



2024 NURSING ANNUAL REPORT

RWJBarnabas
HEALTH | **Monmouth**
Medical Center

300 Second Avenue
Long Branch, NJ 07740

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rwjbh.org/monmouth

Our mission: We are an academic health system, partnering with our communities to build and sustain a healthier New Jersey.

RWJBarnabas
HEALTH | **Monmouth**
Medical Center



Monmouth Medical Center (MMC) celebrated its 135th anniversary on January 17, marking over a century of clinical excellence and compassionate care. Established officially in 1889 as Long Branch Hospital, it began humbly in rented rooms above a Broadway storefront. The hospital quickly grew to become a regional academic medical center, with a longstanding reputation for pioneering medical advancements. Notable milestones include groundbreaking polio treatment in the 1940s, the launch of New Jersey’s first accredited Orthopedic Residency Program in 1945, and the introduction of the state’s first high-energy linear accelerator for cancer treatment in 1967. In 1994, it further expanded services with the opening of the Jacqueline M. Wilentz Comprehensive Breast Center, the first of its kind in Monmouth and Ocean counties.

The hospital also led neonatal care advancements by opening the nation’s first community hospital Neonatal Intensive Care Unit in 1968 and became an official children’s hospital in 2006. Today, MMC continues its legacy of innovation with the development of the Vogel Medical Campus in Tinton Falls and the introduction of cutting-edge thoracic surgical technology, including the Ion robotic biopsy platform and the Aliya PEF System for lung lesion ablation. As President and Chief Executive Officer Eric Carney stated, the hospital remains committed to evolving with the needs of the community while staying true to its original mission to care, cure, and nurture.

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Thank you to the 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



A Message from President and Chief Executive Officer, Eric Carney, and Chief Nursing Officer, Ann Szapor, MBA, BSN, RN, NEA-BC



In 2020, MMC was first designated by the American Nurses Credentialing Center (ANCC) as a Magnet® organization, joining a prestigious global community recognized for nursing excellence. In 2024, we were extremely proud to announce that MMC has been redesignated as a Magnet hospital—earning the elite Magnet *with Distinction* Recognition®. This new designation, based on validated empirical data, reflects an elevated standard that honors top-tier organizations achieving exceptional nursing outcomes. Only a select group of hospitals reach this level, positioning MMC among national role models for nursing excellence.

During the designation announcement, Sharon Pappas, PhD, RN, NEA-BC, Chair of the Commission for the Magnet Recognition Program®, shared that MMC earned eight exemplars across the Magnet Model® components, a remarkable increase from the seven we received in 2020. This recognition places us in rare company. Fewer than 10% of U.S. hospitals earn Magnet status, the most prestigious honor a healthcare organization can achieve for nursing. Magnet is not only a gold standard—it is a powerful validation of the extraordinary care our nurses provide.

Reflecting on the past year, we are deeply grateful for our nursing team’s unwavering commitment to clinical excellence. Their dedication helped MMC once again earn several impressive national accolades—including our fourth consecutive ranking by *Newsweek* as one of the World’s Best Hospitals, and for the second year in a row, recognition among the World’s Best Infection Prevention Hospitals. Our sustained leadership in patient safety, including the most Leapfrog “A” grades in the region, is a testament to the expertise and compassion of our nursing staff.

As one recent five-star Google review described: “The entire staff of Monmouth Medical Center are the most empathetic, professional, and well-prepared of any hospital in Monmouth County—and just about anywhere else in New Jersey. The nurses here have been honored by their peers and are recognized among the top nursing staffs in the United States. Everyone in every department is sincerely dedicated to each patient’s treatment and recovery.”

Our nurses deliver exceptionally compassionate care to patients and families across every specialty. They play a critical role in our Safety Together journey and continue to elevate clinical outcomes across the organization.

Each day, our nurses exemplify the RWJBarnabas Health vision of delivering patient-centered, high-quality academic medicine in a compassionate and equitable manner. We are so grateful to and proud of our amazing nurses, who embody our mission and make a difference for our community every day.

Sincerely,

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

Ann Szapor, MBA, BSN, RN, NEA-BC
Chief Nursing Officer
Monmouth Medical Center

NURSING EXECUTIVE LEADERSHIP



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



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



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



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



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



Sharmine Brassington, PhD, RN
Administrative Director
Emergency Services



Cheryl Covello, BSN, RN, CNOR
Administrative Director
Perioperative Services



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



Kellie Graf, MSN, RN, CPAN
Regional Administrative
Director
Nursing Education



Jeanette Luque, MSN, RN
Regional Director
Cancer Services

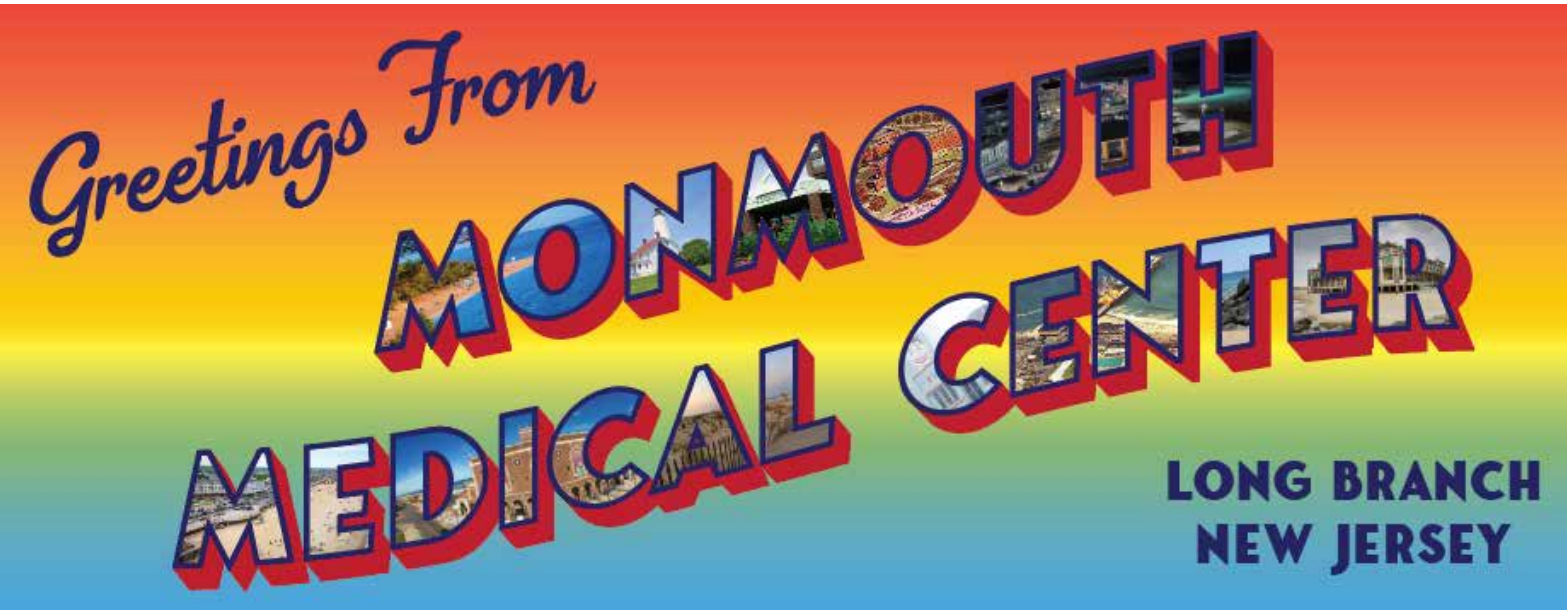


Lauren Russo, MSN, RN, MEDSURG-BC
Administrative Director
ICU & Medical-Surgical
Division



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

THE ROAD TO DISTINCTION



Magnet Site Visit

Achieved by fewer than 10% of U.S. hospitals, Magnet recognition is the highest and most prestigious distinction a healthcare organization can receive for nursing excellence. When MMC first earned Magnet designation in 2020 from the ANCC, the hospital joined an elite group of institutions recognized for exceptional nursing practice and superior patient outcomes.

As part of the journey toward redesignation, MMC received official notification in April that its Magnet document had been accepted. From June 19 to 21, the hospital proudly welcomed three Magnet Appraisers for a dynamic three-day site visit, designed to verify, clarify, and amplify the exemplary practices and outcomes reflected in the written submission.

Gratitude is extended to every nurse and team member who contributed to this milestone. Their preparation, professionalism, and unwavering commitment helped make the site visit a resounding success. The energy throughout the hospital was palpable—pride could be felt in every hallway, patient room, and department. The Magnet Appraisers witnessed firsthand the passion, collaboration, and excellence that define MMC’s nursing culture.

More than an evaluation, the site visit served as a celebration of the outstanding care delivered each day at MMC. The engagement, enthusiasm, and deep sense of purpose that resonated throughout the visit reflected the very essence of Magnet. This recognition is not only a hallmark of nursing excellence but also a testament to the collective pursuit of clinical quality, professional growth, and interprofessional collaboration. At MMC, the goal is not simply to meet standards—but to exceed them, together.



Thank you to the Magnet Ambassador Committee

As we reflect on this remarkable year and the success of our Magnet site visit, we extend our deepest gratitude to our Magnet Ambassadors. Your unwavering dedication, thoughtful planning, and tireless support were instrumental in every stage of our journey—from the meticulous preparation to the enthusiastic welcome and engagement during the site visit itself.

You served as champions of our culture, stewards of nursing excellence, and true partners in showcasing the incredible work happening across MMC. Your passion and commitment made a lasting impression not only on the Magnet Appraisers but on every colleague you inspired along the way. Thank you for being the heart of this effort. Your contributions have left an indelible mark on our Magnet journey and our continued pursuit of nursing excellence.

Officially Redesignated *with Distinction*

On August 12, MMC proudly achieved redesignation as a Magnet-recognized hospital for nursing excellence by the ANCC. With this achievement, MMC became the first hospital in New Jersey—and one of only 11 nationwide—to receive the prestigious Magnet *with Distinction* Recognition. This elevated honor, grounded in validated empirical outcomes, was established to recognize the highest-performing organizations that consistently demonstrate top-tier nursing excellence on a global scale.

The announcement was shared during an exciting live video call attended by more than 100 staff members in Borden Auditorium, where it was officially confirmed that MMC received unanimous recognition as a Magnet *with Distinction*® hospital.

Sharon Pappas, PhD, RN, NEA-BC, Chair of the Commission for the Magnet Recognition Program, announced that MMC was also awarded eight exemplars—an increase from the seven awarded during the 2020 designation. These exemplars, drawn from various components of the Magnet Model, highlight consistent excellence across multiple domains of nursing practice. As noted by Commissioner Pappas, this accomplishment places MMC among an elite and distinguished group of healthcare organizations.



Exemplars Earned in 2024:

- 1. Structural Empowerment:** Nursing at the organizational level has achieved/maintained 51% or greater improvement in professional board certification. Substantiated at site visit: 56%.
- 2. Structural Empowerment:** The organization achieved/maintained 80% or greater of professional registered nurses who have earned a baccalaureate or higher degree in nursing. Substantiated at site visit: 83%.
- 3. Exemplary Professional Practice:** The organization's data for Registered Nurse Satisfaction/Registered Nurse Engagement outperformed the benchmark and comparison cohort provided by the vendor's national database for the four selected Magnet categories on 29 of 38 units: 76%.
- 4. Exemplary Professional Practice:** The organization's data for CAUTI outperformed the benchmark and comparison cohort provided by the vendor's national database for the majority of eight quarters on 100% of the inpatient units.
- 5. Exemplary Professional Practice:** The organization's data for Devise-related HAPI outperformed the benchmark and comparison cohort provided by the vendor's national database for the majority of eight quarters on 100% of the inpatient units.
- 6. Exemplary Professional Practice:** The Emergency Department data for Percent of Patients who Left Without Being Seen outperformed the benchmark and comparison cohort provided by the vendor's national database for all eight quarters.
- 7. Exemplary Professional Practice:** The organization's data for MRSA outperformed the benchmark and comparison cohort provided by the national database for the majority of eight quarters on 100% of the units.
- 8. Exemplary Professional Practice:** The organization's patient experience data for Responsiveness outperformed the benchmark and comparison cohort provided by the vendor's national database for the majority of eight quarters on 100% of the ambulatory care settings.

"Magnet recognition is the gold standard, and is a true validation of the highest standard of care," said Ann Szapor, MBA, BSN, RN, NEA-BC, Chief Nursing Officer (CNO). "It is truly across the board recognition of the outstanding work done by our nurses, who work with the entire hospital team, to ensure that the best care possible is delivered to every patient, every day, and around the clock."



A Magnet with Distinction Recognition Celebration on an International Stage

From October 30 to November 1, the ANCC hosted the 2024 National Magnet Conference® in New Orleans, Louisiana. MMC proudly participated, extending invitations to recent nurse award recipients, nursing leaders, shared governance representatives, and Magnet Ambassadors to honor their outstanding contributions to the Magnet journey and beyond. The conference offered a rich and energizing experience for attendees, featuring inspiring keynote speakers, hands-on workshops, and dynamic sessions led by top voices in nursing. Nurses engaged with leading exhibitors, explored innovative best practices through poster and podium presentations, and networked with peers from around the world—fostering both professional development and a renewed commitment to nursing excellence. One of the most memorable moments came during the celebratory Stage Walk, where MMC was recognized alongside 159 Magnet-designated organizations from across the globe that achieved this prestigious honor within the past year. It was a powerful affirmation of a shared commitment to elevating patient care, professional practice, and a culture of excellence.



Celebrating a First in State Magnet Designation

Following the 2024 National Magnet Conference in New Orleans, MMC hosted a formal gala on November 13 to honor its nursing staff and celebrate the hospital's prestigious Magnet *with Distinction* Recognition. The event took place at the Shadowbrook at Shrewsbury, where more than 350 nurses gathered for an evening of recognition, gratitude, and celebration.

The festive night was marked by heartfelt moments and joyful energy, as nurses were joined by members of MMC's Board of Trustees, senior leadership, and colleagues from across the organization. Guests enjoyed dinner, dancing, and meaningful camaraderie in recognition of the exceptional care and dedication that led to this historic achievement.

During the evening, Chair Mary Anne Nagy presented a formal resolution on behalf of the Board of Trustees, officially recognizing and commending the nursing team for achieving Magnet *with Distinction*—a designation held by fewer than 1% of hospitals nationwide. The celebration also featured a touching video tribute with messages of gratitude and praise from corporate and hospital leaders, acknowledging the remarkable contributions of the nursing team in earning this elite recognition.

Special thanks are extended to Eric Carney; Ann Szapor, MBA, BSN, RN, NEA-BC; Kirsten Windos, MSN, RN, CPHQ, CPPS; the Board of Trustees; MMC Foundation; and Marketing and Public Relations for their invaluable support in making this unforgettable celebration possible. Their leadership and partnership played a vital role in honoring this extraordinary milestone in MMC's journey of nursing excellence.



Nursing Excellence on Display

Board Chair Mary Anne Nagy traveled to MMC to present the framed copy of the Board of Trustees resolution recognizing MMC's achievement as the first hospital in New Jersey to earn Magnet *with Distinction* Recognition. The framed resolution was placed on display in the Nursing Excellence showcase.



MMC also held an organizational-wide celebration of its recent Magnet redesignation on November 13, with 1,700 complimentary boxed lunches provided to all day and night staff members.



Transformational Leadership

According to the ANCC, Transformational Leadership—the hallmark of leadership in a Magnet organization—recognizes that nurse leaders must guide individuals and teams toward a future vision that meets the evolving demands of healthcare. These leaders are visionary, empowering, and deeply committed to fostering meaningful change. They inspire nurses to rise to new challenges, embrace innovation, and lead with purpose and passion.

At MMC, nursing leaders embody the principles of transformational leadership through active engagement, mentorship, and collaboration. They bring clinical expertise, strategic insight, and emotional intelligence to their roles, creating an environment where nurses feel supported, valued, and empowered. By modeling these qualities, MMC's leaders cultivate the next generation of transformational nurse leaders—those who will continue to elevate practice and drive improvements in patient care and professional nursing culture.

Welcome MMC's New Chief Nursing Officer

On August 22, MMC held a meet and greet for staff with Ann Szapor, MBA, BSN, RN, NEA-BC. Ann, who has nine years' experience as a CNO and Vice President of Nursing with Magnet-designated facilities, is responsible for the operational clinical practice, education, and research delivered through nursing clinical services. "Ann is an accomplished executive with an extensive background and progressive experience in complex multi-campus health care systems," says Eric Carney. "She also has a proven track record of leading her organizations to multiple successful Magnet designations."

Ann hosted an organizational wide Town Hall on October 11, with an audience that included clinical nurses and patient care services. Presenting at a Town Hall offers visibility and recognition for nursing initiatives, fosters interprofessional collaboration, and provides an opportunity to share best practices. The event also helps build leadership skills, strengthens communication across departments, and supports MMC's culture of transparency and shared governance.



A Partnership in Education

MMC Nursing Leadership, including Maureen Bowe, MSN, RN, Administrative Director of Cardiology Services, Renal, and Nursing Resources and John Sayson, BSN, RN, Director of Patient Care of the Cardiac Cath Lab and Cardiopulmonary Rehab, visited AIMS Education's main campus in Piscataway. The visit provided an opportunity to strengthen the long-standing partnership between the organizations, explore new avenues for collaboration, and expand clinical opportunities for AIMS Education students. They met with colleagues from around the state to discuss the potential for increased collaboration with the institution's cardiology programs, particularly the new Cardiovascular Invasive Specialist program. As part of their visit, leadership participated in AIMS Education's on-campus job fair, offering valuable advice to cardiovascular technology and diagnostic cardiac sonography students on job interviews, clinical site experiences, and career success.



Collaboration in Crisis & Consequence Management

On September 18, MMC teamed with the Federal Bureau of Investigation and the Department of Energy's National Nuclear Security Administration to host a tabletop exercise on weapons of mass destruction (WMD) terrorism titled "Shore Thunder." Focusing on a terrorist-related WMD/radiological incident affecting the greater Long Branch community, Shore Thunder is part of the Silent Thunder Exercise Series designed to foster collaboration among representatives from local, state, and federal agencies with a shared stake in ensuring a positive outcome. Regional Director of Fire and Safety Jonathan Yaung led a team from MMC that included nursing leadership from the Emergency Department, Quality Resources, and Cancer Services, who joined leaders from all responding and stakeholder organizations who came together to exercise both their crisis and consequence management capabilities for a terrorist WMD incident.



Meet the Healthcare Professionals Panel

Denise Yaman, DNP, APRN, NP-C, CHFNP, joined her associates and the Community Health Education Department at the LiveWell Center on November 14 for MMC's annual Meet the Healthcare Professionals Panel, moderated by Chief Medical Officer Dr. Kenneth Granet. The panelists explored various topics related to lung health, including lung cancer, COPD, and CHF. Over 50 attendees joined in for the conversation, having the opportunity to ask questions of the expert panel as well.



Gaining Professional Development Insights

In recognition of National Leadership Day, MMC staff were invited to join hospital executive leaders on February 20 for "Conversations with Executives," an informal, round-robin format of table conversations. Participants were able to spend 15 minutes in conversations with members of the hospitals' executive teams to learn more about their career paths, ask questions and gain professional development insights. Executives included Lydia Lefchuck, DNP, APRN, CNM, RNC-OB, Assistant Vice President of Women's and Children's Services. National Leadership Day aims to instill the values of leadership in everyone.



Employee Wellness Day

The Thriving Together Program presented its annual Employee Wellness Day in Parking Lot A on September 17, where team members learned more about physical and psychological safety, got tips on how to improve daily, and learned about all the available resources. Thriving Together Team Champions also offered a rolling cart of activities for the Night Staff. In addition to myriad divisional and departmental representation, various councils and committees such as Shared Governance Councils, Magnet Ambassador Committee, Safety Coaches, and Upward Bound BRG had tables at the event. Employees were also joined by the Long Branch Police Department and Long Branch Library.



Annual Business Resource Group Summit Highlights Incredible Work

On December 10, MMC team members joined their colleagues from throughout the system for the Fourth Annual Business Resource Group Summit presented by the Corporate Office of Diversity, Equity, and Inclusion. Hosted at Robert Wood Johnson University Hospital Somerset and held under the theme "Educate, Illuminate, and Elevate!" the event highlighted the incredible work being done by the business resource groups to foster a culture of inclusion, equity, and belonging across the system.

2024 AWARDS & RECOGNITION

Named to World's Best Hospitals' List

MMC has been named to the 2024 *Newsweek* list of World's Best Hospitals, marking the third consecutive year the hospital has been on this listing, which recognized the best medical institutions among 2,400 across 30 countries. MMC is one of 414 U.S. hospitals – and among just six New Jersey hospitals named. This prestigious award is presented by *Newsweek* and Statista Inc., the world-leading statistics portal and industry ranking provider. This year, MMC was recognized on an additional awards list, World's Best Infection Prevention Hospitals, identifying which of the U.S. hospitals featured in the national ranking were performing “above national average” based on six reported measures.

The *Newsweek* recognition is meant to identify quality care and provide a guide for patients and their families and was developed using a complex methodology to ensure quality and validity. Three data sources included recommendations from an international online survey sent to more than 80,000 doctors, hospital managers and healthcare professionals; patient satisfaction surveys; and key indicators, including patient safety, hygiene measures, and quality of treatment.

Additionally, the 2024 list was once again scored using a category regarding the implementation status of Patient-Reported Outcome Measures that are compiled using standardized and validated questionnaires that evaluate how patients feel about their health. New this year, the weighting of the hospital quality metrics pillar was increased within the scoring model to reflect the emphasis on the medical key performance indicators.

Legislative Acknowledgement for the Latest *Newsweek* World's Best Hospital Honors

On April 22, MMC was honored to host New Jersey Assembly Members Margie Donlon and Luanne Peterpaul, who presented a Joint Legislative Resolution prepared with Senator Vin Gopal honoring the hospital's third consecutive recognition by *Newsweek* magazine among the World's Best Hospitals. In addition to reading the proclamation, the legislators shared personal stories of the significance MMC has in their lives.



Becker's Spotlights MMC Standing as One of 11 Hospitals Nationwide to Earn Magnet *with Distinction* Recognition

On August 12, MMC learned it had been redesignated as a Magnet hospital by the ANCC, becoming the first hospital in New Jersey to earn Magnet *with Distinction*. On August 20, Becker's Healthcare spotlighted that achievement when they reported that in 2022, the ANCC unveiled Magnet *with Distinction* to recognize the world's highest performing Magnet organizations. At the time of the article's publication, only 11 hospitals in the U.S. had achieved this special designation.

Receiving the Highest Score for Patient Safety

MMC achieved “A” top safety ratings in the Spring and Fall 2024 Leapfrog Hospital Safety Surveys that were announced publicly May 1 and November 15, respectively. For MMC, these are the 23rd and 24th “A” ratings earned. The Leapfrog Hospital Safety Grade is the only hospital ratings program based exclusively on hospital prevention of medical errors and harm to patients. The Leapfrog “A” is the most important quality recognition in healthcare, as it is not based on reputation or survey data, but is truly about outcomes. The Leapfrog Group tells communities more about things like how well their hospitals prevent infections and encourages handwashing, how much they value patient safety by supporting strong health care teams and if they have protocols and standards in place for preventing errors.



Earning National Recognition for Excellence in Stroke Care

Congratulations to the Advanced Primary Stroke Center for achieving recertification by the Joint Commission. Led by Stroke Center Director Dr. Joshua Mendelson and Disease Management Coordinator Alyson Bryson, BSN, RN, MMC's Stroke Program embraces many departments throughout the hospital working on a common mission: to improve stroke patient outcomes. The program maintains a high level of compliance with the core stroke measures.

Earning National Recognition for Excellence in Joint & Spine Surgery

Congratulations to the Joint Replacement and Spine Surgery Program for achieving recertification by the Joint Commission in recognition of the program's commitment to excellence. In once again achieving this certification, which the hospital has now held for 13 years, Dr. Jason Cohen notes they received incredibly positive feedback from the Joint Commission surveyor. “The surveyor was impressed with the program support from both physician and hospital leadership as well as the great collaboration and teamwork between the various inpatient surgical units and Operating Room,” he says. “They also praised us for following the newest researched protocols for enhanced joint replacement recovery, and our great quality indicators.”



Cardiac Rehabilitation Program Certified by Industry Leader

MMC has achieved recertification of its cardiac rehabilitation program by the American Association of Cardiovascular and Pulmonary Rehabilitation (AACVPR). This certification is recognition of a commitment to improving the quality of life of patients by enhancing standards of care. The Cardiopulmonary Rehab at MMC is the first program in Monmouth County to be certified for both cardiac and pulmonary rehabilitation by the AACVPR. In 2023, the hospital earned a three-year AACVPR recertification for its pulmonary rehabilitation program. The AACVPR relies on scientific and evidenced-based research to design and update rehabilitation programs, and is geared toward meeting the individual needs of each patient, so they can move towards a commitment to manage their own health and disease processes.

Named to *U.S. News & World Report's* 2024-2025 Best Hospital's for Maternity Care

U.S. News and World Report, the global authority in hospital rankings and consumer advice, has recognized MMC among the 2024 – 2025 Best Hospitals for Maternity Care. This is the third consecutive year MMC has been named to this prestigious list that identifies hospitals that provide high-quality maternity care for uncomplicated pregnancies. MMC has been honored each year since the ranking was created and this year was among six RWJBarnabas Health maternity hospitals recognized by *U.S. News* as High Performing in maternity care. For MMC, this latest recognition of the excellence of maternity care comes on the heels of being named to *Newsweek's* 2024 list of Best Maternity Care Hospitals. It was the third consecutive year MMC received this national recognition presented by *Newsweek* and Statista Inc.



Ranked Among Best Children's Hospitals by *U.S. News & World Report*

The Unterberg Children's Hospital at MMC has been named among the nation's Best Children's Hospitals for 2024-2025 by *U.S. News and World Report*. *U.S. News*, together with RTI International, a North Carolina-based research and consulting firm, collected and analyzed data from 198 eligible children's hospitals and surveyed thousands of pediatric specialists. Children's hospitals awarded a “Best” designation excelled at factors such as clinical outcomes, level and quality of hospital resources directly related to patient care and expert opinion among pediatric specialists.



Earns Second Forum for Shared Governance Accreditation

The internationally recognized Forum for Shared Governance announced it has awarded shared governance accreditation to MMC for the second time. Shared governance is an innovative management model that ensures that nurses are the ones making clinical decisions at the bedside, while allowing them to influence the resources that support those decisions. It ensures that the status quo is bedside nurses empowered as patient advocates. “Through a rigorous survey of all nursing staff, managers, and administrators, Monmouth Medical Center has demonstrated its nurses call the shots for their patients,” said Dr. Robert Hess, PhD, RN, FAAN, CEO and Founder, Forum for Shared Governance.

“Shared governance has been associated with better professional, organizational, and patient outcomes, according to research studies. If patients get sick, they should make sure the ambulance takes them to a hospital accredited in shared governance.” Only MMC and other accredited healthcare organizations are allowed to display the Forum's accreditation logo on their websites.

Employee of the Month

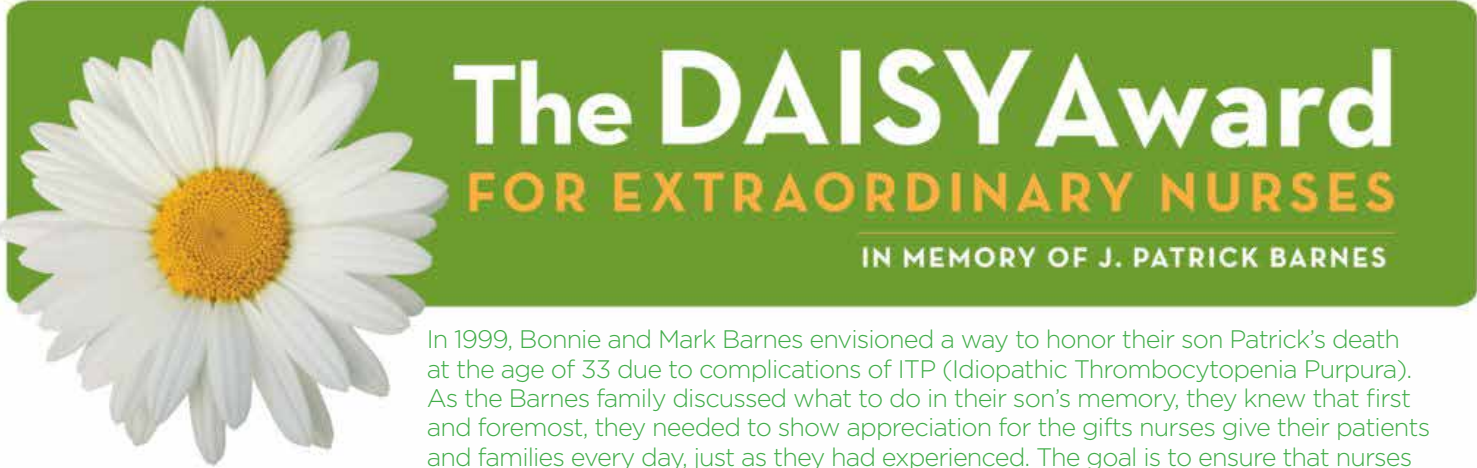
January
Patricia Lamberti, RN, RNC-NIC
Neonatal Intensive Care Unit

February
Anastasia Geardino, BSN, RN, PMH-BC
Alexander Pavilion 1

September
Donna Cuthill, MSN, APRN, CWS
Wound Care Center

October
Taylor Thrunk, BSN, RN, RNC-NIC
Neonatal Intensive Care Unit

December
Joseph Levin, BSN, RN
Intensive Care Unit



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 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. MMC proudly recognizes the nurses who have demonstrated outstanding care through recognition of this award.

The 2024 DAISY Award winners:



Brianna Napoli, BSN, RN
Labor and Delivery
March 2024



Nurse Leader Award
Amber Cutone, MSN, RN, MEDSURG-BC, CBN
Outpatient Clinics, Bariatric Program, and Wound Care Center
May 2024



Veronica Mendez, BSN, RN
Emergency Department
September 2024



Carole Ball, BSN, RN, CCM
Case Management
December 2024



Nurses Week 2024 Award Winners

Monsignor Bradley – Nursing Research and Education Award:
Cathryn Garcia, MSN, RN, PMH-BC

Partners in Care Award:
Wilhermina Lang
Dana Laute
Telma Portocarrero DeMota
Gregory Williams

Nurse Mentorship Award:
Kathleen Connors, BSN, RN, CNOR
Alma Tanchanco, BSN, RN

Caritas Nurse of the Year Award:
Veronica Romeo, BSN, RN, RNC-MNN

Novice Nurse Award:
Heather Rooney, RN

The Maysie Stroock Nursing Education Award:
Lauren DelleDonne, DNP, RN, CCRN

Diversity, Equity, and Inclusion Champion Award:
Alyson Bryson, BSN, RN
Sabrina Dixon, BSN, RN, PMH-BC

DAISY Nurse Leader Award:
Amber Cutone, MSN, RN, MEDSURG-BC, CBN



Art as Representation of the Professional Practice Model

A poster contest provided a creative outlet for nursing units to speak to MMC's Professional Practice Model, describing how registered nurses practice, collaborate, communicate, and develop professionally to provide the highest-quality care. All entries were on display in the cafeteria and featured as a part of the Nursing Award Ceremony. After the ceremony, the posters were subsequently displayed on the units in preparation for the Magnet site visit.

Supporting the National Council of Negro Women

MMC proudly supports the North Shore Area Section of the National Council of Negro Women. Representing MMC at the organization's Annual Founders Day Luncheon on March 16 were Robin Henson of the Pharmacy and Jean Straker Darbeau, DNP, RN, CEN, Clinical Nurse Educator. MMC was invited to support this annual event by retired Rapid Response Team Nurse, Lynne Clemons, MSN, RN.





Celebrating Advanced Practice Providers

RWJBarnabas Health is proud to recognize Advanced Practice Provider Week, September 23 to 27. Advanced Practice Providers (APP) have extensive expertise, allowing the system to offer an efficient, comprehensive, and coordinated approach to healthcare. Advanced Practice Registered Nurses include Clinical Nurse Specialists, Nurse Practitioners, Certified Nurse Midwives, and Certified Registered Nurse Anesthetists.

As part of the system celebrations, RWJBarnabas Health APPs were recognized and celebrated at the Annual Advanced Practice Provider Awards of Excellence on September 18.

Mark Manigan, President and Chief Executive Officer; Nancy Holecek, MAS, MHA, BSN, RN, FNAP, Executive Vice President and Chief Nursing Officer; and Joshua Bershad, Executive Vice President, Physician Services, attended and spoke in recognition of RWJBarnabas Health's outstanding APPs.

Nicole Keegan, DNP, APRN, FNP-C, PMGT-BC serves as a co-chairperson on the system-wide APP Collaborative and was instrumental in the ceremony's planning. Nicole was nominated for the "Professional Advocacy Award", which recognizes outstanding contributions by the APP on local, regional, and national levels to advance the expanding scope of practice. The APP has had meaningful contributions to increasing awareness and recognition of APPs through committees, organizations, or legislation.

Additionally, Susan Dulczak, MSN, APRN, PPCNP-BC, CHPPN; Paula Graziano, MSN, APRN, FNP-C; and Denise Yaman, DNP, APRN, NP-C, CHFN were nominated for the Stein/Bag-ao Award, which recognizes an APP who excels in the RWJBarnabas Health core values of accountability, compassion, curiosity, empathy, clinical excellence, kindness, respect, and teamwork. This professional is recognized for their highly regarded character, selfless dedication, continued leadership, maintaining a high standard of quality care, and outstanding advocacy for the profession of APPs.

PNANJ's Annual Gala & Awards Night

On March 23, the Philippine Nurses Association of New Jersey (PNANJ) proudly introduced its newly elected Executive Board during the annual PNANJ Foundation Gala. The evening marked the culmination of a closely contested election, showcasing the dedication and passion of Filipino-American nurses committed to leadership and advocacy. PNANJ, a dynamic professional organization, serves to uphold the excellence and heritage of Filipino nurses while promoting professional growth, cultural pride, and community service across the state. Among those honored was Cristina Connor, BSN, RN, CAPA, a clinical nurse from Same Day Surgery, who was elected as the Regional Vice President representing the Central Region. In her role, Cristina will serve members from the Middlesex and Somerset Subchapter, bringing her clinical expertise and commitment to nursing excellence to the forefront of regional initiatives. Her election highlights the continued impact of nurse leaders who inspire through service and representation within their communities.

On April 20, PNANJ held their Annual Spring Convention and induction of Officers for the PNANJ Executive Board of 2024-2026 and its Subchapters. Cristina was appointed Central Regional Vice President and Maria Corpuz-Santos, MSN, RN was appointed President Elect for the Monmouth County Subchapter.



An Anniversary Celebration with Meaningful Recognition

On July 12, the PNANJ hosted the Monmouth County Subchapter's 20th Anniversary at the Squire at Branches in West Long Branch. The momentous celebration featured speeches by prominent nurse leaders in the community, including Kirsten Windos, MSN, RN, CPHQ, CPPS, Vice President of Performance Excellence. The event also honored past subchapter presidents, including Marietta Datar, BSN, RN; Lolita Jacob, DNP, APRN, FNP-BC; and Cristina Connor, BSN, RN, CAPA. Currently on the Executive Board for the Monmouth County Subchapter is Maria Corpuz-Santos, MSN, RN, President Elect; and Marietta, Vice President. Cristina currently serves as Vice President presiding over the PNANJ. The Monmouth County Subchapter was founded by Cristina in 2004 and has since become an active, thriving hub of innovation, transformational leadership, and rich cultural values in the healthcare landscape.



Recognizing Nursing Excellence

On October 5, the PNANJ and the Philippine Nurses Association of New Jersey Foundation, Inc. hosted the 48th Scholarship, Nursing Excellence, Presidential Awards at the Pines Manor in Edison. At this wonderful event, the extraordinary achievements, and collaborations of Filipino-American nurses across New Jersey were celebrated. These partnerships and their unwavering commitment to learning and growth will shape the future of healthcare.

Preparing the Next Generation of Nurse Leaders

Administration and the Business Resource Group, led by Sylvia Jacobs, Diversity, Equity, and Inclusion, celebrate nurse leaders through Upward Bound semi-annually. Here are MMC's 2024 honorees!



Supporting Colleagues on a Professional Journey

Through the Foundation's annual Employee Campaign, 78 scholarships were awarded at MMC. "We are proud that our employees support this campaign as it can help employees during hardship and in supporting their colleague's dreams for the future. The Employee Campaign continues to grow due to the engagement and generosity of employees and supporters and enables us all to have a positive impact on one another's lives."



Leadership Development Program Graduates

Graduates of the 2023 Leadership Development Program were honored at the start of 2024 with a graduation ceremony at the LiveWell Center. Graduates are shown with members of the leadership teams. The MMC Leadership Development Program serves to provide training in several areas of leadership and the healthcare field. With a diverse team of executives serving as instructors, the program's goal is to provide a unique experience that serves to expand participants' interests and knowledge in both leadership and healthcare and provide them with a broad foundation for career development.

Facilitating a High Reliability Organization

A new method of delivering High Reliability Organization (HRO) training was introduced for the first new hire group of 2024, with different segments taught by different facilitators. Maureen Bowe, MSN, RN, Administrative Director of Cardiology Services, Renal, and Nursing Resources; and Lydia Lefchuck, DNP, APRN, CNM, RNC-OB, Assistant Vice President of Women's and Children's Services; partnered with Human Resources on the HRO presentations. Also new to the HRO agenda was the "Kahoot!" game, which provides a unique way to test the knowledge of MMC's HRO principles.



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 license. 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.

MMC's clinical excellence is directly related to nurses' professional development and philosophy that drive best practice.

Nursing Philosophy: As MMC 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.

Mission, Vision, and Values

The nursing team at MMC embraces the new mission, vision, and values of RWJBarnabas Health that were adopted in January 2024:



Our Mission: We are an academic health system, partnering with our communities to build and sustain a healthier New Jersey.



Our Vision: RWJBarnabas Health will be the premier healthcare destination providing patient-centered, high-quality academic medicine in a compassionate and equitable manner, while delivering a best-in-class work experience to every member of the team.



Our Values:

- **Accountability:** An acceptance of responsibility for honest and ethical conduct towards others.
Synonyms: responsibility, liability
- **Compassion:** Sympathetic concern for the sufferings or misfortunes of others.
Synonym: understanding
- **Curiosity:** A strong desire to know or learn something.
Synonyms: interest, inquisitiveness
- **Empathy:** The ability to understand and share the feelings of another.
Synonyms: sensitivity towards, understanding of
- **Excellence:** The quality of being outstanding or extremely good.
Synonyms: greatness, superiority
- **Kindness:** The quality of being friendly, generous, and considerate.
Synonym: selflessness
- **Respect:** A feeling of deep admiration for someone or something elicited by their abilities, qualities, or achievements.
Synonyms: esteem, regard
- **Teamwork:** The combined action of a group of people, especially when effective and efficient.
Synonyms: partnership, synergy



RN Residency Program

MMC remains committed to ensuring the successful transition of new graduate registered nurses into professional practice. A comprehensive general orientation program offers a structured introduction to the organization, while laying the groundwork for clinical excellence and professional growth.

Beyond the foundational orientation provided to all nurses, the Nursing Education department continues to expand and refine new graduate residency programs across multiple specialties. These programs incorporate enhanced didactic content, simulation-based learning, and role development tailored to each nurse's specific clinical environment.

On May 23, 2023, the ANCC's Commission on Accreditation in Practice Transition Programs awarded reaccreditation to MMC's New Graduate Residency Program—marking the second consecutive time the program achieved Accreditation with Distinction, the ANCC's highest honor. Looking ahead, MMC will join its RWJBarnabas Health partners in proudly pursuing system-wide reaccreditation in April 2025.

MMC celebrates the RN Residents that began their journey in 2024:

Starting Month	Nurse	Unit / Division
March	Alyssa Bellochi, BSN, RN	Medical-Surgical
March	Kaylah Briscoe, RN	Labor and Delivery
March	Gabriella Colonno, BSN, RN	Medical-Surgical
March	Kaitlyn Hardmeyer, BSN, RN	Emergency Department
March	Xianghao Jiang, RN	Medical-Surgical
March	Kateryna Kagan, BSN, RN	Medical-Surgical
March	Michelle Massre, BSN, RN	Medical-Surgical
March	John Nicolosi, BSN, RN	Emergency Department
March	Amaissa Stamets, RN	Emergency Department
September	Lily Akersten, BSN, RN	Medical-Surgical
September	Sydney Bordetsky, BSN, RN	Medical-Surgical
September	Kyle Brown, BSN, RN	Emergency Department
September	Eric Cadorette, RN	Emergency Department
September	Alexandra Crawford, BSN, RN	Medical-Surgical
September	Jamie Echeverria, BSN, RN	Behavioral Health
September	Kathleen Esposito, BSN, RN	Neonatal Intensive Care Unit
September	Paige Farley, BSN, RN	Emergency Department
September	Alyssa Fauci, BSN, RN	Medical-Surgical
September	Ricards Fortels, BSN, RN	Medical-Surgical
September	Amanda Gilch, BSN, RN	Labor and Delivery
September	Kennede Giles, BSN, RN	Labor and Delivery
September	Sophia Lorimer, BSN, RN	Medical-Surgical
September	Caryn Mcgrgory, BSN, RN	Medical-Surgical
September	Tigerlily Mora, RN	Medical-Surgical
September	Casey Oneill, BSN, RN	Medical-Surgical
September	Nicole Passero, BSN, RN	Medical-Surgical
September	Shari Samuel, BSN, RN	Emergency Department
September	Cassidy Scillitani, BSN, RN	Medical-Surgical
September	Anastassia Swenticky, BSN, RN	Medical-Surgical
September	Anna Vene, BSN, RN	Medical-Surgical
September	Gianna Wade, BSN, RN	Medical-Surgical

<u>Starting Month</u>	<u>Nurse</u>	<u>Unit / Division</u>
December	AnaLuiza Da Silva, RN	Medical-Surgical
December	Amelia Duffy, RN	Medical-Surgical
December	Jade Kauffmann, RN	Emergency Department
December	Cierra Llewellyn, BSN, RN	Medical-Surgical
December	Emily Patterson, BSN, RN	Labor and Delivery
December	Vicky Soler, RN	Medical-Surgical
December	Anne Marie Zabiega, BSN, RN	Medical-Surgical

New Nursing Degrees

MMC is proud of the nurses who continue their professional development through advanced degrees and academic achievements, which ultimately benefit patients and the quality of nursing care. While providing quality care to patients from the community, the nurses of MMC 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 2024:

<u>Name</u>	<u>Unit</u>	<u>School</u>
Jennifer Lord, BSN, RN	Bariatric Program	Chamberlain University
Felicia Rosas, MSN, APRN, AGNP-C, CV-BC	Cardiac Cath Lab	Thomas Jefferson University
Tia Daniello, BSN, RN	Dept Psych Admin	Chamberlain University
Sharmine Brassington, PhD, RN	Emergency Department	Rutgers University
Veronica Mendez, BSN, RN	Emergency Department	Western Governors University
Lauren DelleDonne, DNP, RN, CCRN	Intensive Care Unit	Rutgers University
Michelle Foster, BSN, RN	Neonatal Intensive Care Unit	Chamberlain University
Michelle Archer, BSN, RN	Todd 5 Mother-Baby	Chamberlain University
Alice Berson, BSN, RN, RNC-MNN	Todd 5 Mother-Baby	Chamberlain University

Professional Nursing Board Certifications

MMC proudly honored its board-certified nurses on March 19, 2024, in celebration of National Certified Nurses Day, as recognized by the ANCC. This national observance acknowledges nurses who go above and beyond to achieve excellence and demonstrate a strong commitment to advancing their specialty practice. Sincere appreciation is extended to every nurse who pursues and upholds professional board certification as a reflection of their dedication to quality, safety, and expert care.

According to the 2023 *Magnet Application Manual*, organizations must maintain a professional nursing certification rate of 51% or higher. As of December 2024, 55% of MMC’s nursing workforce had achieved specialty certification—exceeding the Magnet benchmark.

Earning professional nursing board certification is a clear demonstration of clinical knowledge, specialty expertise, and commitment to the highest standards in nursing. It supports superior patient outcomes and reflects a nurse’s dedication to continuous learning and professional growth. MMC proudly celebrates and thanks all nurses who achieve and sustain this distinguished milestone.



The table below recognizes the clinical nurses who achieved a certification in 2024:

<u>Name</u>	<u>Unit</u>	<u>Certification</u>
Justine Certo, BSN, RN, PMH-BC	Alexander Pavilion 1	Mental Health Nurse
Cathryn Garcia, MSN, RN, PMH-BC	Alexander Pavilion 1	Mental Health Nurse
Victoria Marabuto, BSN, RN, PMH-BC	Alexander Pavilion 1	Mental Health Nurse
Lloyd Beckerman, BS, RN, PMH-BC	Alexander Pavilion 2	Psychiatric Mental Health Nurse
Laura Lee Manfra, BA, RN, PMH-BC	Alexander Pavilion 2	Psychiatric Mental Health Nurse
Samantha D’Averso, MSN, APRN, PMHNP-BC	Alexander Pavilion 3	Psychiatric Mental Health Nurse Practitioner
Lisa Ryan, MSN, APRN, FNP-BC	Bariatric Program	Family Nurse Practitioner
Marie-Elena Dowling, BSN, RN, MEDSURG-BC	Bed Management	Medical-Surgical Nurse
Caroll De Rocco, RN, OCN	Betty Block Roberts 2	Oncology Nurse
Linda Olshan, RN, CBCN	Breast Center	Breast Care Nurse
Stephanie Gatchalian, BSN, RN, PCCN	Cardiac Cath Lab	Progressive Care Nurse
Edward Lamar, BSN, RN, CCRN, MEDSURG-BC	Cardiac Cath Lab	Critical Care Nurse
Kendra McCann, BSN, RN, MEDSURG-BC	Cardiac Cath Lab	Medical-Surgical Nurse
Felicia Rosas, MSN, APRN, AGNP-C, CV-BC	Cardiac Cath Lab	Adult-Gerontology Primary Care Nurse Practitioner
Margaret Ruddy-White, BSN, RN, CCRN	Cardiac Cath Lab	Critical Care Nurse
Autumn Dempsey, RN, CDE	Center for Diabetes Education	Diabetes Educator
Leslie Shephard, MSN, RN, OCN	Community 2	Oncology Nurse
Traci Bogan, BSN, RN, CEN	Emergency Department	Emergency Nurse
Mary Rose Boutros, MSN, APRN, PCCN	Emergency Department	Progressive Care Nurse
Maria Bryceland, BSN, RN, CEN	Emergency Department	Emergency Nurse
Amber Cerulli, BSN, RN, CEN	Emergency Department	Emergency Nurse
Megan Chawla, BSN, RN, CPEN	Emergency Department	Pediatric Emergency Nurse
Beth Chiarella, BSN, RN, CPN	Emergency Department	Pediatric Nurse
Fiorella La Hara, BSN, RN, CEN	Emergency Department	Emergency Nurse
Jill Wightman, BSN, RN, CPN	Emergency Department	Pediatric Nurse
Gabrielle Ambrozia, BSN, RN, RNC-MNN	Float Maternal Child	Maternal Newborn Nurse
Aileen Pulido Antonio, BSN, RN, CPN	Float Maternal Child	Pediatric Nurse
Laura Brooks, MSN, 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
Marissa Restivo, BSN, RN, CPN	Float Maternal Child	Pediatric Nurse
Erin Tamasco, RN, CPN	Float Maternal Child	Pediatric Nurse
Margarita Abutin, BSN, RN, MEDSURG-BC	Greenwall 5	Medical-Surgical Nurse
Mary Nasta, MSN, RN, OCN, MEDSURG-BC	Greenwall 5	Medical-Surgical Nurse
Tinny Varghese, BSN, RN, MEDSURG-BC	Greenwall 5	Medical-Surgical Nurse
Meghan Pedersen, BSN, RN, MEDSURG-BC	Greenwall 6	Medical-Surgical Nurse
JoAnna Petrucelli, BSN, RN, CIC	Infection Control	Infection Control Nurse
Lauren DelleDonne, DNP, RN, CCRN	Intensive Care Unit	Critical Care Nurse
Marcena Incolla, BSN, RN, CCRN	Intensive Care Unit	Critical Care Nurse

Anthony Teves, BSN, RN, CCRN	Intensive Care Unit	Critical Care Nurse
Gabrielle Altilio, BSN, RN, MEDSURG-BC	Labor and Delivery	Medical-Surgical Nurse
Lauren Barnshaw, BSN, RN, RNC-OB, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Lauren Barnshaw, BSN, RN, RNC-OB, C-EFM	Labor and Delivery	Inpatient Obstetric Nurse
Emily Baydal, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Lindsay Best, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Tsipora Bloch, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Annmarie Brey, MSN, RN, RNC-OB, C-ONQS, C-EFM	Labor and Delivery	Inpatient Obstetric Nurse
Annmarie Brey, MSN, RN, RNC-OB, C-ONQS, C-EFM	Labor and Delivery	Obstetric and Neonatal Quality and Safety Nurse
Erin Brutko, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Marissa Caltabilota, MSN, RN, RNC-OB, RNC-IAP, C-EFM	Labor and Delivery	Inpatient Antepartum Nurse
Juliana D'Agostino, BSN, RN, RNC-OB, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Julie Gillet, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Jennifer Gonzalez-Baez, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Kelly Gubitosa, BSN, RN, RNC-OB	Labor and Delivery	Inpatient Obstetric Nurse
Erin Hurych, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Jena Hutter, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Bella Kurtas, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Xenia Lipton, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Brianna Mcardle, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Stephanie McBath, BSN, RN, RNC-OB, C-EFM	Labor and Delivery	Inpatient Obstetric Nurse
Kaitlyn McKeever, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Kaitlin Muller, BSN, RN, RNC-OB, C-EFM	Labor and Delivery	Inpatient Obstetric Nurse
Kaitlin Parliament, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Catherine Petrucci, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Toni Roma, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Amanda Schirmer, MSN, RN, RNC-OB, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Amanda Schirmer, MSN, RN, RNC-OB, C-EFM	Labor and Delivery	Inpatient Obstetric Nurse
Amanda Urso, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Nicole Weil, MSN, RN, RNC-OB, C-EFM	Labor and Delivery	Inpatient Obstetric Nurse
Bindhu Giji Abraham, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Lauren Byron-Rawding, MSN, RN, RNC-NIC, IBCLC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Jennifer Cavanaugh, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Katharyn Dibernardo, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Mary Jane Dominguez, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Rachel Herman, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Lisa Iorio, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Meredith Koseoglu, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Nicole Lonigro, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Kimberly Mandato, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Karina Ramirez, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Erin Rotondo, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Lisa Stark, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse

Hannah Steen, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Taylor Thrunk, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Sherri Todd, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Nadie Valentino, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Cristina Van Note, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Josephine Lugtu, BSN, RN, CV-BC	Non-Invasive Cardiac Lab	Cardiac Vascular Nurse
Lydia Lefchuck, DNP, APRN, CNM, RNC-OB	Nursing Administration	Inpatient Obstetric Nurse
Nicole Ryan Altenau, MSN, RN, RNC-OB, C-EFM	Nursing Education	Inpatient Obstetric Nurse
Laura Bourque, MSN, RN, PMH-BC, NPD-BC	Nursing Education	Professional Development Nurse
Iris Cruz, BSN, RN, CCRN	Nursing Education	Critical Care Nurse
Katherine Hopf, BSN, RN, RNC-NIC	Nursing Education	Neonatal Intensive Care Nurse
Amanda VanLoenen, MSN, RN, RNC-MNN	Nursing Education	Maternal Newborn Nurse
Erika Rojo, RN, MEDSURG-BC	Nursing Float Pool	Medical-Surgical Nurse
Aida Sears, BSN, RN, MEDSURG-BC	Nursing Supervisors	Medical-Surgical Nurse
Jaclyn Lee Donohue, BSN, RN, RNC-MNN, IBCLC	OB Support Center	Maternal Newborn Nurse
Christy Tulino, BSN, RN, IBCLC	OB Support Center	Lactation Consultant
Kathleen Connors, BSN, RN, CNOR	Operating Room	Operating Room Nurse
Teri Curry, BSN, RN, CNOR	Operating Room	Operating Room Nurse
Linda DeRosa, BSN, RN, CNOR	Operating Room	Operating Room Nurse
Kielly Dunton, BSN, RN, CNOR	Operating Room	Operating Room Nurse
Nicole Dwyer, BSN, RN, CNOR	Operating Room	Operating Room Nurse
Karlie Elsieidy, BSN, RN, CPN	Operating Room	Pediatric Nurse
Kelly Kubas, BSN, RN, CNOR	Operating Room	Operating Room Nurse
Jacqueline Malabanan, BSN, RN, CNOR	Operating Room	Operating Room Nurse
Camila Massaro, BSN, RN, CNOR	Operating Room	Operating Room Nurse
Nicole Keegan, DNP, APRN, FNP-C, PMGT-BC	Pain Management Center	Family Nurse Practitioner
Jaclyn Colella, BSN, RN, CPN	Pediatric Intensive Care Unit	Pediatric Nurse
Kristin Mastrorocco, BSN, RN, CPN	Pediatric Intensive Care Unit	Pediatric Nurse
Ambily Nair, BSN, RN, CPN	Pediatric Intensive Care Unit	Pediatric Nurse
Brynne Wiedeman, 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
Bianca Fasciano, MSN, RN, CPN	Pediatrics	Pediatric Nurse
Nancy Griffith, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Shannon Kaplan, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Germaine Mendonca, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Annie Nudas, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Hope Walck, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Michelle Kovary, MSN, APRN, FNP-C, CPN	Pediatrics	Pediatric Nurse
Nicholas Giannantonio, BSN, RN, MEDSURG-BC	Post-Anesthesia Care Unit	Medical-Surgical Nurse
Linda Kolarsick-Clark, RN, CCRN	Post-Anesthesia Care Unit	Critical Care Nurse
Stephanie Laberdee, RN, CAPA	Pre-Admission Testing	Ambulatory Perianesthesia Nurse
Ivonne Reynoso, BSN, RN, MEDSURG-BC	Pre-Admission Testing	Medical-Surgical Nurse
Daureen Vales, BSN, RN, CAPA	Pre-Admission Testing	Ambulatory Perianesthesia Nurse

Marie Brackett, RN, PMH-BC	Psychiatric Emergency Screening Services	Psychiatric Mental Health Nurse
Sabrina Dixon, BSN, RN, PMH-BC	Psychiatric Emergency Screening Services	Psychiatric Mental Health Nurse
Keisha Gayle, BSN, RN, PMH-BC	Psychiatric Emergency Screening Services	Psychiatric Mental Health Nurse
Lauren Thomson, MSN, RN, MEDSURG-BC	Quality Resource Services	Medical-Surgical Nurse
Kimberly Alcott, BSN, RN, CV-BC	Radiology RNs	Cardiac Vascular Nurse
Felicia Scotto Defrego, BSN, RN, MEDSURG-BC	Radiology RNs	Medical-Surgical Nurse
Kayla Senck, BSN, RN, MEDSURG-BC	Radiology RNs	Medical-Surgical Nurse
Lisa Turner, MSN, RN, CEN	Rapid Response Team Nurse	Emergency Nurse
Erin Hayes, MSN, APRN, FNP-BC, PCCN	Same Day Surgery	Family Nurse Practitioner
Nadine Kelly, MSN, RN, MEDSURG-BC	Same Day Surgery	Medical-Surgical Nurse
Cristina Connor, BSN, RN, CAPA	Same Day Surgery	Ambulatory Perianesthesia Nurse
Donna Ginsberg, BSN, RN, CRNFA, CNOR	Surgery	Nurse First Assistant
Karissa Broschart, BSN, RN, RNC-MNN	Todd 5 Mother-Baby	Maternal Newborn Nurse
Emily DeLorenzo, BSN, RN, RNC-MNN	Todd 5 Mother-Baby	Maternal Newborn Nurse
Deborah Dooley, BSN, RN, RNC-MNN	Todd 5 Mother-Baby	Maternal Newborn Nurse
Jordan Colonna Fahey, BSN, RN, RNC-MNN	Todd 5 Mother-Baby	Maternal Newborn Nurse
Kate Gagliano, BSN, RN, RNC-MNN	Todd 5 Mother-Baby	Maternal Newborn Nurse
Nicole Ifantis, MSN, RN, RNC-MNN, CPN	Todd 5 Mother-Baby	Maternal Newborn Nurse
Nicole Ifantis, MSN, RN, RNC-MNN, CPN	Todd 5 Mother-Baby	Pediatric Nurse
Susan Lautier, RN, RNC-MNN	Todd 5 Mother-Baby	Maternal Newborn Nurse
Blerta Marke, BSN, RN, RNC-MNN	Todd 5 Mother-Baby	Maternal Newborn Nurse
Karen McGill, BSN, RN, RNC-MNN	Todd 5 Mother-Baby	Maternal Newborn Nurse
Danielle McGraw, BSN, RN, RNC-MNN	Todd 5 Mother-Baby	Maternal Newborn Nurse
Dana Primiano, BSN, RN, RNC-MNN	Todd 5 Mother-Baby	Lactation Consultant
Kerry Schneider, BSN, RN, RNC-MNN	Todd 5 Mother-Baby	Maternal Newborn Nurse
Samantha Tramontano, BSN, RN, RNC-MNN	Todd 5 Mother-Baby	Maternal Newborn Nurse
Taylor Ogren, BSN, RN, MEDSURG-BC	Todd 6 East	Medical-Surgical Nurse
Lauren Vega, BSN, RN, MEDSURG-BC	Todd 6 East	Medical-Surgical Nurse
Danielle Klimowicz, BSN, RN, RNC-MNN	Todd 6 W Mother-Baby	Maternal Newborn Nurse
Jillian Smith, BSN, RN, RNC-MNN	Todd 6 W Mother-Baby	Maternal Newborn Nurse
Amanda Thostesen, BSN, RN, RNC-MNN	Todd 6 W Mother-Baby	Maternal Newborn Nurse
Sydney Virtue, BSN, RN, RNC-MNN	Todd 6 W Mother-Baby	Maternal Newborn Nurse
Rebecca Alonso, MSN, RN, CPN	Valerie Fund	Pediatric Nurse
Susan Dulczak, MSN, APRN, PPCNP-BC, CHPPN	Valerie Fund	Hospice and Palliative Pediatric Nurse
Susan Dulczak, MSN, APRN, PPCNP-BC, CHPPN	Valerie Fund	Pediatric Primary Care Nurse Practitioner
Cristen Glende, BSN, RN, RNC-NIC	Valerie Fund	Neonatal Intensive Care Nurse
Elizabeth O'Donnell, MA, RN, OCN	Vantage Point	Oncology Nurse



Professional Development Advancement Program

MMC’s Professional Development Advancement Program (PDAP) is designed to guide and recognize clinical nurses as they progress in their careers. The program celebrates professional growth by highlighting contributions that elevate the nursing profession. With guidance and encouragement from Nursing Education, nurses are supported in selecting a focused area of interest to deepen their expertise.

Progression through PDAP is determined by a point-based system, with advancement tied to criteria aligned with the ANCC’s Magnet Model. These expectations reflect the nurse’s engagement at both the unit and organizational levels.

As a Magnet-recognized hospital, MMC fosters a culture where the principles of the Magnet Model serve as the framework for nursing excellence. This alignment ensures that evidence-based practice, continuous professional development, and a commitment to quality outcomes are central to our journey toward high reliability and superior empirical results.

LEVEL 4

Nurse	Unit
Lauren DelleDonne, DNP, RN, CCRN	Intensive Care Unit
Kathleen Malouf, BS, MSN, RN, PED-BC	Pediatric Medical Day Stay

Magnet Model®

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
Justine Certo, BSN, RN, PMH-BC	Alexander Pavilion 1
Cathryn Garcia, MSN, RN, PMH-BC	Alexander Pavilion 1
Anastasia Geardino, BSN, RN, PMH-BC	Alexander Pavilion 1
Sarah Merkle, BSN, RN, PMH-BC	Alexander Pavilion 1
Stephen Boyce, MSN, RN, MEDSURG-BC	Betty Block Roberts 2
Caroll De Rocco, RN, OCN	Betty Block Roberts 2
Zoe Mendez, RN, MEDSURG-BC	Betty Block Roberts 2
Mark Bender, BSN, RN, OCN	Betty Block Roberts 4
Leslie Desimone, BSN, RN, OCN	Betty Block Roberts 4
Kerry Mallon, RN, OCN	Betty Block Roberts 4
Kayla Petrozzo, BSN, RN, MEDSURG-BC	Betty Block Roberts 4
Mary Danish, RN, CEN, OCN	Cancer Services
Edward Lamar, BSN, RN, CCRN, MEDSURG-BC	Cardiac Cath Lab
Felicia Rosas, MSN, APRN, AGNP-C, CV-BC	Cardiac Cath Lab
Bo Mi Na Lim, MSN, RN, MEDSURG-BC	Community 2
Kelly Morrison, BSN, RN, MEDSURG-BC	Community 2
Mary Rose Boutros, MSN, APRN, PCCN	Emergency Department
Maria Bryceland, BSN, RN, CEN	Emergency Department
Tara Pistone, BSN, RN, CEN	Emergency Department
Sandra Denoville, BSN, RN, CGRN	Endoscopy
Donna Jefferys, BSN, RN, CGRN	Endoscopy
Gabrielle Ambrozia, BSN, RN, RNC-MNN	Float Maternal Child
Aileen Pulido Antonio, BSN, RN, CPN	Float Maternal Child
Laura Brooks, MSN, RN, CPN	Float Maternal Child
Melissa Ercolino, RN, CPN	Float Maternal Child
Alyssa Gergely, BSN, RN, CPN	Float Maternal Child
Marissa Restivo, BSN, RN, CPN	Float Maternal Child
Erin Tamasco, RN, CPN	Float Maternal Child
Melissa Criscuolo, RN	Greenwall 6
Heather Emme, BSN, RN, MEDSURG-BC	Greenwall 6
Meghan Pedersen, BSN, RN, MEDSURG-BC	Greenwall 6
Courtney Rea, BSN, RN, MEDSURG-BC	Greenwall 6
Lauren Barnshaw, BSN, RN, RNC-OB, C-EFM	Labor and Delivery
Erin Brutko, BSN, RN, C-EFM	Labor and Delivery
Marissa Caltabilota, MSN, RN, RNC-OB, RNC-IAP, C-EFM	Labor and Delivery
Gabrielle Cicala, BSN, RN, C-EFM	Labor and Delivery
Joan Coronato, MPA, BSN, RN, C-EFM	Labor and Delivery
Juliana D'Agostino, BSN, RN, RNC-OB, C-EFM	Labor and Delivery
Heather Deus, RN, C-EFM	Labor and Delivery
Carley Gatta, BSN, RN, C-EFM	Labor and Delivery
Xenia Lipton, BSN, RN, C-EFM	Labor and Delivery
Stephanie McBath, BSN, RN, RNC-OB, C-EFM	Labor and Delivery
Kaitlyn McKeever, BSN, RN, C-EFM	Labor and Delivery
Kaitlin Muller, BSN, RN, RNC-OB, C-EFM	Labor and Delivery
Victoria O'Dor, MSN, RN, RNC-OB, C-EFM	Labor and Delivery

Marissa Steinberg, BSN, RN, C-EFM	Labor and Delivery
Terry Tompkins, BSN, RN, RNC-OB	Labor and Delivery
Nicole Weil, MSN, RN, RNC-OB, C-EFM	Labor and Delivery
Hannah Whitman, BSN, RN, C-EFM	Labor and Delivery
Bindhu Giji Abraham, RN, RNC-NIC	Neonatal Intensive Care Unit
Jancy Abraham, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Sheeba Antony, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Jennifer Cavanaugh, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Kristin Chaparro, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Barbara Ehrhardt, RN, RNC-NIC	Neonatal Intensive Care Unit
Kimberly Mandato, RN, RNC-NIC	Neonatal Intensive Care Unit
Christine Picarello, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Erin Rotondo, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Taylor Thrunk, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Kaila Wiarda, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Sherriane Young, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Salo Shibu Zachariah, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Abaigeal Dacey, BSN, RN, MEDSURG-BC	Nursing Float Pool
Lauren Petach, BSN, RN, MEDSURG-BC	Nursing Float Pool
Sheeba Suresh, BSN, RN, MEDSURG-BC	Nursing Float Pool
Lisa Lemanski, BSN, RN, CCRN	Rapid Response Team Nurse
Kiera Reilly, BSN, RN, CCRN, MEDSURG-BC	Rapid Response Team Nurse
Lisa Turner, MSN, RN, CEN	Rapid Response Team Nurse
Kristen Catalano, MSN, RN, IBCLC	OB Support Center
Jaclyn Lee Donohue, BSN, RN, RNC-MNN, IBCLC	OB Support Center
Jennifer Dougherty, BSN, RN, IBCLC	OB Support Center
Jane MacMahon, BSN, RN, IBCLC	OB Support Center
Susan MacMahon, BSN, RN, IBCLC	OB Support Center
Christy Tulino, BSN, RN, IBCLC	OB Support Center
Sarah Buffa, BSN, RN, CNOR	Operating Room
Kathleen Connors, BSN, RN, CNOR	Operating Room
Kielly Dunton, BSN, RN, CNOR	Operating Room
Nicole Dwyer, BSN, RN, CNOR	Operating Room
Karlie Elsieidy, BSN, RN, CPN	Operating Room
Margareta Gartside, BSN, RN, CNOR	Operating Room
Malgorzata Jedlinski, RN, CNOR	Operating Room
Kelly Kubas, BSN, RN, CNOR	Operating Room
Corinne LaCapria, BSN, RN, CNOR, CSSM	Operating Room
Kaitlyn Lessing, MSN, RN	Operating Room
Li Liu, BSN, RN, CNOR	Operating Room
Vanessa Muniz, BSN, RN, CNOR	Operating Room
Jacqueline Passariello, MSN, RN, CNOR	Operating Room
Janette Principe, BSN, RN, CNOR	Operating Room
Danielle Yoos, BSN, RN, CNOR	Operating Room
Jaclyn Colella, BSN, RN, CPN	Pediatric Intensive Care Unit

Ambily Nair, BSN, RN, CPN	Pediatric Intensive Care Unit
Ashlee Poskonka, BSN, RN, PED-BC	Pediatric Intensive Care Unit
Brynne Wiedeman, BSN, RN, CPN	Pediatric Intensive Care Unit
Eda Chung, BSN, RN, CPN	Pediatrics
Christina Daniel, BSN, RN, CPN	Pediatrics
Bianca Fasciano, MSN, RN, CPN	Pediatrics
Germaine Mendonca, BSN, RN, CPN	Pediatrics
Kaitlyn Musto, MSN, APRN, PED-BC	Pediatrics
Joyce Bodine, BSN, RN, CPAN	Post-Anesthesia Care Unit
Rita Ann Cavaliere, MA, BSN, RN, CPAN	Post-Anesthesia Care Unit
Jenna Dobrowski, BSN, RN, CPAN	Post-Anesthesia Care Unit
Emmanuella Phanor, BSN, RN, CAPA	Post-Anesthesia Care Unit
Stefanie Reynolds, MSN, APRN, FNP-C	Post-Anesthesia Care Unit
Tara Yetman, BSN, RN, MEDSURG-BC	Post-Anesthesia Care Unit
Robin Cofer, MSN, RN, CAPA	Pre-Admission Testing
Stephanie Laberde, RN, CAPA	Pre-Admission Testing
Nicole Mastrorilli, BSN, RN, MEDSURG-BC	Pre-Admission Testing
Nellie Padre, BSN, RN, CCRN	Pre-Admission Testing
Ivonne Reynoso, BSN, RN, MEDSURG-BC	Pre-Admission Testing
Daureen Vales, BSN, RN, CAPA	Pre-Admission Testing
Marie Brackett, RN, PMH-BC	Psychiatric Emergency Screening Services
Cynthia Arandela-Bundac, BSN, RN, MEDSURG-BC	Same Day Surgery
Jacqueline Ganley, BSN, RN, MEDSURG-BC	Same Day Surgery
Emily Buchbinder-Portman, BSN, RN, IBCLC	Todd 5 Mother-Baby
Jordan Colonna Fahey, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Kate Gagliano, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Dana Primiano, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Veronica Romeo, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Jamie Rowe, MSN, RN, RNC-MNN	Todd 5 Mother-Baby
Watcharee Taylor, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Gina Weisneck, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Kayla Briden, BSN, RN, MEDSURG-BC	Todd 6 East
Victoria Chmielowicz, BSN, RN, MEDSURG-BC	Todd 6 East
Lauren Vega, BSN, RN, MEDSURG-BC	Todd 6 East
Amanda Thostesen, BSN, RN, RNC-MNN	Todd 6 W Mother-Baby
Susan Beaver, RN, OCN	Vantage Point
Susan Da Silva, BSN, RN, OCN	Vantage Point
Jessica Montague, BSN, RN, OCN	Vantage Point
Elizabeth O'Donnell, MA, RN, OCN	Vantage Point
Allison Rayburn, BSN, RN, MEDSURG-BC	Wound Care Center

LEVEL 2

Nurse	Unit
Sonia Avitus, BSN, RN	Alexander Pavilion 1
Christina Dellasala, BSN, RN	Alexander Pavilion 1

Stephanie Ging, BSN, RN, PMH-BC	Alexander Pavilion 1
Maria Gonzalez Arrieta, BSN, RN, PMH-BC	Alexander Pavilion 1
Lucy Mwangi, DNP, RN	Alexander Pavilion 1
Stephanie Olenik, RN	Alexander Pavilion 1
Shannon Tracy, BSN, RN	Alexander Pavilion 1
Lloyd Beckerman, BS, RN, PMH-BC	Alexander Pavilion 2
Bienvenido Doliente, BSN, RN	Alexander Pavilion 2
Susan Flynn, BSN, RN	Alexander Pavilion 2
Amy Jaglowski, BSN, RN	Alexander Pavilion 2
Laura Lee Manfra, BA, RN, PMH-BC	Alexander Pavilion 2
Marla Napoleon, BSN, RN	Alexander Pavilion 2
Eveline St Paul, BSN, RN	Alexander Pavilion 2
Dennis Tactaquin, BSN, RN	Alexander Pavilion 2
Sarah Carson, BSN, RN	Alexander Pavilion 3
Samantha D'Averso, MSN, APRN, PMHNP-BC	Alexander Pavilion 3
Nicole Cebulko, BSN, RN, MEDSURG-BC	Betty Block Roberts 2
Amber Hernandez, BSN, RN	Betty Block Roberts 2
Kathryn Kavanagh, BSN, RN	Betty Block Roberts 2
Vilma Palisoc, BSN, RN	Betty Block Roberts 2
Anthony Talerico Jr, RN	Betty Block Roberts 2
Dana Pacelli, BSN, RN	Betty Block Roberts 4
Raluca Salter, BSN, RN, MEDSURG-BC	Betty Block Roberts 4
Mirlande Fils-Aime, RN	Borden 5
Bridget Fisher, RN, MEDSURG-BC	Borden 5
Reny James, BSN, RN, MEDSURG-BC	Borden 5
Leslie Kinsella, RN, MEDSURG-BC	Borden 5
Madeline Liskiewicz, BSN, RN	Borden 5
Amy Lonergan, BSN, RN	Borden 5
Meave Lynch, BSN, RN	Borden 5
Kelly Vafiadis, BSN, RN	Borden 5
Linda Olshan, RN, CBCN	Breast Center
Olivia Bellezza, BSN, RN	Community 2
Julia Farina, BSN, RN	Community 2
Irene Laschuk, BSN, RN, MEDSURG-BC	Community 2
Pauline Protentis, BSN, RN	Community 2
Traci Bogan, BSN, RN, CEN	Emergency Department
Victoria Cahill, BSN, RN, CPEN	Emergency Department
Amber Cerulli, BSN, RN, CEN	Emergency Department
Megan Chawla, BSN, RN, CPEN	Emergency Department
Cheryl Clarkin, BSN, RN, CPEN	Emergency Department
Ally Flynn, BSN, RN	Emergency Department
Fiorella La Hara, BSN, RN, CEN	Emergency Department
Melanie Massa, BSN, RN	Emergency Department
Emily McPeak, BSN, RN	Emergency Department
Veronica Mendez, BSN, RN	Emergency Department

Christina Nilio, MSN, RN, MEDSURG-BC	Emergency Department
Paulina Pazmino, BSN, RN	Emergency Department
Daniele Perez-Dominguez, RN	Emergency Department
Jennifer Read, BSN, RN	Emergency Department
Jessica Rennert, BSN, RN	Emergency Department
Yasmeen Rodriguez, BSN, RN	Emergency Department
Jessica Trentacosti, BSN, RN, CEN	Emergency Department
Haley Wells, BSN, RN	Emergency Department
Carly Abbate, BSN, RN, MEDSURG-BC	Endoscopy
Samantha McGrath, BSN, RN	Endoscopy
Karley O'Brien, BSN, RN	Endoscopy
Pellegrina Rego, RN, CGRN	Endoscopy
Michelle Cuna, BSN, RN	Float Maternal Child
Sydney Kurfels, MSN, RN, RNC-MNN	Float Maternal Child
Alexa Capardi, BSN, RN, MEDSURG-BC	Greenwall 5
Taylor Corbet, RN	Greenwall 5
Mae Corrigan, BSN, RN	Greenwall 5
Luana Falavinha, BSN, RN, MEDSURG-BC	Greenwall 5
Paola Hobbs, RN	Greenwall 5
Jacob Moise, BSN, RN, MEDSURG-BC	Greenwall 5
Margaret Moran, BSN, RN, MEDSURG-BC	Greenwall 5
Megan Perret, BSN, RN	Greenwall 5
Katarzyna Reitmeyer, BSN, RN, MEDSURG-BC	Greenwall 5
Sneha Reynold, BSN, RN	Greenwall 5
Jessamma Ruby, BSN, RN, MEDSURG-BC	Greenwall 5
Tinny Varghese, BSN, RN, MEDSURG-BC	Greenwall 5
Kristen Keenan, BSN, RN, MEDSURG-BC	Greenwall 6
Stephanie Ring, BSN, RN, MEDSURG-BC	Greenwall 6
Gregory Appleman, BSN, RN, MEDSURG-BC	Intensive Care Unit
Claudia Brameyer, RN	Intensive Care Unit
Sabrina Carlsen, BSN, RN	Intensive Care Unit
Hei-Chuan Chang, RN, MEDSURG-BC	Intensive Care Unit
Lori Frederick, BSN, RN, CCRN	Intensive Care Unit
Tyler Grant, BSN, RN	Intensive Care Unit
Analiese Grissman, BSN, RN	Intensive Care Unit
Mitchell Moy, BSN, RN	Intensive Care Unit
Michelle Prusko, RN, CCRN	Intensive Care Unit
Bailey Stark, BSN, RN	Intensive Care Unit
Gabrielle Altilio, BSN, RN, MEDSURG-BC	Labor and Delivery
Skye Austin, RN	Labor and Delivery
Maya Barr, BSN, RN, C-EFM	Labor and Delivery
Emily Baydal, BSN, RN, C-EFM	Labor and Delivery
Lindsay Best, BSN, RN, C-EFM	Labor and Delivery
Alison Bethea, BSN, RN	Labor and Delivery
Courtney Billig, BSN, RN	Labor and Delivery
Tsipora Bloch, BSN, RN, C-EFM	Labor and Delivery
Dana Caprara, BSN, RN	Labor and Delivery

Stephanie Carrera, BSN, RN, C-EFM	Labor and Delivery
Autumn Carrubba, BSN, RN, C-EFM	Labor and Delivery
Victoria DePalma, BSN, RN, C-EFM	Labor and Delivery
Michele Eisenhauer, RN	Labor and Delivery
Julie Gillet, BSN, RN, C-EFM	Labor and Delivery
Kathrine Grab, BSN, RN, C-EFM	Labor and Delivery
Kirstin Lancaster, BSN, RN	Labor and Delivery
Lisa Lindsay, BSN, RN, RNC-OB, C-EFM	Labor and Delivery
Ashley Lucarelli, BSN, RN	Labor and Delivery
Danielle Mastria, BSN, RN, C-EFM	Labor and Delivery
Chelsea Mayo, BSN, RN	Labor and Delivery
Brianna Mcardle, BSN, RN, C-EFM	Labor and Delivery
Shoshana Munk, BSN, RN, C-EFM	Labor and Delivery
Brianna Napoli, BSN, RN	Labor and Delivery
Cheyenne Nemes, BSN, RN	Labor and Delivery
Jennifer Quirk, MSN, RN, C-EFM	Labor and Delivery
Nicole Roberts, BSN, RN, MEDSURG-BC	Labor and Delivery
Toni Roma, BSN, RN, C-EFM	Labor and Delivery
Mallory Stone, BSN, RN, C-EFM	Labor and Delivery
Ashley Testa, MSN, RN, C-EFM	Labor and Delivery
Amanda Urso, BSN, RN, C-EFM	Labor and Delivery
Amanda Volk, BSN, RN, C-EFM	Labor and Delivery
Angela Zagami, BSN, RN	Labor and Delivery
Kylie Alcabes, BSN, RN	Neonatal Intensive Care Unit
Amanda Callari, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Ashley Card-Applegate, BSN, RN	Neonatal Intensive Care Unit
Katharyn Dibernardo, RN, RNC-NIC	Neonatal Intensive Care Unit
Rachel Herman, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Lisa Iorio, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Meredith Koseoglu, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Jessica Kuch, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Michele Leahy, BSN, RN	Neonatal Intensive Care Unit
Nicole Lonigro, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Laura Meyer, MSN, RN	Neonatal Intensive Care Unit
Kerry Morris, BSN, RN, MEDSURG-BC	Neonatal Intensive Care Unit
Karina Ramirez, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Hannah Steen, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Katelyn Svenson, BSN, RN	Neonatal Intensive Care Unit
Sherri Todd, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Nadie Valentino, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Alexandra Vandesype, MSN, RN	Neonatal Intensive Care Unit
Melissa Bopp, BSN, RN, MEDSURG-BC	Nursing Float Pool
Delanie Freund, BSN, RN	Nursing Float Pool
Amritpal Kaur, BSN, RN	Nursing Float Pool
Diana Lopes, BSN, RN, MEDSURG-BC	Nursing Float Pool
Khushboo Patel, BSN, RN	Nursing Float Pool
Tiffany Quinones, RN, MEDSURG-BC	Nursing Float Pool

Deborah Staples, RN	Nursing Float Pool
Marie Andreen, BSN, RN, MEDSURG-BC	Rapid Response Team Nurse
Alma Tanchanco, BSN, RN	Rapid Response Team Nurse
Gabrielle Nelsen, BSN, RN, IBCLC	OB Support Center
Susan Bijoy, BSN, RN, CNOR	Operating Room
Jean Buscaglia-Yurkiewicz, BSN, RN, CNOR	Operating Room
Ashley Cervera, BSN, RN	Operating Room
Erin Cunneff, BSN, RN	Operating Room
Linda DeRosa, BSN, RN, CNOR	Operating Room
Kristen Fleming, BSN, RN, CNOR	Operating Room
Allison Forrester, BSN, RN, C-EFM	Operating Room
Jacqueline Gilligan, BSN, RN	Operating Room
Nicole Grzelczak, BSN, RN	Operating Room
Olivia Henderson, BSN, RN	Operating Room
Jamie Jackson, BSN, RN, CNOR	Operating Room
George LeGrande, BSN ,RN	Operating Room
Camila Massaro, BSN, RN, CNOR	Operating Room
Michelle Meyer, BSN, RN	Operating Room
Lauren Miele, BSN, RN, MEDSURG-BC	Operating Room
Michelle Mosquera, BSN, RN	Operating Room
Kathryn Neary, BSN, RN	Operating Room
Alfredo Panganiban, BSN, RN	Operating Room
Marisa Petrou, BSN, RN	Operating Room
Karen Pranci, BSN, RN	Operating Room
Marlene Rodriguez, BSN, RN	Operating Room
Leandra Schrama, BSN, RN	Operating Room
Amanda Verdoni, BSN, RN	Operating Room
Arli Mach, BSN, RN, CPN	Pediatric Intensive Care Unit
Migdalia Carlson, RN, MEDSURG-BC	Post-Anesthesia Care Unit
Kamryn Hubeny, BSN, RN	Post-Anesthesia Care Unit
Nicole Lanza, BSN, RN	Post-Anesthesia Care Unit
Leslie O'Connor, RN, CEN	Post-Anesthesia Care Unit
Sabrina Dixon, BSN, RN, PMH-BC	Psychiatric Emergency Screening Services
Keisha Gayle, BSN, RN, PMH-BC	Psychiatric Emergency Screening Services
Todd Kochakji, BSN, RN	Psychiatric Emergency Screening Services
Gail Lloyd, RN, PMH-BC	Psychiatric Emergency Screening Services
Korrie Ohanlon, MSN, RN	Psychiatric Emergency Screening Services
Sarah Perry, BSN, RN	Psychiatric Emergency Screening Services
Laura Salerno, RN	Psychiatric Emergency Screening Services
Jeffrey Weiss, BA, RN	Psychiatric Emergency Screening Services
Christie Butler, BSN, RN, CEN, PCCN	Same Day Surgery
Lois Collura, RN, MEDSURG-BC	Same Day Surgery
Rosemarie Darby, BS, RN	Same Day Surgery
Elizabeth Davis, MSN, RN, PED-BC	Same Day Surgery
Lois Deroche, BSN, RN, PED-BC	Same Day Surgery
Nadine Kelly, MSN, RN, MEDSURG-BC	Same Day Surgery
Veronica Langley-Stephens, RN	Same Day Surgery

Lisa Lapolla, DNP, RN, CCRN	Same Day Surgery
Francine Pagano, RN	Same Day Surgery
Cristina Connor, BSN, RN, CAPA	Same Day Surgery
Helena May Semira, BSN, RN, CCRN	Same Day Surgery
Carolyn Toal, BSN, RN	Same Day Surgery
Christine Wittmann, BSN, RN, AMB-BC	Same Day Surgery
Kimberly Yu, BSN, RN	Same Day Surgery
Michelle Archer, BSN, RN	Todd 5 Mother-Baby
Nancy Bartis, RN	Todd 5 Mother-Baby
Alice Berson, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Lisa Marie Bringoli, RN, RNC-MNN	Todd 5 Mother-Baby
Karissa Broschart, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Shayna Cattelona, BSN, RN	Todd 5 Mother-Baby
Stacie Chan, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Emily DeLorenzo, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Carly Disney, BSN, RN	Todd 5 Mother-Baby
Gianna Dominici, BSN, RN	Todd 5 Mother-Baby
Deborah Dooley, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Laura Ennis, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Reilly Ferrante, BSN, RN	Todd 5 Mother-Baby
Nicole Foltz, BSN, RN	Todd 5 Mother-Baby
Kimberly Granada, RN, RNC-MNN	Todd 5 Mother-Baby
Sophia Grandilli, BSN, RN	Todd 5 Mother-Baby
Nykell Lane, BSN, RN	Todd 5 Mother-Baby
Geri Lowney, RN	Todd 5 Mother-Baby
Emilie Luckewicz, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Blerta Marke, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Karen McGill, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Rinskie Nelson, BSN, RN	Todd 5 Mother-Baby
Khuyen Nguyen, BSN, RN	Todd 5 Mother-Baby
Meredith Norton, RN, RNC-OB	Todd 5 Mother-Baby
Ramona Pavon, BSN, RN	Todd 5 Mother-Baby
Shanice Ross, BSN, RN	Todd 5 Mother-Baby
Mildred Sagapolutele, BSN, RN	Todd 5 Mother-Baby
Melanie Santurro, BSN, RN	Todd 5 Mother-Baby
Maria Steinmetz, RN, RNC-MNN	Todd 5 Mother-Baby
Claire Stenson, BSN, RN	Todd 5 Mother-Baby
Lauren Tramontano, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Samantha Tramontano, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Megan Williamson, BSN, RN	Todd 5 Mother-Baby
Brianne Hull, BSN, RN	Todd 6 East
Taylor Ogren, BSN, RN, MEDSURG-BC	Todd 6 East
Jonathan Ortiz, BSN, RN	Todd 6 East
Caylee Bruff, BSN, RN	Todd 6 W Mother-Baby
Nicole Caruso, MSN, RN	Todd 6 W Mother-Baby
Kayla Estrella, BSN, RN	Todd 6 W Mother-Baby
Danielle Klimowicz, BSN, RN, RNC-MNN	Todd 6 W Mother-Baby

Ellie Martel, BSN, RN	Todd 6 W Mother-Baby
Kaitlyn McCarthy, BSN, RN, RNC-MNN	Todd 6 W Mother-Baby
Jillian Smith, BSN, RN, RNC-MNN	Todd 6 W Mother-Baby
Sydney Virtue, BSN, RN, RNC-MNN	Todd 6 W Mother-Baby
Cristen Glende, BSN, RN, RNC-NIC	Valerie Fund
Brooke Fromkin, BSN, RN	Vantage Point
Alisa Vandenbrouck, BSN, RN	Vantage Point

LEVEL 1

Nurse	Unit
Eden Grace Arandela, BSN, RN	Alexander Pavilion 1
Emily Flagg, RN	Alexander Pavilion 1
Alexa Van Woerkom, BSN, RN	Alexander Pavilion 1
Jaime Vazquez, BSN, RN	Alexander Pavilion 1
Quinn Dolan, BSN, RN	Alexander Pavilion 2
Katelyn Maneri, BSN, RN	Alexander Pavilion 2
Ian Campbell, BSN, RN	Alexander Pavilion 3
Dale Suanino, BSN, RN	Alexander Pavilion 3
Morgan Graham, RN	Betty Block Roberts 2
Dominique Albert, BSN, RN	Borden 5
Brianna Gorhan, BSN, RN	Borden 5
Miriam Minzer, BSN, RN	Borden 5
Kayla Marciano, BSN, RN	Emergency Department
Heather Rooney, RN	Emergency Department
Pompi Banerjee, RN	Greenwall 5
Liliana Revelo, RN	Greenwall 5
Amanda Abdelmessih, BSN, RN	Greenwall 6
Zachary Connor, BSN, RN	Greenwall 6
Diana Borja, BSN, RN	Intensive Care Unit
Russel Danielson, BSN, RN	Intensive Care Unit
Hayley Miller, BSN, RN	Intensive Care Unit
Amanda Alexis, BSN, RN	Labor and Delivery
Stephanie Anderson, BSN, RN	Labor and Delivery
Kristina Bosco, BSN, RN	Labor and Delivery
Mariabella Ferraina, BSN, RN	Labor and Delivery
Jennifer Gonzalez-Baez, BSN, RN, C-EFM	Labor and Delivery
Bella Kurtas, BSN, RN, C-EFM	Labor and Delivery
Alexandria Lee, BSN, RN	Labor and Delivery
Kristen Maldonado, BSN, RN	Labor and Delivery
Lauren Menditto, BSN, RN, C-EFM	Labor and Delivery
Melissa Naranjo, BSN, RN	Labor and Delivery
Naomi Norman, BSN, RN	Labor and Delivery
Kaitlin Parliament, BSN, RN, C-EFM	Labor and Delivery
Catherine Petrucci, BSN, RN, C-EFM	Labor and Delivery
Isabella Pinnero, BSN, RN	Labor and Delivery

Sara Rex, BSN, RN	Labor and Delivery
Hannah Scrivanic, BSN, RN	Labor and Delivery
Samantha Spataro, BSN, RN	Labor and Delivery
Nicole Suppa, BSN, RN	Labor and Delivery
Kathryn Travlos, BSN, RN	Labor and Delivery
Angelise Vera, BSN, RN, C-EFM	Labor and Delivery
Carly Weisberg, BSN, RN	Labor and Delivery
Megan Werts, RN	Labor and Delivery
Julia Wetzel, BSN, RN, C-EFM	Labor and Delivery
Alexa Zolezi, BSN, RN	Labor and Delivery
Alyssa Correia, BSN ,RN	Neonatal Intensive Care Unit
Grace Cunningham, BSN, RN	Neonatal Intensive Care Unit
Katie Padin, BSN, RN	Neonatal Intensive Care Unit
Valerie Poesl, BSN, RN	Neonatal Intensive Care Unit
Danielle Terry, BSN, RN	Neonatal Intensive Care Unit
Laura Brandon, BSN, RN	Operating Room
Jessica Reynolds, MSN, RN	Operating Room
Shannan Devlin, BSN, RN	Pediatric Intensive Care Unit
Joanne Higgins, BSN, RN	Pediatric Intensive Care Unit
Kelsey Walsh, BSN, RN	Pediatric Intensive Care Unit
Nicole Belovin, BSN, RN	Todd 5 Mother-Baby
Julianne Bland, BSN, RN	Todd 5 Mother-Baby
Rielly Golomb, BSN, RN	Todd 5 Mother-Baby
Lyon Jackson, RN	Todd 5 Mother-Baby
Gretchen Johnson, RN	Todd 5 Mother-Baby
Susan Lautier, RN, RNC-MNN	Todd 5 Mother-Baby
Megan Maloney, BSN, RN	Todd 5 Mother-Baby
Bianca Mazza, RN	Todd 5 Mother-Baby
Sarah Ogilvie, BSN, RN	Todd 5 Mother-Baby
Maria Rovere, BSN, RN	Todd 5 Mother-Baby
Amrita Singh, RN	Todd 5 Mother-Baby
Aiyanna Smith, BSN, RN	Todd 5 Mother-Baby
Samantha Storniolo, BSN, RN	Todd 5 Mother-Baby
Julia Zaffarese, BSN, RN	Todd 5 Mother-Baby
Karen Beahan, RN	Todd 6 East
Anita Acosta, BSN, RN	Todd 6 W Mother-Baby
Erica Olson, BSN, RN	Todd 6 W Mother-Baby
Cameron Urso, BSN, RN	Todd 6 W Mother-Baby

Community Healthcare Outreach

MMC nurses have traditionally volunteered their time at every opportunity to assist the community in which they proudly serve. The following is a sampling of additional ways in which nurses participated in community healthcare outreach in 2024:



In January, Cardiopulmonary Rehab hosted a celebration of the winners of their “Lose to Win” weight loss contest to promote wellness and cardiac health. Patients are very proactive in improving their health and are the reason, along with MMC’s staff and leadership, for the success of the program. The event concluded with an acapella rendition of “He Ain’t Heavy, He’s My Brother” by Cardiopulmonary Rehab patient and professional musician Tommy Meares.

In January, MMC educated visitors and staff for Maternal Health Awareness Day. The day of awareness was created in 2017 by the State of New Jersey to raise awareness and provide education to healthcare providers and families about maternal health. In observance, MMC offered a Maternal Health Awareness Day table offering information to visitors, patients, and staff on common postpartum complications and the warning signs.



MMC’s Breastfeeding Wellness Center held a special support group session in January in honor of Maternal Health Awareness Day. Outpatient lactation services are offered at the Breastfeeding Wellness Center, located at the Anne Vogel Family Care and Wellness Center in Eatontown, and are led by Lactation Consultant Tara Murphy, MSN, RN, IBCLC. This service is tailored to support families in obtaining their breastfeeding goals, at every stage of their breastfeeding journey.

In February, the Radiology RNs proudly launched Operation Bling, a heartfelt initiative founded by Chris Ferdinand of Ferdinand Jewelers in 2008, aiming to bring sparkle and a sense of normalcy to patients on their cancer journey. MMC’s Interventional Radiology staff are proud to serve as “Bling Angels.” Recently, a patient in remission chose a watch from the bling cart after his port removal, calling it “the greatest day ever” and posing for a photo with staff. The joy shared in that moment touched everyone involved.





In February, nurses Linda Kolarsick-Clark, RN, CCRN, Post-Anesthesia Care Unit nurse; Brenda Henson, BSN, RN, Same Day Surgery nurse; Daniela Rand, MSN, CRNA of Anesthesia; and Tracy Castleman, MS, DNP, CRNA, FAANA of Anesthesia participated in a volunteer medical mission to Guatemala with team members that included surgeons Dr. Mark Swartz, Dr. Grace Lepis, and Dr. Michael Nagy. The heroic group performed more than 60 surgeries for this medically underserved community.

Teams of MMC nurses swept the awards at the annual Big Brothers Big Sisters Bowl for Kids' Sake fundraiser, including the Neonatal Intensive Care Unit's team Bumper Babies who raised more than \$1,700 and received Highest Fund-Raising Team Honors. The Case Management team Incridibowls took top Team Spirit honors and the Todd 6 East team Bad to the Bone won the First Place Team Award with an average of 117.



Cardiology Services hosted a Heart Month Screenings event outside of the Sea Breeze Café in February. Joined by the HOPE Nursing BRG, the team provided education on a heart-healthy lifestyle, blood pressure screenings, photo ops, and free raffle prizes. Heart health information and resources were made available for staff working nights as well.



In May, team members came together in Ocean Grove in support of the Sharing Network 5K fundraiser. The 5K Celebration of Life is a special time of healing for those whose lives have been touched by organ and tissue donation. Funds raised by the Sharing Network Foundation help to increase the number of lives saved through clinical advancement, family support, public awareness, and education about the lifesaving benefits of organ and tissue donation and transplantation.



The HOPE Nursing BRG, including Alyson Bryson, BSN, RN, Disease Management Coordinator; Iris Cruz, BSN, RN, CCRN Clinical Nurse Educator; and Veronica Mendez, BSN, RN of the Emergency Department, hosted a Heart Health program for Long Branch Middle School students in February in honor of American Heart Month. It marks MMC's second year working with Science teacher Mr. Conover White as part of their Medical Detectives Curriculum. MMC will meet with the students at least once each month to talk about health topics affecting the community and to further introduce them to healthcare careers. After a PowerPoint presentation, the BRG led an exercise challenge to get everyone's hearts pumping and legs moving.

MMC is a proud sponsor of Big Brothers Big Sisters (BBBS) of Coastal and Northern New Jersey and was well represented at their annual BIG IMPACT Gala benefiting their one-to-one mentoring programs. The event was held in June at Bell Works in Holmdel. MMC's Workplace Mentoring Program includes in-person program sessions hosted by BBBS staff, where students from Long Branch High School are matched with an MMC employee mentor. Mentors will meet with their mentee for the entire school year participating in hospital tours, presentations, and spending one-to-one time while friendships develop. Healthcare professionals who volunteer to serve as mentors will be enrolled and supported by a BBBS staff member.



MMC joined colleagues from RWJBarnabas Health to offer health screenings and information at the Boys and Girls Club Black Family Wellness Expo held March 9 at the Boys and Girls Clubs of Monmouth County Center in Asbury Park. Among the services represented were Cancer Services, Bariatric Program, Family Planning Clinic, Safe Kids, Cardiology Services, and Renal Services. Additionally, Human Resources was on hand for job recruitment and Behavioral Health offered depression and anxiety screenings and shared information on suicide and substance abuse prevention.



In June, West Long Branch Lions Club President Tom DeBruin traveled to MMC to pick up 111 pairs of eyeglasses collected at the hospital through a drive led by Cardiopulmonary Rehab. Since 1925, Lions International has been a champion in helping combat vision impairment and blindness.

The New Jersey Chapter of the Crohn's and Colitis Foundation (CCF) recognized the Pediatric GI Team at MMC as "Honored Heroes." The GI group follows over 150 children with inflammatory bowel disease and were honored for their outstanding quality and compassionate care, commitment to their patients and families, and research efforts towards finding a cure. They were joined by members of their Eatontown support staff, Pediatric Medical Day Stay, their families, and patients at the CCF Take Steps Walk in Asbury Park this spring. As a group they raised over \$5,000 for the event!



The Healthcare Explorers, a program through the Monmouth Council of Boy Scouts that enables students to visit local hospitals to explore different career paths in healthcare, visited Nursing Education in April to experience hands-on training CPR and working in the Simulation Lab. MMC sponsors its own Explorer Post #175 for student ages 14 to 17, with monthly program offering on-site activities and hands-on learning throughout the school year.



The 29th annual Power of Pink Luncheon, a premiere fund-raiser benefitting cancer services at MMC, drew an audience of nearly 500 to hear a fireside chat with famed stage and screen actor Edie Falco. The July event also included a special award presentation to MMC Foundation Board Chair Claire Knopf by New Jersey First Lady Tammy Murphy.



August is National Minority Donor Awareness Month, an annual observance to help increase organ donation and transplantation within communities of color, which make up nearly 60 percent of the more than 100,000 people on the national waitlist for life-saving organ transplants. MMC joined the systemwide promotion of this observance with an information table to raise awareness that a greater diversity of donors increases potential access to transplantation for everyone.

In August, at the ShoreTown Ballpark, the Blue Claws honored the EMS Squad's and the Emergency Department's amazing contributions to keep the community safe.



"Time is Tissue". September is Sepsis Awareness Month. In recognition of this life-threatening emergency, MMC team members staffed an information table and wore red ribbons to help raise that awareness to visitors. The acronym TIME can be utilized to be reminded of the symptoms. T - for temperature that is abnormal, I - for signs of infection, M - for mental decline, and E - for feeling extremely ill.



MMC hosted the annual Big Steps for Little Feet Fest Fundraiser, benefitting the Neonatal Intensive Care Unit. The event is made possible by the dedicated Big Steps Committee and features a celebration of families whose precious babies were cared for by our nurses. More than 10 percent of babies born in the U.S. are premature. Over the last 18 years, Big Steps for Little Feet teams and supporters have enabled MMC to purchase state-of-the-art medical equipment to care for the region's smallest and most fragile babies.

Through the efforts of the frontline staff, 200 backbacks, more than 500 pencils, 68 boxes of colored pencils, nearly 150 notebooks, along with folders, pens, rulers, glue sticks, highlighters, scissors, erasers, boxes of crayons, pencil cases, and sharpeners were donated to support community groups and churches.



In November, more than 80 attendees celebrated the Valerie Fund's 13th Annual Event at Yumi in Sea Bright. The proceeds of the evening support the patients and families of the unit, which provides comprehensive medical care and psychosocial support to children, adolescents, young adults, and their families with blood disorders.



In November, Autumn Dempsey, RN, CDE, Coordinator for the Center for Diabetes Education, was the featured guest during "Cooking with Clinicians" at the Livewell Center. To a live and virtual community audience, Autumn discussed tips for living well with diabetes during the holidays and taught how to prepare a healthy recipe in the demonstration kitchen.



A team from MMC joined the Jersey Shore Walk in Belmar on September 21, one of 400 Out of the Darkness Community Walks held across the country to raise awareness and funding for suicide prevention.

MMC team members including Michelle Holmes, LPN and Paula Ross, MSN, RN from Community Health Education, greeted about 500 community members who visited Tinton Falls Day on October 5, sharing information on the LiveWell Center, Halloween Safety for Kids, and the new Specialty Care and Cancer Center that is under construction at the Vogel Medical Campus.



The PNANJ Monmouth Subchapter provided a fruitful health ministry and community service initiative at St. Veronica Church in Howell. The group conducted blood pressure screenings and shared blood pressure education with parishioners. This was the first health ministry and community service initiative conducted at St. Veronica following outreach to the group by church pastor Father Alindogan. The group plans to hold the event monthly.





Exemplary Professional Practice

Exemplary professional practice at MMC is rooted in a commitment to collaboration, clinical excellence, safety, and the consistent pursuit of best practices. Nurses partner with patients, families, colleagues, the interprofessional team, and the broader community to achieve outstanding outcomes that position MMC as a leader within RWJBarnabas Health and across the state of New Jersey. This collective effort underscores our reputation for delivering high-quality, compassionate care.

At its core, exemplary professional practice is about realizing the full potential of nursing when supported by shared decision-making, professional autonomy, and a culture of empowerment. These essential elements are the bedrock of a Magnet organization—where nurses are not only contributors to care but also key drivers of innovation, continuous improvement, and a unified vision for the future of healthcare.

Excellence in Action: Preventing Harm

The Long Branch Police Department brought a pregnant patient who had been assaulted into the Emergency Department. The patient did not speak English and did not have any family or friends in this country to be discharged to home. During shift hand-off, Tara Pistone, BSN, RN, CEN, recognized that this patient's situation pointed to an unsafe home environment. All appropriate agencies were notified, and the patient was discharged to a safe haven that would provide shelter and nutrition. Tara successfully utilized all six S.A.F.E.T.Y tools to ensure the patient was discharged safely.



Safety Awareness in a High Reliability Organization

“Communication is key” for patient safety awareness because clear, timely, and accurate information sharing directly impacts patient outcomes. When healthcare providers communicate effectively—with one another, with patients, and with families—they reduce the risk of errors, ensure continuity of care, and create a shared understanding of patient needs and treatment plans.

Breakdowns in communication are one of the leading causes of sentinel events and medical errors. Whether it is during handoffs, medication administration, or interdisciplinary rounds, miscommunication can lead to incorrect treatments, delays in care, or compromised patient safety. On the other hand, open, respectful, and structured communication promotes teamwork, encourages speaking up about concerns, and fosters a culture of safety where everyone is accountable for protecting the well-being of patients.

Champions of Well-Being

The HOPE Nursing BRG hosted their “All About My Health” Self-Care event in July to stress to staff the importance of prioritizing personal health. Offered in partnership with Cardiology Services, Behavioral Health, and the Dietary Department, the event featured health screenings, chair exercises, and activities focusing on stress management and work-life balance.





A Voice for the Night: A Dedicated Committee for Overnight Staff

Launched in the fall of 2024, the Night Shift Committee was created to strengthen collaboration and connection across departments and shifts. Facilitated by Amanda Jo Brensinger, BSN, RN, CCRN, Nursing Supervisor, and Gregory McDonald, BSN, RN, Assistant Director of Patient Care in the Medical-Surgical Division, with support from Alma Tanchanco, BSN, RN, Rapid Response Team Nurse, and guidance from Lauren Fleming, MA, BSN, RN, MEDSURG-BC, Magnet Program Director, the committee brings together off-shift employees, leaders, and guest speakers. Its primary goal is to foster engagement, a sense of belonging, and open communication among all disciplines, promoting a truly inclusive and collaborative work environment.

Shared Governance

Shared governance at MMC is grounded in the core values of collaboration, equity, accountability, and professional ownership. This inclusive model empowers nurses across all roles to actively participate in shaping practice, policies, and outcomes through a team-based approach to decision-making. By fostering open communication and mutual respect among interdisciplinary councils, shared governance drives alignment with the organization’s mission and goals.

At MMC, the shared governance structure is proudly led by nurses. The Professional Nursing Practice Council serves as the central coordinating body and includes the CNO, along with chairs, co-chairs, and facilitators from each specialty and divisional council. Together, they guide a nurse-driven model that promotes autonomy.

The Forum for Shared Governance 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.

In 2023, MMC’s shared governance and nurses throughout the organization participated in a nursing research study utilizing the Index of Professional Nursing Governance (IPNG). The 60-question IPNG tool was open to registered nurses of all titles, levels, and roles. The results of the data tabulation from Rutgers University’s RUBIES Department statisticians granted MMC re-accreditation by the Forum for Shared Governance in February 2024.



Shared Governance Divisional Councils

Ambulatory Council:

- Facilitators:**
Maureen Bowe, MSN, RN
Debra Stellavato, BSN, RN, OCN
- Chairperson:**
Cristen Glende, BSN, RN, RNC-NIC
- Co-Chairperson:**
Mallory Amoroso, BSN, RN, MEDSURG-BC
- Members:**
Mary Aguilar, BSN, RN, MEDSURG-BC
Kathleen Baron, BSN, RN
Jennifer Castro-Betancourt, BSN, RN
Kathleen Malouf, BS, MSN, RN, PED-BC
Elizabeth O'Donnell, MA, RN, OCN
Linda Olshan, RN, CBCN
Hope Siedler, RN, AMB-BC
Dawn Vierschilling, MSN, RN, OCN

2024 Accomplishments:

- Utilizing a Pediatric Hematology/Oncology physician from Newark Beth Israel Medical Center as a resource, the Council is aiming to support the Valerie Fund in creating a transition program for MMC’s sickle cell patients.
- The Radiology RNs are working on training its nurses in ultrasound guided IV insertion. The goal is to decrease the number of central lines inserted when IV access on a patient is difficult.
- Operation Bling at MMC is up and running! Operation Bling Foundation’s mission is to bring cheer to cancer patients by giving them sparkling “jewels” free of charge during their cancer journey.
- The Council is supporting Vantage Point on a project to call their new chemotherapy patients one day prior to beginning treatment. They are also working on developing a questionnaire about a patient’s anxiety at the start of chemo and whenever they have a change in their treatment.
- Radiation Oncology will utilize the rtanswers.com website, which provides patient education directly from the American Society for Radiation Oncology. Staff are working with an analyst to upload the information directly into Epic, with direct links for education.
- A Pediatric Medical Day Stay nurse has completed the nursing research study, Reducing Anxiety through the Inhalation of Lavender Essential Oil. Anxiety often exists around the experience of IV insertion, and the unit required a tool to help reduce the stress to ensure a more comfortable experience for the patient. About half the participants reported improved anxiety following the inhalation of lavender, some stated only ‘getting the IV over with’ helped, and others discovered they did not like the smell of lavender.
- The Bariatric Program is working on a project, Standardizing Post-Operative Patient Education, across system campuses.

Behavioral Health Council:

- Facilitator:**
Danica Almendares, BSN, RN
- Chairperson:**
Marie Brackett, RN, PMH-BC
- Co-Chairperson:**
Cathryn Garcia, MSN, RN, PMH-BC
- Members:**
Ray Carbone, RN
Beth Conover, BSN, RN
Kristen Lombardi, MA, LPAT, ATR-BC, LAC
Katelyn Maneri, BSN, RN

2024 Accomplishments:

- The Council is working on a project for patient belongings. Recently, there has been an increase in the number of contraband found in patient areas. To better assist staff in the inventory of patient belongings, the Council created a “stop light” on a trifold board in addition to pocket guides for each Behavioral Health unit to utilize.
- PDAP continues to be at the forefront of the Council. By providing mentorship to new nurses and those starting out on the clinical ladder, Council members have boosted their divisional participation tenfold.
- The Council consistently advertises for patient donations, as many are homeless and lack resources. Behavioral Health patients are allowed to wear their own clothes, otherwise MMC provides paper scrubs, which can be uncomfortable. As a team, the Council reorganizes the donations’ closet because keeping the storage area organized assists staff in quickly finding proper clothing for patients.
- The quarterly *Behavioral Health Buzz* newsletter is published by the Council to spread the word on accomplishments, shout out staff, and publicize important information.
- The Council has held numerous collection drives in 2024—such as a book drive, coat drive, and gift drive. These drives provide essential self-care items for patients. On Alexander Pavilion 1, the staff created an initiative where donations are collected to create gifts for patients to open on Christmas morning. This way, patients feel cared about during the holidays.

Critical Care Council:

- Facilitator:**
Sharmine Brassington, PhD, RN
- Chairperson:**
Samantha Swaggerty, BSN, RN, CEN
- Co-Chairperson:**
Yasmeen Rodriguez, BSN, RN
- Members:**
Amber Cerulli, BSN, RN CEN
Iris Cruz, BSN, RN, CCRN
Gina Innamorato, BSN, RN
Jennifer Read, BSN, RN
Felicia Rosas, MSN, APRN, AGNP-C, CV-BC

2024 Accomplishments:

- The Council successfully implemented the RN-Driven Rapid Recognition of Stroke, where nurses are encouraged to activate MMC’s Code Stroke Team based on a scoring system.
- The Council devised the ACLS Refresher Course. Here, nurses of all units were invited to brush up on their ACLS skills in-between the recertification, which occurs every two years.

Maternal Child Health Council:

- Facilitators:**
Nicole Ifantis, MSN, RN, RNC-MNN, CPN
Tanya Pereira, BSN, RN, RNC-MNN
- Chairperson:**
Erin Tamasco, RN, CPN
- Co-Chairperson:**
Joan Coronato, MPA, BSN, RN, C-EFM
- Members:**
Cheryl Clarkin, BSN, RN, CPEN
Heather Deus, RN, C-EFM
Carly Disney, BSN, RN
Ellie Martell, BSN, RN
Ashlee Poskonka, BSN, RN, PED-BC
Dana Primiano, BSN, RN, RNC-MNN
Marissa Restivo, BSN, RN, CPN
Nadie Valentino, BSN, RN, RNC-NIC

Gina Weisneck, BSN, RN, RNC-MNN
Brynne Wiedeman, BSN, RN, CPN

2024 Accomplishments:

- The Council raised \$2,000 in their Summer Basket Fundraiser. The Jersey Shore Dream Center is a 501(c)3 non-profit organization dedicated to serving the underserved on the Jersey Shore and surrounding areas.
- The *Maternal Child Health* Newsletter is published biannually to highlight each department and staff accomplishments.
- A Neonatal Emergency Communication badge card was developed as a quick reference for who and when to call for neonatal emergency with an NRP reference guide.
- The Council is supporting the development of a Labor and Delivery “preceptor ladder” to implement standardized preceptor training and references.
- To better serve their patient population, the Labor and Delivery team creates informational packets for physicians’ offices to give out to new patients prior to coming to the hospital.
- Labor and Delivery and Mother-Baby units developed a postpartum/discharge binder to guide staff in the care and documentation of their patient populations.
- To boost retention, the Labor and Delivery and Mother-Baby units creates welcome bags and packets for new staff.
- The Mother-Baby units are tracking reasons for Neonatal Intensive Care Unit admissions from the newborn nursery as well as the time it takes for transfers to occur. The goal is to track and trend commonalities.
- Staffing ratios and leaves of absence are being tracked to anticipate the staffing needs of the units for the upcoming year.
- While working with the Pharmacy Department, clinical nurse educator, and OB/GYN physicians, the Mother-Baby team is updating the postpartum hemorrhage medication box to better serve the needs of patients during an emergency.
- Pediatrics is developing a guide to manage and care for pediatric autistic patients.
- The Neonatal Intensive Care Unit’s All Care is Brain Care project with Vermont Oxford is interprofessional with the Small Care Baby team to improve care and reduce morbidity and mortality of infants under 29 weeks.
- An objective in the Neonatal Intensive Care Unit is to determine a correlation between transcutaneous bilirubin and serum for babies GA 30-0/7 to 34-6/7 weeks before, during, and after phototherapy in first two weeks of life.

Medical-Surgical Council:

Facilitator:

Leslie Shephard, MSN, RN, OCN

Chairperson:

Victoria Chmielowicz, BSN, RN, MEDSURG-BC

Co-Chairperson:

Kelly Morrison, BSN, RN, MEDSURG-BC

Members:

Olivia Bellezza, BSN, RN
Abaigael Dacey, BSN, RN, MEDSURG-BC
Caroll De Rocco, RN, OCN
Heather Emme, BSN, RN, MEDSURG-BC
Mirlande Fils-Aime, RN
Brianna Hull, BSN, RN
Amy Lonergan, BSN, RN
Lauren Petach, BSN, RN, MEDSURG-BC
Sheeba Suresh, BSN, RN, MEDSURG-BC

2024 Accomplishments:

- The Council continues to volunteer and plan awareness walks in the community for the upcoming months.
- The Council is planning to implement a binder for Epic information on documentation pertinent to each medical-surgical unit. Ideally, this binder would contain pictures and flowsheets on how to document blood transfusion, troubleshooting discharges, neuro checks, incentive spirometer utilization, etc. to create consistency in documenting these processes and procedures.
- The Council is always planning new performance improvement projects and assisting new nurses to join PDAP.
- Monthly newsletters with QR codes are in the process of being implemented for quick updates.
- Coffee with Clinicians is an ongoing project at the LiveWell Center. Council members teach an educational class on hypertension and overall heart health awareness, along with blood pressure screenings. This year, the Council will be increasing the number of classes taught and the methodology including presentation, games, etc. Surveying community participants before and after the classes contribute to long term data analysis. The Council has plans to teach classes on additional health awareness topics based on community needs.
- The Council is working on revamping pre-procedure checklists. Members are meeting monthly with each department, such as Cardiology Services and Radiology. Any updates and changes that need to be made to pretesting requirements are reviewed to ensure nurses are preparing patients properly for procedures. The Council is also addressing communication and department-specific concerns to enhance frontline nurse and interprofessional team collaboration.
- The Council worked with senior nursing leadership to implement organizational-wide admission folders.
- The CCT Domain Committee regularly collaborates with the Council to work on communication, collaboration, and rapport to improve patient care and the work environment.
- The Council is collaborating with the Critical Care Council and Nursing Executive Leadership to review the safety and efficacy related to E-handoff non-verbal report.

Perioperative Council:

Facilitator:

Taylor Dodds, DNP, APRN, AGACNP-BC

Chairperson:

Stefanie Reynolds, MSN, APRN, FNP-C

Co-Chairperson:

Janette Principe, BSN, RN, CNOR

Members:

Cynthia Arandela-Bundac, BSN, RN, MEDSURG-BC
Migdalia Carlson, RN, MEDSURG-BC
Cheryl Covello, BSN, RN, CNOR
Cliff Hellmers, MSN, CRNA
Donna Jefferys, BSN, RN, CGRN
Fotini Katsipoutis, BSN, RN, CNOR, NPD-BC
Kaitlyn Lessing, MSN, RN
Nellie Padre, BSN, RN, CCRN
Alissa Principato, MSN, APRN, AGNP-C, CNOR

2024 Accomplishments:

- The Council has created discharge folders that have now been submitted. All edits are completed, and wording is finalized. New photos were recently taken with Council members and additional nursing staff in Cranmer.
- All wording and edits have been finalized to a new waiting room brochure.

- New signage is being mounted to assist patients and family members on where to go when they arrive to the perioperative areas. Patient Experience survey feedback has shown room for improvement regarding locating designated perioperative areas.
- The Council is planning on creating staff education to champion sensitivity and daily discussions around appropriate handling of certain women’s procedures, such as proper bed placement in a less stimulating environment. Council members will also work with the Perinatal Mood and Anxiety Disorder program at the LiveWell Center to include resources for these women at discharge. The Council also plans on bridging communication and collaborating with OBGYN offices in the community.

Shared Governance Specialty Councils & Committees

Nursing Informatics Committee:

Facilitator:

Colleen Rock, MSN, RN

Members:

Melissa Ferreyra, BSN, RN, MEDSURG-BC
Jamie Hatala, MSN, RN
Paola Hobbs, RN
Edward Lamar, BSN, RN, CCRN, MEDSURG-BC
Jacob Moise, BSN, RN, MEDSURG-BC

2024 Accomplishments:

- The Nursing Informatics Committee serves as an educational resource for promoting improvements in the delivery of patient care using technology. In 2024, the Committee promoted Epic Rover utilization for improving timely documentation and patient safety.
- The Committee reviewed the Epic BCA downtime processes with staff to enhance knowledge of Epic downtime procedures.
- The Committee supported the Epic upgrades through reviewing the upcoming enhancements and disseminating the information with coworkers.
- The Epic Nursing Workload tool is used to create more efficient nursing workload assignments based on what is documented in Epic. The Committee encouraged staff to participate in the Nursing Workload Score validation surveys and then supporting the use of the Assignment Wizard.

Nursing Research Committee:

Facilitator:

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

Members:

Nicki Altenau, MSN, RN, RNC-OB, C-EFM
Krystal Blankenbaker, MSN, RN, MEDSURG-BC
Laura Bourque, MSN, RN, NPD-BC, PMH-BC
Christine Butler, BSN, RN, CEN, PCCN
Ray Carbone, RN
Maria Corpus-Santos, MSN, RN
Emma D’Ambrosia, BSN, RN, MEDSURG-BC
Caroll De Rocco, RN, OCN
Lauren Fleming, MA, BSN, RN, MEDSURG-BC
Elesia Grant, BSN, RN, MEDSURG-BC
Nancy Griffith, BSN, RN, CPN
Katherine Hopf, BSN, RN, RNC-NIC
Fotini Katsipoutis, BSN, RN, NPD-BC, CNOR
Corrine LaCapria, BSN, RN, CNOR, CSSM
Toni Magliulo, MHA, CCPP, CIP
Kathleen Malouf, BS, MSN, RN, PED-BC
Fred Pachman, AHIP
Khushboo Patel, BSN, RN
Debra Petersen, MS, APRN, NEA-BC
Julie Villa, MSN, RN, CCRN
Amanda VanLoenen, MSN, RN, RNC-MNN

2024 Accomplishments:

- Assisted 3 nursing research projects obtain IRB approval.
- Assisted 2 nursing research projects in presenting at external nursing conferences.
- Facilitated 32 PI project presentation updates on a rotating monthly basis, as per the schedule for 2024.
- Provided an educational session to members on how to conduct a literature review, with a review of the Hopkins article appraisal tool.
- Provided an educational session to members on what the IRB is, and how they function.
- Provided an educational session to members on the differences between Evidence Based Practice, Performance Improvement, and Nursing Research.
- Provided an educational session to members on project dissemination.
- Provided an educational session to members on Empirical Outcomes.
- Provided an educational session to members on how to write an abstract.

Nursing Workplace Environment and Staffing Council (NWESC):

Facilitator:

Lauren Russo, MSN, RN, MEDSURG-BC

Chairperson:

Ann Szapor, MBS, BSN, RN, NEA-BC

Co-Chairpersons:

Cathryn Garcia, MSN, RN, PMH-BC
Michelle Massre, BSN, RN

Members:

Danica Almendares, BSN, RN
Marie Bracket, RN, PMH-BC
Maria Bryceland, BSN, RN, CEN
Joan Coronato, MPA, BSN, RN, C-EFM
Lauren Fleming, MA, BSN, RN, MEDSURG-BC
Brianna Gorhan, BSN, RN
Sydney Kurfehs, MSN, RN, RNC-MNN
Gregory McDonald, BSN, RN
Rose Polasky, MSN, RN, NE-BC
Gail Russell
Kayla Senck, BSN, RN, MEDSURG-BC
Veronica Stephens, RN
Erin Tomasco, RN, CPN
Julie Villa, MSN, RN, CCRN

2024 Accomplishments:

- Two Farmer’s Fridges
- Development of Peer Interview question bank for new hire interviews
- Assisted development of Night Shift Committee
- Created Meaningful Recognition Survey
- Assisted development of Employee Recognition page and QR code on public-facing webpage

Additional Shared Governance Specialty Councils & Committees

Patient Care Management Council

Shared Governance Supporting Committees:

Falls Prevention Committee

Magnet Ambassador Committee

Magnet Steering Committee



Kathleen Malouf, BA, MSN, RN, PMH-BC, of Pediatric Medical Day Stay, spearheaded a community-focused helmet safety initiative in collaboration with the Ambulatory Council for Shared Governance. Recognizing the importance of injury prevention, the team organized a helmet drive to promote bicycle safety among local youth. A wide assortment of helmets in various sizes and colors was donated to the Long Branch Police Department, who then distributed them to children observed riding bicycles or scooters without proper head protection. This initiative reflects a shared commitment to keeping children safe while fostering strong community partnerships.



On February 8, nurses from the Medical-Surgical Council for Shared Governance collaborated with the Community Health Department at the LiveWell Center to deliver an interactive educational session focused on hypertension management and cardiovascular health. The program engaged a group of 12 older adults, providing them with evidence-based strategies for maintaining healthy blood pressure and reducing the risk of heart disease. In addition to personalized education, the nurses offered blood pressure screenings and facilitated referrals to appropriate follow-up care when necessary. Participants expressed appreciation for the opportunity to connect with the nursing team and left the session empowered with practical knowledge to support their long-term well-being.



New Knowledge, Innovations, & Improvements

At MMC, nurses play a vital role in advancing research, evidence-based practice, innovation, and performance improvement—driving meaningful change in policies, patient care, and clinical outcomes. These efforts are thoughtfully woven into everyday practice to support the safest and most effective care for patients while also promoting a healthy, collaborative environment for staff. By developing and applying evidence-based care models, nurses contribute to outcomes that positively impact not only patients and their families but also the well-being of the healthcare team and the community at large.

As a Magnet-designated organization, MMC remains focused on staying at the forefront of healthcare advancements and technology. This commitment necessitates the continual reimagining of nursing practice. Nurses are encouraged to actively pursue new knowledge, embrace innovation, and integrate improvements that enhance both the delivery of care and the well-being of those who provide it.



Thriving Together & the Resilience Index Score

The MMC Thriving Together Team Champion Program was launched in January 2023 to promote a healthy work environment supported on pillars of wellness and resilience, physical and psychological safety, empowerment, teamwork, and daily improvement.

In celebration of its first anniversary, Rose Polasky, MSN, RN, NE-BC, who leads the program as Regional Director of Employee Experience, said that “Thriving Together Team Champions encourage our co-workers to practice self-care by scheduling time off and taking breaks throughout the work day. Taking time for self-care helps maintain health and well-being, provides joy in our home and work lives and fosters resilience.”

Metrics linked to employee wellness and resilience include the Resilience Index score from the annual Employee Engagement survey, and the number of times employees use the Rita’s Room relaxation spaces. The Resilience index score measures the ability of employees to recover and remain engaged even in challenging work circumstances measured on a scale of 1-5, and can be an indicator of potential for burnout. “Fortunately, the Resilience Index score at MMC is high and has increased over the past two years,”

Rose said. “As this is only an annual measurement, we look for other ways to monitor employee self-care and wellness activities in an effort to reduce burnout. One self-care activity we can measure monthly is the number of times staff use Rita’s Room for a break. At MMC, we have seen a steady increase in the use of Rita’s Room each month since it first opened in October of 2021. This tells us that employees are taking a break from their workday to relax and refresh, which helps them be more resilient.”



A Culture of Competence, A Standard of Care

General competency assessment plays a vital role in upholding the quality and safety of patient care while supporting the continued professional development of nurses and other direct clinical care team members. In March, the Nursing Education team organized and facilitated a comprehensive general competency event for all nursing staff across the organization. This annual initiative provides a structured opportunity for nurses to refresh and validate essential clinical skills, review current evidence-based practices, and reinforce organizational policies and procedures. Through interactive learning stations and hands-on demonstrations, the event not only ensures staff are meeting required competencies but also fosters engagement, confidence, and a culture of continuous learning across all units.



The Nursing Education team also facilitated engaging, unit-specific competency sessions for the nurses of Critical Care and Cardiology Services. To bring a creative and interactive approach to competency validation, the sessions were designed as escape room-style challenges—Halloween-themed in October and Fall-themed in September. Nurses worked through a series of clues that guided them from one station to the next, requiring them to demonstrate essential clinical skills, verbalize their clinical decision-making, and participate in a mock code scenario. Each escape room was tailored to the unique needs of the unit, ensuring that all required competencies were appropriately addressed in a fun, collaborative, and educational environment.



Precision in Motion: 100 cases & Counting with Ion

MMC has implemented three state-of-the-art technologies that enhance both the diagnosis and treatment of lung cancer. In late 2023, the hospital became the second in New Jersey—and the first in the central and southern regions—to adopt the Ion robotic-assisted platform. This cutting-edge tool allows for minimally invasive lung biopsies and plays a pivotal role in facilitating early detection. Recently, MMC celebrated a significant achievement: completing its 100th Ion case, marking continued growth in its thoracic oncology program’s advanced offerings. Members of the Perioperative Ion Robot Team include nurses Susan Bijoy, BSN, RN, CNOR; Elizabeth Boone, BSN, RN; Jean Buscaglia-Yurkiewicz, BSN, RN, CNOR; Ashley Cervera, BSN, RN; Erin Cunneff, BSN, RN; Kielly Dunton, BSN, RN, CNOR; Nikola Grzelczak, BSN, RN; Jamie Jackson, BSN, RN, CNOR; Lori Montreuil, MSN, RN, CNOR; Alfredo Panganiban, BSN, RN; Marisa Petrou, BSN, RN; Leandra Piantanida, BSN, RN; Janette Principe, BSN, RN, CNOR; and Amanda Verdoni, BSN, RN.

Swapping Scrubs & Sharing Perspectives

Launched on Borden 5, the Scrub Swap program pairs six first-year internal medicine residents with six bedside nurses for a unique, side-by-side shadowing experience. Over a six-hour shift, participants follow a structured checklist capturing key responsibilities of both roles—offering a hands-on opportunity to gain a deeper appreciation for each other’s contributions to patient care. This collaborative initiative has grown into an IRB-approved project, led by Elesia Grant, BSN, RN, MEDSURG-BC of Borden 5; Alyson Bryson, BSN, RN, Disease Management Coordinator; Dr. Raymart Macasaet, first-year resident; and Dr. Hardikkumar Bhanderi, second-year resident.

Following the success of the pilot, the Scrub Swap program is now expanding across the organization—strengthening interprofessional relationships and advancing teamwork in patient-centered care. The program’s goal is to evaluate the impact of a shadowing experience on nursing and resident perceptions of communication and collaboration through a shared clinical experience.



“Build a Bug” for Infection Prevention

In honor of International Infection Prevention Week, the Neonatal Intensive Care Unit won the “Build a Bug” Contest presented by the Infection Control Department. Participants selected and created an organism display and included information on transmission and isolation precautions.



PESS Team Inspires Workflow System-Wide Best Practice

On the Psychiatric Emergency Screening Services unit, transitioning insurance authorizations and utilization review to an offsite contracted team has significantly enhanced workflow and the patient experience. The idea, proposed by Mental Health Screener Lori Wright during leadership rounds, is now being adopted across the Behavioral Health Service Line as a best practice. Led by Douglas Hoffman, Director, and Amy Cullen, BSN, RN, PMH-BC, Assistant Director of Patient Care, the pilot has allowed clinical staff to focus more fully on patient care. “It’s saved a tremendous amount of time and allowed our team to prioritize the essential work being done on the unit,” said Hoffman. The model is now being implemented at Jersey City Medical Center, with MMC recognized for pioneering the effort.



Launching the Sea Breeze Mini Mart

The Sea Breeze Mini Mart, located next to the staff patio and the Unterberg Learning Center, opened in November. This is a direct result of feedback from leadership rounding with Night Shift Staff who requested access to non-vending food when the cafeteria is closed. A task force, including Jenna DiBartolo, MSN, RN, CNOR, Assistant Vice President of Perioperative Services, was formed for operationalization. The new mini mart offers all shifts convenient 24/7 access to healthy snacks, meals, and beverages via a self-serve kiosk.

Staff Commemorate New Beginnings for Vogel Medical Campus

In September, MMC hosted a meaningful beam-signing event, inviting staff to leave their mark on a 20-foot steel beam that will top the Specialty and Cancer Care Center—the first building rising on the Vogel Medical Campus in Tinton Falls. The beam signing symbolizes both individual contribution and lasting legacy. Staff eagerly added their signatures, knowing they’d become a permanent part of the five-story, 150,000-square-foot facility. Slated for completion in 2026, the pavilion will provide a seamless patient experience, including advanced imaging, outpatient surgical procedures, and comprehensive cancer care in partnership with Rutgers Cancer Institute. Located at the corner of Corregidor Road and Pearl Harbor Avenue, the site marks a major milestone in MMC’s continued growth and innovation.



Behavioral Health Initiative to Boost Morale

Working in Behavioral Health—like many areas of healthcare—can be emotionally demanding and take a toll on staff well-being. Recognizing this, the Alexander Pavilion 1 team came together with the shared goal of boosting morale and fostering a sense of connection. Outside of work hours, staff collaborated on a creative art project, which now proudly hangs in the breakroom as a symbol of unity, resilience, and support. This initiative serves as a reminder of the importance of caring for one another while caring for others.



Patient Engagement Solutions & On-Site Vendor Demos

In September, frontline nurses were invited to participate in demonstration sessions for PCare and eVideon, two vendors that RWJBarnabas Health is working with on digital patient experiences. These vendors offer features and functionality in patient rooms that will help to further the consistency of patient engagement and experience.

As the digital strategy evolves with a strong emphasis of a “one system, one family” approach, MMC looks to standardize digital patient experiences across the enterprise. Tanya Pereira, BSN, RN, RNC-MNN of Mother-Baby and Marie Brackett, RN, PMH-BC of Psychiatric Emergency Screening Services attended the sessions to share their opinions on the functionality of the digital experiences through a dedicated patient simulation room. Demonstrations focused on: Patient TVs (enhanced in-room entertainment and education options, digital door displays), customizable digital signage at patient room entrances, bed controls (integrated solutions for patient comfort and control, digital whiteboards), real-time tablets and information displays for care teams and patients (multi-use devices for patient engagement, entertainment, and communication).

Nursing Education Launches an Innovative Nursing Orientation Program

The Institute for Nursing Excellence’s Nursing Orientation Unit for RN Integration, Support, and Health (NOURISH™) Program has been rolled out. This program is a unique model for orienting newly licensed nurses on a dedicated orientation unit, specifically designed to promote competence, confidence, and comfort. The cornerstone of the program is facilitating integration into the nursing profession and nursing team by providing support and prioritizing well-being. In this innovative program, the unit is geared toward supportive teaching and learning to ease the transition into the practice of professional nursing and mitigate challenges as new graduates enter practice. Clinical experiences are planned and provided through the support of preceptors and on-unit dedicated Nursing Professional Development Practitioners, as well as other educational resources. Rather than starting orientation on their home unit, the NOURISH Program uses a dedicated orientation unit that serves as the ideal environment for experiential learning for the new graduate. This environment provides for the assimilation of new staff members into the team, goal-directed precepting, direct and timely two-way feedback and ongoing support and mentoring.

A Surgery Preparation Video is Launched

An informative video of what to expect on the day of surgery was posted on the public-facing website. The video included nurses from Perioperative Services and the Medical-Surgical Division.



Internal & External Dissemination

Sharing nursing knowledge is fundamental to driving best practices forward. At MMC, nurses actively engage in research, evidence-based projects, and professional dissemination—ranging from poster and podium presentations to IRB-approved studies and publications. These efforts not only strengthen interprofessional collaboration but also contribute to enhanced patient outcomes and elevated standards of care throughout the community.

Poster/Abstract Presentations		
Nurse Presenters	Title of Poster/Abstract	Venue & Date
Jennifer Angersbach, BSN, RN, RNC-OB, C-EFM Annmarie Brey, MSN, RN, RNC-OB, C-EFM, C-ONQS Merdith Picurro, BSN, RN, RNC-OB Linda Roemer, BSN, RN, RNC-OB, C-EFM Amanda Schirmer, MSN, RN, RNC-OB, C-EFM	The Implementation of the CREW Huddle on Labor and Delivery	Quality and Patient Safety Fair Monmouth Medical Center March 18, 2024
Cheryl Covello, BSN, RN, CNOR Carolyn Korotky, BSN, RN, CIC	SSI Task Force - Reduction of Class 1 SSI	Quality and Patient Safety Fair Monmouth Medical Center March 18, 2024
Laura Bourque, MSN, RN, NPD-BC, PMH-BC	Utilization Gamification for Behavioral Health Competencies	Quality and Patient Safety Fair Monmouth Medical Center March 18, 2024
Gail Cudia, BS, MSN, RN, PED-BC Danielle Hilliard, MSN, APRN, CPNP, NPD-BC, CCRN	Tracking Nurse Resident Stress Levels Coupled with Targeted Interventions	ANCC Transition to Practice Symposium New Orleans, LA April 29, 2024

IRB-Approved Studies		
Nurse Authors	Title of Work	Status
Kylie Alcabes, BSN, RN Renee Bolognese, MSN, APRN, APN-C Laura Brooks, MSN, RN, CPN Barbara Ehrhardt, RN, RNC-NIC Katherine Hopf, BSN, RN, RNC-NIC Michele Leahy, BSN, RN Kerine Mackason, BSN, RN Erin Rotondo, BSN, RN, RNC-NIC Sherriane Young, BSN, RN, RNC-NIC	A Prospective Study Between the Correlation of Transcutaneous Bilirubinometry and Serum Bilirubin Levels in Preterm Neonates from 30-0/7 to 34-6/7 Weeks Gestational Age Before, During, and After Phototherapy	Open-Full Review
Alyson Bryson, BSN, RN Elesia Grant, BSN, RN, MEDSURG-BC	Scrub Swap: A Nurse-Physician Quality Improvement Project	Exempt
Laura Bourque, MSN, RN, NPD-BC, PMH-BC Cathryn Garcia, MSN, RN, PMH-BC	The Implementation of a Behavioral Health Response Team in the Acute Inpatient Healthcare Setting	Exempt

Internal & External Podium Presentations		
Nurse Presenters	Title of Presentation	Venue Presented
Sharmine Brassington, PhD, RN	Opening Keynote: Nurse Staffing, Workload, Practice Environment Support, and Burnout Among Emergency Department Nurses	Interprofessional Research and EBP Symposium The Valley Hospital January 5, 2024
Sharmine Brassington, PhD, RN	Nurse Staffing, Workload, Practice Environment Support, and Burnout Among Emergency Department Nurses	F.I.R.E. Doctoral Student Research and Leadership Showcase New York, NY May 7, 2024

Internal & External Podium Presentations (Continued)		
Nurse Presenters	Title of Presentation	Venue Presented
Jennifer Angersbach, BSN, RN, RNC-OB, C-EFM Annmarie Brey, MSN, RN, RNC-OB, C-EFM, C-ONQS Meredith Picurro, BSN, RN, RNC-OB Linda Roemer, BSN, RN, RNC-OB, C-EFM Amanda Schirmer, MSN, RN, RNC-OB, C-EFM	The Implementation of the CREW Huddle on Labor and Delivery	RWJBH Corporate Quality Fair Pompton Plains, NJ May 14, 2024
Sharmine Brassington, PhD, RN	Opening Keynote: Nurse Staffing, Workload, Practice Environment Support, and Burnout Among Emergency Department Nurses	ONL NJ: 21st Annual Research Day Conference Princeton, NJ June 7, 2024
Taylor Dodds, DNP, APRN, AGACNP-BC Lauren Thomson, MSN, RN, MEDSURG-BC	Schwartz Rounds: Being New at MMC	Monmouth Medical Center Borden Auditorium July 26, 2024
Susan Dulczak, MSN, APRN, PPCNP-BC, CHPPN	Overview of Pediatric Palliative Care	20th Annual Pediatric Symposium Deal, NJ September 18, 2024
Emma D'Ambrosa, BSN, RN, MEDSURG-BC Stephanie Journick, BSN, RN, CNOR Lauren Thomson, MSN, RN, MEDSURG-BC Katherine Chaela Weisman, BSN, RN	How to Create a PI/QI Project	Monmouth Medical Center Borden Auditorium October 1, 2024
Susan Dulczak, MSN, APRN, PPCNP-BC, CHPPN	Perinatal and Pediatric Palliative Care	Educational Cohort Long Branch, NJ October 15, 2024
Lauren Fleming, MA, BSN, RN, MEDSURG-BC	Igniting Excellence: Beginning the Journey to Magnet Recognition	Community Medical Center Toms River, NJ October 24, 2024
Corinne LaCapria, BSN, RN, CNOR, CSSM Fotini Katsipoutis, BSN, RN, NPD-BC, CNOR	Development of a Perioperative Process for Mitomycin C Administration	19th Annual Nursing Research Symposium Livingston, NJ November 4, 2024
Alyson Bryson, BSN, RN Elesia Grant, BSN, RN, MEDSURG-BC	Scrub Swap: A Medical Resident and Nurse Shadowing Project	19th Annual Nursing Research Symposium Livingston, NJ November 4, 2024
Susan Dulczak, MSN, APRN, PPCNP-BC, CHPPN Kimberly Rudinski, BSN, RN, C-EFM	Schwartz Rounds: Perinatal Loss	Monmouth Medical Center Borden Auditorium November 15, 2024
Emma D'Ambrosa, BSN, RN, MEDSURG-BC Stephanie Journick, BSN, RN, CNOR Lauren Thomson, MSN, RN, MEDSURG-BC Katherine Chaela Weisman, BSN, RN	Data Management Workshop	Monmouth Medical Center Borden Auditorium November 20, 2024
Lydia Lefchuck, DNP, APRN, CNM, RNC-OB	Schwartz Rounds: Away from Home on the Holidays	Monmouth Medical Center Borden Auditorium December 4, 2024



Empirical Outcomes

MMC demonstrates its ongoing commitment to delivering high-quality, evidence-based patient care by continuously monitoring and evaluating clinical outcomes. The term empirical reflects outcomes that are supported by measurable data—indicating that a specific intervention or process has led to meaningful and validated change.



As part of the Magnet Recognition Program, organizations are expected not only to maintain excellence but to show consistent progress and outperform national benchmarks in nurse-sensitive indicators such as patient falls, hospital-acquired pressure injuries related to medical devices, catheter associated urinary tract infections, central line associated blood stream infections, and others. At MMC, this focus on outcome excellence aligns with the commitment as a High Reliability Organization, where both unit-level and system-wide results are closely monitored and improved upon to ensure optimal patient care.

The Magnet Recognition Program is built on the Donabedian Model—linking strong structures (like leadership and resources), effective processes (such as nursing practice and collaboration), and outstanding outcomes (like patient and nurse satisfaction) to demonstrate excellence in healthcare.



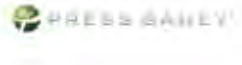
Honoring Safety Coaches

The Safety Coach Program at MMC is designed to support a culture of safety by training frontline staff to serve as peer coaches who model and reinforce safe behaviors. These coaches are equipped with a toolkit of evidence-based communication and reliability strategies drawn from the Safety Together framework.

Participants complete training, reflect on how tools apply in their department, share success stories, and identify improvement opportunities. Safety Coaches play a critical role in promoting consistent, high-reliability behaviors and empowering staff to speak up and support one another in ensuring safe, effective care.

Patient Experience

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 MMC's year-end overall 2024 Patient Experience scores compared to the established goal.

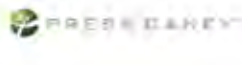


Monmouth Medical Center

2024 Yearly HCAHPS Scores

CAHPS Domains	2022	2022	2023	2023	2024	2024	2022
	Top Box	% Rank	Top Box	% Rank	Top Box	% Rank	Goals
Rate hospital 0-10	69.8	54	70.4	51	73.2	57	77.3/80%
Recommend the hosp.	74.8	71	76.3	73	78	74	80.2/85%
Cleanliness of hospital	74.4	67	75.2	65	76	59	78.1/80%
Quietness of environ	62.8	67	59.5	54	67	52	64.9/69%
Comm w/ Nurses	82.4	79	82.3	74	83.6	75	84.9/88%
Response of Hosp Staff	69.5	79	68.3	75	71.7	80	79.9/90%
Comm w/ Doctors	83.1	77	83.2	76	82.5	66	84.9/85%
Hospital Environment	68.6	69	67.3	61	67	52	71.2/80%
Comm About Medicines	67.7	89	67.2	86	68.7	86	69.7/92%
Discharge Information	88.9	74	87.5	59	89.6	74	89.9/83%
Care Transitions	57.5	80	58.1	78	63.2	84	60.1/87%

Displayed by Discharge Date



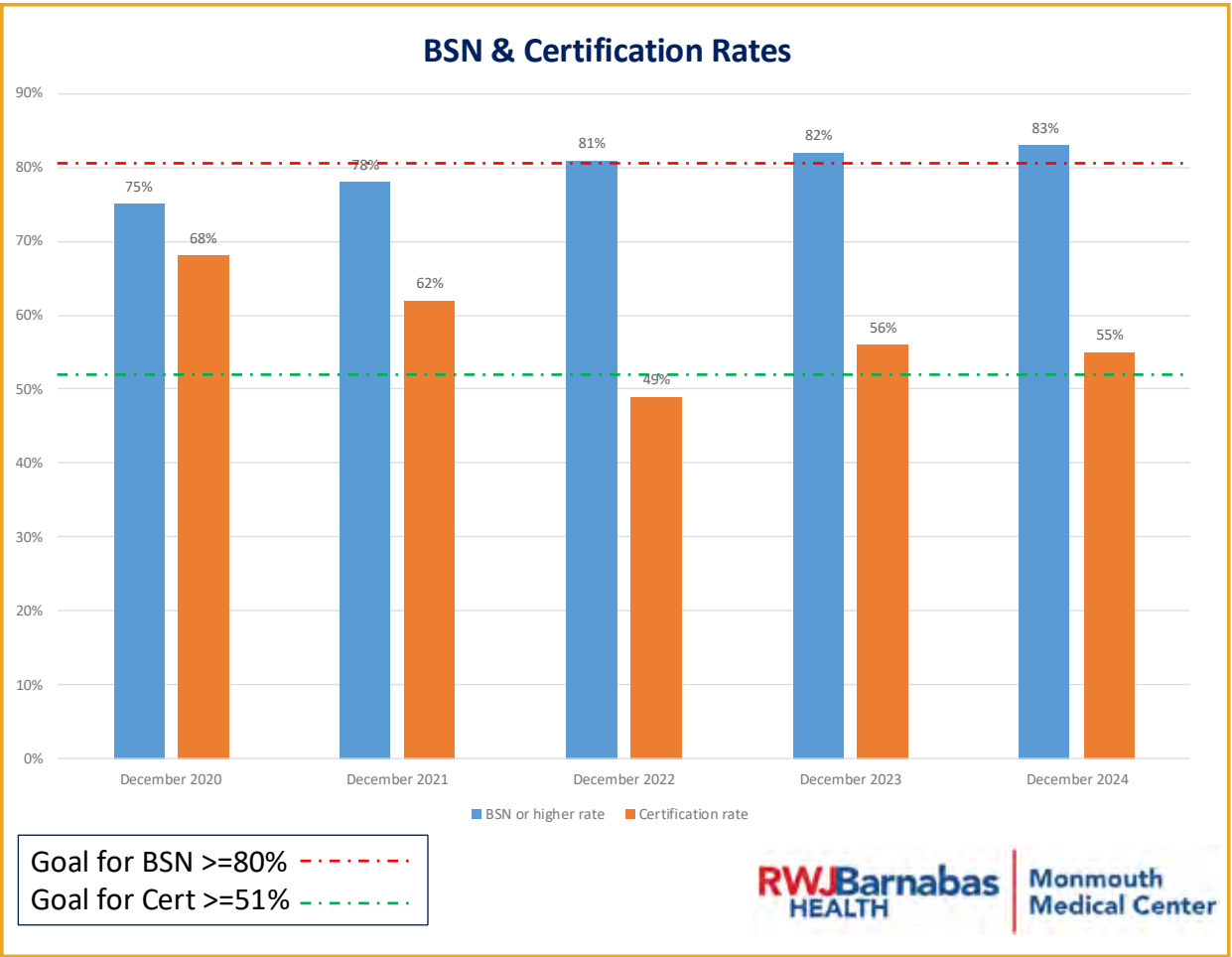
Press Ganey Update

Services	2024	
	Score / Rank	#Returns
Ambulatory Surgery	96.3/52	1,600
Emergency Department	87.8/57	1,887
Inpatient Behavioral Health	86.8/53	516
Inpatient Pediatric	86.1/14	91
Outpatient Services	95.5/64	8,310

BSN & Certification Rates

MMC is committed to fostering a culture of lifelong learning and professional excellence. In alignment with the Institute of Medicine's (IOM) recommendation that 80% of nurses hold a Bachelor of Science in Nursing (BSN) or higher (IOM, 2010), MMC encourages all non-BSN-prepared nurses to actively pursue degree advancement. New hires without a BSN are required to sign a memorandum of agreement with Human Resources, committing to enrollment in an accredited program and completion of their BSN within five years of hire. As of December 2024, MMC proudly achieved a BSN-prepared nursing rate of 83%.

Professional certification is another key benchmark of nursing excellence and is strongly encouraged across the organization. As outlined in the 2023 *Magnet Application Manual*, Magnet-recognized institutions are expected to achieve a professional nursing board certification rate of 51% or higher. Certification demonstrates clinical expertise and commitment to high standards of practice. Most certifying bodies require candidates to meet specific eligibility criteria, including a minimum of two years of experience in the specialty area. At MMC, only nurses meeting this threshold are included in certification rate calculations. As of December 2024, the overall specialty certification rate at MMC reached 55%, exceeding the Magnet benchmark. To support nurses in attaining certification, MMC regularly offers review courses and other preparatory resources.



2024 Year-End BSN & Professional Nursing Board Certification Rates

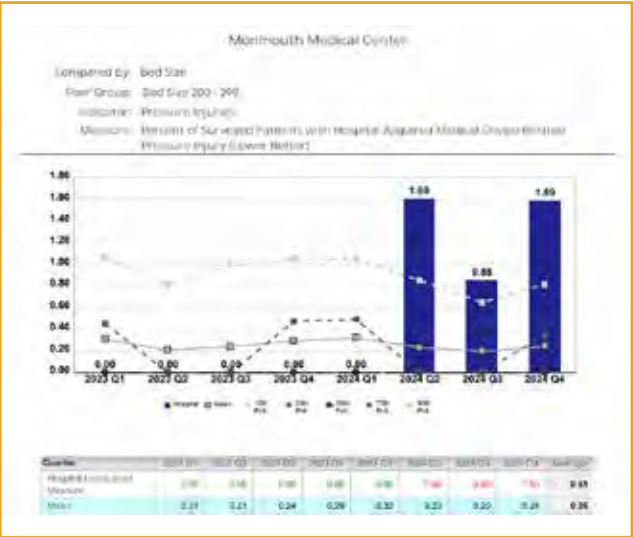
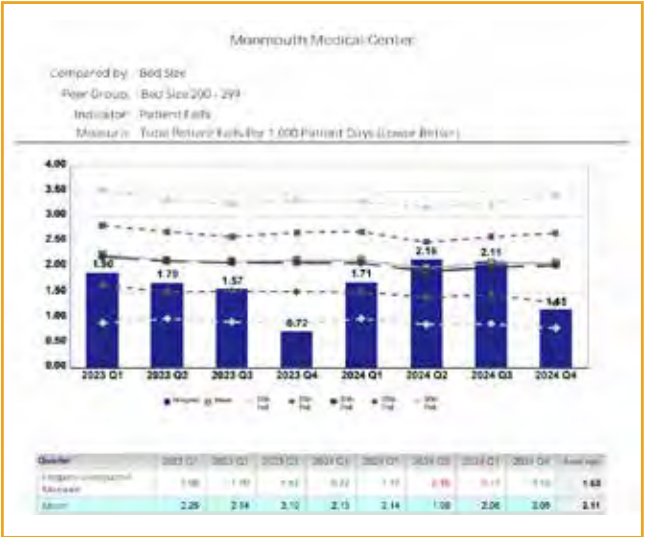
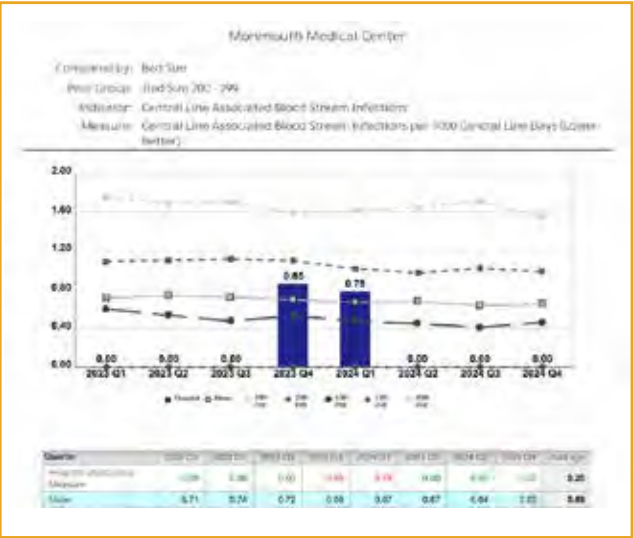
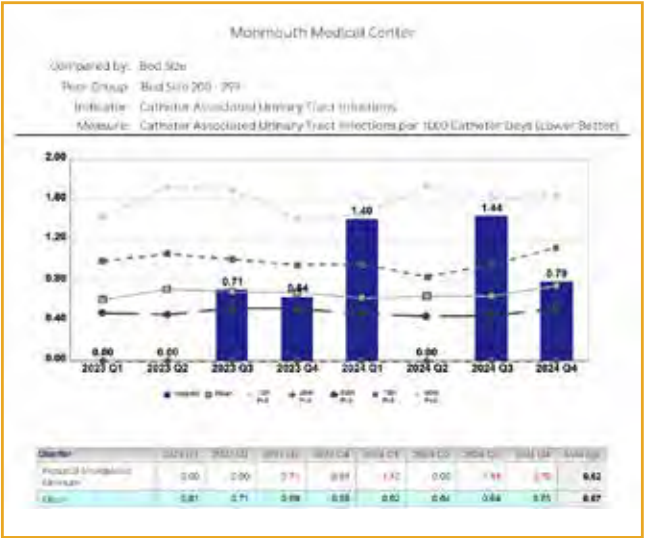
Name	BSN Rate	Cert Rate			
Alexander Pavilion 1	87%	40%	Intensive Care Unit	88%	42%
Alexander Pavilion 2	81%	23%	Labor and Delivery	87%	70%
Alexander Pavilion 3	82%	31%	Neonatal Intensive Care Unit	83%	62%
All Other RNs	75%	50%	Non-Invasive Cardiac Lab	100%	50%
Antenatal Testing Center	50%	100%	Nursing Executive Leadership	100%	72%
APRNs (non-unit-based)	80%	90%	Nursing Education & RRT	94%	82%
Bariatric Program	100%	50%	Nursing Float Pool	75%	76%
Bed Management	80%	60%	Nursing Supervisors	100%	55%
Betty Block Roberts 2	57%	35%	OB Support	93%	68%
Betty Block Roberts 4	60%	66%	Operating Room	94%	57%
Borden 5	72%	35%	Outpatient Clinics	100%	0%
Breast Center	0%	100%	Pain Management Center	100%	100%
Cancer Services	80%	60%	Pediatric Intensive Care Unit	100%	66%
Cardiac Cath Lab	92%	80%	Pediatric Medical Day Stay	100%	100%
Cardiopulmonary Rehab	100%	75%	Pediatrics	80%	73%
Case Management	88%	85%	Performance Excellence	100%	83%
Center for Behavioral Wellness	0%	0%	Post-Anesthesia Care Unit	70%	46%
Center for Diabetes Education	0%	100%	Pre-Admission Testing	81%	63%
Community 2	80%	66%	Psychiatric Emergency Screening Services	68%	43%
Community Health Education	50%	0%	Radiation Oncology	50%	50%
Dept. Psych Admin	100%	0%	Radiology RNs	90%	70%
Early Intervention Support Services	100%	100%	Ryan White Grant	100%	0%
Emergency Department	91%	32%	Same Day Surgery	77%	45%
Endoscopy	80%	77%	Todd 5 Mother-Baby	76%	47%
Family Planning Center	100%	0%	Todd 6 East	75%	41%
Float Maternal Child	80%	60%	Todd 6 W Mother-Baby	100%	27%
Geriatric Program	vacant	vacant	Valerie Fund	100%	100%
Greenwall 5	77%	44%	Vantage Point	62%	71%
Greenwall 6	87%	46%	Wound Care Center	75%	75%
Healthy Lives Program	85%	85%			
Infection Control	100%	100%	TOTAL	83%	55%

Nurse-Sensitive Indicators

Press Ganey Associates defines the National Database of Nursing Quality Indicators (NDNQI®) as the premier source for capturing, analyzing, and benchmarking unit-level nursing-sensitive quality metrics. NDNQI provides data that drives targeted action planning and improvement initiatives on units identified as needing support. It encompasses structure, process, and outcome measures that reflect nursing’s impact on patient care and clinical outcomes.

At MMC, the designated NDNQI Site Coordinator is responsible for reporting eligible nurse-sensitive indicators and evaluating quarterly performance at the unit level. This data is benchmarked nationally against peer units in hospitals of comparable bed size to ensure meaningful comparison and context.

Performance results are shared widely across the organization through multiple communication channels, including Patient Care Services Town Hall meetings led by the CNO, professional practice councils, shared governance forums, email communications, red/green report distributions, staff huddles, unit Magnet Boards, and direct conversations between leadership and staff. This multimodal approach supports transparency, encourages engagement, and promotes a continuous culture of quality and accountability.



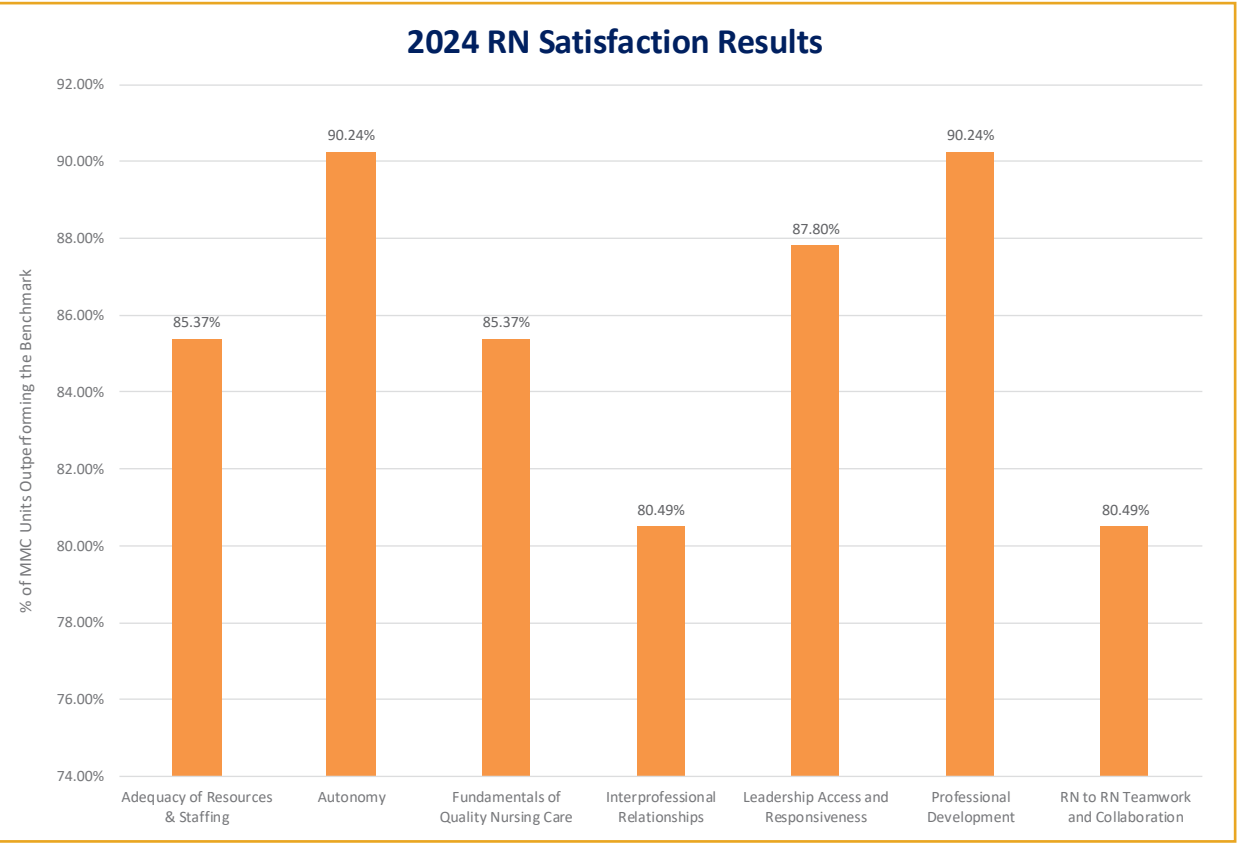
RN Satisfaction

The RN Satisfaction Survey scores for clinical nurses, non-clinical nurses, and nurse managers are captured through seven Magnet Recognition Program categories, collectively known as the Nursing Excellence Items. These categories assess key domains of the professional nursing environment: 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.

To ensure a comprehensive understanding of frontline nursing experiences, MMC partners with Press Ganey Associates, a nationally recognized third-party survey vendor, to administer its annual Employee Engagement Survey. The RN Satisfaction components were embedded in the December 2024 administration of this survey. Participation was strongly encouraged among all registered nurses, regardless of their role or clinical setting, as the insights gained directly support efforts to enhance their professional experience.

By evaluating nursing-specific data, leadership is able to tailor strategies that support staff concerns, foster autonomy, and promote shared decision-making. As a High Reliability Organization, MMC views nursing engagement as foundational to both job fulfillment and high-quality, safe patient care. Opportunities for improvement are swiftly translated into action plans, co-created and implemented at the unit level through strong partnerships with frontline nurses and shared governance structures.

The results of the most recent RN Satisfaction Survey demonstrated that MMC nurses outperformed in all seven Magnet Recognition Program categories.



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.

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.