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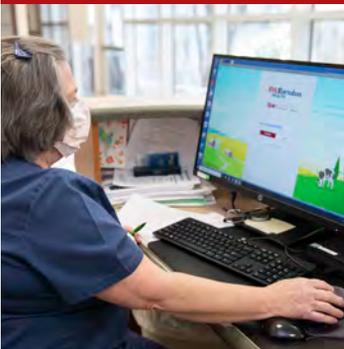
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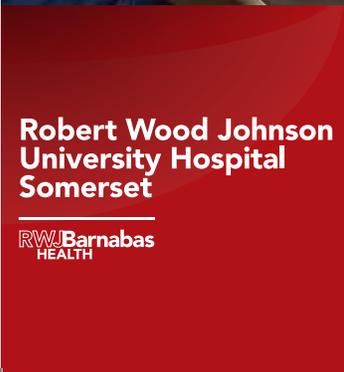
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# Let's shape the Future of Nursing together.



## ■ From our Leadership



### A Laser Focus on Safety and Quality

Despite multiple challenges and complex undertakings during 2021, our 650 Magnet nurses at Robert Wood Johnson University Hospital (RWJUH) Somerset continue to drive our reputation for excellence in safe, high-quality patient care.

Last year was marked by a continued high census and high acuity level due to COVID-19, along with a multifaceted transition to the Epic electronic health record and an intense preparation process for a virtual Magnet® site visit from the American Nurses Credentialing Center (ANCC). The sense of unity and interprofessional collaboration our nurses displayed in going above and beyond to meet these challenges shows their incredible commitment to our patients, our community and their profession.

RWJUH Somerset took the lead as the first RWJBarnabas Health hospital to transition to Epic, a platform designed to improve health care efficiency, enhance safety and further engage patients in their care. This enormous undertaking impacted each department and every facet of patient care. From education and training to hitting the ground running at go live, our nurses were empowered to help shape this new platform to meet patient needs while recommending countless enhancements to improve workflow and outcomes.

We successfully achieved our third ANCC Magnet designation, which serves as an external validation of the high-quality care patients receive at RWJUH Somerset. Sustaining this designation for more than a decade underscores how these principles are embedded in our culture and embodied by our nurses every day as they deliver evidence-based care. This site visit was virtual due to the pandemic, and the level of interprofessional and technical effort to ensure a logistically smooth experience was truly impressive.

Our nurses also made new connections with the community in 2021, particularly in building defenses against COVID-19. Even with an extremely demanding Emergency Department environment, nurses collaborated to institute a monoclonal antibody protocol and time-intensive treatment process that dramatically reduced the risk of severe illness and hospitalizations for eligible patients. In addition, nurses volunteered to staff our COVID-19 Vaccine Clinic, providing more than 13,000 vaccine doses for staff and people throughout the region.

We are incredibly proud of how our nurses rose to the many challenges of the past year. They have pulled together, stepped in to help wherever they were needed and displayed an extraordinary commitment to patients and their families – all while putting quality and safety first. Our nurses are empowered to share in decision-making, inspire quality improvements that enhance safety and strive for both personal and professional development. Every day, these efforts make a true difference for our patients and our community.

Sincerely,

**Michael Valendo, DNP, RN, NE-BC, CEN**  
Chief Nursing Officer and  
Vice President of Nursing

**Jamie Perry, MSN, RN, NE-BC**  
Assistant Vice President of Nursing



## Rooted in Excellence

The RWJUH Somerset professional practice model, “Our Caring Tree,” represents the Ten Carative Factors of the nursing professional practice model defined by Jean Watson, RN, PhD. This approach sees nursing as a human science that focuses on the process of caring for individuals, families and groups. Through caring transactions, nurses assist people in gaining a higher degree of harmony within the mind, body and soul.

The tree image represents how nurses are rooted in excellence and continually seek to transform, empower and inspire. It reflects nurse, patient and family relationships, the foundations of professional practice, the standards of care that ensure a nurturing environment and the shared governance structure that supports patient care delivery.

- Based upon sound judgment, competence, evidence-based research and ethics, adaptation is key in our ever-changing health care environment.
- Methods of quality improvement, research and innovation refine our practice.
- 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.

## Mission, Vision and Values

The nursing team at RWJUH Somerset embraces the mission, vision and values of the hospital, which are:

### Mission

To improve the health and well-being of the patients and communities we serve by:

- Fostering an environment of excellence in all areas, including the highest quality, evidence-based care
- Advancing patient care by the diffusion of medical knowledge
- Facilitating medical discovery that improves patient care
- Promoting and engaging in community outreach activities to enhance the health of the residents of our region
- Exhibiting stewardship of all available resources

### Vision

Robert Wood Johnson University Hospital Somerset, in partnership with Rutgers Robert Wood Johnson Medical School, will be a leading, nationally distinguished academic medical center.

### Values

- S**peak up for safety
- A**ccurately communicate
- F**ocus on the task
- E**xercise and accept a questioning attitude
- T**houghtfully interact
- Y**ou and me together



## ■ An Epic Journey

On October 2, 2021, RWJUH Somerset was the first acute care hospital in the RWJBarnabas Health system to go live with Epic as part of the implementation of a unified electronic health record (EHR) platform across RWJBarnabas Health. Epic, which features patient engagement tools like the MyChart portal, was selected as it best supports RWJBarnabas Health's high-reliability journey and its goals to streamline workflow, improve patient experience and enhance quality and safety.

"Epic gives patients a comprehensive view and understanding of their health care journey no matter where they receive care across RWJBarnabas Health," says Jamie Perry, MSN, RN, NE-BC, assistant vice president of nursing. "It also simplifies daily documentation and workflow for our team, integrating safety measures, cross-checks and quality data that will make a meaningful difference in patient outcomes."

The training and implementation of Epic required a large-scale interprofessional effort that engaged nursing leadership, nursing informatics, nursing educators and nurses throughout the hospital. This was accomplished during a time of high COVID-19 acuity and preparation for the ANCC Magnet site visit.

"True collaboration, the presence of leadership, and at-the-elbow support from our superusers and the Epic staff helped make the transition easier for everyone," says Kathleen Wilson, MSN, RN, CNL, SCRNP, director of the Center for Professional Development, Innovation and Research. "Even during the acclimation process at go-live, the response has been very positive."

The interprofessional work in transitioning to Epic - including key insight from nurses - embraced all aspects of the Magnet principles:

**Transformational leadership.** As RWJUH Somerset took the lead as the first hospital to transition to Epic, the nursing and regulatory team reviewed dozens of order sets, identified those needing adjustment and ensured that policies and procedures were updated, standardized and reflective of current practice. This intensive review process not only ensured safe and appropriate care, but it also laid the groundwork for other RWJBarnabas Health hospitals for their transition to Epic.

**Structural empowerment.** Nurses across the hospital were fully involved in decision-making and were empowered to identify opportunities for improvement, submit requests for changes and receive direct responses. Nurses submitted more than 200 enhancement requests for adjustments that improved workflow and desired outcomes. Daily huddles ensured ongoing communication across all levels of nursing.

**Exemplary professional practice.** Epic is inherently evidence-based, and the team selected best practices from across the country for incorporation into the RWJUH Somerset platform. With evidence-based practice driving its format and modifications, the platform has facilitated improved safety in areas like patient handoff, integration pumps, vital signs, reporting, and tracking and trending quality measures.

**New knowledge, innovations and improvements.** Through comprehensive training and while ensuring no interruptions in patient care, nurses learned how to use this new platform and suggested modifications for improvement. New technology embraced by nurses has included:

- Integrated bedside handoffs and shift reports
- Hand-held rover devices that can be used at the bedside
- Integrated vital sign machines and infusion pumps with bar scan technology
- Wound photography for visual tracking
- The Vocera secure messaging app for direct communication with physicians and other care providers



"Epic has enabled our team to spend less time on documentation at the computer and more time with patients at the bedside," adds Wilson. "A more intuitive and streamlined system means more effective and efficient nursing care."



## TRANSFORMATIONAL LEADERSHIP

At RWJUH Somerset, nurses at all levels and in all roles serve as transformational leaders who share in decision-making to achieve the organization’s mission and to inspire nursing practice across the care continuum. Exemplary safety, service and quality outcomes are achieved through open communication, execution of a well-defined nursing strategic plan, application of a well-articulated nursing philosophy and a vision that supports nursing excellence in an ever-changing health care environment.

### Achieving a Third Magnet Designation

In 2021, RWJUH Somerset earned Magnet® recognition for nursing excellence from the American Nurses Credentialing Center (ANCC) for the third consecutive time. Only 9% of hospitals nationwide have achieved Magnet recognition.

Following months of intense preparation during the height of the COVID-19 pandemic, RWJUH Somerset submitted an electronic application for redesignation to ANCC in the fall of 2020. In 2021, the hospital prepared for its first virtual site visit from ANCC.

“Site visit preparation was an incredible interprofessional undertaking,” says Eileen Allen, MSN, RN-BC, Magnet program coordinator. “From day one, we worked closely with Information Technology to ensure seamless virtual access in

all areas of the hospital. We also provided ongoing education and held timed walk-throughs to ensure that nurses and staff at all levels felt comfortable and prepared.”

Despite limited space due to the COVID-19 Vaccine Clinic and preparations for Epic, the team creatively designated meeting rooms large enough to host groups while allowing for COVID-19 safety measures. New technology included “owl” cameras that rotated to those who were speaking, an important feature in the age of masking. Rovers were implemented for the walk-through portions of the ANCC visit. Guided by the Magnet Enculturation Council, RWJUH Somerset also produced a welcome video representing every nursing unit.



# TRANSFORMATIONAL LEADERSHIP

# Welcome ANCC Magnet® Appraisers



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## ANCC's Virtual Visit

In June, seven ANCC appraisers conducted the virtual site visit to thoroughly assess and validate the hospital's application. Nurse escorts appointed from the Magnet Enculturation Council facilitated walk-throughs and ensured strategic timing, and each appraiser was paired with an IT staff member to enhance comfort levels. In addition to unit tours, appraisers met with leadership, nursing and interprofessional councils, medical staff, advanced practice providers, RWJUH Somerset Business Resource Groups, the Community Health Department, Somerset Advisory Board members and community stakeholders ranging from the Mayor of Somerville to representatives from the New Jersey Department of Health and the Rutgers School of Nursing.

Following the site visit, the Commission on Magnet® reviewed the completed appraisal report to determine if Magnet® recognition would be granted. The hospital was notified of its redesignation via a video call from ANCC in August.

"A third designation is considered a legacy," says Kathy Easter, MSN, RN, CCRN-K, assistant vice president of nursing excellence. "A higher number of designations also means raising the bar to sustain designation, but we're successful because the Magnet principles are embedded in our culture."

"I'm incredibly grateful for the support we received to earn our third designation," adds Allen. "Our nurses and the entire team continue to demonstrate what it means to enhance health care for our community."



Nursing leaders and members of the executive team gathered in August for the official notice from the ANCC.

RWJUH Somerset received three exemplars as part of its third Magnet designation:

**SE11:** RWJUH Somerset's outreach work to the Latino community during the COVID-19 pandemic exceeded Magnet expectations.

**EPI8EOc:** The unit-level data for Central Line-Associated Bloodstream Infection (CLABSI) outperformed the vendor's national mean and comparison cohort for the majority of eight quarters in 100% of the units.

**EPI9EOb:** The ambulatory setting nurse-sensitive clinical indicator Left Without Being Seen (LWBS) data outperformed the mean for all eight quarters.

## Charge Nurse Leadership Initiatives

RWJUH Somerset focused on several initiatives in 2021 to help charge nurses throughout the hospital grow as leaders.

### Revising the Charge Nurse Curriculum

Several times a year, charge nurses participate in classes to provide them with knowledge and tools to function effectively in leadership roles on their units. Based on feedback from participating nurses, the Charge Nurse Curriculum was revised in 2021 into a quarterly leadership course focused on strategies for effective peer-to-peer communication and conflict resolution. The course incorporates information on leadership styles and role play for difficult conversations. In addition, it coincides with a shift in expectations and structure that reduces patient load for charge nurses so that they have the time to lead.

“Peer-to-peer delegation can be challenging, and we want our nurses to feel comfortable communicating in a way that supports positive interaction and creative problem-solving,” says Kathleen Wilson, MSN, RN, CNL, SCRN, director of the Center for Professional Development, Innovation and Research. “Our goal is to move them toward leadership – with expectations to match – and help them flourish in their roles as unit leaders.”

While the course provides some unit-specific information, it is also paired with shadowing a charge nurse on the floor since each unit runs differently. Nurses are encouraged to apply the skills they learn to their unique work environment.

### Group Sessions Help Ortho Charge Nurses

In another charge nurse leadership initiative, Ortho Pavilion nursing director Angela Daly, MSN, RN, recognized an opportunity to invest in charge nurse communication and conflict resolution skills to create a more cohesive orthopedics nursing team. She partnered with RWJBarnabas Health coach Lainie Messina to develop a series of monthly virtual meetings that provide an opportunity for orthopedic charge nurses to meet with peers, develop skills and manage stress levels.

“We’re reshaping how we deal with conflict and how we give and receive feedback in an easier, more approachable way,” explains Daly. “We want charge nurses to effectively communicate with peers while helping newer nurses feel more comfortable asking them questions and building their own leadership skills.”

“We provide the framework for a supportive space where nurses can discuss topics and scenarios they want to work on while exchanging ideas and approaches,” adds Messina, who facilitates the meetings. “Applying these skills can have a positive impact on employee engagement and retention as well as overall patient experience.”

Night shift clinical nurse Edith Gamayo, BSN, RN-BC, has found the group sessions immensely helpful.

“The nursing profession can be a stressful one, and these sessions have taught me ways to de-escalate tension, handle conflict effectively and set a good example,” says Gamayo. “We can give and receive feedback in ways that won’t be perceived as negative by our peers, which leads to a more harmonious work environment. It’s another way to go beyond clinical and academic viewpoints to take a holistic view of those we work with – and I want to hold myself to these high standards when interacting with others.”



Ortho charge nurse Edith Gamayo, BSN, RN-BC, right, shares information at change of shift.



## STRUCTURAL EMPOWERMENT

Solid structures and processes have been developed at RWJUH Somerset to support nurses' professional development, promote participation in community and population health outreach activities and recognize nurses for their contributions in achieving strategic priorities. Interprofessional collaboration and participation in shared governance councils are encouraged to promote an innovative and research-intensive professional practice environment in which nurses, patients, families, colleagues and the community at large flourish.

### Automating Chest Compression for Improved Resuscitation

In an interprofessional initiative spearheaded by Lauren Michaels, BSN, RN, CCRN, director of Critical Care, RWJUH Somerset received funding from Somerset Health Care Foundation to bring the LUCAS® Chest Compression System to the hospital. These devices are easily employed to provide consistent, automated chest compressions at the appropriate rate and depth for more successful resuscitation. One LUCAS device is housed in the ICU and deployed throughout the hospital, while a second is available for use in the Emergency Department and during patient transport.

"Resuscitation is an incredibly stressful and physically demanding act, and the LUCAS device takes this out of the picture by ensuring perfectly performed chest compressions for every patient in every situation," explains Megan Kilkenny, BSN, RN, clinical nurse in the ICU. "At the same time, it reduces the number of people responding to the code, which makes a world of difference in enabling a calmer, quieter environment where we can focus less on compressions and more on communication and critical thinking."

"Having fewer people in the room is particularly important in the age of COVID," adds Michaels. "The LUCAS device also serves as a bridge to care by making emergency transport between departments faster and easier."

The Resuscitation Committee – which includes representation from nurses, physicians, advanced practice providers, Pharmacy, infection prevention, performance improvement, leadership and more – oversaw the device's implementation from idea to policy development, staff training and data collection.

"We worked with the device manufacturers to first educate primary users on the code team," says Kimberly Bates, BSN, RN, CCRN-CMC, clinical nurse educator at the Center for Professional Development, Innovation and Research. "We then rolled out education to ICU and ED staff, respiratory therapists, medical residents, advanced practice providers and the Anesthesia Department, ensuring that everyone understood the mechanics of when to use and how to apply this new technology."

Ongoing LUCAS device training is now included in the Skills Day curriculum and orientation sessions.



## STRUCTURAL EMPOWERMENT



Members of the ASIAN BRG hold events to celebrate their culture and educate employees.



## New Asian BRG Launched

In celebration of Asian Pacific Islander Month in May 2021, RWJUH Somerset launched a new Asian Society for Impact and Advocacy Network (A.S.I.A.N.) Business Resource Group (BRG). The group supports nurses, staff, physicians and patients of Asian descent by providing professional development opportunities and facilitating community outreach and advocacy efforts. At a time when the country has seen a rise in anti-Asian hate crimes, the formation of this group demonstrates the hospital's commitment to combating racism and providing a supportive, inclusive environment for everyone who enters its doors.



## Center for Professional Development, Innovation and Research

The Center for Professional Development, Innovation and Research (CPDIR) provides staff with opportunities to practice, learn and grow professionally in an increasingly complex and challenging health care environment. The team is committed to providing structural empowerment for family-centered care, shared decision-making, autonomy and clinical excellence. By incorporating HRO principles, CPDIR helps ensure that outcomes and safety are always a priority.

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## Shared Governance Councils

Shared governance provides an organizational framework that empowers clinical nurses to participate in and lead decision-making processes. Through unit-based departmental councils, the shared governance model provides a forum for the exchange of ideas and information that enhances the quality of nursing care and promotes clinical excellence through accountability and collaboration.



**Education Council**  
**Tina Horton, MSN, RN, CNL, SCRIN, Chair**

Education Council representatives disseminate current and ongoing educational activities and updates to their nursing units while serving as a resource to identify and address unit-specific educational needs.



**Patient/Family Education Council**  
**Patricia Kerwin, BSN, RN-BC, Chair**

This council provides a forum for a systematic, multidisciplinary approach to facilitate the assessment, design, planning, implementation and evaluation of patient and family educational resources, materials and programs. The council strives to ensure appropriate literacy levels in educational materials for patients and families.



**Magnet Enculturation Council**  
**Danica de Guzman, BSN, RN, PCCN, Chair**

Members of the Magnet Enculturation Council support the Magnet framework of facilitating professional growth and continuous lifelong learning by increasing the academic progression of education in nursing, promoting continuing competencies, developing leaders and facilitating educational opportunities supporting the advancement of the profession through evidence-based practice.



**Professional Practice Council**  
**Sean Mullen, ASN, RN, OCN, CNRN, SCRIN, Chair**

Members of the Professional Practice Council ensure that nursing practice standards are ethical, current, evidence-based, theoretically sound and aligned with the RWJUH Somerset mission, vision and strategic goals.



**Nursing Performance Improvement (PI) Council**  
**Heather Davis, BSN, RN, OCN, Chair**

As part of shared governance efforts, the Nursing Performance Improvement (PI) Council meets monthly to recommend appropriate actions for quality assurance and performance improvement activities across the organization.



### The Lynn Kearney Memorial Scholarship

In July, RWJUH Somerset presented its first Lynn Kearney Memorial Scholarships to five employees and the daughter of an employee who are pursuing initial degrees in nursing. The scholarship was established in memory of RWJUH Somerset's former chief nursing officer who passed away in 2021 after nearly four decades in nursing. Members of Lynn's family joined the RWJUH Somerset team for the special ceremony to present the first of these annual scholarships, which will carry on her legacy by supporting a new generation of nurses.

Members of the executive team presented each recipient with a recognition plaque, flowers and a scholarship to pursue their respective nursing programs.

- Samantha Keane, Monitor Tech, 2-East
- Alexander Kwon, CCT, Emergency Department
- Daniel Mahler, CCT, Ortho Pavilion
- Melanie Mallari, daughter of Oliva Mallari, BSN, RN, 1-East
- David Mansaray, Bed Manager, Nursing Department
- Emily McLarty, Receptionist, Sports Physical Therapy, Princeton

## Nurse of the Year Awards

In December, RWJUH Somerset held an evening celebration to honor recipients of the Nurse Excellence Awards, present Professional Development and Magnet Enculturation Scholarships, recognize RN Residency graduates and celebrate RWJUH Somerset's third Magnet® designation.

### 2021 Magnet Nurse of the Year Award



#### Ma. Arlene Azores, BSN, RN, RNC-LRNN, 1-South

A skilled RN on 1-South and a 2021 Magnet escort for the ANCC appraisers, Ma. Arlene Azores is a reliable, dedicated leader. She is not afraid to take on a challenging task, and she exudes effective communication and honesty. Azores demonstrates great interest in learning and furthering her education. She is involved in evidence-based research, patient education and hospital-wide events such as the Magnet Fair, and she is consistently recognized for exceptional care and great teamwork.

#### Transformational Leadership Award

Brittany Roper, BSN, RN, CCRN, Critical Care

#### Structural Empowerment Award

Ortho Pavilion Unit-Based Practice Council

#### Exemplary Professional Practice Award

Edith Gamayo, BSN, RN-BC, Ortho Pavilion

#### New Knowledge, Innovations and Improvements Award

Liza Davidov, BSN, RN, CCRN, Critical Care

#### Community Outreach Award

Maria Corella, BSN, RN, Emergency Department

#### Advanced Practice Provider Award

Megan Madara, MSN, APN-c,  
Allied Health Professionals & House Coverage

#### Nursing Technician/Technologist Award

Robert Raggi, CCT, 4-West

#### Friend of Nursing Award

Jack Fulton, Supply Chain

### 2021 Professional Development and Magnet Enculturation Scholarships

Scholarships were presented to:

- Liza Davidov, BSN, RN, CCRN, Critical Care - pursuing an MSN at University of Pennsylvania, College of Nursing
- Patricia Sanchez Reyes, ASN, RN, Orthopedics - pursuing a BSN at Chamberlain University

### RN Residency Graduates

The following 2019-2021 RN Residency graduates were also recognized at the nursing celebration:

- Heather De Bari, BSN, RN, Labor and Delivery
- Theresa Fineza, BSN, RN, Operating Room
- Kinara Patel, BSN, RN, 1-East
- Alaine San Rafael, BSN, RN, 2-West Cardiac Pavilion



## DAISY Awards Recognize Extraordinary Nursing Care

Established by the DAISY Foundation and coordinated at RWJUH Somerset by the Magnet Enculturation Council, the DAISY Award® recognizes the extraordinary acts of compassion or relationships nurses have established with patients that have truly made a difference. The following nurses received DAISY Awards in 2021.



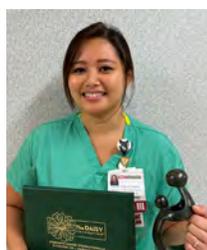
### Ma. Nelda Bernales, BSN, RN, 2-East Cardiac Pavilion

Ma. Nelda Bernales has been a clinical nurse for more than 30 years, performing her responsibilities with the utmost professionalism. She exudes a positive attitude and promotes teamwork among her colleagues. An advocate for patient safety, Bernales is the 2-East representative for the Nursing Safety Committee and the wound nurse for the floor. During the pandemic, she was acknowledged by a family member for facilitating video communication with her elderly mother on Mother's Day. The family member – who is a holistic nurse – was incredibly grateful for this compassionate, heartfelt act of enabling a family to rejoice together, noting that this is why she herself continues to nurse after 50 years.



### Sean Mullen, ASN, RN, OCN, CNRN, SCRN, Ortho Pavilion

A member of the RWJUH Somerset family for more than 30 years, Sean Mullen is always calm, helpful, approachable and ready to provide or find answers. He goes above and beyond to make sure patients receive the best, safest care and he builds a rapport with patients and families. Mullen is always willing to share his professional and personal knowledge with everyone around him. He maintains a positive professional relationship with doctors, nurses, leadership and other hospital employees. He participates in many councils and chairs the Orthopedics Unit-Based Council. Mullen's ideas help improve the hospital, unit and patient care, and he is truly dedicated to his nursing profession.



### Danica de Guzman, BSN, RN, PCCN, Cardiac Catheterization Lab

Danica de Guzman has been a nurse with RWJBarnabas Health for 10 years and at the RWJUH Somerset Cardiac Catheterization Lab for the past three years. During her time here, she has received countless all-star nominations from patients. When a patient was undergoing a cardiac catheterization on their 59th anniversary, she went out of her way to locate an ice cream bar that the couple had been trying to find for months, since it was their traditional anniversary treat. The couple was so grateful for her compassion that they sent her a thank you letter and a picture of them enjoying this very meaningful treat. De Guzman's commitment to her job and her patients goes above and beyond. She is a great asset to the team, and her colleagues and patients are lucky to have her.

### Additional 2021 Awards

**Ma. Arlene Azores BSN, RN, RNC-LRNN**  
 MSN Scholarship Award from Philippine Nurses Association of America (PNAA)  
 NurseThink.com MSN Scholarship Award from the New Jersey League for Nursing (NJLN)

**Nellie Sun, MSN, RN, CEN**  
 RWJUH Somerset Employee of Month, September 2021



## Nurses Embrace Community Outreach

RWJUH Somerset respects and celebrates the unique backgrounds of its nurses and all employees. The hospital has earned national recognition for its diversity and inclusion efforts, and it encourages and supports related outreach initiatives. Through various community outreach initiatives, nurses and other health care providers partner to promote healthy behaviors, improve access to primary and preventive care and reduce health disparities.

### Award-Winning COVID-19 Latino Outreach

RWJUH Somerset's outreach efforts to the Latino community during the COVID-19 pandemic – which involved nurses – earned the NJHA Healthy New Jersey Award and the NJBiz Health Care Hero Award in the Public Health Category in 2021. This work was also published as a case study in the book *Population Health Management: Strategies, Tools, Applications and Outcomes*.

The Latino Community Outreach program is committed to improving access to the COVID-19 vaccine and conducting education on the vaccine's safety, efficacy and importance. The initiative also advocates for preventing the spread of COVID-19 and partnering to foster the distribution of PPE.

### Vaccine Administration, Education and Outreach

Nurses from across the hospital volunteered at RWJUH Somerset's COVID-19 Vaccine Clinic to help protect staff and people throughout the region from the virus. In addition to administering vaccines and providing post-vaccine observation, nurses answered questions and offered education and reassurance. By the end of 2021, this clinic provided more than 13,000 COVID-19 vaccine doses. RWJUH Somerset team members also provided support at the Bridgewater Commons Mall vaccine mega site.

"It's exciting and hopeful to be a part of this effort," says neuroscience manager Laura Smith, BSN, RN, CNRN, who has volunteered regularly to administer vaccines since the RWJUH Somerset clinic's inception. "I really feel a connection with the community in this role, and it's wonderful to see how happy and appreciative people are for helping them build defenses against COVID-19."

In addition to COVID-19 vaccination outreach, nurses staffed flu vaccine clinics at Bound Brook High School and Bridgewater Commons Mall. A total of 115 vaccines were administered in 2021 as part of the community flu vaccination program facilitated by the Community Health Department.



Laura Smith, BSN, RN, CNRN

### Community Health Webinars and Programs

Throughout 2021, 44 nurses presented 36 educational webinars and in-person programs coordinated by the Community Health Department. Topics ranged from COVID-19 education to chronic condition management, disease prevention and tools for mental resiliency. Many of these programs were targeted to underserved populations, and several were provided in Spanish.

### Business Partnership Outreach

RWJUH Somerset nurses provided blood pressure and glucose screenings as well as infection prevention education at the Somerset County Business Partnership Bizfest and Wellness Expo, which featured nearly 600 attendees. RWJUH Somerset sponsored this event, held at TD Bank Ballpark in October.

### Making the Holidays Brighter

Nurses from five units – including the Ortho Pavilion, Same Day Center, Oncology, PACU and 4-West – participated in RWJUH Somerset's Adopt-a-Family program at Thanksgiving and Christmas. The program was coordinated by the Community Health Department, and food and gifts were distributed to 45 area families in need by Somerset County Social Services.

**RWJUH Somerset nurses were also involved in the following outreach activities in 2021.**

**Kenya Allen, ASN, RN**

COVID-19 Vaccination Clinic, Keane University

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**Anne Marie Chelak, MSN, RN, RNC-OB, NE-BC**

Animal Fostering, Miss Pat's Cats, East Orange

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**Jazmin Cruz, MSN, RN, RN-BC**

RWJUH Somerset COVID-19 Vaccine Clinic  
Somerset County Business Partnership BizFest

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**Shirley Cuaresma, BSN, RN, RN-BC**

**Alison Hosler-Koemm, ASN, RN**

**Patty Kasher, BSN, RN-BC**

**Patricia Kerwin, BSN, RN-BC**

**Ann Elise Poiani, BSN, RN**

**Ceres Reynera, BSN, RN**

**Marybeth Strange, BA, RN**

**Christine Woolf, BSN, RN**

**Maria Yavornitski, BSN, RN, RN-BC**

Women's Leadership Alliance Pediatric Pajama and Underwear Drive

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**Heather Davis, BSN, RN-BC, OCN**

**Maria Scibilia, BSN, RN, CCRN**

Prostate Cancer Screening Program,  
Steeplechase Cancer Center

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**Karen Guarino, MSN, RN, RNC-OB**

Save the Animals, North Brunswick

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**Angela Hamilton, ASN, RN, RN-BC**

Socks for Homeless, Somerset County

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**Tina Horton, MSN, RN, CNL, SCRN**

COVID-19 Testing Support and Diabetes Education Fair,  
First Baptist of Lincoln Gardens Church, New Brunswick

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**Sunitha John, BSN, RN, CNOR, RM**

Blanket Drive for Battered Women Missionaries  
of Charity Through the American Association  
of Indian Nurses of New Jersey

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**Patty Kasher, BSN, RN-BC**

Adopt-a-Family Gift Cards for  
Thanksgiving and Christmas

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**Jennifer Lettieri, BSN, RN, CCRN**

**Laura Smith, BSN, RN, SCRN**

Hillsborough Drive-By Health Fair

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**Mary Mickelsen, ASN, RN**

Volunteer Deputy OEM Coordinator of  
Emergency Management, Rocky Hill, NJ

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**Sharon Parrillo, BSN, RN, CIC, CPPS**

Infection Prevention Education and Electroclave  
UV-C Phone Sanitizing, Somerset County Business  
Partnership BizFest

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**Theresa Powell, BSN, RN**

Toys for Tots

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**Anita Raman, BSN, RN**

Bowery Mission, Serving Food for  
the Homeless and Hungry, NYC

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**Mary Jane Sibayan, BSN, RN, RN-BC, CPAN, CAPA**

Diabetic Screening and Education, RWJUH  
Somerset Diabetes Awareness Fair  
Dance for the Cure, Burlington, Massachusetts

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**Cathy Smith, BSN, RN, RN-BC**

Back-to-School Supply Drive

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**Patricia Sonsiadek, MSN, RN, ACM**

Religious Education, Our Lady of Peach at Fords

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**Rosa Thomas, BSN, RN, CANS**

Essex County COVID-19 Vaccine Clinic

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**Tracy Tinson-Smith, MPA, MHA, BSN, RN, ACM**

Black Professionals Network,  
PPE Delivery, Somerville  
Black Nurses Association,  
Supplies Delivery, Middlesex County



## EXEMPLARY PROFESSIONAL PRACTICE

The true essence of a Magnet® organization stems from the nurses' exemplary professional practice. RWJUH Somerset nurses are competent, accountable, autonomous practitioners who uphold ethical, safety and regulatory standards while striving for excellence through the application of evidence-based practice. Our nurses embrace the principles of exemplary professional practice as evidenced by our professional practice model and overarching care delivery model that places the patient and family in the center of all that we do.

### Falls Prevention Fair Improves Outcomes

The Falls Prevention Committee focuses on preventing falls across the hospital through the efforts of an interprofessional team that includes champions from each unit and department. In 2021, Committee co-chairs Marilyn Omabegho, MSN, RN, NE-BC, CDP, director of Oncology, and Yesenia Zwiren, BSN, RN-BC, director of the 2-West Cardiac Pavilion, spearheaded a Falls Prevention Fair using data that elucidated specific focus areas and themes.

Guided by their falls champions, participating departments developed 12 table-top education modules based on their theme. Topics for these interactive displays ranged from reviewing HRO and risk assessment tools to the roles of bedside reporting, high fall risk medications and fall prevention devices.

"The energy that nurses and staff put into the fair and their enthusiasm in sharing information exemplified how committed they are to these efforts," says Zwiren. "It was eye-opening for attendees to realize how many factors and departments play a role in keeping our patients safe from falls."

"We really focused on interprofessional communication between nurses and staff, situational awareness and creative solutions," adds Omabegho. "For example, steps like practicing shift change dialogue and ensuring that CCTs understand medication terminology make a difference. Preventing falls takes a collaborative approach that extends even beyond the patient stay to education about safety at home."

The Falls Prevention Fair complemented ongoing communication efforts about falls prevention, including huddles and Falls Fridays. Between 2020 and 2021, these efforts contributed to a more than 15% reduction in falls with injury.



Monitor - SOM 25 ICU/IMCU (10 Patients)									
213-A	100%	100%	100%	100%	100%	100%	100%	100%	100%
214-A	100%	100%	100%	100%	100%	100%	100%	100%	100%
215-A	100%	100%	100%	100%	100%	100%	100%	100%	100%
217-A	100%	100%	100%	100%	100%	100%	100%	100%	100%
218-A	100%	100%	100%	100%	100%	100%	100%	100%	100%
221-A	100%	100%	100%	100%	100%	100%	100%	100%	100%
230-A	100%	100%	100%	100%	100%	100%	100%	100%	100%
234-A	100%	100%	100%	100%	100%	100%	100%	100%	100%
235-A	100%	100%	100%	100%	100%	100%	100%	100%	100%
236-A	100%	100%	100%	100%	100%	100%	100%	100%	100%

**EXEMPLARY  
PROFESSIONAL  
PRACTICE**



## APP Skills Day Implemented at RWJUH Somerset

With 40 advanced practice nurses (APNs) and physician assistants (PAs) now providing house coverage and rapid responses at RWJUH Somerset, Megan Madara, MSN, APN-c, director of allied health professionals and house coverage, sought to implement an annual on-site advanced practice provider (APP) Skills Day so that participants didn't need to travel to another site for this refresher.

"It's important for APPs to keep the latest evidence-based practices top of mind, especially during a time when caregivers are emotionally and physically exhausted from the pandemic," says Madara. "We shaped the agenda based on input from the APP team, including a request for more hands-on skills practice."

The 2021 APP Skills Day provided peer-to-peer education and skills stations in a four-hour evening session that included CME credits. Lectures given by physicians and nurses included chest X-ray interpretation in the age of COVID-19, the nuances of sepsis, wound assessment and EKG changes/MI codes. Hands-on stations covered skills such as suturing, mock codes, central line insertion, the LUCAS® Chest Compression System and even how to initiate a palliative care discussion.

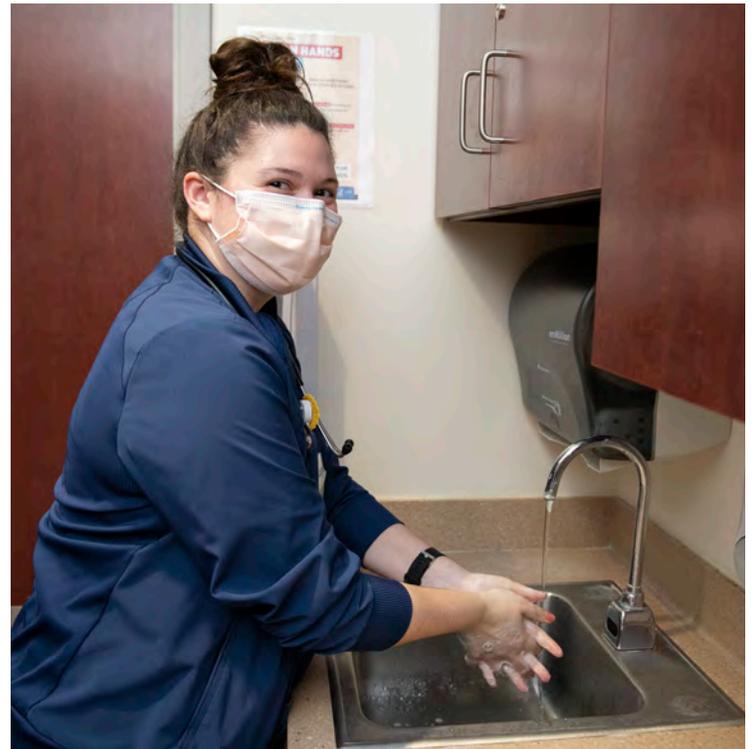
"It's wonderful to have APPs coming together as a team to teach each other these skills," adds Madara. "We received great feedback on the event and hope to expand it each year."

## Quality Indicator Improvements

Despite the continued challenges related to COVID-19, RWJUH Somerset nurses worked in collaboration with other team members to achieve a positive impact on quality, as evidenced by specific quality indicators. In particular:

- The hospital achieved a 32% decrease in the hospital-acquired *Clostridioides difficile* (C. diff) rate, with the infection rate decreasing from 0.75 in 2020 to 0.51 in 2021. Antimicrobial stewardship efforts, interprofessional rounding and education on timely specimen collection contributed to this significant decrease.
- Hand hygiene compliance remained strong, with nursing performance at 94.4% and hospital-wide performance at 92.8%. RWJUH Somerset has achieved hand hygiene compliance of more than 90% since 2017. This quality measure is engrained in the hospital's culture and supported by the Hand Hygiene Task Force.
- Surgical site infection rates for hip and knee replacement remained extremely low at 0.31.

"Even when rapid mobilization was required in times of fluctuating COVID-19 acuity, our team maintained strong patient safety standards," says Sharon Parrillo, BSN, RN, CIC, CPPS, director of Infection Prevention. "The adaptability of staff to provide this level of care in a challenging environment is truly commendable."



## RWJUH Somerset Awards and Recognitions

The following national awards and recognitions mark the dedication and efforts of the entire RWJUH Somerset team – including nurses throughout the hospital – in maintaining a strong focus on patient safety and quality.



### Leapfrog “A” for Patient Safety

In November, RWJUH Somerset was awarded an “A” Hospital Safety Score rating by the Leapfrog Group, an independent national nonprofit run by employers and other large purchasers of health benefits. The score marks RWJUH Somerset’s seventh consecutive “A” rating and thirteenth overall. Developed under the guidance of a national Expert Panel, the Leapfrog Hospital Safety Grade uses up to 27 measures of publicly available hospital safety data to assign grades to more than 2,700 U.S. acute-care hospitals.



### Healthgrades Excellence Awards

RWJUH Somerset received the following awards and ratings from Healthgrades, a leading resource connecting consumers, providers and health systems:

- **The Healthgrades 2021 Patient Safety Excellence Award™**, a distinction that places RWJUH Somerset among the top 5% in the nation for patient safety based on data from acute care hospitals evaluated by the organization. Healthgrades found that patients treated in hospitals receiving this award were, on average, less likely to experience hip fractures from falls, bedsores, bloodstream infections or a lung event from surgery.
- **The Healthgrades 2021 Gynecologic Surgery Excellence Award™**, ranking the hospital among the top 10% of all hospitals nationwide for women’s care. This honor marks the sixth year in a row that RWJUH Somerset has received this award.
- **Five-star ratings** for vaginal delivery, C-section delivery and pacemaker procedures. These ratings indicate that the hospital’s clinical outcomes for these procedures are statistically significantly better than expected, and they place the hospital among national leaders.



### High Performing Recognitions

RWJUH Somerset was recognized as “high performing” in the treatment of five procedures and conditions in *U.S. News & World Report’s* 2021-2022 Best Hospitals rankings and ratings. The hospital was recognized for the treatment of chronic obstructive pulmonary disease (COPD), diabetes, heart failure, kidney failure and stroke.



## Getting With the Guidelines

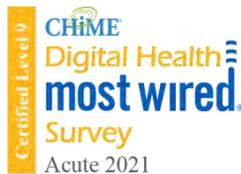
In 2021, the American Heart Association named RWJUH Somerset a recipient of:

- **The Gold Plus Get With The Guidelines®-Stroke Quality Achievement Award** for the hospital's commitment to ensuring that stroke patients receive the most appropriate treatment according to nationally recognized, research-based guidelines.
- **The Target: Stroke<sup>SM</sup> Honor Roll Award** for meeting quality measures developed to reduce the time between patient arrival at the hospital and treatment with the clot-buster tissue plasminogen activator, or tPA.
- **The Target: Type 2 Diabetes Honor Roll Award** for meeting quality measures developed with more than 90% compliance for 12 consecutive months for the Overall Diabetes Cardiovascular Initiative Composite Score.

## Lown Institute Hospitals Index Awards

The Lown Institute, a nonpartisan think tank that bridges the gap between existing public policy solutions and the health care Americans want and need, rated RWJUH Somerset with the following marks in its Lown Institute Hospitals Index. This index defines standards for hospital social responsibility by examining performance across health outcomes, value and equity.

- National Social Responsibility Grade: A
- National Patient Outcomes Grade: A
- National Clinical Outcomes Grade: A
- National Patient Safety Grade: A
- National Cost Efficiency Grade: A
- #5 in New Jersey for Patient Outcomes



## Most Wired Performance Excellence

RWJUH Somerset was named one of the nation's "Most Wired" hospitals by the College of Healthcare Information Management Executives (CHIME) for the eighth time, receiving its Performance Excellence Award. The CHIME program's goal is to elevate the health and care of communities around the world by encouraging the optimal use of information technology. As a certified level 9 status, RWJUH Somerset is considered a health IT leader that actively pushes the industry forward and works to leverage technology in innovative ways to realize meaningful outcomes.

## An LGBTQ Healthcare Equality Leader

RWJUH Somerset has been nationally recognized as a Leader in LGBTQ Healthcare Equality by the Human Rights Campaign (HRC) Foundation for six years in a row. The HRC Foundation is the educational arm of the country's largest lesbian, gay, bisexual and transgender civil rights organization. To earn this honor, the hospital received top marks in meeting non-discrimination and training criteria that demonstrate a commitment to equitable, inclusive and compassionate care for LGBTQ patients and their families, who often face significant challenges in securing the health care they need and deserve.

## Professional Nursing Certifications

Congratulations to the following nurses for achieving certifications in their specialties in 2021:

Winona Campomaes, BSN, RN, RN-BC, Cardiovascular Certification

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Tatiana Costa, MSN, RN, RN-BC, OCN, Oncology Certified Nurse

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Patricia Gribbon, MSN, RN, RNC-OB, Registered Nurse Certified Inpatient Obstetrics Nurse

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Steven Huffman, BSN, RN, CEN, Certified Emergency Nurse

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Joseph Naples, BSN, RN, CEN, Certified Emergency Nurse

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Thao Nguyen, BSN, RN, RN-BC, Cardiovascular Certification

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Clare Norville, BSN, RN, CEN, Certified Emergency Nurse

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Jose Remini, BSN, RN, CCRN, CCDS, Certified Clinical Documentation Specialist

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Beth Vergara, BSN, RN, RN-BC, Medical-Surgical Certification

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## Professional Appointments

Congratulations on these professional appointments:

Ma. Arlene Azores BSN, RN, RNC-LRNN, Board of Directors, Philippine Nurses Association of America (PNAA)

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Kathy Easter, MSN, RN, CCRN-K, Appointed to Board of Directors/Treasurer for the New Jersey Council of Magnet Organizations (NJCOMO)

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Nellie Sun, MSN, RN, CEN, Committee Member, Continuing Education for the New Jersey State Nurses Association (NJSNA)  
Board Member, Philippine Nurses Association of New Jersey Foundation

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## Educational Achievements

Congratulations to the following nurses who earned degrees in 2021:

### BSN Degrees

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Dawn Ayotte, ASN, RN, RNC-MNN, Grand Canyon University

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Sherilyn Budd, BSN, RN, American Sentinel University

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Daniel Duarte, BSN, RN, Chamberlain University

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Diana Lenon, BSN, RN, Capella University

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Lillian Pierce, BSN, RN, Chamberlain University

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Eshley Pinto, BSN, RN, Rutgers University

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Ann Elisse Poiani, BSN, RN, Kean University

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Roberta Ramos, BSN, RN, Kean University

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Mary Rowland, BSN, RN, CCRN, University of Phoenix

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Maria Sanchez, BSN, RN, Chamberlain University

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Nazare Tome, BSN, RN, Chamberlain University

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Danielle Tomore, BSN, RN, Seton Hall University

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### MSN Degrees

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Karen Cappello, MSN, RN, CNOR, Chamberlain University

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Tiffany Gagliardo, MSN, RN, OCN, Benedictine University

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Nancy Gibney, MSN, RN, RNC-LRNN, Kean University

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Karen Guarino, MSN, RN, C-EFM, RNC-OB, Chamberlain University

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Ellen Keane, MSN, RN, RNC-MNN, Monmouth University

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Jennifer Santiago, MSN, RN, CRN, RN-BC, Seton Hall University

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### MPH Degrees

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Uchenna Ayeke, MPH, BSN, RN, Grand Canyon University

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## NEW KNOWLEDGE, INNOVATIONS AND IMPROVEMENTS

RWJUH Somerset promotes a research-intensive environment and a culture of inquiry and innovation. Nurses at all levels participate in the Nursing Research Council, monthly Journal Club meetings and Nursing Informatics end-user teams to collaborate, plan, implement and evaluate practices, knowledge and innovations new to the organization.

### Ensuring COVID-19 Treatment Access

Working with an interprofessional team that included the Infectious Disease Department, Pharmacy and Emergency Department, RWJUH Somerset nurses helped develop and facilitate a screening and treatment process for eligible people with COVID-19 to receive monoclonal antibody infusions in the Emergency Department. Aimed at preventing severe illness and hospitalization, the treatment was available to those meeting the established criteria for being at high risk for COVID-19 complications. During a time when the Emergency Department was busiest with COVID-19 patients, nurses implemented this time-intensive treatment and observation protocol for up to 15 patients per day, successfully preventing hospitalization in most cases.

“We had an extremely busy Emergency Department that often functioned as an extension of the ICU during this time, and I applaud our nurses for being able to take on so much more in providing this treatment for patients,” says emergency medicine physician Christopher Crean, MD, interim medical

director of the Emergency Department. “With every single patient interaction, they also provided one-on-one education. It’s amazing what we’ve accomplished, and it speaks to the strength of our team.”

Beyond criteria and protocol development, the treatment process required private room and staffing considerations that ensured the continuation of high-quality care. By the end of 2021, the team provided nearly 1,100 monoclonal antibody treatments.

“Many hospitals were unable to handle this treatment, but we made the decision to treat our community in the best ways we knew how,” says Mary Wieczorek, MSN, RN, NE-BC, director of the Emergency Department. “Patients came to us from throughout New Jersey and beyond, and it gave us an opportunity to showcase the skills and level of commitment of our team to help as many people as possible.”



**NEW KNOWLEDGE,  
INNOVATIONS AND  
IMPROVEMENTS**



Denise Gerhab, BSN, RN, WCC, OMS

## Wound Care Research Featured at ANCC National Magnet Conference

Several years ago, Denise Gerhab, BSN, RN, WCC, OMS, wound/ostomy clinical nurse educator for the Center for Professional Development, Innovation and Research, noticed that new nurses were not well prepared to assess and stage pressure injuries. After completing a literature review and seeing little research on the benefits of rounding with wound care nurses, she started her own research project.

Working with wound care nurse Kimberly McKeivitt, BSN, RN, CWON, WCC/OMS, Gerhab initiated a hands-on skin and wound care education and rounding program attended by 79 nurses at RWJUH Somerset, giving them the opportunity to put theory into practice. She then adapted the program for inclusion in the RWJUH Somerset nurse orientation process. To date, more than 200 nurses have participated.

“We can’t rely on a limited number of wound-certified nurses to assess pressure injuries in patients throughout the hospital; we need to empower nurses to incorporate it into daily practice upon admission and at the bedside,” explains Gerhab. “When nurses are comfortable implementing best practices for pressure injury prevention, it means a reduced risk of complications and better outcomes.”

Gerhab collaborated with colleagues to develop a research study, with pre- and post-education testing showing an increase in knowledge, confidence and documentation

among nurses on the best ways to alleviate and minimize pressure injuries. The research project was selected for presentation at the ANCC National Magnet Conference & ANCC Pathway to Excellence Conference in Atlanta last November.

“It was well-received and a truly amazing experience,” adds Gerhab. “I was proud to represent RWJUH Somerset and share our findings to potentially benefit other hospitals.”

ANCC National Magnet Conference & ANCC Pathway to Excellence Conference Podium Presentation:

Utilizing the Benefits of Wound Education for All Registered Nurses

Denise Gerhab, BSN, RN, WCC, OMS

Kimberly McKeivitt, BSN, RN, CWON, WCC, OMS

Doris Van Dyke, BSN, RN-BC

Kathleen Evanovich Zavotsky, PhD, RN, CCRN, CEN, ACNS-BS, FAEN



## Cardiac Cath Lab Renovation Advances Care

In 2021, RWJUH Somerset completed renovation on one of its three cardiac catheterization labs. The new lab features the Azurion with FlexArm image-guided therapy system from Philips Healthcare, which delivers high-quality imaging with low X-ray dose levels. As part of the renovation process, nurses worked with an interprofessional team to provide input on the best workflows to optimize patient care.

The therapy system's flexible positioning arm reduces the need to reposition patients, staff and equipment, resulting in more efficient care and shorter preparation and procedure times. RWJUH Somerset is one of the first hospitals in the state to offer this technology, according to Katie Edge, BSN, RN, PCCN, CCRN, director of cardiovascular services.

"With this renovation, our patients have access to the most advanced X-ray imaging technology," she says. "This means clearer images and less radiation for both patients and staff – along with a functional workflow that benefits everyone."

## Expanding the Oncology Nurse Navigator Team

In 2021, oncology nurse navigator Marjorie Pomerantz, BSN, RN-C, joined Kimberly Cromwell-Piniella, BSN, RN, CBCN, OCN, and Lenore Rubino Rogers, MSN, RN, CHPN, OCN, in serving as an advocate and resource for patients at RWJUH Somerset's Steeplechase Cancer Center. The oncology nurse navigator team helps expedite the plan of care while ensuring that patients have everything they need, including emotional and psychological support.

This role was especially important in 2021, when COVID-19 restrictions meant limited visitors. Despite these challenges, the team reached out in person and virtually to a record number of patients, with more than 10,000 patient encounters throughout the year.

"We're there every step of the way," says Pomerantz. "This includes breaking down any barriers to care, making connections that ease the journey and even taking notes at appointments when family members can't be there. It's really relationship-based nursing, and it's an honor to be part of our patients' lives."

## Robust Clinical Trial Enrollment

Maria Scibilia, BSN, RN, CCRN, joined the Steeplechase Cancer Center team in 2021 as director of oncology research. Patients at the cancer center have access to a broad range of clinical research trials available through RWJUH Somerset's partnership with Rutgers Cancer Institute of New Jersey, the state's only NCI-Designated Comprehensive Cancer Center. Rutgers Cancer Institute currently offers more than 200 clinical trials on a wide range of cancers. RWJUH Somerset is participating in about 25 of these trials, including for breast, colorectal, genitourinary, lung and gynecologic cancers.

In 2021, a total of 113 patients were enrolled in clinical trials at the Steeplechase Cancer Center, marking the highest enrollment across RWJBarnabas Health outside of Rutgers Cancer Institute. These trials offer access to cutting-edge treatments and protocols while shaping care for patients who will face similar issues in the future.

"We're passionate about discussing clinical trials with patients, because providing the best care means presenting multiple options and opportunities," says Scibilia. "We also select trials to participate in based on the needs of our patient population, helping to ensure a good match."



Oncology nurse navigator Marjorie Pomerantz, BSN, RN-C, meets with a patient.



## RWJUH Somerset Nurses Disseminate New Knowledge in 2021

### Nursing Research Studies

Staff	Title of Study
<p>Kathleen Wilson, MSN, RN, CNL, SCRN (principal investigator)</p> <p>Oriana St. George, MSN, RN-BC</p> <p>Nellie Sun, MSN, RN, CEN</p> <p>Kimberly Bates, BSN, RN, CCRN-CMC</p> <p>Maria de Roma-Ragaza, MSN, RN, CNOR</p> <p>Anita Ramen, BSN, RN</p> <p>Kaitlyn Kwasnik, BSN, RN-BC</p> <p>Patricia Gribbon, MSN, RNC-OB</p>	<p>Exploring Coping Strategies Used by Registered Nurses Working in a Community Medical Center During the COVID-19 Pandemic</p>
<p>Kathleen Wilson, MSN, RN, CNL, SCRN (RWJUH Somerset principal investigator)</p>	<p>The Impact of a Multimodal Education Program on Improving System-Wide CAUTI Rates</p>

<b>Internal Poster Presentations</b>		
<b>Staff</b>	<b>Title of Presentation</b>	<b>Venue</b>
Darleen Gallo, ASN, RN, OCN Theresa Powell, BSN, RN	Oncology Certification Oncology Safety	Oncology Competency Day
Angela Hamilton, ASN, RN, RN-BC	What is a Nuclear Stress Test? Brain Injury - Subdural Hematoma	Falls Prevention Fair
Tina Horton, MSN, RN, CNL, SCRN	Falls in Neurological Patients	Falls Prevention Fair
<b>Internal Podium/Virtual Presentations</b>		
Sheryl Ciccarelli, MSN, APRN, ANP-BC	Palliative Care Presentation for Advanced Practice Providers Epic Education for Physicians/Advanced Practice Providers	Skills Day POLST - Grand Rounds
Laura Smith, BSN, RN, CNRN	Hot Topics in Stroke Care	Virtual Grand Rounds
<b>External Podium/Virtual Presentations</b>		
Sheryl Ciccarelli, MSN, APRN, ANP-BC	Palliative Care and End of Life	Emergency Medicine Advanced Practice Providers Boot Camp, RWJBH Corporate Headquarters, West Orange
Denise Gerhab, BSN, RN, WCC, OMS	Utilizing the Benefits of Wound Education for All Registered Nurses	2021 ANCC National Magnet Conference & Pathway to Excellence Conference, Atlanta, Georgia
Denise Gerhab, BSN, RN, WCC, OMS Kimberly McKeivitt, BSN, RN, CWON, WCC, OMS	Increasing Knowledge and Confidence of New Nurses in Pressure Injury/Wound Identification in Hospitalized Patients	National Association of Clinical Nurse Specialists Conference (Virtual)
Megan Madara, MSN, APN-c	COVID in the Latino Population	Global Nursing Diversity 2021 Seminar (Virtual)
Clemaine Mitchell, DNP, RN, APN, FNP-BC	Promoting Vaccination for the Prevention of COVID-19	Franklin Middle School, Somerset, NJ
Gail Morchel, BSN, RN, CIC, CPPS, COHN-S	CAUTI Prevention	Northeast Infection Control Educators (Virtual)
Attiyyah Muhammad-Callaway, BSN, RN	Breast Health: African American Women	Make Time for Mammography Virtual Presentation
Marcella O'Herlihy, BSN, RN Kathleen Wilson, MSN, RN, CNL, SCRN	Effects of Aromatherapy on Pain in Total Hip and Total Knee Arthroplasty	National Association of Orthopedic Nurses Conference (Virtual)
Shankari Ravichandran, DNP, RN, APN, FNP-BC	COVID in the Hispanic Population	Global Nursing Diversity 2021 Seminar (Virtual)
Laura Smith, BSN, RN, CNRN	COVID-19 Strokes: A Dual Connection Is COVID Giving You a Splitting Headache?	Community Webinars





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