

Robert Wood Johnson University Hospital New Brunswick

Nursing Annual Report



2
0
1
7

Defined by Quality, Distinguished by Service

Robert Wood Johnson University Hospital | **RWJBarnabas**
HEALTH





Message from the Chief Nursing Officer

One of the highlights of my job each year is watching this report come together. I know how dedicated and innovative the Robert Wood Johnson University Hospital (RWJUH) New Brunswick nursing team is, but to see their accomplishments in print really galvanizes all of our hard work into something tangible that we can share with our colleagues, friends and organization's stakeholders.

We introduced several new services and technologies in 2017, including expanding our heart transplant program and behavioral health services, and offering New Jersey's only pediatric extracorporeal membrane oxygenation (ECMO) program, an advanced life support technique for patients with life-threatening heart and lung conditions. We also are empowering nurses to lead novel approaches to care, from instituting a unique nurse-driven adult ECMO model to engaging them as code blue coaches for early CPR and defibrillation.

Through their work on the front lines, our nurses are identifying distinct opportunities for innovation and improvement, and they are transforming these ideas into research that is impacting care. Our annual Nursing Research Day and Critical Care Symposium showcased this inquisitive nature and our drive to expand health care boundaries. And, our researchers are sharing their findings via poster presentations throughout the country, truly putting our system on the map.

Our partnership with Rutgers University created the state's largest academic health care system dedicated to providing high-quality patient care, leading-edge research, and world-class health and medical education. This collaboration aligns RWJBarnabas Health with Rutgers' education, research, and

clinical activities, including those at the Rutgers Cancer Institute of New Jersey and Rutgers University Behavioral Health Care. In short, RWJUH is poised to truly move the needle in advancing health care.

Perhaps in tandem with that aim is our commitment to being a high-reliability organization (HRO). With a focus on improving our culture of reliability and safety, this means modernizing the work that we do, striving to provide a safe work environment, and rooting our practice in evidence-based medicine.

As we've moved forward to further integrate our systems, people, and processes with RWJBarnabas Health, we've seen many changes and opportunities. The efficiencies we've gained – and will continue to gain – will provide a more productive work environment for all of our employees. Sharing best practices and lessons learned sparks creativity, innovation, and fulfillment among our clinicians and provides our patients with the very best care.

Thank you to all of our nurses, physicians, advance practice providers, and support staff for their tireless dedication and professionalism. Flexibility and resilience continues to be a hallmark of our team, and it's that pioneering spirit that continues to fuel our mission to shape the future of health care in New Jersey and beyond.

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*



4 Transformational Leadership

8 Structural Empowerment

12 Nursing Awards

14 Exemplary Professional Practice

24 New Knowledge, Innovations and Improvements

32 DAISY Awards

33 Professional Accomplishments



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.

AACN: Association Participation Yields Personal and Professional Growth

The primary responsibility of transformational leaders is to influence change. This occurs through effective communication, collaboration, education, and sharing best practices.

One way that RWJUH New Brunswick critical care nurses are meeting and exceeding this goal is through their involvement with the American Association of Critical-Care Nurses (AACN). This professional nursing organization is a community of more than 100,000 nurses dedicated to excellence.

Lisa A. Falcon MSN, RN, TCRN, NE-BC, Director of Trauma and Injury Prevention at RWJUH New Brunswick, joined AACN after she graduated from nursing school. She became involved in the local chapter and volunteered on national work groups, enabling her to widen her professional network, share her love of critical care nursing, and tap into the knowledge of experts in the field.

Now, Falcon is a member of the Board of Directors for AACN Certification Corporation. A three-year term, the role allows her to share the

skills she's developed in her governance leadership role with AACN every day at RWJUH.

"My voice, my work, and my colleagues all impact the decisions about the future direction for AACN Certification Corporation," says Falcon, who previously served two terms as secretary/treasurer of AACN. "As a result, I am a better leader for my team and I inspire other nurses to take the next step in their careers."

For Adeluisa DeGuzman, MSN-Ed, RN, CCRN, Clinical Nurse, involvement in the Central New Jersey chapter of AACN means promoting the mission and vision of the national organization through educational opportunities, promoting certification, and advocating for a healthy work environment. This level of excellence helps ensure that nurses provide the highest quality and safest care for patients and their families.

"As chapter president, I have the opportunity to lead and promote nursing excellence among acute and critical care nurses at my own hospital and others in the region," explains DeGuzman.



*Lisa A. Falcon MSN, RN, TCRN, NE-BC,
Director of Trauma and Injury Prevention*

Sandia Royal, MSN, MPA, RN, CCRN, CNRN, Clinical Nurse Educator, became a member of AACN to take advantage of the organization's resources. She now serves as secretary of the Central New Jersey chapter, helping coordinate education events and document chapter meetings.

Royal's years of involvement with AACN were recently recognized when she was selected as one of only 11 nurses in the country to receive the 2018 AACN Circle of Excellence Award, which is given to those who exemplify excellence in high acuity and critical care nursing.

"This is an incredible honor because I was nominated from among the best critical and progressive care nurses in the country by local colleagues I respect and admire," says Royal.

Linda Tamburri, MS, RN, APN, CCRN, Clinical Nurse Specialist, Magnet/Quality/Critical Care Float Pool, has been an AACN member for most of her nursing career, serving as past president of the Central New Jersey Chapter and an active member of several national AACN committees and work groups.

"Not only do my contributions help further the work of AACN, but these opportunities also have contributed considerably to my personal and professional growth and have benefited nurses at RWJUH," Tamburri says.

Through AACN, Tamburri has expanded her role in publishing from peer review assistance to now serving as contributing editor for patient safety for the AACN journal *Critical Care Nurse*. In this role, she has been working with RWJUH nurses to submit manuscripts for publication.

"I encourage all nurses to volunteer in their clinical specialty," says Tamburri. "Many new doors can open by becoming involved in a professional nursing organization."



Sandia Royal, MSN, MPA, RN, CCRN, CNRN, Clinical Nurse Educator



Nursing Shared Governance: Leading from the Bedside

At Robert Wood Johnson University Hospital, nursing leadership is not about one's title; leadership is about one's contributions to advancing professional nursing practice and the mission of the organization. The nursing shared governance structure is the principal means for RWJUH nurses to make these vital contributions.

Kathy Easter, MSN, RN, CCRN-K, Magnet Program Director, Magnet/Quality, believes RWJUH registered nurses have the propensity to develop strong transformational leadership skills. Easter explains, "Our shared governance model supports this development by providing a solid foundation for nurses to cultivate their leadership competencies through autonomous, shared decision-making at unit, department, organization, and system levels. These decisions influence and improve the nurse practice environment, as well as safety outcomes for nurses, patients, families, and community."

Unit based practice councils (UBPC) provide all clinical departments with a formal organizational structure through which problems or issues related to nursing practice and professionalism can be identified, discussed, and resolved. Representatives to each UBPC are elected by their peers. Through bi-directional communication between clinical nurses and the management team, the UBPC is responsible for making collaborative decisions about population-specific clinical practice standards, staff development, and the unit's professional work environment.



Each UBPC chairperson represents their department at the Nursing Shared Governance Practice Council (NSGPC) meeting. This group drives practice and strategic goals at the organizational level. The council's goals include establishing consistent standards of practice, and improving safety, service, and quality outcomes through evidence based practice. The NSGPC reports in to the Nursing Leadership Council.

The RWJBarnabas Health Professional Nursing Practice Council (RWJBHPNPC) was established in October 2017 as the system level shared governance council. Each system hospital is represented by their NSGPC chairperson. The RWJBHPNPC is an approving body for evidence based professional nursing practice to ensure alignment of best practices throughout the system. It supports integration of clinical initiatives and facilitates improvements to nursing practice within specialty areas across hospital sites. The council reviews policies and

procedures and maintains standards of clinical nursing practice consistent with Magnet Recognition Program® standards, evidence-based practice, and regulatory requirements. The scope of the council encompasses all areas in which nursing is practiced. The council reports to the RWJBH Nurse Executive Council.

SICU-West staff nurse Janet Tupper, RN, CCRN, CN III, has served as chairperson of her UBPC and the NSGPC, and she represents RWJUH on the RWJBHPNPC. Through these combined experiences, Tupper believes she has become a stronger leader. She has developed an ability to see all aspects of an issue, from the perspectives of the clinical nurse and management. "Shared governance is important because it provides nurses with autonomy in their practice and enhances collaboration between nurses at all levels," explains Tupper. "Nurses make meaningful decisions when they are evidence-based and centered on the needs of patients and families."



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.

Evaluating Competencies: APP Skills Day Workshops Promote Confidence and Consistency

When the leadership team of RWJUH New Brunswick's House Physician Advanced Practice Provider (APP) Department noticed that provider skill sets and experience varied widely, they created a plan to bolster proficiencies. This included a series of Skills Days to provide the department's advanced practice nurses and physician assistants with hands-on instruction.

"Our APPs cover a variety of units in the adult hospital, requiring a very broad skill set," explains Natalie Randolph, MS, RN, APN, NP-C, Lead APN, House Physician/APP Services. "We wanted the staff to feel confident when completing difficult or uncommon procedures, so we brought in experts from within the system to demonstrate best practices and field specific questions."

These quarterly, low-stress in-services enable newer providers to learn from clinicians with more experience and offer an opportunity for more seasoned providers to sharpen their skills. For example, a station on packing the nose during a nosebleed was led by an ENT nurse practitioner using the preferred products.

"Skills Days are a good opportunity to validate competencies through direct observation of simulated skills," says Sherry Stein, MS, RN, APN, ACNP-BC, Administrative Director, Hospital Based Providers. "Through simulations, we can see how each provider completes each skill and offer constructive, specific feedback on both 'basic privilege' competencies and more complex skills."

The department began offering skills validation workshops about three years ago and trains at least 100 clinicians each year. Clinicians earn continuing education credits for their participation.

An Educational Model

Skills Days are mandatory for all APPs within the Hospital Based Provider division and have become an educational model for other departments. APPs and physicians from the Somerset campus and the Rutgers Cancer Institute of New Jersey (CINJ) also have attended. As a result, CINJ has developed its own skills workshops. Due to the success of the program, the APP leadership team presented how to develop and implement an APP Skills Day during a pre-conference workshop at the Advanced Practice Provider Leadership Summit in Boston last year.

“Each station demonstrates evidence-based, standardized procedures and products to ensure consistency,” explains Aimee Miester, MS, RN, APN, NP-C, Lead APN, House Physician/APP Services. “The skills we choose to focus on include staff requests and regulatory requirements. If our staff asks for more in-depth instruction, we’ll work together to develop the appropriate curriculum.”

Topics in 2017 included EKG, defibrillation, handwashing, feeding tube insertions, C diff protocols, sepsis, and other quality indicators. The curriculum evolves as the team’s quality goals change. The team plans to implement a survey this year to collect staff feedback about the course and quantify results more formally.

“Natalie and Aimee have worked tirelessly to develop a way to ensure consistency and standardization of care,” says Stein. “In addition to core competencies, they also focus instruction on important hospital-specific quality initiatives, like the sepsis bundle. I’m proud of how our team has proactively sought to improve care and has become the gold standard for evaluating clinical competencies for advanced practice providers in our organization.”





Diversity Flourishes at RWJUH New Brunswick

PROUD to Promote Inclusion

As part of its commitment to providing quality, compassionate care for all people throughout the region, RWJUH New Brunswick is working to address the growing needs of New Jersey's LGBT community. At both the RWJUH New Brunswick and Somerset campuses, Jackie Baras, MSN, MBA, RN, Quality Nurse Manager, Perioperative Services, has been instrumental in helping to lead and inspire these efforts.

"I'd like to see the next generation not have to experience some of the issues I've faced," says Baras. "It's really a focus on humanity. Every individual deserves to be respected with dignity, and that includes meeting health-related needs with compassion and respect."

In 2017, Baras coordinated several activities of the LGBT Business Resource Group, called PROUD (Promoting Respect, Outreach,

Understanding, and Dignity), at RWJUH New Brunswick. In partnership with the Pastoral Care Department, the hospital participated in the International Transgender Day of Remembrance, held in November. In recognition of World AIDS Day, the hospital held a program in which Ricardo D. Salcido, the Linkage to Care Program Coordinator at Zufall Health Center in Somerville, shared his experiences both personally and as an HIV educator.

Baras also helped develop a new Proudly Me! Transgender Edu-port (Education and Support) Program that will launch in early 2018. This unique monthly series features educational sessions that discuss resources available for the transgender community, followed by LGBT support group sessions.

Recognized for LGBTQ Equality

RWJUH New Brunswick and RWJUH Somerset have been recognized as “Leaders in LGBTQ Healthcare Equality” for the third consecutive year by the Human Rights Campaign (HRC) Foundation, the educational arm of the country’s largest lesbian, gay, bisexual and transgender civil rights organization. Both facilities earned top marks in meeting nondiscrimination 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 medical care they need and deserve.

Asian BRG Expanding its Role

Jovita Solomon-Duarte, MSN, RN, PNP, Clinical Documentation Improvement Specialist for Health Information Management at RWJUH New Brunswick, is passionate about empowering peers who wish to explore opportunities for advancement. It’s one of the reasons she recently took on the role of Chair of the Asian Society for Impact & Advocacy Network (ASIAN) Business Resource Group (BRG) at RWJUH New Brunswick. One of seven BRGs at RWJUH New Brunswick, the ASIAN BRG provides support and encouragement to staff who identify themselves as Asian or of Asian descent.

“We have a large population of Asian nurses and staff at RWJUH New Brunswick,” says Solomon-Duarte. “We are working to meet their unique needs while ensuring an environment of respect, inclusion, and employee engagement and satisfaction.”

In collaboration with Philippine Nurses Association of New Jersey, ASIAN BRG provided health screenings and one-on-one education focused on a healthy lifestyle and prevention of hypertension, hyperlipidemia, and stroke at the Fiesta in America at the Meadowlands Expo Center in 2017. In addition, the group celebrated Diwali for RWJUH New Brunswick staff with a display of lights and culturally specific foods.

Future plans for the group include recruiting additional members and developing a workforce development initiative that focuses on RWJUH New Brunswick staff in service roles and those with bachelor’s degrees who need assistance in moving toward the next step.

“I came from a humble family and my parents did not have the opportunity to obtain basic education,” explains Solomon-Duarte. “Yet because of people who motivated, supported, and mentored me, I was able to develop my leadership skills, obtain my master’s degree, and begin my present journey in pursuing a doctorate degree. I believe that having an inclusive and supportive system is paramount in reaching one’s potential – and our goal is to provide that support through the ASIAN BRG so that our members can attain their personal and professional trajectory.”



2017 Nursing Awards Recipients



Virginia H. Joseph Award 2017
Patricia Petrelli, BSN, RN, CCRN, CNII

Friend of Nursing Award
Sharik Brown



Nursing Technician / Technologist Award
Steven Santiago



2017 Magnet Nurse of the Year Award
Anusuya Govindarajan, BSN, RN, OCN, CNIV





Advanced Practice Provider Award
**Ann Bag-ao, MS, RN, APN and
 Natalie Randolph, MS, RN, APN**

Transformational Leadership Award
Suzanne Gregory, MS, APN, CCRN-CMC



Structural Empowerment Award
Safe Patient Handling and Mobility Committee



Exemplary Professional Practice Award
Evangeline Nazareno, BSN, RN, CCRN, CNIII



New Knowledge, Innovations and Improvements Award
**Emily Vogt, BSN, RN, OCN, CNIV and
 Stephanie Gallant, BSN, RN, CEN, CNIII**





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.

Saving Lives in Critical Moments: Expanding the Code Blue Team

Late in 2016, the quality team at RWJUH New Brunswick identified an opportunity to improve outcomes related to quality CPR and early defibrillation. After meeting with clinical nurse educators and the Code Blue Committee, the team agreed that one constant could make a significant difference in impacting these outcomes across the hospital: the engagement of clinical nurses.

Working closely with the EMS Department and the Robert Wood Johnson Medical School, the Code Blue Committee set out to empower nurses with skills to not only conduct but also coach quality CPR and early defibrillation, while standardizing best practices in these techniques.

“According to the American Heart Association, quality CPR is defined as consistent compressions of 100 to 120 per minute with minimal pauses and a depth of 2 inches or greater, and defibrillation is best provided within two minutes of recognizing a shockable rhythm,” explains Teresa Savino MSPSLA, BSN, RN, Clinical Nurse Educator, 4 West and Co-Chair of the Code Blue Committee. “In critical moments, these basic skills are key – and we want more team members to be comfortable with these precise techniques.”

Instituting a Collaborative Plan

One of the first steps in this initiative was the creation of Code Blue Champions in January. A role open to nurses and staff members, these champions convene each month to receive education and bring the skills they learn back to their unit or department. The monthly sessions vary between hands-on practice and presentations on emergency care topics.

The hospital also purchased new, state-of-the-art CPR and defibrillation equipment, enabling users to receive real-time feedback on factors like compression depth and rate. The technology collects key data, such as compression effectiveness during codes, CPR quality, and time to defibrillation, allowing the team to create quality reports and identify opportunities for improvement.

Even more important, nurses have been trained to coach CPR during a code, providing real-time instruction and valuable feedback to a fellow nurse or physician who is delivering CPR or early defibrillation.

“It’s been an empowering cultural shift,” says Jonathan McCoy MD, BA, FACEP, Associate Professor Emergency Medicine at the Robert Wood Johnson Medical School and Co-Chair of the Code Blue Committee. “Essentially, we’re mirroring what happens in EMS by translating and enhancing the practice among nurses and CCTs. They’ve been excited to take ownership and advance their skills.”

Members of the EMS team and Code Blue Committee have been instrumental in the learning process by assisting with drills and workshops for nurses, CCTs, and residents. Educational packets were developed by the Code Blue Committee to supplement hands-on practice.

“As a result of this collaborative, multifaceted initiative, we’ve seen improvements in compression rates, depth of compression, consistency of CPR, and return of spontaneous circulation after CPR,” says Eileen Howarth, BSN, RN, Performance Improvement Coordinator at RWJUH New Brunswick. “The next steps are to build even further on these efforts moving forward.”



Celebrating Milestones

Record Number of Gamma Knife Cases Celebrated

When RWJUH New Brunswick began offering the Gamma Knife, the interprofessional team knew that the technology would revolutionize how patients with primary and secondary brain tumors and other disorders are treated. But they didn't realize just how popular the procedure would be.

In six years, they've performed 1,191 cases of stereotactic radiosurgery (SRS) – the most in New Jersey – and in less than 12 months, they've performed 171 cases of single session and fractionated stereotactic radiotherapy.

“We were the first hospital in New Jersey and only the 40th in the country to offer the Leksell Gamma Knife Icon, the latest, most precise dedicated stereotactic radiosurgery system,” explains Rhudelyn Rodrigo, MA, RN, CCRN, Gamma Knife Clinical Coordinator. “There are more options now for treating brain abnormalities than open craniotomy. Patients can be treated with gamma knife technology and go home in a few hours without any of the risks associated with traditional surgery.”

Primary and metastatic brain tumors are challenging to treat. Both surgery and traditional radiation therapy can pose the risk of damaging healthy tissue and can be accompanied by negative side effects. SRS is a noninvasive treatment that focuses multiple beams of radiation to specific areas within the brain, destroying diseased tissue with precision while minimizing damage to surrounding healthy tissue. In addition to treating intracranial brain disorders and malignant tumors, the technology can target and treat benign tumors, vascular disorders, refractory pain, and movement disorders.

The neurosurgery and radiation oncology team is conducting research studies on the efficiency of Gamma Knife Radiosurgery in collaboration with Rutgers Medical School. The team was invited to share its abstract on the assessment of motion variation for frame-based and noninvasive mask-based fixation at the 19th International Leksell Gamma Knife Society Meeting in Dubai in March 2018.

“By investing in the latest technology, we're able to be more innovative in how we treat brain conditions and abnormalities,” Rodrigo says. “There are a variety of options for treatment now, and all are producing positive outcomes for our patients.”





Cardiac Rehabilitation Earns National Certification

After two years of careful preparation and data organization, RWJUH's cardiac rehabilitation program was certified by the American Association of Cardiovascular and Pulmonary Rehabilitation (AACVPR), a multidisciplinary organization dedicated to reducing morbidity, mortality, and disability from cardiovascular and pulmonary disease.

AACVPR provides the only peer-reviewed accreditation process designed to review individual facilities for adherence to standards and guidelines developed and published by the AACVPR and other professional societies. The three-year certification recognizes RWJUH's program for its commitment to improving quality of life by enhancing standards of care. This is the first time that the team applied for certification.

"Certification is the culmination of many years of support to the community," explains Victoria Larkin, Director of Occupational Therapy, Physical Therapy, and Cardiac Rehabilitation Services at RWJUH New Brunswick. "It recognizes our 20 years of dedication to providing high-quality cardiac rehab services through our collaboration with local cardiology groups and other medical staff."

RWJUH's cardiac rehabilitation staff provided 6,408 patient sessions in 2017 among the three New Brunswick-affiliated programs, and patients ranged in age from 30 to into their 90s.

More than 100 pages of documentation and outcomes data was submitted for each of the facilities that provide cardiac rehabilitation services, including Edison, Monroe, East Brunswick, and the Somerset campus. For patients, certification equates to transparency, since the cardiac rehabilitation program will be listed on AACVPR's online registry, which publicly publishes outcomes data.

"Cardiac rehabilitation is more than just a monitored exercise program," explains Cynthia Deinzer, RN, a nurse in the Cardiac Rehabilitation Department. "We work closely with patients to identify their risk factors for heart disease and provide individualized education to help them make healthy lifestyle changes that may decrease the chance of experiencing a secondary cardiac event."

"We're seeing sicker patients than we did 10 years ago," adds Larkin. "Certification helps us convey to patients that they're going to receive the highest level of care possible."



A Novel Nurse-Driven Model for Extracorporeal Life Support

When RWJUH New Brunswick recently developed its Adult Extracorporeal Life Support (ECLS) Program, the planning team did its homework. They examined international best practices as they prepared to make extracorporeal membrane oxygenation (ECMO) available to patients. As a result, they chose to implement an innovative mixed model that has made nurses integral to the process.

ECMO, an advanced life support modality used for patients with life-threatening heart and or lung problems, provides long-term breathing and heart support and is used only when standard treatments have failed. The use and technology of ECMO has expanded and evolved internationally in providing cardiopulmonary support to patients suffering from conditions like severe respiratory failure, heart failure, and cardiac arrest.

Patients on ECLS require constant attention. Generally, following ECMO pump insertion,

the pump is managed by collaboration among the surgeon, intensivist, advanced practice provider, nurse, and perfusionist. A perfusionist helps provide bedside surveillance in patient rooms, sometimes alternating rooms when a unit has more than one ECMO patient. In the mixed model chosen by RWJUH New Brunswick, a nurse provides constant bedside management for every ECMO patient.

“With this pioneering approach, a nurse who is intimately familiar with the patient’s care is providing 24/7 vigilance, which enhances safety,” says Julie Arsenault, MSN, RN, NE-BC, Assistant Vice President for Intensive Care and Cardiology Services at RWJUH New Brunswick. “As the only hospital in New Jersey that has instituted this mixed model, we’re transforming current nursing practice.”



ECMO Training and Protocol Development

Team members ranging from staff nurses to surgeons and leadership were heavily involved in the selection and development of this nurse-driven model. The team adapted guidelines of the Extracorporeal Life Support Organization (ELSO) in formulating the care plan. They gained valuable insight from the Toronto General Hospital and NewYork-Presbyterian/Columbia University Medical Center ECMO teams, who spent time on site to share their protocols. In addition, the transition to the nurse-drive model was approved by the New Jersey State Board of Medical Examiners along with its State Attorney General.

As part of an intensive training process, the nursing and surgical team traveled to the University of Pittsburgh and the University of Maryland to observe and learn from their ECMO programs. Staff also underwent an intense, two-day training program at RWJUH New Brunswick, and are tested every quarter to ensure that skills remain crisp.

“Care of a patient receiving ECMO requires a more advanced level of technical expertise than in the typical critical care setting,” says Billie Bellamy, MSN, CCRN, NE-BC, Director of Cardiac Critical Care at RWJUH New Brunswick. “With this knowledge and experience, our nurses are functioning at a higher level with broader critical thinking skills.”



A Prestigious Recognition

In 2017, RWJUH New Brunswick’s newly established Adult ECLS Program earned the Silver Level Award from the international Extracorporeal Life Support Organization (ELSO). Achieving the Silver Level Award means that the program has been recognized as on the Path to Excellence in Extracorporeal Life Support. It is the only ELSO-recognized program in New Jersey.



Oncology Team Earns Accolades Locally and Nationally

Kind. Compassionate. Innovative. Extraordinary. Engaged. These are just some of the words used to describe RWJUH New Brunswick's oncology nursing team.

The team's four units care for patients of all diagnoses and stages across a 93-bed territory. On 4 North, the staff cares for medical oncology and bone marrow transplant patients. 5 North also sees medical oncology cases, while 6 North specializes in surgical oncology care.

"All four of our oncology units consistently receive high patient satisfaction scores and are continually pursuing new treatments and therapies for our patients," explains Tracey Malast, MSN, RN, Assistant Vice President, Oncology and Surgical Services. "Our nurses collaborate with community oncologists and our colleagues at Rutgers Cancer Institute of New Jersey to explore cutting-edge treatments and clinical trials."

One of the team's most prestigious achievements in 2017 was being named one of America's top "100 hospitals and health systems with great oncology programs" by Becker's Hospital Review. Facilities on this list lead the way in oncology expertise, outcomes, research, and treatment options.

"Earning a place on Becker's Top 100 Oncology Programs list is a testament to the dedication and collaboration of our entire oncology team, of which nursing plays a key role," says Lori Colineri, DNP, RN, NEA-BC, Senior Vice President and Chief Nursing Officer, RWJBH Southern Region. "Our oncology nurses combine compassion with clinical acumen, advancing cancer care for all of our patients."

Other highlights in 2017 include participating in 13 pilot studies, 107 phase I studies, 41 phase I/II studies, 99 phase II studies, 57 phase III studies, and 127 transplants.

Feedback Attests to Care

The staff on 5 North was recently recognized by the wife of an oncology patient who spent two months on the unit. The family of Cliff Goldman was so moved by the care he received that they made a generous donation to RWJ University Hospital Foundation. The donation has been allocated to the Oncology Nursing Fund for education. In a letter to nursing staff, Irene Goldman, Cliff's wife states:

Each and every one of the nurses and nursing caregivers were highly professional, kind, patient, warm, good humored, and obviously caring very much for Cliff's well-being and recovery. They reflected their deep compassion to us both as we traveled together with them on this difficult journey.

Ensuring Patient Safety

The 5 North Central Line Orientation Education Taskforce provides central line care education to all RNs hired at RWJUH, including practices to prevent central line-associated blood stream infections (CLABSI). Through the group's dedication to education upon orientation, the CLABSI rate has consistently seen a year-to-year decrease. From 2016 to 2017, there was a 20 percent decrease in CLABSI house-wide. Most importantly, patients with central lines were provided best practice care that helped keep them free from infections and harm.

As part of the oncology nursing team's dedication to excellence, chemotherapy services are provided wherever needed. When a patient requires chemotherapy or another biological therapy, a member of the team will go to that unit to administer it.

"To safeguard patient safety, we ensure that chemotherapy is administered by our experts at the bedside," Malast explains. "We bring the level of care that's needed directly to our patients."

But for Malast, what really sets the team apart is its innovation: "Through clinical trials, we're testing the latest drugs and looking for phase 3 trial opportunities – anything that will benefit our patients and give them the best treatment options available."



Nursing Performance Improvement Analysts: Liaisons to Quality

Once every month, staff nurse representatives from each nursing unit at RWJUH New Brunswick convene to kick off a day of intense performance improvement (PI) activities. These nursing PI analysts represent a range of experience and backgrounds, but they are all dedicated to one common goal: to help ensure that inpatient quality reporting on the unit level translates into improved care outcomes throughout the hospital and across the system.

Guided by the Nursing Performance Improvement Committee, each “Nursing PI Day” commences with a meeting that provides information on nursing measures to be collected that day. Following an educational session, nursing PI analysts return to their floors for patient observation, medical record reviews, and data collection.

“We’re now placing a broader emphasis on bedside nursing interventions and observation of every patient, which mimics the Joint

Commission method of following real-life scenarios,” says Brandi Handel, MSN, RN, Performance Improvement Coordinator at RWJUH New Brunswick. “Our analysts are also a conduit for educating their peers, facilitating change, and championing improvements on the unit level. In fact, many of them are inspired to make clinical ladder advancements through these roles.”

Analysts collect ongoing data in various areas, particularly pressure injuries, falls prevention, pain management, and hospital-acquired infections. The Nursing Performance Improvement Committee aggregates the data and insight into reports, which are shared with specific departments and councils for action plans. Results are disseminated hospital-wide, and best practices gleaned from this process help to improve and standardize nursing practice across the system.





Recent PI Achievements

A few accomplishments made possible through PI efforts in 2017 included:

- New graduate nurses now spend a day with a nursing PI analyst either during orientation or within six months of hire to enhance their understanding of nurse-sensitive indicators.
- Adjustments to central line dressing and skin assessment processes were instituted to reduce central line-associated bloodstream infection (CLABSI) rates and pressure injuries, respectively.
- Nursing PI analysts created and implemented a central line safety agreement used as an educational tool for patients. Analysts collected compliance on the use of this form, which improved from 37 percent to 61 percent. An abstract of the results was presented at the Oncology Nurses Society meeting.
- The PI team worked closely with the Information Technology Department to develop new documentation fields aimed at streamlining care.
- All pain management measures showed improvement.
- Following a Foley protocol reassessment aimed at reducing catheter-associated urinary tract infections (CAUTIs), a 94 percent compliance rate was achieved.
- Completion and accuracy of the falls risk assessment improved from 83 percent to 92 percent in the interrater reliability of the correct risk levels.

“Our performance improvement strategies and the work of our analysts heighten the awareness of nursing outcomes at every level of nursing,” adds Handel. “We’re making best practices the standard for all nursing interventions.”



A research intensive environment and culture of inquiry and innovation exists at Robert Wood Johnson University Hospital. Nurses at all levels participate on the Nursing Research Steering Committee, Evidence-based Practice Journal Clubs, care re-design teams, LEAN teams, and nursing informatics end user teams to collaborate, plan, implement, and evaluate practices, knowledge, and innovations new to the organization.

Revolutionizing Emergency Care One Brick at a Time

When shovels broke ground in March, the evolution to a new era in emergency care in central New Jersey began.

In response to an increasing need for emergency services, RWJUH New Brunswick kicked off construction on a larger Emergency Department. Spearheaded by an architectural firm that specializes in emergency department design, the project reflects the input of nurses, physicians, and other clinical staff to ensure it meets the needs of patients while increasing productivity and efficiency for staff.

For patients, the expansion project will greatly improve privacy and comfort, while adding services and improving throughput to reduce wait times.

“The patient experience will be impacted significantly,” explains Leigh Anne Schmidt, MSN, RN, NE-BC, Nursing Director of the Emergency Department. “Our space now is very limited. The expansion will add single and double rooms with walls and doors instead of curtains. This will provide a higher level of privacy and less noise, creating a much more therapeutic environment for our patients.”

In addition to more space, the plan includes patient perks such as individual TVs, charging ports, and telephones at each stretcher location to make patients feel more at home.

“The design of the space is very thoughtful, taking into account staff workflow and minimizing steps wherever appropriate,” says Michael Valendo, MSN, RN, NE-BC, CEN, Assistant Vice President of Nursing and Patient Services at RWJUH New Brunswick. “Our current workstations are quite small and not everyone has room to sit and chart. Now, everyone will have ample space to do their best work.”

The multiphase project will add 20,000 square feet of space and will feature:

- More than 100 new, private treatment areas for patients
- A separate, expanded Pediatric Emergency Department dedicated to children and families
- In-department radiology imaging to increase efficiency and reduce wait times for test results
- Sensory rooms in both the pediatric and adult departments for patients with autism spectrum disorder and other special needs. These unique, therapeutic rooms will be outfitted with subdued lighting, soothing décor, interactive elements, varied seating options, and other amenities.
- A biocontainment unit to treat patients who exhibit symptoms of epidemic or pandemic illness, or emerging infectious diseases such as Ebola virus or bird flu
- A care initiation area and results waiting area for low-and middle-acuity patients
- An expanded, locked behavioral health area that promotes safety and comfort
- A new ambulance bay with capacity for up to eight ambulances at one time

The new, integrated workstations will accommodate nurses, physicians, care management, and other staff to foster communication and collaboration. And, EMS staff will have a private, dedicated lounge to chart or rest.

Keeping Staff Safe

Valendo said that the new Emergency Department will incorporate features designed to improve staff safety, including:

- Additional decontamination showers
- Open sight lines wherever structurally possible to allow staff to monitor the department more easily
- Locked safe rooms with reinforced walls and bullet-proof glass if an unsafe situation arises

The first phase of the project is expected to be completed in the spring of 2018, with the entire project culminating in summer 2019.

“The design truly maximizes the space,” says Allison Rekuc, BSN, RN, CEN, CNIII, staff nurse in the Emergency Department. “We’re excited to see it take shape, because it will revolutionize the way we deliver emergency care.”





Building Pathways to Innovation

The Nursing Informatics Department at RWJBH evaluates, designs, plans, and implements information technology solutions that support quality health care outcomes. In addition to overseeing the electronic medical record system, the department assists with 24/7 technical support and is integral to supporting many clinical enhancements.

“In essence, we’re the translators between clinical practice and IT development,” explains Nicole Martinez MSN, RN, NE-BC, LBBH, DNP-c, Assistant Vice President of Nursing & Clinical Informatics at RWJBH.

At RWJUH New Brunswick, the department holds a monthly end user group meeting open to all hospital employees. Driven and co-chaired by staff, it empowers nurses and other team members to bring an array of new ideas to the table.

“These meetings represent a bottom-up style of leadership and encourage fresh opinions,” adds Martinez. “It’s our job to make whatever our team members are dreaming up a reality.”

Implementing New Ideas

Last year, an oncology staff nurse observed that inpatients would likely benefit from yoga to promote holistic healing and pain management during their hospital stay. As a result, Nursing Informatics collaborated with the oncology team to incorporate a bed-top yoga class on the hospital's interactive patient care TV system. They uploaded the technology, created appropriate pathways, and educated the nursing team on its availability and use.

The department also launched a new HealthGrid tool available to patients upon registration. This patient engagement solution provides daily updates on topics like medications and discharge instructions via text message on their phones, while enabling them to easily view information about hospital services and the care team. In addition, patients can use the tool to provide feedback on their care and appoint a loved one to receive notifications about their care.

This commitment to enhancing care through technology also extends to more critical situations. In 2017, the Nursing Informatics Department introduced a real-time location sensing (RTLS) tracking device that can be clipped onto a caregiver ID badge. If a patient is in distress, this tracking system can help the rapid response team by tracking the event and gathering information to quickly locate and respond to the patient, especially when he or she has been transported to another department for testing or treatment. Analyzing the resulting data provides opportunities for process improvement.

“Health care is increasingly reliant on technology and data, and we ensure that whatever is being created is conducive to workflow while putting the patient first,” says Selena McClinton, BSN, RN, BC, Assistant Director of Nursing Informatics at RWJUH. “By working collaboratively, we’re building clinical decision support systems that produce meaningful results.”



Additional Nursing Informatics accomplishments in 2017 included:

- Standardizing the way nurses input health histories to create consistency across the system
- Creating a quality dashboard of core measures that drive system-wide data collection
- Changing pain documentation measures to better support patient needs
- Integrating pre- and post-surgical education modules for the cardiothoracic surgery team
- Streamlining pediatric discharge documentation to eliminate redundancy and improve ease of use
- Completing the deployment of a mobile app on iPhones that scans medication bar codes for safety



Transforming Care Through Nursing Research

Over the past 20 years, nursing research has evolved and flourished at RWJUH New Brunswick. Guided by the Nursing Research Steering Committee (NRSC), clinical nurse specialists, and clinical nurse educators, this research journey has led to a strong focus on collaboration and engagement across all levels of nursing and beyond.

“Our goal is to create an environment that develops, encourages, motivates, and inspires a culture of inquiry,” explains Dawnmarie Devito, MSN-Ed, RN, CPAN, Clinical Nurse Educator, Perioperative Services, RWJUH New Brunswick and chairperson of the NRSC. “We’re acquiring new knowledge to improve our practice, develop as a profession, and transform care at the bedside.”

As part of this commitment, an annual system-wide Nursing Research Symposium gives nurses the opportunity to network with peers while showcasing and sharing their research and evidence-based practice findings. In 2017, the 12th annual Nursing Research Symposium was held at Rutgers University in collaboration with Rutgers University School of Nursing. This half-day event featured more than 375 attendees and was focused around the theme, “Nursing Research, Academia, and Practice: Better Together.”

RWJUH New Brunswick nurses were involved in more than 40 poster and podium presentations at the Nursing Research Symposium. Topics ranged from pain management and moral distress to the benefits of aromatherapy, in areas spanning from NICU to geriatrics.



A Novel Approach to Pain Management

One project featured during the Nursing Research Symposium – the “Buzzy Study” – was an ideal example of the commitment to exploring more effective approaches to patient care. Coordinated by Same Day Surgery clinical nurses at RWJUH New Brunswick in collaboration with physicians, medical students, and the Department of Anesthesia, this study is examining the use of a ‘Buzzy’ vibrating device compared to intradermal local anesthetic injections to manage pain and anxiety prior to presurgical IV insertion.

“IV placement is one of the most anxiety-provoking events experienced by patients,” explains Devito. “The ‘Buzzy’ device uses vibration and cold temperatures at the skin surface prior to IV placement to reduce pain and anxiety. These stimuli produce natural pain relief while serving as a distraction for the patient, which together can make IV insertion less stressful.”

Approved by the RWJ Medical School Institutional Review Board and the NRSC, this randomized, controlled study is presently collecting data on 150 patients.

Expanding Reach through Collaboration

In addition to engaging nursing and other departments across the hospital and the system, RWJUH is partnering with multidisciplinary organizations beyond its walls to engage in and promote research.

“As one example, we were recently chosen as a pilot site for an innovative study on nursing well-being in collaboration with the Environmental and Occupational Health Sciences Institute at Rutgers University,” says Kathleen Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN, Assistant Vice President, The Center for Professional Development, Innovation and Research at RWJUH. “Conducting research is important, but sharing knowledge through partnerships can expand its benefits significantly.”

RWJUH New Brunswick nurses are very excited about the opportunities to become more engaged in the research process.

“Through the support of our research program, a simple idea at the most basic level can become a beautiful thing,” adds Susan Elliott, RN, BSN, Nurse Manager, Same Day Surgery. “Seeing the results of our work and how far we’ve come is fantastic. It makes me feel proud to be an RWJ nurse.”



Educational Achievements

The following nurses obtained a Bachelor of Science in Nursing (BSN) degree in 2017:

Christina Alvarez, BSN, RN	Kean University
Delia Ardastra, BSN, RN	Western Governors University
Rachel Boutillette, BSN, RN	American Sentinel University
Zenaida Fernandez, BSN, RN	New Jersey City University
Sarah Goundalkar, BSN, RN	Chamberlain University
Carrie Harmer, BSN, RNC-OB	Walden University
Mia Zara Jose, BSN, RN, RN-BC	Rutgers, The State University of New Jersey
Donna Keeler, BSN, RN	Thomas Edison State University
Stefanie Magan, BSN, RN	American Sentinel University
Bethany Monticello, BSN, RN	American Sentinel University
Calverina Okarter, BSN, RN, CBC	New Jersey City University
Lauren Ott, BSN, RN	American Sentinel University
Ana Pereira, BSN, RN	Chamberlain University
Linette Ruiz-Arias, BSN, RN, CBC	Walden University
Stella Sanguliano, BSN, RN	Kean University
Dana Soares, BSN, RN	American Sentinel University
Irene Sudah, BSN, RN, CNOR	Chamberlain University
Tenia Wingate, BSN, RN	Chamberlain University

The following nurses obtained a Master of Science (MSN) degree in 2017:

Tiffany De Leon-Wurm, MSN, RN, CCRN	Rutgers, The State University of New Jersey
Irina Guseva, MSN, RN, CCRN	Rutgers, The State University of New Jersey
Marly Jiby, MSN, RN-BC	Monmouth University
Melissa Leist, MSN, RN, CCRN	Rutgers, The State University of New Jersey
Esther Osoro, MSN, RN, OCN	Rutgers, The State University of New Jersey
Jamie Owsiak, MSN, APN, RN	The College of New Jersey
Devalaben Patel, MSN, APN, RN	Monmouth University
Jeremy Pyke, MSN, RN, CCRN	The College of New Jersey
Alberto Rodriguez, MSN, RN, NE-BC	Felician University
Brigida Viaje, MSN, RN, CCRN	Monmouth University
Carla Williams, MSN, RN, CMSRN	Monmouth University
Brooke Zacheis, MBA, MSN, RN, NE-BC	University of Phoenix

Professional Nursing Certification

Congratulations to the following nurses for achieving certification in their specialty in 2017:

Anna Agastra, BSN, RN, RN-BC	Medical-Surgical Board Certified
Melody Aquino, BSN, RN, CPN	Certified Pediatric Nurse
Doreen Borrelli, RN, CBC	Certified Breastfeeding Counselor
Valine Bogue, BSN, RN, OCN	Oncology Certified Nurse
Rebecca Coolahan, ADN, RN, RN-BC	Medical-Surgical Board Certified
Noelia Cruz, RN, CBC	Certified Breastfeeding Counselor
Jazmin Diaz, BSN, RN, RN-BC	Medical-Surgical Board Certified
Cathleen A. Duffy, MSN, RN, NCC, CBC	Certified Breastfeeding Counselor
Allison Fitzpatrick, BSN, RN, RN-BC	Medical-Surgical Board Certified
Irina Guseva, MSN, RN, CCRN	Critical Care Registered Nurse
Jeanette Harris, RN, CBC	Certified Breastfeeding Counselor
Stephanie Huang, BSN, RN, CCRN	Critical Care Registered Nurse
Stacy King, BSN, RN, CBC	Certified Breastfeeding Counselor
Stevi Lissy, ASN, RN, OCN	Oncology Certified Nurse
Erika Martinez, RN, CBC	Certified Breastfeeding Counselor
Ashley Mickiewicz, MSN, RN, OCN, AOCNS	Advanced Oncology Certified Clinical Nurse Specialist
Angela Mukkadan, BSN, RN, CBC	Certified Breastfeeding Counselor
Calverina Okarter, BSN, RN, CBC	Certified Breastfeeding Counselor
Shirley Ortiz, BSN, RN, CBC	Certified Breastfeeding Counselor
Erika Pless, AD, RN, CBC	Certified Breastfeeding Counselor
Annette Rivas, BSN, RN, C-EFM	Electronic Fetal Monitoring
Stacia Royes, BSN, RN, PCCN	Progressive Care Certified Nurse
Linette Ruiz-Arias, BSN, RN, CBC	Certified Breastfeeding Counselor
Kaitlyn Russell, BSN, RN, CCRN	Critical Care Registered Nurse
Marissa Sharenow, BSN, RN, PCCN	Progressive Care Certified Nurse
Denise Sylvester, BSN, RN, CCRN	Critical Care Registered Nurse
Debbie Subers, BSN, RN, ACM	Accredited Case Manager
Diem Tran, BSN, RN, RN-BC	Medical-Surgical Board Certified



2017 DAISY Award Recipients



Top photo:
Carla Williams, MSN, RN, CMSRN - South Building
Medical Unit

Middle photo:
Jay Layug, BSN, RN - Critical Care Float Pool

Bottom photo:
Danielle Hionis, BSN, RN - 4 Tower
(front row, 5th from left)

2017 Nusing Residency Graduates

Sara Barsoum, BSN, RN
Christina Chafos, BSN, RN
Claire Dimaculangan, BSN, RN
Christina Gullota, BSN, RN
Melanie Horvath, BSN, RN
Daiva Kazlauskaite, BSN, RN
Rebecca Lubitz, BSN, RN
Maureen Lynch, BSN, RN
Samantha Onorati, BSN, RN
Kerry Ann Ramsay, BSN, RN
Jennifer Tinn, BSN, RN
Crystal Wilkins, BSN, RN
Ariella Winard, BSN, RN
Rachel Woo, BSN, RN



Publications

Lisa Falcon, MSN, RN, NE-BC, TCRN | Timothy Murphy, MSN, RN, ACNP-BC, CEN, TCRN

Peck GL, Badillo J, Burbano MC, Citron I, Alencar-Doigues C, Lang RW, Falcon L, Martin K, Muniz SA, Murphy T., Roy N, Willard S. *Nursing workforce in surgery and trauma care delivery: A global call to action. Bulletin of the American College of Surgeons. November 1, 2017; V102(11):34-42.*

Lisa Falcon, MSN, RN, NE-BC, TCRN

Muniz SA, Lang RW, Falcon L, Garces-King J, Willard S, Peck G. *Preparing global trauma nurses for leadership roles in global trauma systems. Society of Trauma Nurses. 2017; 24(5):306-310. Doi: 10.1097/JTN.0000000000000310.*

Elisheba Haqq-Stevens, AS, MFA, RN | Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN

Claudia Pagani, MSN, RN, RN-BC | Myrna Young, MSN, RN, CNOR | Lori Colineri, DNP, RN, NEA-BC

Haqq-Stevens E, Zavotsky KE, Kelly S, Pagani C, Duffy C, Young M, Colineri, L. *New paths to professional nursing: Utilizing encouragement to prepare a minority workforce to enter the nursing profession. Creative Nursing. 2017;23(3):158-166.*

Linda Tamburri, MS, RN, APN, CCRN

Tamburri, LM.

Creating healthy work environments for second victims of adverse events. AACN Advanced Critical Care. 2017;28(4):366-374.

Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN | Claudia Pagani, MSN, RN, RN-BC

Elisheba Haqq-Stevens, MFA, RN | Myrna Young, MSN, RN, CNOR

Kelly S, Zavotsky KE, Delany E, Pagani C, Duffy CP, Haqq-Stevens E, Young, M.

Motivation and personal challenges while enrolled in higher education: the pathway to becoming a baccalaureate nurse. Journal of Nursing Education and Practice. 2017;7(11):14-18.

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

Wolf L, Deleo A, Perhats C, Moon, M, Zavotsky, KE.

Triaging the emergency department, not the patient: United States emergency nurses' experience of the triage process. Journal of Emergency Nursing. 2017;42 (3)1-10.

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

Wolf LA, Perhats C, Clark PR, Moon, MD, Zavotsky KE.

Workplace bullying in emergency nursing: development of a grounded theory using situational analysis.

International Emergency Nursing. 2017; In press; available on line Sept. 22, 2017. doi.org/10.1016/j.ienj.2017.09.002

Research Studies

Research Study	Principal Investigator	Co-Investigators
Improving Myocardial Infarction Documentation in the Emergency Department	Jamie Brenner, BSN, RN	
Development of Nurse Practitioner Orientation to Improve the Knowledge Skills and Attitudes of the Nurse Practitioner During RN to NP Role Transition	Shelly Clavis, BSN, RN	
National Database of Nursing Quality Indicators(NDNQI)	Kathy Easter, MSN, RN, CCRN-K	Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN; Linda Tamburri, MS, RN, APN, CCRN
Horizontal Violence Among Nurses in an Acute Care Hospital	Ekene Ejimofor, BSN, RN	Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN
Robert Wood Johnson Barnabas Health Nurses Health Assessment Survey	Nancy Fiedler, PhD	Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN; Claudia Pagani, MSN, RN-BC
Improved In-Hospital Code Response and CPR Quality Via Rapid Drills and Facilitated Debriefing Cards	Jonathan McCoy, MD	Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN
Exploring the Relationship between Diabetes Knowledge and Perceived Knowledge in Staff Nurses Working in Acute Care Hospitals	Stephanie Murray, BSN, RN-BC	Rebecca Ramos, MS, RN-BC; Donna Prete, MSN, RN-BC, NE-BC; Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN
Use of Simulation to Enhance Healthcare Providers' Empathy and Understanding of Geriatric Loss	Donna Prete, MSN, RN-BC, NE-BC	Nicole Rolston, MSN, RN-BC Linda Tamburri, MS, RN, APN, CCRN
Implementing a Self-Extubation Risk Assessment Tool in the Intensive Care Unit	Sharon Wanga, BSN, RN, CCRN,CSC	

Podium Presentations

Podium Presenters	Name of Presentation	Conference Name or Sponsor
Lori Colineri DNP, RN, NEA-BC	NJ Care Giver Act – Policy in Motion	American Association of Retired Persons
Dawnmarie Devito, MSN, RN, CPAN	VTE Prevention/Pain Management. CNS Conquering Change in HealthCare.	National Association of Clinical Nurse Specialists Annual Conference
Kathy Easter, MSN, RN, CCRN-K	New Knowledge, Innovations, and Improvements: Meeting the Magnet Requirements for Innovation, Evidence-Based Practice, and Research	Clara Maas Medical Center
Kathy Easter, MSN, RN, CCRN-K	Magnet: Journey to Nursing Excellence	Monmouth Medical Center, Southern Campus
Kathy Easter, MSN, RN, CCRN-K	The Nuts and Bolts of Meetings within a Shared Governance Structure	Community Medical Center
Kathy Easter, MSN, RN, CCRN-K	Meeting the 2019 Magnet® Application Manual Requirements	RWJ Barnabas Health Nurse Executive Council
Anthony Filippelli, MSN, RN, CEN, NEA-BC	Welcoming New Grads into the Emergency Department: Making a Smooth Transition	2017 Annual NJ Emergency Nurses Assoc. Emergency Care Conference
Anthony Filippelli, MSN, RN, CEN, NEA-BC	Suicide Risk and Screening in the ED: A Soundless Call for Help	2017 Annual NJ Emergency Nurses Assoc. Emergency Care Conference
Suzanne Gregory, MS, APN, RN, CCRN	Don't Miss a Beat: Creating Multi-campus BAC	National Association of Clinical Nurse Specialists Annual Conference
Anastasia Jacobs, RN, MHA	Implementing a Unique HR Approach During a Merger	American Society for Healthcare Human Resources Administration, 53rd Annual Conference and Exposition
Woo Kim, ASN, RN	Left Main Perforation Management after CSI Atherectomy	Complex Cardiac Catheter Therapeutics Global Summit
Kathleen Mahoney, PhD, APN, RN, OB-EFM	Implementation of Simulation: The Time is Now!	Perinatal Safety Collaborative
Kathleen Mahoney, PhD, APN, RN, OB-EFM	Postpartum Depression Indicators	Virtua Health
Kathleen Mahoney, PhD, APN, RN, OB-EFM	Stop Look and Listen for Maternal Safety	Robert Wood Johnson Medical School; Rutgers, The State University

Podium Presenters	Name of Presentation	Conference Name or Sponsor
Kathleen Mahoney, PhD, APN, RN, OB-EFM	Emergency Delivery	National Association of Clinical Nurse Specialists Annual Conference
Kathleen Mahoney, PhD, APN, RN, OB-EFM	Why is the Baby Blue	National Association of Clinical Nurse Specialists Annual Conference
Kathleen Mahoney, PhD, APN, RN, OB-EFM	Special Delivery! Emergency Department Clinical Training for Precipitous Delivery	National Association of Clinical Nurse Specialists Annual Conference
Kathleen Mahoney, PhD, APN, RN, OB-EFM Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	Resilience and Coping after Hospital Mergers: CNS's and CNE's Taking the Nurses' Vital Signs	National Association of Clinical Nurse Specialists Annual Conference
Kathleen Mahoney, PhD, APN, RN, OB-EFM	She's Just Pregnant, Right? Impact of Chronic Diseases on Nursing Care	National Association of Clinical Nurse Specialists Annual Conference
Vittoria Pontieri-Lewis, MS, RN, CWOCN, ACNS-BC	Strong Roots: Sustaining a Pressure Injury Prevention Program	WOCN National Conference
Vittoria Pontieri-Lewis, MS, RN, CWOCN, ACNS-BC	Ever Changing Role of the WOC Nurse and Quality Outcomes	WOCN National Conference
Vittoria Pontieri-Lewis, MS, RN, CWOCN, ACNS-BC	Components of a Sustainable Pressure Injury Program	New Jersey Hospital Association, Pressure Injury Program
Vittoria Pontieri-Lewis, MS, RN, CWOCN, ACNS-BC	Sustaining a Pressure Injury Program	Wound Ostomy and Continence Nurses National Conference
Vittoria Pontieri-Lewis, MS, RN, CWOCN, ACNS-BC	Transition of Care: Moving the Wound and Ostomy Patient from Hospital to Home	Case Management National Conference
Donna Prete, MSN, RN-BC, NE-BC	Older Adults Awareness: Providing Gold Standard Care to our Geriatric Patients	National Association of Clinical Nurse Specialists Annual Conference
Donna Prete, MSN, RN-BC, NE-BC	Older Adult Awareness Olympics: Providing Winning Care to our Geriatric Patients	National Association of Clinical Nurse Specialists Annual Conference
Donna Prete, MSN, RN-BC, NE-BC	Older Adult Awareness Olympics: Providing Winning Care to our Geriatric Patients	NICHE Conference
Donna Prete, MSN, RN-BC, NE-BC	Can You Hear Me Now? Listening to our Older Adults to Improve Care	NICHE Conference
Donna Prete, MSN, RN-BC, NE-BC	Delirium in Critical Care	American Association of Critical Care Nurses, Central NJ Chapter

Podium Presenters	Name of Presentation	Conference Name or Sponsor
Rebecca Ramos, MS, RN, BC Stephanie Murray, BSN, RN, BC	Sweeten the Message: Creation of a Diabetes Management Committee and Diabetes Nurse	National Association of Clinical Nurse Specialists Annual Conference
Rebecca Ramos, MS, RN, BC Stephanie Murray, BSN, RN, BC	Sweeten the Message: Creation of a Diabetes Management Committee and Diabetes Nurse	ANCC Pathway to Excellence National Conference
Sandia Royal, MSN, MPH, RN, CCRN, CNRN Ester Caballero, MSN, RN, CCRN, CSC Linda Tamburri, MS, APN, RN, CCRN	Inspiring Change: Thriving...Not Just Surviving a Hospital Merger!	National Association of Clinical Nurse Specialists Annual Conference
Sandia Royal, MSN, MPH, RN, CCRN, CNRN Dawnmarie Devito, MSN, RN, CPAN	Carnivals are Fun...Pain is Not: An Innovative Approach to Pain Management Education	National Association of Clinical Nurse Specialists Annual Conference
Sandia Royal, MSN, MPH, RN, CCRN, CNRN	Sharing the Vision & Shaping the Future – Animal Assisted Therapy	Philippine Nurses Assoc. NJ, Middlesex & Somerset County Sub-Chapters
Leigh Anne Schmidt, MSN, RN, NE-BC Anthony Filippelli, MSN, RN, CEN, NEA-BC	Friend or Foe: ED Director and ED Clinical Educator	New Jersey Emergency Nurses Association
Adriana Senatore, MSN, APN, RN, CPNP-PC Lisa Laws, MSN, RN, RNC-NICU Rebecca Ramos, MS, RN, BC	Better Together: Families in Partnership for Patient Safety	8th Annual Pediatric Nursing Conference
Irene Sudah, BSN, RN, CNOR Dawnmarie Devito, MSN, RN, CPAN	It's Getting Hot in Here: Malignant Hyperthermia	Association of Operating Room Nurses
Linda Tamburri, MS, RN, APN, CCRN	Healthcare Providers: The Second Victim of Adverse Events	American Association of Critical Care Nurses National Teaching Institute
Linda Tamburri, MS, RN, APN, CCRN	Creating Healthy Work Environments for Second Victims of Adverse Events	American Association of Critical Care Nurses, Jersey Shoreline Chapter
Michael Valendo, MSN, RN, NE-BC, CEN Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	Creating a Culture of Safety in the Emergency Department	Emergency Nurses Association
Michael Valendo, MSN, RN, NE-BC, CEN Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	Creating and Maintaining an ED's Culture of Safety	NJ Emergency Nurses Association

Podium Presenters	Name of Presentation	Conference Name or Sponsor
Myrna Young, MSN, RN, CNOR Suzanne Gregory, MS, APN, RN, CCRN	Growing Staff Experts Through Innovative Clinical Education	National Association of Clinical Nurse Specialists Annual Conference
Myrna Young, MSN, RN, CNOR Andreas Kraft, BSN, RN-BC Victoria Pangilinan, MSN, RN, CCRN	24/7 Unit Based Safe Patient Handling Specialist	National Association of Clinical Nurse Specialists Annual Conference
Myrna Young, MSN, RN, CNOR	From Marathon to Sprint: One Program's Resurrection: A System's Approach to SPHM Programs	Safe Patient Handling & Mobility Annual Conference
Myrna Young, MSN, RN, CNOR	Keynote Speaker: Structural Empowerment: A Major Component of a Successful Magnet Journey	St. Luke's Medical Center Taguig Rizal, Global City, Philippines
Myrna Young, MSN, RN, CNOR	Attributes of a Successful Leader	Emilio Aguinaldo College - School of Nursing Manila, Philippines
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN Dawnmarie Devito, MSN, RN, CPAN Melissa Reynolds, MSN, RN, PCCN	Keep it Moving and Remember to P.A.C. (Pharmacology, Ambulation, and Compression) for VTE Prevention	National Association of Clinical Nurse Specialists Annual Conference
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	Challenges and Creative Solutions in Caring for the Acutely Ill Mental Health Patient in the Emergency Department	New Jersey Emergency Nurses Association
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	Women Leading in Healthcare in the 21st Century	#Leadlikeagirl Conference Stuart Country Day School
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	Analysis of Pharmacy Response to In-hospital Cardiopulmonary Arrests at a Community Academic Hospital: A Pilot Study	American College of Clinical Pharmacy Annual Meeting

Poster Presentations

Poster Presenters	Name of Presentation	Conference Name or Sponsor
Anthony Filippelli, MSN, RN, CEN, NEA-BC	Improving Quality During Acute Stroke Management Using A Team Approach	ANCC Pathway to Excellence Conference
Donna Jeskey-Lowry, DNP, APN, RN	Final Hours	Rutgers, The State University ELNEC Core Conference
Mary Kelly, MA, APN, RN, AOCN, ACHPN	Taking Control of the Last Chapter of Your Life: A Review of Advance Directives and End of Life Decision Making	Rutgers, The State University ELNEC Core Conference
Mary Kelly, MA, APN, RN, AOCN, ACHPN	Communication Skills	Rutgers, The State University ELNEC Core Conference
Corazon Larobis, BSN, RN, CCRN Kothai Perumal, BSN, RN, CCRN Isabel Salmeron, BSN, RN Billie Bellamy, MSN, RN, CCRN, NE-BC	Preventing the Preventable: Unplanned Extubation	RWJBarnabas Health Quality Fair
Kathleen Mahoney, PhD, APN, RN, OB-EFM	Resilience Study	National Association of Clinical Nurse Specialists
Kathleen Mahoney, PhD, APN, RN, OB-EFM Carla Boyle, BSN, RN, RN-C	Case Studies in Perinatal Care: Making the Abnormal Normal	ANCC Pathway to Excellence Conference
Tracey Malast, DNPc., MSN, RN	Discharge Hospitality Suite	RWJBarnabas Health Quality Fair
Ashley Mickiewicz, MSN, RN, OCN	Oral Care Adherence for Prevention of Oral Mucositis: A Patients' Perspective	National Association of Clinical Nurse Specialists
Ashley Mickiewicz, MSN, RN, OCN	Combining Educational Resources for Chemotherapy Skill Competency	Oncology Nurses Society Congress
Claudia Pagani, MSN, RN, RN-BC Melissa Reynolds, MSN, RN, PCCN Suzanne Gregory, MS, APN, RN, CCRN Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	CLOSE the Door - CNS impact in Quietness Program to Improve Hospital Environmental Noise	National Association of Clinical Nurse Specialists
Vittoria Pontieri-Lewis, MS, RN, CWOCN, ACNS-BC	Taking Matters To The Heart: The Journey to Zero Pressure Ulcers in Cardiac Surgery	American Nurses Association Quality Conference

Poster Presenters	Name of Presentation	Conference Name or Sponsor
Vittoria Pontieri-Lewis, MS, RN, CWOCN, ACNS-BC Tracey Malast, DNPc., MSN, RN	Impacting Medical Device Related Pressure Injuries: A Surgical Oncology Unit's Journey Toward Zero Pressure Injury	RWJBarnabas Health Quality Fair
Vittoria Pontieri-Lewis, MS, RN, CWOCN, ACNS-BC	Collaboration for Cost-Effective Quality for Wound and Ostomy Products	RWJBarnabas Health Quality Fair
Melissa Reynolds, MSN, RN, PCCN	Close the Door and Keep it Moving	American Nurses Association Quality Conference
Melissa Reynolds, MSN, RN, PCCN	Effects of Chewing a Gum in Surgical Patients	Society of GYN Nurse Oncologists
Nicole Rolston, MSN, RN, BC Myrna Young, MSN, RN, CNOR	Lights, Camera, Action: Getting Hurt Is Part of The Job. Is It?	National Association of Clinical Nurse Specialists
Elizabeth Russer, MSN, RN, PCCN Anthony Filippelli, MSN, RN, CEN, NEA-BC	Welcoming New Grads into the ED: Making a Smooth Transition	National Association of Clinical Nurse Specialists
Leigh Anne Schmidt, MSN, RN, NE-BC Brooke Zacheis, MBA, MSN, RN, NE-BC	Do We Really Need a Bigger Boat? Optimizing Patient Flow with Space Constraints	New Jersey Emergency Nurses Association
Leigh Anne Schmidt, MSN, RN, NE-BC Hugh Robert Brown, ASN, RN, CEN Catherine Filippelli, BSN, RN, CEN, TCRN	Trauma Flowsheet Reconstruction: Not Just Teaching an Old Dog New Tricks	New Jersey Emergency Nurses Association
Leigh Anne Schmidt, MSN, RN, NE-BC Anthony Filippelli, MSN, RN, CEN, NEA-BC	Welcoming New Grads to the Emergency Department	New Jersey Emergency Nurses Association
Leigh Anne Schmidt, MSN, RN, NE-BC Anthony Filippelli, MSN, RN, CEN, NEA-BC	Friend or Foe: ED Director and ED Clinical Educator	Emergency Nurses Association National Conference
Leigh Anne Schmidt, MSN, RN, NE-BC Anthony Filippelli, MSN, RN, CEN, NEA-BC	Getting in the Business of Drug Dealing: Narcan Exchange	Emergency Nurses Association National Conference
Irene Sudah, BSN, RN, CNOR	Don't Forget To Look! A Perioperative Skin Assessment Initiative	National Association of Clinical Nurse Specialists

Poster Presenters	Name of Presentation	Conference Name or Sponsor
Irene Sudah, BSN, RN, CNOR	Don't Forget To Look! A Perioperative Skin Assessment Initiative	Association of periOperative Registered Nurses
Irene Sudah, BSN, RN, CNOR	Perioperative Response to Pressure Ulcer Injury	Association of periOperative Registered Nurses
Irene Sudah, BSN, RN, CNOR	It's Getting Hot in Here: Malignant Hyperthermia	Association of periOperative Registered Nurses
Kim Sullivan, BSN, RN	Oh No - I Don't Wanna Go	RWJBarnabas Health Quality Fair
Kim Sullivan, BSN, RN	Strategies to Ease Anxiety in Patients with Autism	RWJBarnabas Health Quality Fair
Jessa Torres-Manalastas, BSN, RN, CCRN	Developing a Neonatal and Pediatric Extracorporeal Membrane Oxygenation (ECMO) Program at BMSCH: A Focus on Education, Coordination and Innovation	Philippine Nurses Association, Middlesex County Subchapter
Michael Valendo, MSN, RN, NE-BC, CEN Brooke Zacheis, MBA, MSN, RN, NE-BC	Development and Implementation of an Emergency Department Observation Unit	Institute for Healthcare Improvement National Forum on Quality Improvement in Health Care
Myrna Young, MSN, RN, CNOR Andreas Kraft, BSN, RN-BC Victoria Pangilinan, MSN, RN, CCRN	Safe Patient Handling and Mobility Program: It Starts with Me	Safe Patient Handling Conference
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN Dawnmarie Devito, MSN, RN, CPAN Melissa Reynolds, MSN, RN, PCCN	"KEEP IT MOVING" and Remember to P.A.C. (Pharmacology, Ambulation, and Compression) for VTE Prevention	ANCC National Magnet Conference
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN Dawnmarie Devito, MSN, RN, CPAN Melissa Reynolds, MSN, RN, PCCN	"KEEP IT MOVING" and Remember to P.A.C. (Pharmacology, Ambulation, and Compression) for VTE Prevention	National Association of Orthopedic Nurses

Professional Appointments

Name	Appointment	Organization
Kathy Easter, MSN, RN, CCRN-K	Treasurer	New Jersey Council of Magnet Organizations
Kathy Easter, MSN, RN, CCRN-K	Abstract Reviewer	American Nurses Association Quality Conference
Kathy Easter, MSN, RN, CCRN-K	Abstract Reviewer for National Magnet Conference	American Nurses Credentialing Center
Lisa Falcon, MSN, RN, NE-BC, TCRN	Chair -Elect, AACN Certification Corporation Board of Directors	American Association of Critical Care Nurses
Anthony Filippelli, MSN, RN, CEN, NEA-BC	NJENA State Informatics Chair Nomination	NJ Emergency Nurses Association
Ashley Mickiewicz, MSN, RN, OCN	Awards Reviewer for Emerging Leader and Bone Marrow Transplant	Oncology Nurses Society
Ashley Mickiewicz, MSN, RN, OCN	Peer Review Board	Clinical Journal of Oncology Nursing
Ashley Mickiewicz, MSN, RN, OCN	Past President Board Position	North Central New Jersey ONS Chapter
Ashley Mickiewicz, MSN, RN, OCN	Abstract Reviewer	National Association of Clinical Nurse Specialists
Vittoria Pontieri-Lewis, MS, RN, CWOCN, ACNS-BC	Board of Directors, re-elected for 2nd term	Wound Ostomy and Continence Nurses Society
Vittoria Pontieri-Lewis, MS, RN, CWOCN, ACNS-BC	WOCN Taskforce Member Ostomy Care Associate Program	Wound Ostomy and Continence Nurses Society
Vittoria Pontieri-Lewis, MS, RN, CWOCN, ACNS-BC	Chair, Symposia Track WOCN Society	Wound Ostomy and Continence Nurses National Conference Planning Committee
Vittoria Pontieri-Lewis, MS, RN, CWOCN, ACNS-BC	Abstract Reviewer	Wound Ostomy and Continence Nurses National Conference
Vittoria Pontieri-Lewis, MS, RN, CWOCN, ACNS-BC	Accreditation Committee	Wound Ostomy and Continence Nurses Society
Rebecca Ramos, MS, RN, BC	Content expert for ANCC Pediatric Nursing Certification	American Nurses Credentialing Center

Name	Appointment	Organization
Linda Tamburri, MS, RN, APN, CCRN	Contributing Editor, Patient Safety, for the Journal Critical Care Nurse	American Association of Critical Care Nurses
Linda Tamburri, MS, RN, APN, CCRN	Abstract Reviewer for National Magnet Conference	American Nurses Credentialing Center
Myrna Young, MSN, RN, CNOR	Abstract Reviewer	National Association of Clinical Nurse Specialists
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	Chair Person: Research Ad Hoc Committee	National Association of Clinical Nurse Specialists

Community Service Activities

Name	Activity
Lisa Falcon, MSN, RN, NE-BC, TCRN Timothy Murphy, MSN, RN, ACNP-BC, CEN, TCRN Kim Lowery, BSN, RN, CSTR Catherine Filippelli, BSN, RN, CEN, TCRN	Annual Global Trauma Nursing Workshop, hosted international nurses in collaboration with Rutgers School of Nursing, School of Global Surgery, Centers for Global Advancement and International Affairs, Rutgers/RWJ Medical School, and University Hospital
Suzanne Gregory, MS, APN, RN, CCRN	Nominating Committee, March of Dimes Nurse of the Year
Myrna Young, MSN, RN, CNOR	March of Dimes, Committee Executive Leadership Team
Myrna Young, MSN, RN, CNOR	Committee Member, March of Dimes Nurse of the Year
Myrna Young, MSN, RN, CNOR	Member, Filipina Women's Network, Global Organization
Myrna Young, MSN, RN, CNOR	Volunteer, Northern Trust US Golf Tournament
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	Saint Vincent DePaul Society; Ozamen Homeless Shelter
Kathleen E. Zavotsky, PhD, RN, CCRN, CEN, ACNS-BC, FAEN	Board of Trustees: Stuart Country Day School of the Sacred Heart, Princeton, NJ

Recognition and Honors

Name	Award	Organization
Veronica Barcelona, BSN, RN, CCRN	Nurse of the Year, Neonatal	March of Dimes
Anthony Filippelli, MSN, RN, CEN, NEA-BC	Nurse Educator of the Year	New Jersey Emergency Nurses Association
Vicki McGuire, BSN, RN	Women and Their Hearts Award	American Heart Association
Ashley Mickiewicz, MSN, RN, OCN	Scholarship to attend Global I.V. Leadership Summit	3M
Vittoria Pontieri-Lewis, MS, RN, CWCN, ACNS-BC	2017 Nurse Recognition Award	New Jersey League for Nursing
Rebecca Ramos, MS, RN, BC	Clinical Faculty Award	New Jersey City University
Kimberly Sullivan, BSN, RN	Women and Their Hearts Award	American Heart Association
Myrna Young, MSN, RN, CNOR	2017 Global Nursing Recognition Award	United Nations
Myrna Young, MSN, RN, CNOR	100 Most Influential Filipina Women in the World - Builder Category	Filipina Women's Network



One Robert Wood Johnson Place, New Brunswick, NJ 08903 | 1-888-MD-RWJUH