB
Dana Primiano, RN, RNC-MNN
Jeanette Reilly, RN
Erin Tamasco, RN, CPN
Gina Weisneck, BSN, RN, RNC-MNN, CBC
Brynne Wiedeman, BSN, RN, PED-BC

2022 Accomplishments:

- Published two volumes of the Maternal Child Health Newsletter.
- Raised funds for 180 Turning Live Around, a non-profit that helps women and children fleeing abusive and neglectful environments in Central Jersey.
- Launched an OPC Project to decrease the amount of time it takes for NICU babies to get their first OPC.
- Improved security measures on Mother-Baby, Labor and Delivery, Neonatal Intensive Care Unit, and Pediatrics.
- Collaborated with Safe Kids Worldwide to begin the process of obtaining donated car seats for the patients.
- Attended a Birth Trauma Lecture to better understand how to care for patients' needs.
- Through communication with neonatal respiratory therapists, the council began NRP refresher courses on Mother-Baby units to increase the comfortability of the nurses and staff.



Medical-Surgical Council:

Facilitator:

Bethany Glandt, BSN, RN, MEDSURG-BC

Chairperson:

Victoria Chmielowicz, BSN, RN

Members:

Nicole Cebulko, BSN, RN
Abaigeal Dacey, BSN, RN
Megan DeMarco, BSN, RN
Carroll DeRocco, RN, OCN
Kristen DeSimone, BSN, RN
Heather Emme, BSN, RN
Gregory McDonald, BSN, RN
Kelly Morrison, BSN, RN, MEDSURG-BC
Anjani Patel, BSN, RN, MEDSURG-BC
Lorena Pessoa, BSN, RN, MEDSURG-BC
Lauren Petach, BSN, RN, MEDSURG-BC
Sheeba Suresh, BSN, RN, MEDSURG-BC

2022 Accomplishments:

- Continued the "Walk in My Shoes" collaborative project with the Critical Care Council.
- Updated and disseminated foley and central line handoff forms to improve compliance for CAUTI and CLABSI prevention in the Medical-Surgical Division.
- Actively participated in the Falls Prevention Committee.

Perioperative Council:

Facilitator:

Lauren Hoehn, MSM, MSN, RN, CCRN

Chairperson:

Stefanie Reynolds, MSN, RN

Members:

Cynthia Arandela-Bundac, BSN, RN, MEDSURG-BC
Melissa Dimsuyu, BSN, RN
Donna Jefferys, BSN, RN, CGRN
Sherrri Jovanovic, BSN, RN, CNOR
Nellie Padre, BSN, RN, CCRN
Janette Principe, BSN, RN, CNOR

2022 Accomplishments:

- Completed perioperative normothermia project. Monitored body temperature preoperatively, intraoperatively, and postoperatively with the use of a bouffant cap to maintain heat and prevent hypothermia on colon resection surgical patients. Project resulted in insignificant and inconsistent findings.
- Completed STOP BANG assessment for obstructive sleep apnea. Found that obstructive sleep apnea assessments were not being completed preoperatively. Assessed level of understanding and compliance pre- and post-intervention. Project and education completed in Pre-Admission Testing and preoperative areas. Increased signage and understanding. Improvement in completion of assessment noted postoperatively.
- Volunteered taking blood pressures at Ocean Fest on July 4th.
- Volunteered to give COVID-19 vaccines and boosters to the community.
- Volunteered with the New Jersey Department of Children and Families.

- Collected over \$500 from Perioperative Services and adopted three families for the holidays.
- Nursing Strategic Plan Retreat attendance.
- Representation on Green Team and Patient and Family Advisory Council.

Shared Governance Specialty Councils & Committees

Nursing Informatics Council:

Facilitators:

Joseph Cagliostro, MSN, RN, MEDSURG-BC
Colleen Rock, MSN, RN, CPN

Chairperson:

Jacob Moise, BSN, RN

Members:

Laura Brooks, BSN, RN, CPN
Mae Corrigan, BSN, RN
Luana Falavinha, BSN, RN, MEDSURG-BC
Suzanne Forgach, BSN, RN, CCRN
Tyler Grant, BSN, RN
Jamie Hatala, MSN, RN-BC
BoMiNa Lim, BSN, RN, MEDSURG-BC

2022 Accomplishments:

- Supported a successful three site Epic Go-Live Cutover (for New Brunswick, Rahway, and Hamilton).
- Dissemination of Epic Training Information to Staff in Preparation for April 29, 2023 Epic Go-Live.
- Identifying and troubleshooting BCMA Issues (related to connectivity/equipment/specific medication barcodes).

Nursing Research Committee:

Facilitator:

Gail Cudia, BS, MSN, RN, PED-BC

Members:

Krystal Blankenbaker, MSN, RN, MEDSURG-BC
Christie Butler, BSN, RN, CEN, PCCN
Ray Carbone, RN
Maria Corpus-Santos, MSN, RN
Caroll DeRocco, RN, OCN
Elesia Grant, BSN, RN, MEDSURG-BC
Nancy Griffith, BSN, RN, CPN
Lauren Hoehn, MSM, MSN, RN, CCRN
Donna Jefferys, BSN, RN, CGRN
Toni Magliulo, CCRP
Gabrielle Mastrocola, RN
Bethany Mulhern, BSN, RN, MEDSURG-BC
Linda Olshan, RN, CBC
Fred Pachman, AHIP
Nellie Padre, BSN, RN, CCRN
Debra Petersen, MS, APRN, NEA-BC
Stefonia Thompson, BSN, RN, MEDSURG-BC

2022 Accomplishments:

- Assisted six nursing research studies to obtain IRB approval, all with a NURSE as Primary Investigator (nine approved studies total for the year included nurses as PI and/or co-investigator).
- Assisted one nursing research project to present at a New Jersey nursing conference.
- Provided educational sessions to members on library

resources and how to do a literature review, the IRB process, navigating the abstract submission process, and project dissemination.

- Facilitated 16 PI project presentations from across the divisions.

NWESC:

Facilitator:

Lauren Russo, MSN, RN, MEDSURG-BC

Chairperson:

Darla Harmer, MSN, RN, NE-BC

Co-Chairperson:

Caroline Moran, BSN, RN, CPN

Members:

Danica Almendares, BSN, RN,
Marie Brackett, RN, PMH-BC
Joan Coronato, MPA, BSN, RN, C-EFM
Vera D'Silva, BSN, RN, PMH-BC
Lauren Fleming, MA, BSN, RN, MEDSURG-BC
Veronica Langley-Stephens, RN
Kiera Reilly, BSN, RN, CCRN, MEDSURG-BC
Erin Tomasco, RN, CPN
Amanda VanLoenen, MSN, RN, RNC-MNN, CBC
Julie Villa, MSN, RN, CCRN-K

2022 Accomplishments:

- Revamped the organization's NWESC.
- Facilitated new member NWESC education through ONL NJ.
- Identified key areas of improvement for the nursing workplace environment.
- Completed a house-wide survey.
- Met with leadership and vendors to create a contract for Farmer's Fridge to be rolled out in 2023.

Additional Shared Governance Specialty Councils & Committees

Advanced Practice Registered Nurse Council

Patient Care Management Council

RWJBH System-Wide Professional Nursing Practice Council

Shared Governance Supporting Committees:

Falls Prevention Committee

HAI Committee

Magnet Ambassador Committee

Magnet Steering Committee





NEW KNOWLEDGE, INNOVATIONS, & IMPROVEMENTS

Monmouth Medical Center nurses involved in research, evidence-based practice, innovation, and performance improvement projects exercise the ability to change policies, patient care, and outcomes for the greater good. Nurses integrate these actions into their clinical and daily processes to implement the safest and best practices for their colleagues, patients, and practice environment. Developing evidence-based care models lead them in making changes that result in improved outcomes for patients, their families, and the community at large. Magnet organizations must keep their fingers on the pulse of healthcare and technological advancements of the future, therefore propelling a need for the redesign of current practices. Nurses are encouraged to pursue and conscientiously integrate new knowledge, innovations, and improvements into their clinical and operational processes.





Expanding Access to Life-Saving Cardiac Procedure

For decades, Monmouth Medical Center has been performing emergency angioplasties on patients experiencing the most critical type of heart attack. In 2022, a New Jersey Department of Health approval authorized the hospital to also treat patients diagnosed with non-emergent blockages during cardiac catheterization. This approval is a part of a system-wide initiative by RWJBarnabas Health following Governor Phil Murphy's recent endorsement of legislation expanding access to elective angioplasties to increase access to a comprehensive range of essential cardiac care for residents throughout New Jersey. Maureen Bowe, MSN, RN, Administrative Director of Cardiology Services, Nursing Resources, and Renal Services, along with Cardiac Cath Lab Director of Patient Care John Sayson, BSN, RN and his team have worked with cardiologists and administrative leadership to operationalize this exciting initiative at Monmouth Medical Center.



Self-Care Practice Integrated in Culture

The Holistic Committee held a weeklong awareness event in observance of National Suicide Prevention Week to encourage staff to use self-care techniques to support their well-being. Committee members hosted tables outside the SeaBreeze Cafe, including a Holistic Day on September 14th that included self-care tips for different breathing exercises and pet therapy visits. Observed from September 12th through 15th, it is a part of Suicide Prevention Awareness Month.

The first WForum fit crawl, hosted by Monmouth Medical Center, was held in Long Branch in September. The event highlighted locally-offered fitness classes and provided wellness opportunities in a unique setting for nurses and staff alike. All monies raised from the event were used for community health and wellness programs at the LiveWell Center in the Anne Vogel Family Care and Wellness Center.



The international program from the Schwartz Center for Compassionate Healthcare offers providers a regularly scheduled time during their fast-paced work lives to openly and honestly discuss the social and emotional issues providers face in caring for patients and families.

The Schwartz Center Rounds presentation "Coping as a Caregiver" was held in April. The discussion, with Same Day Surgery nurse Cristina Perez-Connor, BSN, RN, CAPA on the panel, entailed managing the barriers professionals face in daily practice and the ways in which providers cope with daily stressors at work. In December, Sherriane Young, RN, RNC-NIC participated in the Schwartz Center Rounds presentation "Setting Boundaries: Personal and Professional."

Launch of TeamBirth NJ Initiative

Monmouth Medical Center recently joined three New Jersey hospitals in the September launch of TeamBirth NJ, an evidence-based, national model for better provider and patient communication, which is also called "shared decision-making." TeamBirth, developed by Ariadne Labs, is a structured method to foster better communication between the clinical team and the person giving birth. A central component of the TeamBirth model is a shared whiteboard, located in all Labor and Delivery rooms and serving as an ongoing, shared reference for the team to outline care plans and progress for the patient and the baby. The full care team, of which the person giving birth and their support person are an integral part, meets frequently through huddles to ensure all parties are aware of the patient's preferences, symptoms, and experiences and to set clear expectations. TeamBirth has been implemented in more than 60 hospitals around the country, collectively involving more than 1,500 clinicians and more than 67,000 mothers and babies.



Simulation Lab & the Future of Learning

In celebration of Healthcare Simulation Week, Monmouth Medical Center partnered with Monmouth University to host an open house tour of the Linda Grunin Simulation Lab and Learning Center. The sim lab provides training to practicing healthcare professionals and students of various healthcare disciplines. The state-of-the-art lab provides hands-on learning in a realistic simulation environment with high-tech manikins and equipment. It includes four high-fidelity simulation suites with attached observation rooms for training with computerized manikins in simulated real-life settings, as well as six standardized patient exam rooms.

Additionally, the Center for Professional Development, Innovation, and Research at Monmouth Medical Center hosts multiple professional development days for the RN Residency Program participants. During these events, facilitated by the clinical educators, the RN Residents have the opportunity for a hands-on experience in a simulation environment with fun themes—such as an escape room and "sepsis sim wars".



Raising Infection Prevention Awareness

In the spring, the Infection Prevention and Control Department and the Center for Professional Development, Innovation, and Research presented an innovative expertise project on Clostridioides difficile prevention. The collaborative effort brought education to the frontline staff in a memorable way that involved active participation and best practices. The clever traveling display utilized different forms of chocolate to educate staff about the clinical presentation of C. diff, along with the hospital's policies and procedures. The education is intended to enhance gastrointestinal assessment documentation and catch the infection in the community onset window.



During October, International Infection Prevention Week is observed to shine a light on infection prevention. In the spirit of the season, the Infection Prevention and Control Department and the Center for Professional Development, Innovation, and Research presented an "I-Spy Room of Horrors" as a fun way to raise infection control awareness. Both clinical and non-clinical staff were invited to help solve infection control "crimes" related to hand hygiene, cleaning, disinfecting, and other issues.



5 STAR SERVICE

- + Keeping You Updated, Comfortable, and Informed
- + Providing You with a Skilled Professional and Courteous Team
- + Taking Your Personal Issues Seriously
- + Protecting Your Privacy
- + Helping You Any Way We Can

Monmouth Medical Center | **RWJBarnabas HEALTH**

RWJBarnabas Health Oncology Services

Fall Safety Guide

- *Vantage Point Infusion
- *BBR4 Outpatient Infusion
- *Radiation Oncology
- *Breast Center

Ambulatory Oncology Services' Fall Prevention Initiative

Elizabeth O'Donnell, MA, RN, OCN of Vantage Point, spearheaded a falls prevention initiative. She collaborated with her peers to create, finalize, and operationalize a falls prevention educational brochure that was disseminated to Vantage Point, Betty Block Robert 4, Radiation Oncology, and Breast Center patients and families upon arrival.

Scholarship to Prestigious Critical Care Conference

Taquana Holley, DNP, RN, Clinical Educator for Critical Care, was awarded the Continuing Professional Development Scholarship to attend the American Association of Critical-Care Nurses' prestigious National Teaching Institute and Critical Care Exposition in Houston, Texas. Established in 1974, it proudly represents the world's largest educational conference and trade show for nurses who care for acutely and critically ill patients and their families.



Ending Racism Together

RWJBarnabas Health corporate leadership gathered with Monmouth Medical Center staff members in October for the "One Year of Ending Racism Together" Town Hall Meeting. Ending Racism Together is the system-wide effort to address health equity and dismantle systemic racism. Discussion items included a review of the Ending Racism Together Strategic Framework, goals, accomplishments, and next steps, as well as opportunities for employees to get involved with the Ending Racism Together Team.



Going GREEN

In May, the "Green Team" was formed as the initial step to build a culture that supports a sustainable model at Monmouth Medical Center. Utilizing the American Hospital Association Sustainability Roadmap for Hospitals, amongst other literature, this interprofessional committee aims to make daily operations more environmentally friendly.



Communication with Doctors Study Honored at National Medical Conference

An interprofessional quality improvement study that drove dramatic improvement in hospitalized patients' satisfaction with physician communication was honored at a national American College of Physicians meeting. The study, titled "HCAHPS: Having Constant Communication Augments Hospital and Patient Satisfaction", was one of 20 winners among more than 4,000 entries in the national abstract competitions during Internal Medicine Meeting 2022. The purpose of the study was to orient house staff, nurses, and attending physicians on medical services on the AIDET approach, which is designed to keep patients informed and make them feel heard. Lauren Russo, MSN, RN, MEDSURG-BC, Administrative Director of the Intensive Care Unit and the Medical-Surgical Division, is an author on the team.

Internal & External Dissemination

Dissemination of nursing knowledge is essential for the advancement of best practice. The ability to contribute, efficiently utilize, and communicate knowledge to nurses, the interprofessional team, and the community through poster presentations, publications, IRB studies, and podium presentations is vital. Through research and evidence-based practice, the nurses at Monmouth Medical Center improve outcomes and the quality of patient care.

Poster Presentations		
MMC Nurse Presenters	Title of Poster	Venue & Date
Krystal Blankenbaker, MSN, RN, MEDSURG-BC; Gail Cudia, BS, MSN, RN, PED-BC	Engaging Nurse Residents in Sepsis Education Utilizing a Repeat Escape Room Format	New Jersey League for Nursing Convention Atlantic City, March 2022
Kathleen Baron, BSN, RN; Amber Cutone, MSN, RN, MEDSURG-BC, CBN; Dana Delatash, MSN, APRN, AGPCNP-BC; Jenna DiBartolo, MSN, RN, CNOR; Kelli Graf, MSN, RN, CPAN; Paula Graziano, MSN, APRN, NP-C; Rose Polasky, MS, RN, CCRN, NE-BC	Implementation of ERAS Protocol for Bariatric Surgery	Quality Fair Community Medical Center, April 2022
Lauren Russo, MSN, RN, MEDSURG-BC	HCAHPS: Having Constant Communication Augments Hospital and Patient Satisfaction	RWJBH Quality and Safety Forum Edison, May 2022
Emily Recchia, BSN, RN, MEDSURG-BC; Ralica Salter, BSN, RN, MEDSURG-BC; Sheeba Suresh, BSN, RN, MEDSURG-BC	Medical Surgical Mobility Exercise Programs	RWJBH Quality and Safety Forum Edison, May 2022
Jenna DiBartolo, MSN, RN, CNOR	Tracking Surgical Implant Waste	RWJBH Quality and Safety Forum Edison, May 2022
Eileen Clapp, BSN, RN; Diann Johnston, MSN, RN, NEA-BC; Nicole Keegan, DNP, APRN, FNP-C, PMGT-BC; Tia Kelly, BSN, RN, MEDSURG-BC; BoMiNa Lim, BSN, RN, MEDSURG-BC; Diana Lopes, BSN, RN, MEDSURG-BC; Patricia Ostrander-Coffey, BSN, RN, CCRN	Trigger-Based Pathways to Increase Utilization of Palliative Care Services for Cancer Patients: A Multi-Disciplinary Approach	RWJBH Quality and Safety Forum, Edison, May 2022

Publications		
MMC Nurse Authors	Title of Work	Publication
Vera D'Silva, BSN, RN, PMH-BC	Hospital Inpatient Stays for Autistic Youth and Youth With Other Disabilities	<i>Pediatrics</i> , April 2022
Eileen Clapp, BSN, RN; Diann Johnston, MSN, RN, NEA-BC; Nicole Keegan, DNP, APRN, FNP-C, PMGT-BC; Tia Kelly, BSN, RN, MEDSURG-BC; BoMiNa Lim, BSN, RN, MEDSURG-BC; Diana Lopes, BSN, RN, MEDSURG-BC; Patricia Ostrander-Coffey, BSN, RN, CCRN	Trigger-Based Pathways to Increase Utilization of Palliative Care Services for Cancer Patients: A Multi-Disciplinary Approach	<i>Journal of Clinical Oncology</i> , June 2022
Lauren Russo, MSN, RN, MEDSURG-BC	HCAHPS: Having Constant Communication Augments Hospital and Patient Satisfaction	<i>BMJ Open Quality</i> , October 2022

IRB-Approved Studies		
MMC Nurse Authors	Title of Work	Status
PI: Amanda Schirmer, BSN, RN, RNC-OB; Co-PI: Jennifer Angersbach, BSN, RN, RNC-OB, C-EFM; Co-PI: Nicole Altenau, MSN, RN, RNC-OB, C-EFM, CBC; Co-PI: Amanda Iachetta, BSN, RN, CBC; Co-PI: Nicole Ifantis, BSN, RN, CPN, CBC; Co-PI: Nicole Lamoureux, MSN, RN, ENC-OB, C-EFM; Co-PI: Lydia Lefchuck, DNP, RN, CNM, RNC-OB; Co-PI: Tanya Pereira, BSN, RN, RNC-MNN; Co-PI: Annmarie Vuono, MSN, RN, C-EFM	Evaluation of the TeamBirth Project Across the State of New Jersey	Closed (IRB#22-022)
Co-PI: Marietta Datar, RN, BSN; Co-PI: Carmen Manzo-Goral, MSN, APRN, APN-C; Co-PI: Denise Yaman, DNP, APRN, NP-C	Impact of Early Pulmonary Rehabilitation After an Acute Exacerbation of Chronic Obstructive Pulmonary Disease on Hospital Readmission	Exempt (IRB#22-025)
PI: Mary McAleavy, BSN, RN	The Implementation of a Smoking Cessation Program on a Voluntary Adult Inpatient Psychiatric Unit	Exempt (IRB#22-017)
Co-PI: Stuti Desai, BSN, RN; Co-PI: Angela Galan, BSN, RN	Implementing the AIDET Strategy and Sitting at Patient's Bedside to Improve Patient Satisfaction and HCAHPS	Exempt (IRB#22-012)
PI: Laura Bourque, MSN, RN, PMH-BC; Co-PI: Taquana Holley, DNP, RN	Verbal De-escalation in the Healthcare Setting	Exempt (IRB#22-011)

Internal & External Podium Presentations		
MMC Nurse Presenters	Title of Presentation	Venue & Date
Lauren Fleming, MA, BSN, RN, MEDSURG-BC	An Overview of "In Pursuit of Excellence"	NJCOMO Quarterly Meeting, virtual March 2022
Taquana Holley, DNP, RN	Recognition of Women's History Month: Careers in Healthcare for Students Grades 5 - 12	Community Health, Social Impact, and Community Investment Department; virtual, panelist March 2022
Cristina Perez-Connor, BSN, RN, CAPA	Coping as a Caregiver	Schwartz Center Rounds, Monmouth Medical Center, panelist April 2022
Krystal Blankenbaker, MSN, RN, MEDSURG-BC; Victoria Johnson, BSN, RN; Carolyn Korotky, BSN, RN, CIC, MEDSURG-BC; Bethany Mulhern, BSN, RN, MEDSURG-BC; JoAnna Petrucelli, BA, BSN, RN	"C" the "Diff"erence: Using Interactive Education to Improve Hospital Acquired C. Diff Rates	Southern Region Best Practice Council Meeting, virtual June 2022
Alma Tanchanco, BSN, RN	Codes and the Rapid Response Team Report	Performance Improvement Council and Patient Safety Meeting, virtual October 2022
Krystal Blankenbaker, MSN, RN, MEDSURG-BC; Gail Cudia, BS, MSN, RN, PED-BC	Engaging Nurse Residents in Sepsis Education Utilizing a Repeat Escape Room Format	Consortium of New Jersey Nurse Educators, virtual October 2022
Kathleen Malouf, BS, MSN, RN, PED-BC	Innovation Stories Panel	Nursing Innovation Summit, Cleveland, panelist October 2022
Bethany Mulhern, BSN, RN, MEDSURG-BC	"C" the "Diff"erence: Using Interactive Education to Improve Hospital Acquired C. Diff Rates	NJCOMO Annual Meeting, virtual November 2022
Sherriane Young, RN, RNC-NIC	Setting Boundaries: Personal and Professional	Schwartz Center Rounds, Monmouth Medical Center, panelist, December 2022





EMPIRICAL OUTCOMES

To demonstrate how Monmouth Medical Center continually provides excellent, quality patient care with the best results, the organization measures and tracks outcomes related to evidence-based best practice. “Empirical” refers to a result or outcome that has been validated by data to show that real change has occurred due to a particular intervention or process change. Magnet designation requires continual improvement. Magnet organizations are expected to outperform non-Magnet organizations as well as national benchmarks for patient satisfaction scores, RN satisfaction scores, and nurse-sensitive indicators such as falls with injury, pressure injuries, CAUTIs, CLABSIs, etc. Fostering a High Reliability Organization requires special attention to improved outcomes at both the unit and organizational level.



Patient Satisfaction

The services of Press Ganey Associates are utilized to survey inpatient and ambulatory patient populations. Each year, goals are set for all RWJBarnabas Health organizations to achieve. The following graphs demonstrate Monmouth Medical Center’s year-end 2022 Patient Satisfaction scores compared to the established goal.

Press Ganey Update

Services	2022	
	Score / Rank	#Returns
Ambulatory Surgery Monmouth Medical Center	95.1/25 th %	1,136
Emergency Department Monmouth Medical Center	84.5/53%	858
Inpatient Behavioral Health Monmouth Medical Center	86.0 / 51 st %	2220
Inpatient Pediatric Monmouth Medical Center	86.0 /51 st %	2220
Outpatient Services Monmouth Medical Center	94.6/57 th %	5,399

**Monmouth Medical Center
2021 Yearly HCAHPS Scores**

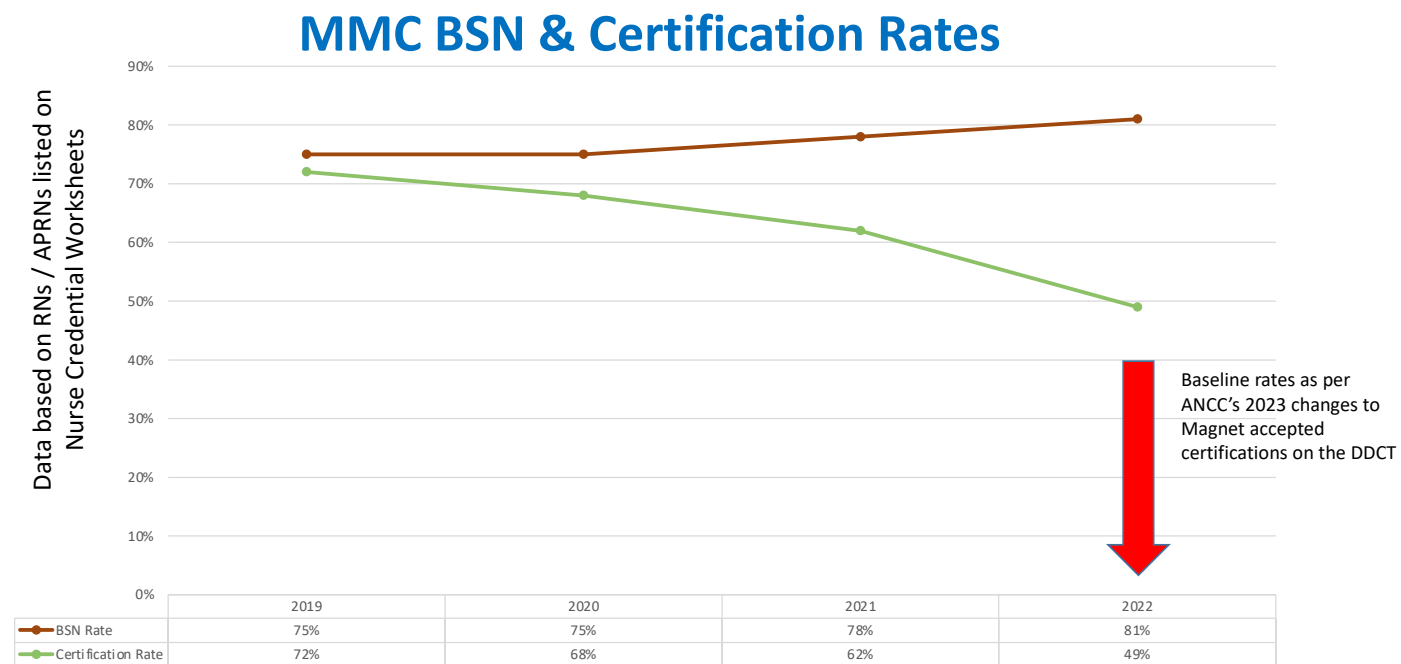
CAHPS Domains	2020	2021	2021	2022	2022	2022
	Top Box	Top Box	% Rank	Top Box	% Rank	Goals
Rate hospital 0-10	71.7	77.3	80	69.8	54	77.3/80%
Recommend the hosp.	77.4	80.2	85	74.8	71	80.2/85%
Cleanliness of hospital	76.3	77.9	80	74.4	67	78.1/80%
Quietness of environ	63.3	64.8	70	62.8	67	64.9/69%
Comm w/ Nurses	80.6	85.0	88	82.4	79	84.9/88%
Response of Hosp Staff	69.5	74.0	90	69.5	79	79.9/90%
Comm w/ Doctors	81.5	84.8	84	83.1	77	84.9/85%
Hospital Environment	69.7	71.3	79	68.6	69	71.2/80%
Comm About Medicines	67.7	69.7	92	67.7	89	69.7/92%
Discharge Information	88.2	90.9	83	88.9	74	89.9/83%
Care Transitions	60.0	60.2	87	57.5	80	60.1/87%

BSN & Certification Rates

Monmouth Medical Center supports all nurses on their pursuit for continuing education and professional development. In alignment with the 2023 Magnet Application Manual and Institute of Medicine's overall BSN goal of greater than or equal to 80% by 2020 (Institute of Medicine, 2010), all non-BSN nurses are strongly encouraged to be enrolled in a degree program. All new hires into the organization without a BSN commit to a memorandum of agreement with the Human Resources Department that they are enrolled in a program and will obtain their degree within five years of hire. At the conclusion of December 2022, the overall BSN rate was 81%.

In a Magnet organization, the expectation is that all nurses will seek core specialty certification once eligible. The standard set by the 2023 Magnet Application Manual is a certification rate of 51% or greater. Most professional organizations require nurses to meet a specified eligibility criteria prior to sitting for the exam. Monmouth Medical Center offers review courses to assist in the preparation of these exams. Only nurses who have worked in their specialty area for at least two years are considered in the rate calculations of each unit. At the conclusion of December 2022, the overall certification rate was 49%. This was a reduction from the 2021 year-end certification rate of 62%, due to alterations in certification inclusion for the Magnet Recognition Program®.

The American Nurses Credentialing Center issued a statement that the inclusion process for specialty certifications in the Demographic Data Collection Tool would be re-evaluated, in order to elevate nursing excellence standards for organizations seeking Magnet status. To assure equity in the qualifications of certification criteria, the Magnet Recognition Program will limit inclusion only to board certifications that are accredited by specific bodies beginning January 2024. As Monmouth Medical Center is currently in the data collection window for redesignation, the American Nurses Credentialing Center suggests identifying certifications for inclusion in the baseline year, removing all others, calculating a new percentage of eligible nurses, and establishing year one and year two goals.



2022 Year-End BSN & Certification Rates

Name	BSN Rate	Cert Rate
Alexander Pavilion 1	82%	17%
Alexander Pavilion 2	79%	36%
Alexander Pavilion 3	76%	21%
All Other RNs	53%	60%
APRNs (non-unit-based)	100%	100%
Betty Block Roberts 2	78%	15%
Betty Block Roberts 4	50%	57%
Borden 5	86%	60%
Breast Center	0%	0%
Cancer Services	85%	85%
Cardiac Cath Lab	90%	66%
Cardiopulmonary Rehabilitation	100%	0%
Case Management	80%	85%
Center for Diabetes Education	0%	0%
Community 2	89%	58%
Community Health Education	50%	0%
CPDIR & RRT	100%	75%
Emergency Department	89%	33%
Endoscopy	87%	85%
Float Maternal Child	76%	47%
Float Pool	61%	55%
Geriatric Program	0%	0%
Greenwall 5	77%	44%
Greenwall 6	88%	30%
Infection Control	100%	50%
Intensive Care Unit	76%	46%
Labor & Delivery	84%	56%

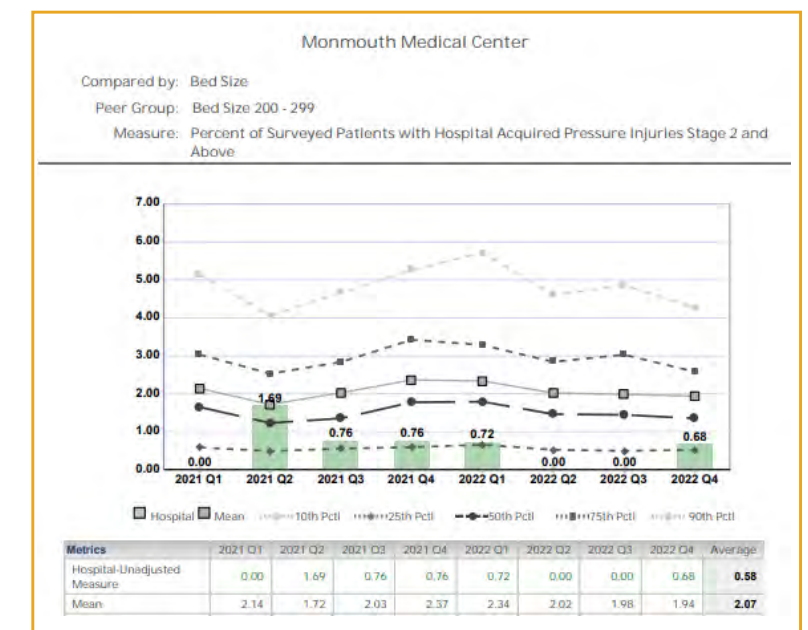
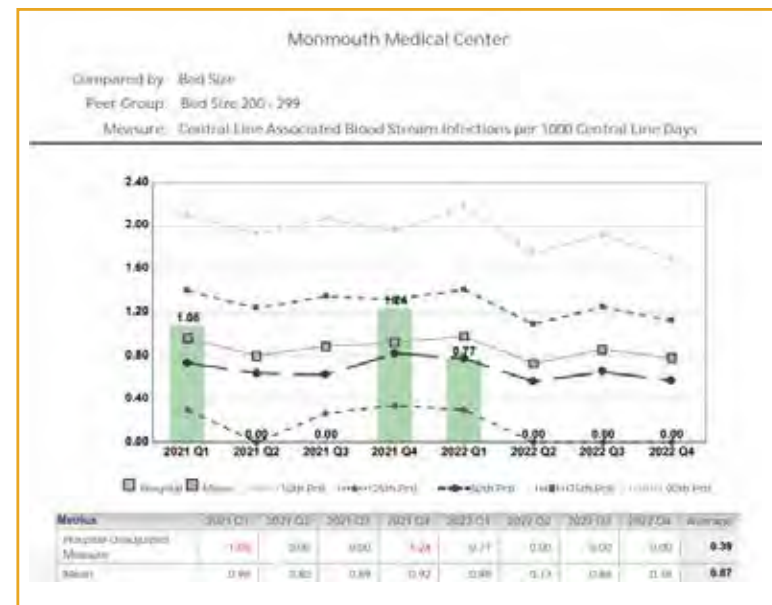
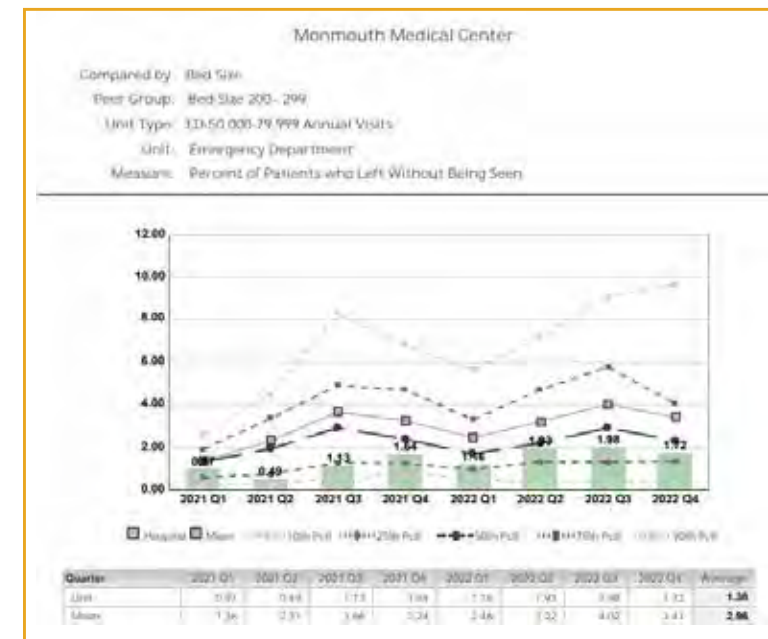
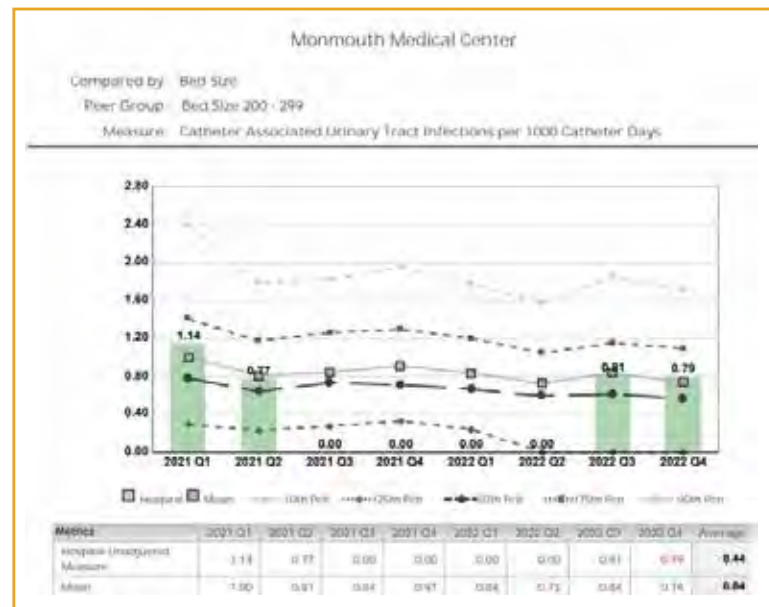
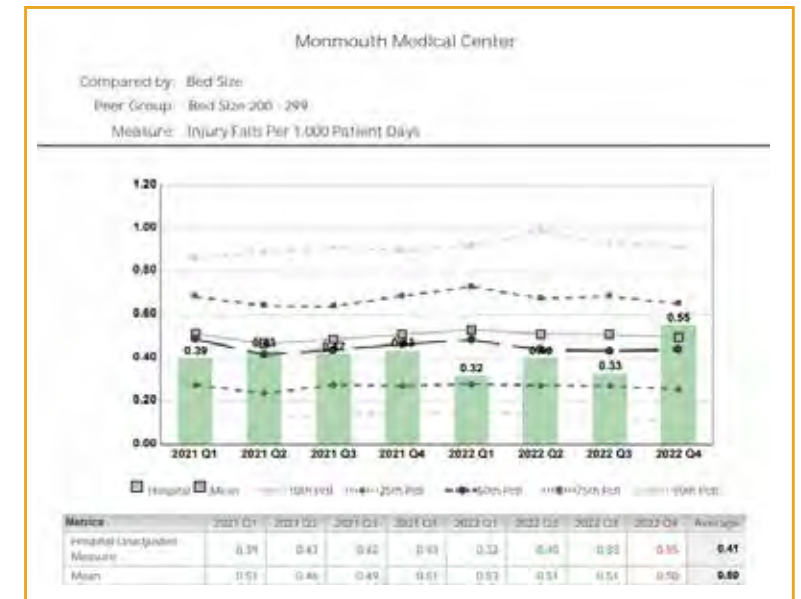
Name	BSN Rate	Cert Rate
Neonatal Intensive Care Unit	80%	50%
Non-Invasive Cardiac Lab & Healthy Lives	94%	76%
Nurse Supervisors	88%	55%
Nursing Administration	100%	50%
OB Support	85%	64%
Operating Room	92%	61%
Outpatient Behavioral Health	0%	0%
Pediatric Intensive Care Unit	100%	60%
Pediatric Medical Day Stay	100%	100%
Pediatrics	76%	81%
Performance Excellence	100%	50%
Post-Anesthesia Care Unit	73%	48%
Pre-Admission Testing	80%	60%
Psych Administration	100%	50%
Psychiatric Emergency Screening Services	47%	43%
Radiation Oncology	50%	100%
Radiology RNs	66%	80%
Same Day Surgery	74%	41%
Specialty Clinics & Bariatrics	75%	50%
Todd 5 Mother-Baby	77%	32%
Todd 6 East	73%	42%
Todd 6 West Mother-Baby	84%	15%
Vaccination Clinic	80%	60%
Vaccination Clinic - Community	100%	0%
Valerie Fund	66%	50%
Vantage Point	66%	88%



Nurse-Sensitive Indicators

According to Press Ganey Associates: “The National Database of Nursing Quality Indicators (NDNQI®) is recognized as the gold standard in collecting, analyzing, comparing, and reporting unit-based nursing sensitive quality indicators. With powerful unit-level data, NDNQI enables action-planning and intervention for specific units needing improvement. It features nursing-sensitive structure, process, and outcomes measures to monitor relationships between quality indicators and outcomes.”

Based on eligible indicators, Monmouth Medical Center’s NDNQI Site Coordinator reports the nurse-sensitive indicator data in order to determine each unit’s quarterly performance. This performance is benchmarked nationally against other like-units in organizations with a similar bed size. Quarterly results are disseminated to nurses through the CNO’s Patient Care Services Town Hall Meetings, Breakfasts with the CNO, unit-based professional practice councils, shared governance involvement, staff meetings, unit Magnet Boards, and bi-directional communication with managers and divisional leaders.



RN Satisfaction

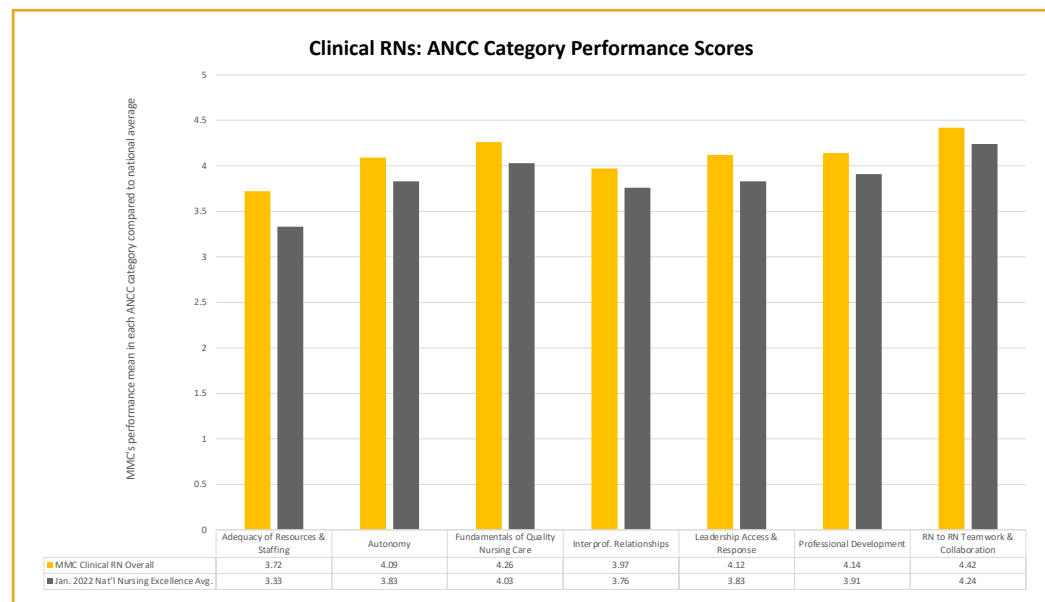
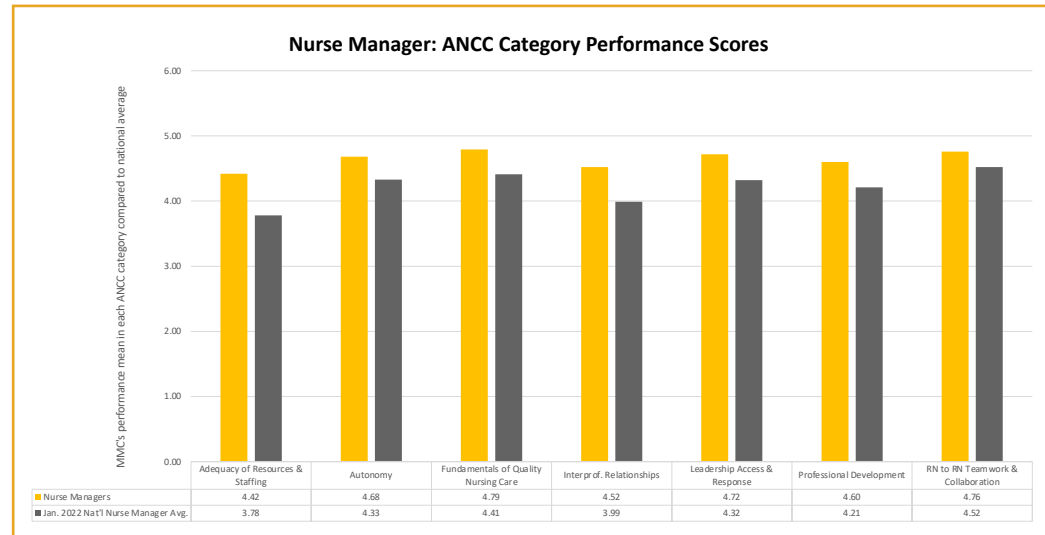
The seven Magnet Recognition Program categories that are tabulated for the RN Satisfaction scores for nurse managers and clinical nurses are comprised of the Nursing Excellence Items (RN Satisfaction questions). These categories include the following: Adequacy of Resources and Staffing, Autonomy, Fundamentals of Quality Nursing Care, Interprofessional Relationships, Leadership Access and Responsiveness, Professional Development, and RN-to-RN Teamwork and Collaboration.

In order to thoroughly address the needs of the frontline, Monmouth Medical Center employs a third party vendor to conduct an annual Employee Engagement Survey. The RN Satisfaction questions were included in this survey administered in 2021 by Press Ganey Associates. All employed registered nurses, including advanced practice registered nurses and registered nurse first assistants, were highly encouraged to take the survey, as it is for their ultimate benefit. By isolating all nurse results, leadership may better address staff concerns and work together with the frontline nurses to foster autonomy and empowerment. As a High Reliability Organization, leadership considers nursing engagement to be crucial for job satisfaction and quality patient care. Improvement plans are created for immediate implementation alongside frontlines nurses on the units and through shared governance. In 2021, nursing achieved a 98% participation rate for the Employee Engagement Survey.

As Monmouth Medical Center met the 2023 Magnet Application Manual standard with the 2021 RN Satisfaction results, these are the results that will be submitted for Magnet redesignation consideration.



PASSIONATE ABOUT EXCELLENCE, COMPASSIONATE ABOUT PEOPLE



Monmouth Medical Center's Professional Practice Model

Nursing practice is centered on self, the patient, family, and community by adhering to evidence-based practices that enhance the quality and safety of the care that is provided. In December, Monmouth Medical Center's Professional Practice Model was updated by consensus vote of the shared governance councils. The change reflects Monmouth Medical Center's innate ability to adapt to the professional landscape.

High Reliability On our Safety Together journey in a High Reliability Organization, we strive to reduce our risks of experiencing errors, ensure we have a fair and just response, and constantly encourage and reinforce teamwork and continuous improvement.

Performance Excellence We demonstrate accountability to our patients and profession by adhering to the standards of care and professional practice through quality improvement initiatives and nurse-sensitive indicators.

Professional Development We demonstrate professional development and growth by supporting the advancement of formal education and professional certification as well as the mentoring of all levels of nursing professionals.

Diversity & Inclusion We strive to implement strategies that support our diverse community and workforce, while ensuring equitable, high-quality, and culturally competent patient-centered care and outcomes in an inclusive environment.

Caring & Compassion Holistic Approach: We provide care of the mind, body, and spirit through disease prevention, promotion of health and wellness, and healing.

Collaboration & Communication We collaborate and communicate with the patient, family, and multidisciplinary healthcare team to develop a plan of care that is individualized, measurable, and achievable.

Shared Governance We use a shared governance model within the organization in which clinical nurses and the nursing leadership team collaborate to identify the standards of care and nursing practice.

Evidence-Based Practice & Research We use evidence-based practice to integrate the best, current evidence into clinical practice to ensure that high-quality care is provided to our community.