

2016

NURSING ANNUAL REPORT





Message from the Chief Nursing Officer

It is my honor to present the 2016 Robert Wood Johnson University Hospital (RWJUH) New Brunswick Nursing Annual Report. I am so proud of each and every one of our nurses for their commitment, dedication and passion for delivering high-quality, safe care to our patients, families and to our community.

It has been an exciting and historic year for RWJUH New Brunswick. In early 2016, Barnabas Health and Robert Wood Johnson Health System announced the completion of the merger of our two state-of-the-art health systems to form the most comprehensive health system in the state of New Jersey – RWJBarnabas Health. This partnership created a new organization that touches approximately 5 million people - more than half of the state's population – which will prove to advance the health of the region.

Our newly integrated health system enables over 10,000 registered nurses from every part of the state to collaborate in providing the very best care for all of our patients. Our vision for leading the nation in exemplary professional practice, patient experience, research and innovation, and empirical outcomes is enhanced greatly through our system-wide collaboration.

As we reflect on 2016, we appreciate the challenges that our health care organization faced in areas such as patient volume, demand for service excellence, quality, safety, and creating efficiencies while containing cost. Nursing at RWJUH New Brunswick has retained its focus on continuing our journey towards exceeding the standard for delivering exceptional care to our patients and families.

Following a rigorous re-designation process, RWJUH New Brunswick earned Magnet® recognition for nursing excellence from the American Nurses Credentialing Center (ANCC) for the fifth consecutive time. RWJUH New Brunswick is one of only seven organizations

internationally to achieve this distinction. Earning this prestigious designation affirms RWJUH New Brunswick's status as an international leader in nursing practice and research. It is a tremendous honor for me to share in honoring and recognizing our nurses' talent, dedication and expertise.

In this report, I know you will enjoy reading about the many notable achievements of our frontline staff nurses, nursing leaders and ancillary staff. I am sure you will take great pride in reading about your strong commitment to care, which has positively impacted our diverse community, our journey to superior care, and our fervent dedication to nursing research and innovation. RWJUH New Brunswick nurses represent the frontline of health care delivery as they provide the highest quality, compassionate care at the bedside. It is also true that our nurses are leaders, innovators and researchers striving to transform healthcare as we know it today. Whether it is enhancing discharge planning through our new discharge hospitality suite, working with case managers to ensure veterans can access essential services in our healthcare system or pursuing research that ultimately establishes best practices that are shared among the nursing profession both regionally and nationally, RWJUH New Brunswick's nurses are at the forefront of nursing practice.

I would like to sincerely thank all of our nurses, physicians, inter-professional teams and our academic partners from Rutgers School of Nursing for making a difference in the lives of so many. RWJBarnabas Health and RWJUH New Brunswick are fortunate to have such a great team of professionals, which I am honored to lead.

Lori A. Colineri DNP, RN, NEA-BC
Senior Vice President and Chief Nursing Officer
RWJBarnabas Health – Southern Region
Robert Wood Johnson University Hospital
Visiting Professor Rutgers School of Nursing,
Rutgers, The State University of New Jersey



Table of Contents

- 3 | RWJUH Earns 5th Prestigious Magnet Designation for Nursing Excellence
- 5 | Transformational Leadership
- 7 | Structural Empowerment
- 12 | Recognition of Nursing
- 19 | Exemplary Professional Practice
- 26 | New Knowledge, Innovations and Improvements





RWJUH EARNS FIFTH PRESTIGIOUS MAGNET® DESIGNATION FOR NURSING EXCELLENCE



RWJUH New Brunswick's Nursing Team celebrates its 5th Magnet designation for nursing excellence.

Following a rigorous re-designation process, Robert Wood Johnson University Hospital (RWJUH) New Brunswick earned Magnet® recognition for nursing excellence from the American Nurses Credentialing Center (ANCC) for the fifth consecutive time in 2016. RWJUH New Brunswick is one of only seven organizations internationally to achieve this distinction.

With this achievement, RWJUH New Brunswick retains its place among an elite group of health care providers that belong to the Magnet community. Approximately 7% of hospitals in the nation have achieved Magnet recognition.

"We are very proud to achieve Magnet status for the fifth time," said Lori Colineri DNP, RN, NEA-BC, Senior Vice President and Chief Nursing Officer for RWJUH and RWJBarnabas Health, Southern Region "It validates the exceptional bedside care that our nurses provide every day to our patients, and it reflects the commitment of our nursing team and our entire organization to pursuing extensive research, performing community outreach and sharing best practices with our colleagues in the healthcare field. Earning this prestigious designation affirms RWJ's status as an international leader in nursing practice. It's a tremendous honor to have our nurses' talent, dedication and expertise recognized."

To achieve Magnet status, RWJUH New Brunswick underwent an exhaustive review by a team of ANCC appraisers in April 2016. The process begins with the submission of an electronic application, followed by written documentation demonstrating both qualitative and quantitative evidence regarding patient care and outcomes. After the organization meets specific requirements, appraisers make an on-site visit to thoroughly assess and validate the organization's application. Following the site visit, the Commission on Magnet Recognition reviews the completed appraisal report and determines if Magnet recognition will be granted.

According to the ANCC, health care organizations achieving Magnet status demonstrate evidence of "higher percentages of satisfied RNs, lower RN turnover and vacancy, improved clinical outcomes and improved patient satisfaction." By receiving this fifth Magnet designation, RWJ re-affirms its position as an international leader in nursing practice.



TRANSFORMATIONAL LEADERSHIP

Robert Wood Johnson University Hospital believes that nurses at all levels and 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 will support nursing excellence in an ever-changing health care environment.

RWJUH honors the 2016 Emerging Nurse Leader Program Graduates.

Mentorship and Succession Planning

Program Prepares the Next Generation of RWJUH's Nursing Leaders

Possessing natural leadership skills and having the necessary tools to succeed as a leader are two very different things. To bridge this gap, Robert Wood Johnson University Hospital (RWJUH) established an Emerging Nurse Leader Program. The program identifies potential nurse leaders within the organization and draws upon a wide range of disciplines in the hospital to provide comprehensive training that gives aspiring leaders the necessary tools to succeed in their new roles.

"In nursing, we often take a great clinician, take them out of clinical and place them in the leadership role without giving them the opportunity to learn leadership skills," explains Lori Colineri, Senior Vice President and Chief Nursing Officer for RWJBarnabas Health Southern Region and RWJUH. "When we start the program and review the curriculum we ask the nurses, 'How many of you were born with this knowledge?' I think we all know the answer."

The program, which launched at RWJUH in 2014, features a five-module curriculum that includes training in finance, human resources management, interpersonal skills, patient experience and business skills.

Dr. Colineri said she and her team have conducted a study of the finance component to determine the impact it made on the inaugural class of emerging leaders.

"We surveyed the participants before and after to determine if they felt they had developed skill and competency in this area and there was a correlation," Dr. Colineri said. "The initial feedback has been very positive. They feel confident and supported."

Ekene Ejimofor, BSN, RN, MHM, is one Nursing Director who benefitted from the program. Ejimofor was a Nurse Manager on 6 Tower when the Nursing Director left the organization. He moved into the role of Interim Director and now serves as Director of the unit. Completing the Emerging Nurse Leader Program helped him make a smooth transition.

"The program really prepared me for the budgeting aspect of the job," Ejimofor explained. "What they teach you is not the sort of thing you can learn in school. It really showed me how the decisions we make as leaders connect to the numbers in our budgets."

Ejimofor believes the program came at the perfect time in his career allowing him to take the next step. He now encourages all of his nurse managers to enroll.

"I tell my nurse managers that they should participate in this program whether they are thinking about becoming a Director or not," Ejimofor said. "It helped me become a better leader and I was glad I was able to participate."

Ultimately, Dr. Colineri believes the Emerging Nurse Leader Program will transform nursing care at the bedside.

"To be a leader, our frontline nursing staff must have basic skills to identify an issue and change the way we do things," Colineri notes. "These skills are necessary to guide and motivate their teams to drive change that will benefit our patients. Nursing leadership is the cornerstone for achieving excellence in patient care and for driving the success of front line staff. Our nurse managers are future leaders in our organization, and through our Emerging Nurse Leader Program they have acquired important education, skills, and competencies needed to prepare them for the next steps of nursing leadership."

"I tell my nurse managers that they should participate in this program whether they are thinking about becoming a Director or not. It helped me become a better leader and I was glad I was able to participate."

*– Emerging Nurse Leader Graduate
Ekene Ejimofor, BSN, RN, MHM.*



Emerging Nurse Leader Program Graduates

Geralene Angeles, BSN, RN, CPEN - Pediatric ED

Averee Castillo, BSN, RN - 4 West

Kelly Crescenzo, MSN, RN, CPN - Adolescents

Nancy Eccles, BSN, RNC-EFM - Labor & Delivery

Ekene Ejimofor, BSN, RN - 6 Tower

Susan Elliott, BSN, RN - Same Day Surgery

Mary Ellen Ferrara, BSN, RN, CCRN - Medical ICU

Melanie Fryar, BSN, RNC-NIC - NICU

Amber Gervasi, MSN, RN, PCCN - 5 Tower

Yanina Gonzalez, BSN, RN - 9 Tower

Dora Goodwill, MSN, RN - Labor & Delivery

Joy Hultman, MSN, RN - Pediatric ICU

Teresa Hunnemedder, BSN, RN-BC - 4 West

Tracey Koplik, MSN, RN, CCRN - NICU

Sarah Lawrence, BSN, RN - 6 North

Jennifer Mackown, BSN, RNC-BC - Pediatrics

Marie Marzan, MS, BSN, RN-BC - Respiratory Care Unit

Awina Nueva, RNC-OB - Labor & Delivery

Adeola Obayanju, MSN, MBA, RN, OCN - 8 Tower

Esther Osoro, BSN, RN, OCN - 5 North

Phillip Palmer, BSN, RN-BC - South Building Medical Unit

Jolanta Sojka, BSN, RN, OCN - Same Day Chemo Unit

Beth Vergara, BSN, RN - 4 West

Jeanette Walker, BSN, RN - 4 North

Pauline Walters, MSN, RN - 9 Tower

The background of the top half of the page is a close-up, slightly blurred image of several US quarter coins. The coins are scattered, showing different parts of their design, including the profile of George Washington and the eagle on the reverse side.

STRUCTURAL EMPOWERMENT

Solid structures and processes have been developed at Robert Wood Johnson University Hospital to support nurses' professional development, promote participation in community and population health care outreach activities, and recognize nurses for their contributions in achieving the strategic priorities of the organization. Interprofessional collaboration and participation in shared governance councils is encouraged to promote an innovative and research intensive professional practice environment in which nurses, patients and families, interprofessional colleagues, and the community at large flourishes.



4 MEDS

Commitment to Community and Population Health

Quarters for Meds Program: Spare Some Change, Save a Life

In his role as Director of Care Transitions at Robert Wood Johnson University Hospital (RWJUH), Andrew Thomas, APN, is always thinking about ways to identify and address any gaps in care provided to patients after they return home from the hospital. A constant challenge to ensuring a patient stays healthy at home is making sure the patient has the necessary coverage or funding to gain access to all of the life-sustaining medications he or she may need.

While at his desk between patient appointments, Thomas saw a solution to this problem in the form of spare change and an empty prescription vial. It's a potential solution for an issue that often leads to thousands of hospital readmissions across the United States every year.

"I noticed that a quarter fits perfectly in the vial," Thomas explains. "As I dropped more quarters into the vial, you could fit a total of 40 quarters in each vial, which is the equivalent of \$10."

To the average person, \$10 may not seem like much, but for someone without insurance and in need of medicine, it can cover the cost of two months' worth of essential, life-sustaining prescription medications. It's a simple concept, but a perfect marriage – many people have spare change lying around, but others don't have the funds to pay for their medicine.

Thomas along with the Robert Wood Johnson University Hospital Foundation launched the "Quarters 4 Meds" campaign to encourage employees to fill empty prescription vials with quarters. Funds were collected and donated to the Robert Wood Johnson University Hospital Foundation's Medication Assistance Fund to benefit patients who lack the necessary insurance coverage to afford their medicine.

"Our initial plan was to pilot the program at RWJ, but then take it across New Jersey and hopefully, national in the future," Thomas says.

Since the launch, the program has expanded to include student groups at Rutgers Robert Wood Johnson Medical School and New Brunswick Health Sciences and Professions High School. To date, nearly \$10,000 has been raised.

Now that RWJUH is part of RWJBarnabas Health, New Jersey's largest health system, Thomas sees even greater opportunity for expanding the program.

"Newark Beth Israel Medical Center plans to launch the campaign at its hospital soon," Thomas says.

Because "Quarters 4 Meds" is a simple concept that makes an immediate, tangible impact, Thomas believes it is a perfect fit for community groups and organizations to use for service projects.

Because many individuals in New Jersey are uninsured or their insurance does not cover the total cost of their life-sustaining medications, Thomas believes it's necessary for healthcare providers to be more creative and focus their efforts on identifying and bridging gaps in care for patients. It makes more sense to keep individuals healthy at home rather than have them return repeatedly to the Emergency Department to address serious health issues that could have been prevented.

"I truly believe this may be the only way we can move the needle to provide safe, effective and efficient care while reducing health care costs," Thomas said.



Andrew Thomas, APN, launched the Quarters 4 Meds program at RWJUH to help medically underserved patients through the RWJUH University Hospital Foundation's Medication Assistance Fund.

VETS Business Resource Group Drives Change to Transform Care for United States Veterans

Robert Wood Johnson University Hospital (RWJUH) Specialty Care Transport Unit Manager and United States Air Force Reservist Margaret “Meg” Chandler, MSN, RN, ACNP, NREMT-P, became keenly aware of the unique needs United States Veterans have as patients while she was working in another hospital’s post-cardiac surgery unit several years ago.

“There were several men on my floor who had served during the Vietnam conflict era or before,” Chandler recalled. “At night they became confused and forgot where they were. They sometimes experienced specific delusions related to their past combat. It was a frightening experience for them and it required a different level of empathy for me and my colleagues to calm their fears and reassure them.”

Now, as part of RWJUH’s VETS (Veterans Engaging Through Service) Business Resource Group, Chandler actively works with other hospital employees who currently serve or have served in the United States Armed Forces to ensure that the needs of veterans who require treatment at RWJUH are met, both in the hospital and when they return home following discharge.

As a reservist, Chandler has worked closely with a broad range of veterans, including those who have experienced combat and those who have not. Because many of the VETS BRG members have been exposed to these

different experiences and perspectives, it gives them unique insight to help the veterans they care for and assist colleagues who are making the transition to civilian life.

The VETS BRG formed at RWJUH in 2014. Since that time the group has launched a rounding program to identify U.S. Veterans who have been admitted to the hospital for treatment and meet with them for one-on-one social visits, Veteran to Veteran. In addition, the group is currently working with RWJUH’s Social Work and Case Management teams to provide additional staff training and offer them comprehensive knowledge of the resources that are available to veterans at the local, county, state and national levels.

“The term ‘Veteran’ encompasses a big tent these days,” Chandler explains. “A Veteran may be a 25-year-old who is still serving, someone who is homeless with no access to resources or someone who is older and may not know where to start to access resources. Being part of the VETS BRG enables us to use information from that part of our life to better serve these patients.”

Working with her colleagues to serve other Veterans within the BRG framework has empowered the group to channel their experiences and effect change that will improve care for an underserved patient population.

“Being part of a group such as this makes a big difference,” Chandler notes. “It provides us with more credibility and creates a stronger message. The BRG gives us a mechanism for us to pilot new programs which can become the new standard of care. You can make a small change, see how it works and transform care at the bedside.”



VETS VETERANS
ENGAGING
THROUGH SERVICE 

RWJUH Nurses are among the United States Veterans leading RWJUH's VETS (Veterans Engaging Through Service) Business Resource Group.

Interprofessional Decision Making Group

Geriatric NICHE Forum Helps Staff Effectively Manage Care for Older Adult Patient Population

It's no secret that America's population is living longer. In fact, 65 percent of the patients treated at Robert Wood Johnson University Hospital (RWJUH) are 65 or older. This reality means there is an increasing need for healthcare providers to effectively manage conditions impacting older adults so they can "age in place" and remain healthy at home.

Led by nursing staff, RWJUH's Geriatric NICHE Forum, brings together a multidisciplinary team of caregivers to constantly assess and focus on best practices for caring for RWJUH's geriatric patient population.

"Older adults have different needs and can face more health-related challenges," explains Donna Prete, MSN, RN-BC, NE-BC, a Nursing Education Specialist who chairs the Forum. "As we age, our physiology changes and we face a higher incidence of disease. We work together to create an environment where we can effectively maintain older adults' self-worth and independence."

The Forum, which meets monthly, consists of nursing, physicians (including a faculty geriatrician from Rutgers Robert Wood Johnson Medical School), pharmacy, speech and hearing, and case management.

Forum member Stefanie Magan, RN, CNII, is a staff nurse on 4 West, a NICHE-certified medical telemetry unit at RWJUH. Magan notes that a significant issue in managing the health of older adults is the number of co-morbidities they are dealing with. Specifically, older patients may have multiple health issues such as diabetes and heart disease simultaneously.

"In many cases they are dealing with multiple issues that also represent leading causes of death in this

population," Magan explains. "They also have chronic conditions that sometimes require multiple medications. Medication management is extremely important for older adults."

During the Forum's monthly meetings, members will review items such as the BEERS Criteria. Established by the American Geriatric Society, the BEERS Criteria for Potentially Inappropriate Medication Use in Older Adults provides guidelines and outlines a list of medications that caregivers should avoid prescribing to older adults. Other topics may include the implementation of the diversional activity box (an activity box with puzzles, games and toys to divert patients' attention and keep them calm) and how to properly complete a Confusion Assessment Method (used to determine and assess delirium in older adults). The group also established a page on the Bridge, RWJUH's Intranet for employees, with information and resources for staff to help them better manage care for older adults.

Each May, the Forum holds an Older Adult Awareness Month Fair in RWJUH's Courtyard. The celebration serves as an education fair for staff and public alike. There are stations with valuable information on a broad range of issues facing older adults, such as sensory loss, falls, meeting the needs of diverse patient populations, and medication management among others.

Although it began as a staff education event, both Magan and Prete noticed that individuals visiting the hospital for appointments or to see loved ones often attend to learn more about these issues.

"The information is relevant to anyone who has contact with or cares for older adults," Magan says.

The group also hosts monthly Lunch and Learn sessions for staff, featuring topics such as "Dementia vs. Delirium."

"Staff members are encouraged to bring back what they learn to their floors," Magan notes. "We are able to give nurses a broader sense of the resources that are available to them."



RWJUH nursing staff exhibits at the annual Older Adult Awareness Month Fair.

Pain Committee Charts New Paths to Pain Management

There is no exact science to addressing a patient's pain. One patient's tolerable pain threshold can be completely different than what is tolerable for another patient.

Robert Wood Johnson University Hospital's (RWJUH) Pain Committee understands this challenge and takes a multidisciplinary approach to ensure that patients' pain is constantly assessed and that frontline staff have the necessary training and knowledge to manage patients' pain effectively.

RWJUH's Pain Committee features a broad range of disciplines including pharmacy, anesthesia, nursing informatics, a medical librarian, nurse educators, clinical nurse specialists and nursing staff representing oncology, cardiology, post-surgical care, trauma, pediatrics and recovery among others.

According to Carol Ann Semanchik-Thiel, MSN, RN-BC, who works on the 4 Tower Telemetry/Cardiac Unit, the committee's main goal is to ensure that staff is current with their training and is well versed in the use of new equipment such as pain control analgesic pumps.

The committee also studies and pilots alternative ways to manage patients' pain according to Sandia Royal, MSN, MPA, RN, CCRN, CNRN, Clinical Nurse Educator.

Pain Committee member Dawn Marie DeVito, BSN, RN, CPAN, Clinical Nurse Educator for Perioperative Services, said the committee has initiated a pilot project using the Skylight Interactive Patient Television system which makes alternative and holistic pain management options available to patients. These methods include bed-top yoga and guided imagery. They also utilize pet and art therapy as alternatives to traditional pain management methods.

While it's important to offer new methods, DeVito believes that effective pain management results from frontline nursing staff's relationship with their patients.

"A lot of it is building relationships with our patients," DeVito said. "We explain the side effects of opioids and focus a lot on improving pain assessments and making more frequent assessments."

In addition, the committee has identified a Pain Management Nurse Champion for every unit. The Champion serves as a pain management training and education resource for other clinical staff on the unit, helping them stay current on best practices, training and education. Each Champion completes a two-day course to receive their certification. The Committee also hosts an Annual Pain Carnival to engage staff and keep their training current.

DeVito, Royal and Semanchik-Thiel are particularly excited about a pilot project that launched on RWJUH's 8 Tower Nursing Unit in May. The Committee selected 8 Tower to be completely immersed in complementary and alternative pain management therapies, which will be incorporated into the daily nursing plan of care. Baseline metrics such as HCAHPS scores and levels of opioid use will be measured after three months to evaluate the effectiveness of the program.

"Once we establish the true benefits of using methods such as bed-top yoga and art therapy, hopefully we can branch out and extend it to other units," said DeVito.

RWJUH's Pain Committee ensures that frontline nursing staff has the necessary training and knowledge to effectively manage patients' pain.



Recognition of Nursing

EDUCATIONAL ACHIEVEMENTS

The following nurses obtained a Bachelor of Science in Nursing (BSN) degree in 2016:

Stephen Dominiecki, BSN, RN, CCRN | Thomas Edison State College
Daniel Gonzalez, BSN, RN, CCRN | Thomas Edison State College
April Jackson, BSN, RNC-NCC | Phoenix University
Gurdeep Kals, BSN, RN | Grand Canyon University
Maris Manguiat, BSN, RN | Thomas Edison University
Jocelyn Martinez, BSN, RN, CMSRN | Rutgers, The State University of New Jersey
Annie Philip, BSN, RN | Grand Canyon University
Barbara Annette Rivas, BSN, RN-BC | Chamberlain College of Nursing
Yanin Suarez-Reyes, BSN, RN | Rutgers, The State University of New Jersey

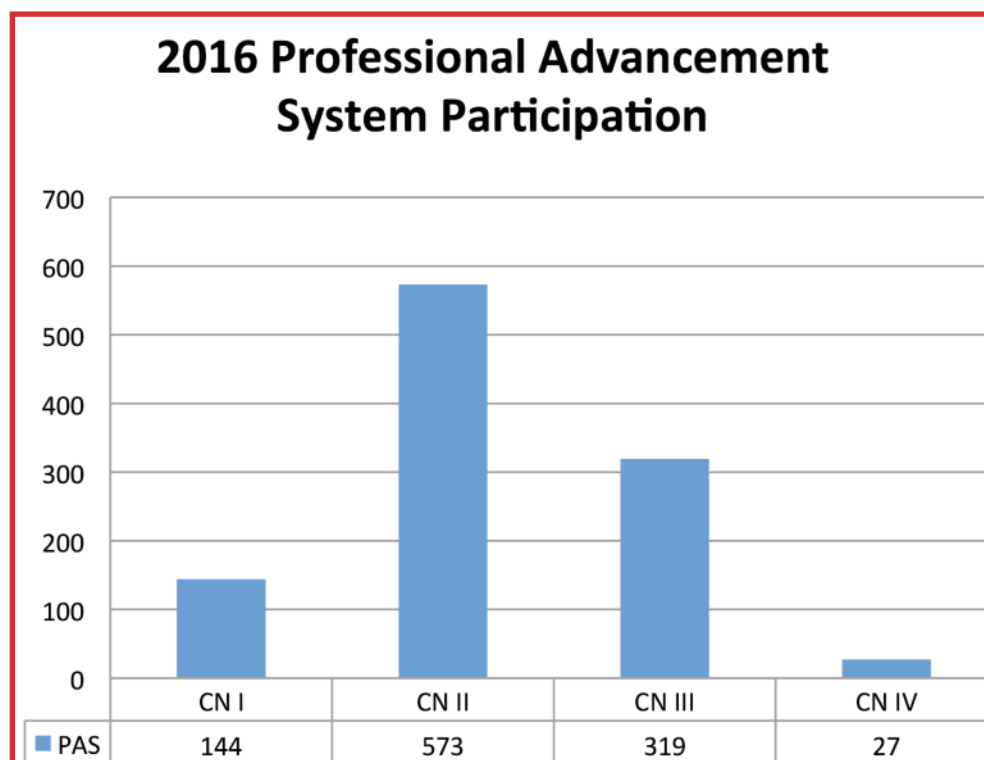
The following nurses obtained a Master of Science (MSN) degree in 2016:

Grace Amaechi, MSN, RN | Walden University
Jessica Ascione, MSN, RN | Rutgers University, The State University of New Jersey
Geraldine Buerano, MSN, RN | Drexel University
Carolyn Catalano, MSN, RN-BC | Rutgers University, The State University of New Jersey
Karina Campos, MSN, RN, APN | New York University
Amy Dahl, MSN, RN, PCCN, OCN | University of Pennsylvania
Margalie Johnson, MSN, RN | Kean University
Desere McKenzie, MSN, RN | Rutgers University, The State University of New Jersey
Ashley Mickiewicz, MSN, RN, OCN | University of Mary
Merianne Ramil, MSN, RN, CCRN, CMC | Walden University
Emily Ramiro, MSN, RN, APN | Monmouth University
Vickie Riskie, MSN, RN, NE-BC, OCN | Walden University
Megan Saccente, MSN, RN | PACE University
Carol Ann Semanchik-Thiel, MSN, RN-BC | Kean University
Balraj Singh, MSN, RN, CCRN | Western Governors University
Grace Stanbury, MSN, RNC-MNN | Phoenix University
Ragitha Subodh, MSN, RN, CCRN | Rutgers University, The State University of New Jersey

PROFESSIONAL NURSING CERTIFICATION

Congratulations to the following nurses for achieving advanced certifications in their specialty in 2016:

Christopher Alfano, BSN, RN, CCRN | Acute Critical Care Nursing (Adult)
Billie Bellamy, MSN, RN, CCRN, NE-BC | Nurse Executive
Stephanie Belonia, RN, CCRN | Acute Critical Care Nursing (Adult)
Michelle Bentsen, BSN, RN, PCCN | Progressive Care Certified Nurse
Geraldine Buerano, MSN, RN, APN, FNP-BC | Family Nurse Practitioner
Amy Cheng, BSN, RN, CCRN | Acute Critical Care Nursing (Adult)
Christopher Collicut, BSN, RN, CCRN | Acute Critical Care Nursing (Adult)
Diana Costa, BSN, RN, NE-BC, OCN | Nurse Executive and Certified Oncology Nurse
Debra Cristelli, BSN, RN, CAPA | Certified Ambulatory Perianesthesia Nurse
Jennifer Cruz, BSN, RN, CCRN | Acute Critical Care Nursing (Adult)
Sandra Deegan, BSN, RN, RNC-OB | Inpatient Obstetric Nursing
Michele Dickson, BSN, RN, CAPA | Certified Ambulatory Perianesthesia Nurse
Ivone Dolan, RN, RN-BC | Medical-Surgical Registered Nurse
Imaude Gilbert, BSN, RN-BC | Medical-Surgical Registered Nurse
April Giron, RN, CCRN | Acute Critical Care Nursing (Adult)
Nicolette Gonzalez, RN, RNC-OB | Inpatient Obstetric Nursing
Joanna Gurdak, BSN, RN-BC | Medical-Surgical Registered Nurse
Sheila Hernandez, BSN, RN, PCCN | Progressive Care Certified Nurse
Tracey Koplik, BSN, RN, CCRN, CPLC | Certified in Perinatal Loss Care
Lauren Bassett, BSN, RN-BC | Medical-Surgical Registered Nurse
Nancy Lipschutz, BSN, RN, CCRN, CMC, ACHF | Advanced Certification in Heart Failure
Joselyn Martinez, BSN, RN, CMSRN | Certified Medical-Surgical Registered Nurse
Jessica O'Keefe, BSN, RN-BC | Medical-Surgical Registered Nurse
Arpita Patel, BSN, RN, RNC-MNN | Maternal Newborn Nursing
Andrea Penczak, BSN, RN, CCRN | Acute Critical Care Nursing (Adult)
Donna Prete, MSN, RN, NE-BC, RN-BC | Gerontological Nurse
Merianne Ramil, MSN, RN, APN, CCRN-CMC, AGACNP-BC | Adult-Gerontology Acute Care Nurse Practitioner
Stephanie Rodriguez, RN, CMSRN | Certified Medical-Surgical Registered Nurse
Cara Rosvanis, RN, CCRN | Acute Critical Care Nursing (Adult)
Maria Rose Santos, BSN, RN, CCRN | Acute Critical Care Nursing (Adult)
David Stefanowicz, BSN, RN, CMSRN | Certified Medical-Surgical Registered Nurse
Ragitha Subodh, MSN, RN, APN, CCRN, AGACNP-BC | Adult-Gerontology Acute Care Nurse Practitioner
Sonia Thoonskuhy, BSN, RN-BC, CCRN | Acute Critical Care Nursing (Adult)
Tatum Torres, RN, CMSRN | Certified Medical-Surgical Registered Nurse
Stefanie Torres-Olivos, BSN, RN-BC | Medical-Surgical Registered Nurse
Lisa Ventola, MSN, RN, APN, ACNPC, AGACNP-BC | Adult Gerontology Acute Care Nurse Practitioner
Suk-Ying Wang, MSN, RN-BC, APN, CNRN, SCRNP | Certified Stroke Registered Nurse
Sharon Wanga Ayoki, BSN, RN, CCRN, CSC | Cardiac Surgery Subspecialty Certification
Carla Williams, BSN, RN, CMSRN | Certified Medical-Surgical Registered Nurse



PROFESSIONAL ADVANCEMENT SYSTEM PARTICIPATION

The nursing Professional Advancement System (PAS) offers nurses at Robert Wood Johnson University Hospital the opportunity to demonstrate achievement of increasing levels of excellence in nursing practice. It provides a structure for professional growth through caring, outreach, research, and education. The PAS is a peer review process that fosters, recognizes, and rewards excellence in professional nursing practice and is an incentive program for retaining clinical nurses at the bedside. In 2016 there was an increase in the total number of nurses participating in the PAS to 1,063, with an increase in nurses attaining Clinical Nurse 2, Clinical Nurse 3, and Clinical Nurse 4 designations.

RECOGNITION AND HONORS

Name	Award	Organization
Ester Caballero, MSN, RN, CCRN-CSC	<i>Presidential Award on Nursing Education</i>	Philippine Nurses Association of New Jersey - Middlesex County Subchapter
Melissa Ciccarelli, MSN, RN-BC	<i>Outstanding Clinical Faculty Award</i>	New Jersey City University
Lori Colineri, DNP, RN, NEA-BC	<i>Global Nursing Leadership Award</i>	18th Fiesta in America - 8th People's Ball
AnnMarie Crowley, BSN, RN	<i>Nurse of the Year Award NJ - Rising Star</i>	March of Dimes
Arlex Matulac, MSN, RN	<i>Leadership Award</i>	Philippine Nurses Association of New Jersey - Middlesex County Chapter
Joanne Mercurio, MSN, RN, CNOR, RNFA	<i>Nurse of the Year Award NJ - Surgical Services</i>	March of Dimes
Timothy Murphy, MSN, RN, APN, CEN, TCRN, ACNP-BC	<i>Nurse of the Year Award NJ - Adult Critical Care</i>	March of Dimes
Ma Rhudelyn Rodrigo, MSN, RN, CCRN	<i>Nurse of the Year Award NJ - General Adult Care</i>	March of Dimes
Sonja Schwartzbach, BSN, RN, CCRN	<i>Northeast Region Rising Star GEM Award</i>	Nurse.com
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	<i>Administrator of the Year Award</i>	Health Sciences Library Association of New Jersey
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	<i>Inducted as a Fellow</i>	Academy of Emergency Nursing



2016 DAISY Award Recipients



Top photo:

Staff members of the Medical Intensive Care Unit honor **Katherine Murphy, RN, CCRN**, (front row, 3rd from right) as she receives the DAISY Award which acknowledges compassionate care provided by extraordinary nurses.

Middle photo:

Janine Jacobs, RN, 2 Core (right), celebrates her DAISY Award with her colleague Shalonda Stallings, BSN, RN. The award recognizes the incredibly meaningful difference nurses make in the lives of patients and their families.



Bottom photo:

Edna Chan, RN, French Street Orthopedics, receives the hand-carved "Healer's Touch" sculpture as part of the DAISY Award. The design of the sculpture represents the bond of care and trust that exists between healer and patient.

2016 Nurse Residency Graduates

Adetola Abimbola, BSN, RN
 Allyssa Anderson, BSN, RN
 Valine Bogue, BSN, RN
 Cindy Chung, BSN, RN
 Kirsten Doherty, BSN, RN
 Lindsay Horvath, BSN, RN
 Stephanie Huang, BSN, RN
 Jennifer Lee, BSN, RN
 Fumi Ogundare, BSN, RN
 Michelle Portadin, BSN, RN
 Laura Ann Sharlow, BSN, RN
 Elizabeth Shek, BSN, RN
 Ryan Siegel, BSN, RN
 Carly Snodgrass, BSN, RN
 Lauren Torpey, BSN, RN



Nurse Residency Graduates 2016

2016 Nursing Awards Recipients



Advanced Practice Provider Award 2016
Aimee Meister, MSN,RN, APN, ANP-BC



Exemplary Professional Practice Award 2016
Carol Ann Semanchik-Thiel, BSN, RN-BC



Friend of Nursing Award 2016
Faith Orsini and Christopher Duffy



Virginia H. Joseph Award 2016
Theresa Goldstein, RN, CEN



Magnet Nurse of the Year Award 2016
Florence Sumagaysay-Barnes, BSN, RN-BC
(not pictured).



New Knowledge, Innovations and Improvements
Award 2016 Ma Rhudelyn Rodrigo, MSN, RN, CCRN



Nursing Technologist Award 2016
Carlos Alaban



Structural Empowerment Award 2016
Magnet Ambassador Council



EXEMPLARY PROFESSIONAL PRACTICE

The true essence of a Magnet® organization stems from the nurses' exemplary professional practice. RWJUH nurses are competent, accountable, autonomous practitioners who uphold ethical, safety, and regulatory standards while striving for excellence through the application of evidence-based practice. RWJUH 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 we do.

The Family-Centered Care Steering Committee engages nurses to create a family-centered environment within The Bristol-Myers Squibb Children's Hospital at RWJUH.

Care Delivery System

Family-Centered Care Steering Committee Uses Parental Feedback to Improve Patient Experience

Whether it is through surveys, direct feedback or social media, more businesses and healthcare providers than ever are seeking feedback from consumers to improve the service they provide.

The Bristol-Myers Squibb Children's Hospital (BMSCH) at Robert Wood Johnson University Hospital is no different. In response to this trend, BMSCH established a Family-Centered Care Committee that draws upon the feedback from frontline nursing and interdisciplinary staff, patients and caregivers to develop new programs or processes to enhance the quality of care and improve the patient experience at BMSCH.

According to Linda Maldonado, MA, RN, CCLS, Family-Centered Care Coordinator for BMSCH, The Family-Centered Care Steering Committee works in partnership with the BMSCH Family Advisory Board, whose members include parents whose children have received treatment on the hospital's Pediatric Hematology/Oncology or Neonatal Intensive Care Units among others.

"We work closely with the advisory board to come up with ideas and the steering committee helps us execute the ideas," Maldonado explained.

A significant change resulting from nursing and interdisciplinary staff and parent feedback is the current nursing bedside shift change report. This report involves nursing staff who are ending their shift giving a direct, comprehensive report about their patients to nursing staff that is about to begin a shift.

"It really helps increase patient satisfaction," explains Kathy Soriano, MS, RNC, NE-BC, Director of BMSCH's Pediatric and Adolescent Units. "It puts the families at ease to see that everything is being communicated directly from one nurse to the other. They can also ask staff any questions they may have."

An ongoing committee initiative involves identifying and focusing on patients who are re-admitted with diagnoses requiring a length of stay of more than five days.

"When we identify these patients, we get all the disciplines providing care into one room to make sure that we are all clear on the plan of care," Soriano says. "We then schedule a family meeting with the team to keep them informed. We try to be as proactive as possible."

Maldonado said the group is currently working on a BMSCH welcome video to better orient patients about what their experience will be like once they arrive at the hospital. The video will be directed at all patients, but an emphasis will be placed on getting the video to patients and families ahead of time before they come to BMSCH for scheduled procedures.

The Committee also is getting ready to launch the "Hello My Name is..." campaign at BMSCH. Adopted from a program implemented at hospitals in the United Kingdom, the campaign seeks to educate staff and remind them to fully introduce themselves during every patient and family encounter.

"When there are multiple care providers it can become confusing and unsettling for parents and children," Maldonado explains. "We want to make sure they are fully informed and at ease throughout their stay."

Soriano said the program will be piloted in the Pediatric Intensive Care Unit and Neonatal Intensive Care Unit before extending to other BMSCH units.



SIMPLY THE BEST: RWJUH Earns National Recognition



Cardiac Care Units Create New Standard of Care

As a nationally distinguished academic medical center and a cardiovascular center of excellence, Robert Wood Johnson University Hospital (RWJUH) regularly addresses some of the most complex cardiac cases in the state and region.

Caring for these patients requires thorough communication and seamless transition between a large, multidisciplinary team of caregivers, particularly nursing staff.

Rather than see a challenge facing them, nursing staff on RWJUH's Surgical Cardiac Intensive Care Unit East (SICU East) and 2 Core, a 39-bed progressive cardiothoracic step-down unit, identified an opportunity to improve and transform care by implementing a nurse-to-nurse bedside transfer process for patients transitioning from one unit to the other.

According to 2 Core Nursing Director Patricia "Trish" James, MS, RN, CCRN, in the past, patient transfer instructions were often conveyed via telephone and direct interaction did not always occur between the patient's primary nurse on SICU East and his or her new primary nurse on 2 Core, the receiving unit.

By having the patient's primary nurses complete the transfer and communicate directly at the patient's bedside in the new unit, the receiving nurse is made aware of any potential issues the patient faces during his or her recovery.

"It gives us a chance to identify and fix a potential problem before it arises," said Erin Miley, BSN, RN, CCRN, Nurse Manager for SICU East. "There may be an issue related to the patient's IV lines or the patient may have or be at risk for pressure ulcers. Whatever the issue may be, we identify it up front and mutually agree upon a plan of care. It's a collaborative process."

James said that during the bedside transfer, the primary nurses review a checklist of items and establish the best way to address them. The checklist contains 12 categories and a section where any discrepancies can be noted for follow-up by the care team. Checklist items range from current orders to pharmacy medications to skin assessment among many others.

"If you identify something that should be there, but it is not, you have the opportunity to address the problem," explains Matthew Emerick, BSN, RN, CEN, CFRN, Assistant Director, Cardiac Critical Care, SICU East. "It eliminates the 'middle man' in the transfer process and improves communication."

The new process has already made a positive impact on patient care, quality and satisfaction. Emerick notes that out of 235 cases reviewed from October 2015 through February 2016, 96 percent of the patient transfers occurred seamlessly.

"Nurse to nurse report is beneficial for both the patient and the nurse," notes 2 Core Nurse Dina Pilapil, BSN, RN, CN2.

While the new process is intended to enhance the quality of care, it also calms the anxiety of patients transferring from one unit to the other, James notes. After developing a bond with a nurse on SICU East, it's reassuring for the patient to know that their primary nurses are sharing information directly and gives the patient a chance to become acquainted with his or her new nurse.

"It helps us manage each other up, while making the patient feel it is okay to leave the unit for their new one," James said.

2-Core Nurse Angel Castillo, RN-BC, adds, "If we have issues or questions about the IV lines, medications, equipment, cardiac rhythm or skin assessment, we evaluate together instead of calling to clarify."

Miley said the new process has improved overall communication between units. They are able to anticipate each other's needs and work together to solve problems if either unit is experiencing high volume or addressing a difficult case.

"We can sometimes transfer up to nine patients a day and they will try to work with us if we are experiencing high volume," Miley said. "They let us know what their needs are and we let them know what our needs are."



The SICU East Team

The 2 Core Team



A New Vision for Improving Patient Flow and Discharge Planning

Improving patient flow and the discharge process simultaneously presents a daunting challenge for many hospitals.

As a major academic medical center and a destination for tens of thousands of patients seeking its specialty care and services each year, Robert Wood Johnson University Hospital (RWJUH) faces this challenge on a daily basis. Last year, hospital leadership called upon a multidisciplinary team led by nursing to develop a unique solution that has transformed the way the hospital manages both patient flow and the discharge planning process for its patients.

In 2016, RWJUH opened a Discharge Hospitality Suite to better manage the process of getting patients to beds from areas such as the Emergency Department (ED) and Post-Anesthesia Care Unit (PACU) faster while effectively enhancing discharge flow and planning for patients well enough to return home.

A multidisciplinary team that included physicians, case managers, nursing directors, front line nurses, pharmacists, RWJ's patient experience team and risk management formed following a recommendation from the hospital's Patient Flow Work Group and Patient Flow Steering Committee.

"The goal was to identify and implement processes to improve the time from points of entry, the ED, Cath Lab, and PACU to an inpatient bed more efficiently by decreasing the time patients receive their discharge order to the time they actually leave the room to return home," explained Cheryl Myers, MSN, RN, Nursing Director for RWJUH's Discharge Hospitality Suite.

Located on the first floor of the hospital just off the main lobby, the Discharge Hospitality Suite is staffed by two registered nurses who are discharge RN specialists, a unit clerk and a patient transporter dedicated to the suite. The nurses receive detailed education from clinical nurse specialists on the discharging unit specific to each patient population. The suite is open from 8 a.m.-9:30 p.m., Monday through Friday.



Staff in RWJUH's Discharge Hospitality Suite.

The suite is not a holding area where patients spend idle time waiting to return home. Instead, they receive enhanced education about managing their condition and their medications while at home. They can have their prescriptions filled by staff at the hospital's Walgreen's location or at their pharmacy of choice. In addition, staff assists patients with scheduling follow-up appointments for testing, treatments, or physicians visits. Patients also receive a thorough review of their prescribed medications list. Staff makes discharge call-backs within 24 hours of the patient returning home to answer any questions. The suite also features HD flat-screen televisions and light refreshments. There is free parking for patients who have driven themselves or for family members and friends picking them up.

Improving patient and family readiness for discharge, addressing detailed disease-specific discharge instructions, ensuring access and understanding of home medications, and stressing the importance of follow up with his or her healthcare provider, can reduce readmission rates for diagnoses such as chronic pulmonary obstructive disorder, heart failure, pneumonia and acute myocardial infarction. Empowered and educated patients and caregivers contribute to compliance with the plan of care at home.

"The process helps patients and caregivers with their transition from the hospital to home," Myers notes. "The ultimate goal is to improve the patient's overall discharge experience."





OUTCOMES

Catheter-Associated Urinary Tract Infections (CAUTI)

In 2016, catheter-associated urinary tract infections (CAUTI) at RWJUH decreased by 26%. Units that had zero CAUTIs for the year were 1 Tower, 2 East/2 West, 3 Tower, Adolescent Unit, Bone Marrow Transplant Unit, Children's Hematology/Oncology, Labor and Delivery, Pediatrics, South Building Medical Unit, and Transitional Care Unit.

Central Line-Associated Blood Stream Infections (CLABSI)

RWJUH reduced Central Line-Associated Blood Stream Infections (CLABSI) by 35% in 2016. Units that had zero CLABSIs for the year were 2 Core, 3 Tower, 6 Tower, 8 Tower, 9 Tower, French Street Orthopedics, Labor and Delivery, Neonatal Intensive Care Unit, Pediatric Intensive Care Unit, Surgical-Intensive Care Unit-Core, and Transitional Care Unit.



Nurses attend CLABSI Education Fair in the Courtyard.

Falls

In 2016, RWJUH out-performed the national benchmark for academic medical centers in outcomes related to patient falls. The hospital ranked in the top decile for total falls, and for falls with injury ranked between the top quartile and top decile.



Same-Day Surgery Nurses assist a patient.





Shown at the dedication of The Betty Wold Johnson Center for Nursing Education from left to right are: Robert Wood Johnson, IV; Thomas Gorrie, PhD; Christopher Wold Johnson; Betty Wold Johnson; Meg Gorrie; and Robert Campbell.

Robert Wood Johnson University Hospital Unveils Betty Wold Johnson Center for Nursing Education

In 2016, Robert Wood Johnson University Hospital officially unveiled the Betty Wold Johnson Center for Nursing Education, made possible by her generous gift to the RWJ University Hospital Foundation. This gift supports both the Center and nursing education and development at RWJUH.

A portion of the gift supports the Training Center, which features four training/lecture rooms and two simulation labs that closely resemble a medical/surgical patient room and an operating room suite.

Within those labs are several high-fidelity simulation mannequins that simulate everything from childbirth to complicated lifesaving procedures across the lifespan. The mannequins can breathe, sweat, talk, blink and have light-sensitive pupils.

This dedicated training space allows both educators and providers to focus on learning without distractions. As a major academic medical center and the principal teaching hospital of Rutgers Robert Wood Johnson Medical School, RWJUH's health care providers are constantly exposed to cutting-edge technology and new techniques. This new Center gives RWJUH nurses and other allied healthcare professionals an excellent training facility which will help them remain leaders in their profession.

"Nurses are at the forefront of patient care," Mrs. Johnson added. "As the daughter of a physician and a nurse, I understand the increasingly vital role our nurses play in healthcare. I am happy to be able to provide them with the support they need to advance in their profession."

According to Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN, Assistant Vice President of RWJUH's Center for Professional Development, Innovation and Research, the new Center has made training much more contemporary and accessible for nurses at RWJUH. Ultimately, she believes, the technology and availability of the Center will enhance nursing practice at the hospital. For example, among the high-fidelity simulation mannequins is a state-of-the-art premature neonate that fits in the palm of an adult hand.

"Pre-mature neonates are so high-risk and vulnerable," Zavotsky notes. "Being able to practice your techniques on a mannequin so similar to what you will encounter on the unit helps our nurses gain more confidence in their practice. This Center will save many lives."

It is estimated that more than 3,000 healthcare professionals will be trained in the lab each year. This includes nursing professionals, physicians, respiratory technicians and CCTs among other providers. To date, 1,800 nurses have received training in the Center along with 200 physicians and other interdisciplinary teams.

The remaining portion of the gift is an endowment dedicated to nursing education programs at RWJUH. The gift will provide in perpetuity scholarships, ongoing courses, seminars, sponsorships to conferences. It will also include the Betty Wold Johnson Scholar in Residence Lecture Series featuring internationally known scholars and research professionals. This year, Dr. Ann Hamric, a world-renowned expert on the topic of moral distress in nursing, spoke to 100 nurses representing hospitals across RWJBarnabas Health System.

"We are deeply grateful to Mrs. Johnson for her generous donation," said Lori Colineri, DNP, RN, NEA-BC, Senior Vice President and Chief Nursing Officer for RWJBarnabas Health's Southern Region. "As a major academic medical center and teaching hospital, our nurses care for patients with unique challenges and extremely complex diagnoses. This gift will help us consistently provide professional education, training and development programs which will give our nurses the opportunity to keep pace with the constant innovation and evolution of nursing practice. We thank Mrs. Johnson for being a champion for nurses and nursing education in our communities."

From left to right: Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN, Assistant Vice President of RWJUH's Center for Professional Development, Innovation and Research; Lori Colineri, DNP, RN, NEA-BC, Senior Vice President and Chief Nursing Officer for RWJBarnabas Health's Southern Region and RWJUH; and Betty Wold Johnson.



Kathleen Zavotsky and Lori Colineri simulate a procedure on an infant training mannequin for Betty Wold Johnson.

RWJUH Nurses Showcase Discovery on Nursing Research Day

Because nurses are on the frontline of providing care at Robert Wood Johnson University Hospital (RWJUH) every day, they are often the first to identify opportunities for improvement and drive innovation to better meet the needs of patients. From experience, come ideas. Ideas result in innovation.

For the past 12 years, RWJUH nurses have had the opportunity to showcase their innovations and research skills during Nursing Research Day. Held in the hospital's Courtyard each November, Nursing Research Day features poster presentations and lectures highlighting projects by nursing staff on a broad range of topics.

According to Event Coordinator Dawn Marie DeVito, BSN, RN, CPAN, Clinical Nurse Educator for Perioperative Services, the event has grown over the years to now include the RWJBarnabas Health Southern Region hospitals. The goal is to extend it system wide in the future.

"It has really evolved into a special event," DeVito explains. "It has motivated nurses to come up with new ideas and pursue new research studies and performance improvement projects. It is also an excellent opportunity to share information, learn from each other and discover ways to deliver the highest quality care."

"Research day is such a positive, energized experience, we are so fortunate to have a day that allows the staff to share with everyone all of their impressive accomplishments," adds Robin McManus, Co-Chair of the Research Steering Committee. RWJUH nursing staff is making amazing research contributions to the practice of nursing."

Working at an academic medical center like RWJUH provides a natural environment to encourage inquiry, research, innovation and performance improvement initiatives. RWJUH nursing staff has taken advantage of this opportunity. DeVito said that 260 nurses participated in Research Day last year and she anticipates that number to exceed 300 this year.

Each Nursing Research Day has a specific theme. For example, last year's theme was "Gems of inquiry...not just a PEARL." "That theme emphasized how you can take a 'diamond in the rough' thought or idea and polish it into something that becomes a study," DeVito notes.

Kathleen Evanovich Zavotsky PhD, RN, CCRN, CEN, ACNS-BC, FAEN, Assistant Vice President, The Center for Professional Development, Innovation and Research said, "The 11th Annual Nursing Research Day: 'Gems of Inquiry...not just a PEARL' was a tremendous success, which clearly shows how the culture of inquiry is imbedded into our everyday nursing practice. This conference has helped maintain the momentum of scientific work needed as we continue well into the 21st century."

The 12th annual Nursing Research Day titled, "Things that are Better Together," highlights the power of collaboration across disciplines, academia, and all system organizations.

Much of the research featured at Research Day has been shared at national conferences and symposia through podium and poster presentations. Some has been published in prestigious journals. For example, "Motivation and Personal Challenges While Enrolled in Higher Education: The Pathway to Becoming a Baccalaureate Nurse," was published in the Journal of Nursing Education and Practice

"Staff is really engaged and there is always a lot of collaboration and sharing of ideas," DeVito says. "Research Day truly inspires us all. It opens the gates to nursing research and empowers nurses to continuously seek new knowledge and innovation."



RWJUH's Nursing Research Day Planning Committee.

RESEARCH STUDIES

Research Study

Principal Investigator

Co-Investigators

Benefits of Yoga in Nursing Directors

Lori Colineri DNP, RN, NEA-BC

Kathleen E. Zavotsky, PhD, RN, CCRN, CEN,
ACNS-BC, FAEN;
Christopher Duffy, MLIS

Effects of Chewing Gum on Hospitalized
Post-operative Surgery Patients:
A Randomized Controlled Trial

Melissa Reynolds, MSN, RN, PCCN

Melissa Ciccarelli, MSN, RN-BC;
Christopher Duffy, MLIS;
Alberto Rodriguez, BSN, RN, NE-BC;
Ka Ying Lee, BSN, RN-BC, OCN, WCC;
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN,
ACNS-BC, FAEN

Moral Distress and Coping in
Operating Room Nurses

*Kathleen E. Zavotsky, PhD, RN,
CCRN, CEN, ACNS-BC, FAEN*

Jennifer Pirozzi, BSN, RN, CNOR, CSSE;
Kripa Patel, BSN, RN, CNOR

Mother's Perception of Education
and Support for Breastfeeding

*Kathleen Mahoney, PhD, MSN, RN,
APN, RNC-OB, C-EFM*

Betty Pro, BSN, RN;
Lisa Laws, MSN, NNP-BC, RNC-NIC

Resilience and Coping in Nurses
Across RWJ Health System

*Kathleen E. Zavotsky, PhD, RN,
CCRN, CEN, ACNS-BC, FAEN*

Kathleen Mahoney, PhD, MSN, RN, APN,
RNC-OB, C-EFM

Self-concept, Professional Values and
Leadership Skills among New Graduate
Nurses: A Pilot Study Comparing Nurses
in a Residency Program with Nurses in a
Non-residency Program

Sarah Kelly, PhD, RN

Kathleen E. Zavotsky, PhD, RN, CCRN, CEN,
ACNS-BC, FAEN;
Myrna Young, MSN, RN, CNOR

Publications

Kathleen Mahoney, PhD, MSN, RN, APN, RNC-OB, C-EFM

Mahoney, K. (2016). Drugs in pregnancy, lactation, and reproductive health: Standards for prescribers. *Women's Health Care*, August, 4(3), 30-39.

Kathleen Mahoney, PhD, MSN, RN, APN, RNC-OB, C-EFM

Suzanne Gregory, MS, RN, APN, CCRN

Mahoney, K & Gregory, S. (2016, January).

Atrial fibrillation during pregnancy, *Nursing 2016 Critical Care*, 11(1), 12-17.

Sonja Mitrevska-Schwartzbach, BSN, RN, CCRN

Mitrevska-Schwartzbach, S. (2016, August 17). Unapologetically a nurse.

[Huffington Post]. Retrieved from

http://www.huffingtonpost.com/sonja-mitrevskaschwartzbach-bsn-rn-ccrn/unapologetically-a-nurse_b_7990548.html

Vittoria Pontieri-Lewis, MS, RN, APN, ACNS-BC, CWOCN

Creehan, S., Cuddigan, J., Gonzales, D., Nix, D., Padula, W., Pittman, J., ...

Wheeler, R. (2016). The VCU pressure ulcer summit developing centers of pressure ulcer prevention excellence: A framework for sustainability.

Journal of Wound Ostomy & Continence Nursing, 42(3), 121-128. doi: 10.1097/WON.0000000000000203

Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN

Wolf, L, Perhats, C., Delao, A., Moon, M., Clark, P., & Zavotsky, K. (2016).

It's a burden you carry: Describing moral distress in emergency nursing.

Journal of Emergency Nursing, 42(1), 37-46.

Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN

Melissa Ciccarelli, MS, RN, RN-BC

Vittoria Pontieri-Lewis, MS, RN, APN, ACNS-BC, CWOCN

Sandia Royal, MSN, MPA, RN, CCRN, CNRN

Elizabeth Russer, MSN, RN, PCCN

Zavotsky, K., Ciccarelli, M., Pontieri-Lewis, V., Royal, S., & Russer, E. (2016).

Nursing morbidity and mortality: The clinical nurse specialist role in improving patient outcomes.

Clinical Nurse Specialist: The International Journal for

Advanced Practice Nursing, 30(3), 167-171. doi: 10.1097/NUR.0000000000000205.

Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN

Sandia Royal, MSN, MPA, RN, CCRN, CNRN

Linda M. Tamburri, MS, RN, APN, CCRN

Jennifer M. Joiner, MS, RN, APN, CCRN-CSC

Zavotsky, K., McCoy, J., Royal, S., Sackett, K., Tamburri, L.M., Joiner, J.M., & Ohman-Strickland, P.A. (2016).

High fidelity simulation improves provider confidence during ACLS training even among experienced staff:

Are we missing an opportunity? *Emergency Medicine Open Journal*, 2(1), 5-10. doi: 10.17140/EMOJ-2-120

Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN

Zavotsky, K., & Chan, G. (2016). Exploring the relationship among moral distress, coping and the practice environment in emergency department nursing.

Advanced Emergency Nursing Journal, 38(2), 133-146.

POSTER PRESENTATIONS

Poster Presenters	Name of Presentation	Conference Name or Sponsor
Tamara Alexander, BSN, RN John Lalli, Pharm D Ashley Mickiewicz, MSN, RN, OCN	<i>Minute Meds Improving HCAHPS Scores</i>	National Association of Clinical Nurse Specialists Annual Conference
Victoria Aquino, BSN, RN, OCN Anusuya Govindarajan, BSN, RN, OCN Surinder Kaur, BSN, RN, OCN Lauren LiBrizzi, BSN, RN, OCN Ashley Mickiewicz, MSN, RN, OCN Myrna Young, MSN, RN, CNOR	<i>Peer Teaching from the Start for Central Line Care</i>	ONS Congress: The Oncology Nursing Society's Annual Conference
Tapshi Bhaumik, BSN, RN, CMSRN Susan Elliott, BSN, RN Karin Graulich, MSN, RN Mary Anne Hermann, RN Patricia Toth, RN	<i>Splish-Splash - How We Managed to Give our Patients an Antiseptic Bath</i>	ASPAN's 35th National Conference
Maryann Brookes, BSN, RN, CCRN Adeluisa DeGuzman, MSN, RN, CCRN Lisa Falcon, MSN, RN, NE-BC, TCRN Sandia Royal, MSN, MPA, RN, CCRN, CNRN Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	<i>Perceptions on Moral Distress Among Critical Care Nurses</i>	American Nurses Credentialing Center National Magnet Conference
Adeluisa DeGuzman, MSN, RN, CCRN Maryann Brookes, BSN, RN, CCRN	<i>Influence of Interdisciplinary Collaboration on Moral Distress in Critical Care</i>	American Nurses Credentialing Center National Magnet Conference
Adeluisa DeGuzman, MSN, RN, CCRN	<i>Influence of Interdisciplinary Collaboration on Moral Distress in Critical Care</i>	American Nurses Credentialing Center Pathway to Excellence Conference
Anthony Filippelli, MSN, RN, CEN, NE-BC	<i>Improving Quality During Acute Stroke Management Using a Team Approach</i>	New Jersey Emergency Nurses Association Annual Emergency Care Conference

Poster Presenters	Name of Presentation	Conference Name or Sponsor
Anthony Filippelli, MSN, RN, CEN, NE-BC	<i>Mental Health, Depression, and Suicide in the Elderly</i>	New Jersey Emergency Nurses Association Annual Emergency Care Conference
Anthony Filippelli, MSN, RN, CEN, NE-BC	<i>Emergency Department High Risk Medications</i>	New Jersey Emergency Nurses Association Annual Emergency Care Conference
Anthony Filippelli, MSN, RN, CEN, NE-BC	<i>Improving Quality During Acute Stroke Management Using a Team Approach</i>	American Nurses Association Quality Conference
Anthony Filippelli, MSN, RN, CEN, NE-BC	<i>Hidden Truth: Mental Health and Elderly</i>	Annual NICHE Conference
Anthony Filippelli, MSN, RN, CEN, NE-BC Mackenzie Murphy, MSN, RN, CPEN	<i>Cannabinoid Hyperemesis: An Educational Program in the Pediatric ED</i>	Emergency Nurses Association Annual Conference
Sweet Jessica Galvarole, BSN, RN, OCN Anusuya Govindarajan, BSN, RN, OCN Surinder Kaur, BSN, RN, OCN Ashley Mickiewicz, MSN, RN, OCN Laura Sharlow, BSN, RN	<i>Central Line Policy: Creating Consistency on the Unit</i>	ONS Congress: The Oncology Nursing Society's Annual Conference
Claudia Pagani, MSN, RN-BC Myrna Young, MSN, RN, CNOR Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	<i>A Collaborative Approach in Promoting the Nursing Profession to Minority Paraprofessionals in an Academic Medical Center</i>	New Jersey League for Nursing Convention
Claudia Pagani, MSN, RN-BC Myrna Young, MSN, RN, CNOR Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	<i>A Collaborative Approach in Promoting the Nursing Profession to Minority Paraprofessionals in an Academic Medical Center</i>	New Jersey Organization of Nurse Leaders

Poster Presenters	Name of Presentation	Conference Name or Sponsor
Donna Prete, MSN, RN-BC, NE-BC Teresa Savino, MS, BSN, RN	<i>Utilization of Personal Care Bags to Promote Safety in the Older Adult</i>	Annual NICHE Conference
Donna Prete, MSN, RN-BC, NE-BC Linda Tamburri, MS, RN, APN, CCRN	<i>Enhancing Nurses' Understanding of Geriatric Loss through Simulation</i>	Annual NICHE Conference
Donna Prete, MSN, RN, BC, NE-BC Linda Tamburri, MS, RN, APN, CCRN	<i>Enhancing Nurses' Understanding of Geriatric Loss through Simulation</i>	Meridian Health Annual NICHE Conference
Donna Prete, MSN, RN, BC, NE-BC Linda Tamburri, MS, RN, APN, CCRN	<i>Enhancing Nurses' Understanding of Geriatric Loss through Simulation</i>	American Nurses Credentialing Center National Magnet Conference
Melissa Reynolds, MSN, RN, PCCN	<i>Simulation at the Bedside</i>	ONS Congress: The Oncology Nursing Society's Annual Conference
Nicole Rolston, MSN, RN-BC	<i>Strengthening the Foundation for the Future of Nursing Through a Summer Study Hall Program at an Academic Medical Center</i>	43rd Annual National Conference on Professional Nursing Education and Development
Jessa Torres-Manalastas, BSN, RN, CCRN	<i>Better for Baby: NRP Practice Changes Coming in 2017</i>	Philippine Nurses Association of America National Convention
Michael Valendo, MSN, RN, NE-BC, CEN	<i>Using Lean Principles to Reduce ED Length of Stay for Admitted Patients</i>	New Jersey Emergency Nurses Association Annual Emergency Care Conference
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	<i>Moral Distress and Coping in Emergency Department Nurses</i>	Eastern Nursing Research Society 28th Annual Scientific Sessions
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	<i>Exploring the Relationship between Worry and Motivation in Patients Undergoing a Screening Colonoscopy</i>	Eastern Nursing Research Society 28th Annual Scientific Sessions
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	<i>Moral Distress and Coping in Emergency Department Nurses</i>	New Jersey Philippine Nurses Association Annual Meeting

PODIUM PRESENTATIONS

Podium Presenters

Tamara Alexander, BSN, RN
Ashley Mickiewicz, MSN, RN, OCN

Name of Presentation

*Minute Medication-
Increasing HCHAPS score*

Conference Name or Sponsor

National Association of Clinical Nurse Specialists
Annual Conference

Patricia Andrews, BSN, RN, OCN
AnnMarie Crowley, BSN, RN
Ashley Mickiewicz, MSN, RN, OCN
Myrna Young, MSN, RN, CNOR

*Multi-Dimensional Culture of
Mentoring for Nurse Protégés*

ONS Congress: The Oncology Nursing Society's
Annual Conference

Patricia Andrews, BSN, RN, OCN
AnnMarie Crowley, BSN, RN
Ashley Mickiewicz, MSN, RN, OCN
Myrna Young, MSN, RN, CNOR

*Multi-Dimensional Culture of
Mentoring for Nurse Protégés*

Sigma Theta Tau National Conference

Patricia Andrews, BSN, RN, OCN
AnnMarie Crowley, BSN, RN
Ashley Mickiewicz, MSN, RN, OCN
Myrna Young, MSN, RN, CNOR

*Multi-Dimensional Culture of
Mentoring for Nurse Protégés*

North Central New Jersey ONS Chapter Meeting
"Best of ONS"

Ray Bennett, BSN, RN, SCRn, CEN,
CFRN, CTRN

*Why Do We Need to Transfer this
Stroke Patient? Indications for
Advanced Care at Comprehensive
Stroke Centers*

New Jersey Emergency Nurses Association
Annual Emergency Care Conference

Ray Bennett, BSN, RN, SCRn, CEN,
CFRN, CTRN

*Alphabet Soup of Stroke Assessment
in the Care of the Acute Stroke
Patient*

New Jersey Emergency Nurses Association
Annual Emergency Care Conference

Ray Bennett, BSN, RN, SCRn, CEN,
CFRN, CTRN

*Why Do We Need to Transfer this
Stroke Patient? Indications for
Advanced Care at Comprehensive
Stroke Centers*

17th Annual Southeastern Seaboard
Emergency Nurses Symposium

Ray Bennett, BSN, RN, SCRn, CEN,
CFRN, CTRN

*Alphabet Soup of Stroke Assessment
in the Care of the Acute Stroke
Patient*

17th Annual Southeastern Seaboard
Emergency Nurses Symposium

Podium Presenters	Name of Presentation	Conference Name or Sponsor
Ray Bennett, BSN, RN, SCRN, CEN, CFRN, CTRN	<i>Stroke - The New Frontier</i>	New Jersey Medical Services Conference
Ester Caballero, MSN, RN, CCRN-CSC Sandia Royal, MSN, MPA, RN, CCRN, CNRN	<i>The Role of the CNS/CNE in Implementing a Pan Ice Therapeutic Targeted Temperature Management</i>	National Association of Clinical Nurse Specialists Annual Conference
Lori Colineri, DNP, RN, NEA-BC	<i>Nursing in the Midst of Healthcare Merger and Acquisition</i>	Philippine Nurses Association, Essex County Chapter Conference
Lori Colineri, DNP, RN, NEA-BC	<i>The Future of Nursing in the 21st Century</i>	Garden State Chapter of the National Association of Hispanic Nurses
Lori Colineri, DNP, RN, NEA-BC	<i>Care Act Implementation: Scanning the States</i>	American Association of Retired Persons Roundtable Panel Discussion
Lori Colineri, DNP, RN, NEA-BC	<i>Developing Current Leaders and Leaders of the Future</i>	Chief Nursing Officer Exchange Summit
Lori Colineri, DNP, RN, NEA-BC	<i>Creating a Nursing Culture that Foster Diversity and Continuing Education to Create and Maintain a Workforce Prepared to Keep Up with Shifts in Demographics and Health Care Needs</i>	New Jersey League for Nursing Annual Convention
Dawn Marie DeVito, BSN, RN Irene Sudah, BSN, RN, CNOR	<i>It is Getting Hot in Here and Not Just OR</i>	National Association of Clinical Nurse Specialists Annual Conference
Kathy Easter, MSN, RN, CCRN-K	<i>Clinical Nurses: Frontline Leaders Across the Health Care Continuum</i>	Garden State Chapter of the National Association of Hispanic Nurses
Kathy Easter, MSN, RN, CCRN-K	<i>Two Documents in Two Months: Magnet Tips for Success</i>	New Jersey Council of Magnet Organizations

Podium Presenters	Name of Presentation	Conference Name or Sponsor
Lisa Falcon, MSN, RN, NE-BC, TCRN	<i>Nursing Leadership in Trauma Systems & Model Trauma Systems in Trauma</i>	Congreso de Trauma de Colombia; Bogota, Columbia
Lisa Falcon, MSN, RN, NE-BC, TCRN	<i>Self-Leadership</i>	American Association of Critical Care Nurses Regional Conference
Anastasia Jacobs, MHA, BSN, RN	<i>The Recruitment and Retention Puzzle- How to Make all the pieces fit</i>	National Association of Healthcare Recruiters Conference
Kathleen Mahoney, PhD, MSN, RN, APN, RNC-OB, C-EFM	<i>Indicators of Post-Partum Depression</i>	Eastern Nursing Research Society 28th Annual Scientific Sessions
Kathleen Mahoney, PhD, MSN, RN, APN, RNC-OB, C-EFM	<i>Faculty Testing and Fetal Monitoring</i>	Advance Life Support in Obstetrics
Kathleen Mahoney, PhD, MSN, RN, APN, RNC-OB, C-EFM	<i>Indicators of Postpartum Depression Risk in NJ</i>	Central Jersey Family Health Consortium
Kathleen Mahoney, PhD, MSN, RN, APN, RNC-OB, C-EFM	<i>Indicators of Postpartum Depression Risk in NJ</i>	AWHONN National Convention
Kathleen Mahoney, PhD, MSN, RN, APN, RNC-OB, C-EFM	<i>Postpartum Depression</i>	Rutgers, Robert Wood Johnson Medical School - OB GYN Grand Rounds
Kathleen Mahoney, PhD, MSN, RN, APN, RNC-OB, C-EFM	<i>The Creta Sisters and their Evil Cousin Previa: Placental Anomalies</i>	Southeastern Pennsylvania Chapter AWHONN
Kathleen Mahoney, PhD, MSN, RN, APN, RNC-OB, C-EFM	<i>Case Studies in Postpartum Depression</i>	NJ Obstetrical and Gynecological Society

Podium Presenters	Name of Presentation	Conference Name or Sponsor
Tracey Malast, MSN, RN	<i>Taking Matters to the Heart: The Journey to Achieve Zero Pressure Ulcers in Cardiac Surgery</i>	American Nurses Association Quality Conference
Arlex Matulac, MSN, RN	<i>Innovation in the OR, Reinventing the TEAM Approach</i>	Philippine Nurses Association of New Jersey-Middlesex County Chapter
Timothy Murphy, MSN, RN, APN, CEN, TCRN, ACNP-BC	<i>Collections, Denials, and Appeals, Basic Trauma Finance and Business Course</i>	Trauma Center Association of America
Timothy Murphy, MSN, RN, APN, CEN, TCRN, ACNP-BC	<i>Performance Improvement: How to Make a Difference</i>	Trauma Center Association of America
Claudia Pagani, MSN, RN, RN-BC	<i>The Role of the Nursing Professional Development Specialist as a Transformational Leader during a Hospital Merger</i>	Corporal Michael J. Crescenz Department of Veteran Affairs Medical Center
Jennifer Pirozzi, BSN, RN, CNOR	<i>Sharps Safety in the OR</i>	Association of Surgical Technologists Annual Conference
Vittoria Pontieri-Lewis, MS, RN, APN, ACNS-BC, CWOCN	<i>Overcoming Road Blocks: Tube Care and Complications</i>	Wound Ostomy Continence Nurse International Conference; Montreal, Canada
Vittoria Pontieri-Lewis, MS, RN, APN, ACNS-BC, CWOCN	<i>Nightmares on St. Catherine Street: Managing Complex Wounds</i>	Wound Ostomy Continence Nurse International; Montreal, Canada
Nicole Rolston, MSN, RN-BC Claudia Pagani, MSN, RN-BC Myrna Young, MSN, RN, CNOR	<i>Transforming a Bedside Nurse to the Board Room</i>	New Jersey League for Nursing Convention

Podium Presenters	Name of Presentation	Conference Name or Sponsor
Sandia Royal, MSN, MPA, RN, CCRN, CNRN	<i>Compassion Fatigue</i>	Garden State Chapter of the National Association of Hispanic Nurses
Thalia Thomas, MSN, RN	<i>Breast Cancer Awareness</i>	Garden State Chapter of the National Association of Hispanic Nurses
Michael Valendo, MSN, RN, NE-BC, CEN	<i>Using Lean Six Sigma Principles to Reduce ED Length of Stay for Admitted Patient</i>	Emergency Nurses Association National Meeting
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	<i>Assessing and Maintaining Competency in Psychiatric Nurses</i>	National Association of Clinical Nurse Specialists Annual Conference
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	<i>Assessing and Maintaining Competency in Psychiatric Nurses</i>	New Jersey Emergency Nurses Association Annual Emergency Care Conference
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	<i>Exploring the Relationship between Coping and Moral Distress in Emergency Department Nurses</i>	New Jersey Emergency Nurses Association Annual Emergency Care Conference
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	<i>Moral Distress and Coping in Emergency Department Nurses</i>	Emergency Nurses Association Annual Conference

