



Robert Wood Johnson | **RWJ**Barnabas
University Hospital HEALTH

2022 Nursing Annual Report



Robert Wood Johnson | **RWJ**Barnabas
University Hospital HEALTH

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FROM OUR CHIEF NURSING OFFICER



A Shared Vision for a Collaborative Journey

Looking back on 2022, several themes come to mind. First, we've seen nurses and staff at all levels at RWJUH in New Brunswick go the extra mile for our patients, families and staff time and time again, and I'm extremely proud to work alongside this dedicated team. Second, those efforts are underscored even further given that it was an incredibly challenging year. Hospitals across the country have faced staffing issues due to nurses, clinical care technicians and ancillary support staff leaving their professions in the wake of COVID-19 hardships. At RWJUH, we're addressing those challenges head on.

In focusing on the full recovery of staffing for both volume and acuity, we have been working to remove barriers, add equipment and supplies, and address inefficiencies to allow our team members to spend the maximum amount of time with patients and families. We've partnered with Human Resources to drive creative recruitment strategies, and we're recovering faster than most hospitals based on available vacancy data. In line with these efforts, our outcomes have been improving in every regard.

The RWJUH team demonstrated true grit during a year that we also went live with the Epic electronic health record and successfully completed a triennial visit from The Joint Commission. These large-scale undertakings speak to our high standards in quality and safety at RWJUH, and they required an extraordinary amount of time, energy and commitment. Our success was due in large part to an impressive level of collaboration across all disciplines and roles.

In 2022, we also brought our voices together to establish a nursing strategic plan that will guide our efforts over the next few years. We're dreaming big, and to reach those goals, we need everyone at the table with us. Innovation will be our enabler as we all work in the same direction to achieve a level of care unmatched in the state.

Throughout this report, you'll see examples of many other accomplishments from the past year. We're collaborating at every level both within our doors and with local, national and international partners. We're developing nurse leaders, expanding technology, broadening research opportunities and empowering nurses to advance their practice.

Taking better care of our team leads to better care for our patients and families, and that concept is embedded in the RWJUH culture. I'm proud of the foundation we've laid for the work we'll accomplish in 2023 and beyond. I have no doubt that together we will make RWJUH the #1 health care setting in New Jersey to both give and receive care.

Sincerely,

Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN
Senior Vice President and Chief Nursing Officer



Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN
Senior Vice President and Chief Nursing Officer



Judith Lane, MHA, BSN, RN, SCRNP
Vice President, Operations



Arlex Matulac, MSN, RN, NE-BC
Vice President, Perioperative Services



Suzanne Spernal, DNP, APN-BC, RNC-OB, CBC
Vice President, Women's Services



Lydia Weber, DNP, RN, ANP-BC, HNP
Vice President, Clinical Effectiveness and Patient Safety



Kathleen Arcidiacono, MSN, RN, OCN
Assistant Vice President, Oncology/Wound Care Services, Robert Wood Johnson University Hospital & Associate Chief Nursing Officer, Cancer Institute of New Jersey



Kathy Easter, MSN, RN, CCRN-K
Assistant Vice President, Nursing Excellence



Georgia Harrison, DNP, RN, CCRN
Assistant Vice President, Intensive Care Neuro, Trauma, Medical & Ortho Services



Patricia James, DNP, RN, CCRN, NE-BC
Assistant Vice President, Inpatient Cardiovascular Services



Claudia Pagani, MSN, RN, MEDSURG-BC, NPD-BC
Assistant Vice President, Center for Professional Development, Innovation & Research



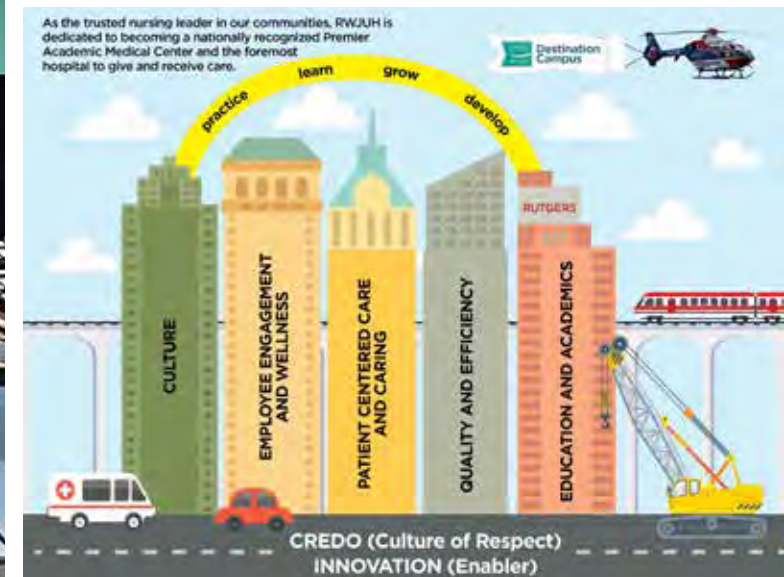
Jennifer Silva, DNP, RNC-NICU, NE-BC
Assistant Vice President, The Bristol-Myers Squibb Children's Hospital at Robert Wood Johnson University Hospital



Brooke Zacheis, MBA, MSN, RN, NE-BC
Assistant Vice President, Clinical Operations



Minnette Markus-Rodden, PhD, RN, CPNP-AC
Nurse Scientist



TRANSFORMATIONAL LEADERSHIP

Interprofessional Retreat Establishes Nursing Strategic Plan

RWJUH is dedicated to becoming a nationally recognized premier academic medical center and the #1 hospital in New Jersey to both give and receive care. Succeeding on this journey means providing all the necessary tools to empower nurses to guide priorities and make decisions regarding their practice – and that requires a nursing strategic plan.

In June 2022, RWJUH held a full-day retreat in which nurses and clinical care technicians at all levels were joined by interprofessional staff, Board members, the Rutgers School of Nursing Dean, Rutgers Robert Wood Johnson Medical School representatives and other key stakeholders. Together, they helped set a nursing vision and prioritize strategies and tactics while ensuring alignment with existing strategic plans for the hospital and RWJBarnabas Health.

“We’re working to create a culture people want to be a part of,” says Senior Vice President and Chief Nursing Officer Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN. “If we’re going to achieve our hopes and dreams, we need our counterparts in care at the table with us.”

Nursing leadership worked extensively with Organizational Development to plan the interactive retreat, in which groups of interprofessional team members developed vision boards and conducted a gap analysis to identify internal and external opportunities and barriers for achieving proposed goals.

Kyle Raymond, RN, 2 East clinical nurse, was seated at a table with nursing leadership team members, supervisors from Security and Environmental Services, the Chief Financial Officer and several clinical nurses. Together, they proposed a list of top ten ideas –

which ranged from increasing staff recognition opportunities to assessing hiring processes – and Raymond served as the table’s spokesperson in presenting their concepts to the full room later in the day.

“The retreat was a great opportunity to brainstorm with people in different roles, because we’re all tied together in the hospital setting and we can’t do our jobs without each other,” he says. “It was nice to hear both new and shared perspectives while working as a group to address challenges.”

Common themes emerged from the process, with culture being the primary focus. These became the buildings illustrated in the vision graphic in order of priority, and statements were developed for each overarching goal. Based on retreat input, a credo for a culture of respect is also under development.

The retreat planning team shared the strategic plan draft with all levels of nursing leadership and various RWJUH councils for input. Once finalized, Vose presented it at every major meeting and through digital communications. The hospital is also working on visibility walls to display the strategic plan and performance updates.

Since the retreat, related projects have been developed, assigned ownership and tracked. In 2022, 43 projects were completed in the goal areas, with others carrying over into 2023.

“This process is all about the voice of the team and where we want to go together,” adds Vose. “We’re creating strategies and excitement around making RWJUH a destination campus for patients, families and staff.”



Leadership Development Program Helps Nurses Make Time for Professional Growth

When the majority of clinical nurses' time is spent on their respective units in patient care, sharpening their leadership skills often falls lower on the to-do list. Recognizing this, nursing leaders at RWJUH developed a program that is helping nurses prioritize their professional growth and development.

In 2022, nursing leaders perceived that nurse managers wanted to enhance their leadership skills to prepare for moving into director roles. Georgia Harrison, DNP, RN, CCRN, Assistant Vice President of Nursing (AVP), and Nancy Jacoby, RN, MBA, Change Management Specialist, collaborated to create an interactive leadership development program for nurses that tapped into the expertise of the Nurse Executive Council and Organizational Development team. Topics were selected with input from nurse leaders, and then unit directors were asked to assist AVPs and Organizational Development with facilitating classes.

"Nancy and I met regularly to discuss real-life scenarios we could include in the leadership workshops, and we reviewed practical strategies to help nurses overcome challenges," Harrison explains.

Each hour-long workshop included role-playing activities and open conversation. Handouts and other resources were provided. Eventually, workshops were expanded to 90 minutes at the request of the nurse manager group. Topics have included:

- Difficult Conversations
- Ethics/Giving Voice to Values
- Understanding and Leveraging Your Conflict Style
- Emotional Intelligence and Understanding Triggers
- Team Building
- Work-Life Balance and Stress Management
- Time and Priorities Management

Nurses in supervisory roles were invited to attend the workshops, which hosted about 20 or more participants each month. At first, most participants came from inpatient units, but soon nurse educators and nurses from the OR, Emergency Department and Pediatrics joined. Approximately 90 nurses participated in workshops in 2022.

"We learned that nearly everyone in a nursing role craved some type of development," Harrison says.

Surveys were administered to nurses before and after each workshop to gauge success and collect feedback. After every class, survey scores showed an increase in knowledge and confidence. Comments on the surveys included:

"The monthly workshop has significantly helped me as a new leader. I appreciate all the support."

"These sessions are great. They help us understand that everyone struggles with the same thing."

"I always feel better after every one of these sessions. It's like therapy."

For Denice Caroselli, BSN, RN, nurse manager of Same Day Surgery, the workshops came at the right time. After 28 years with her former employer, transitioning to a manager role at RWJUH was challenging. She attended the first workshop to get to know more people in the organization.

"Change is hard, but everyone was so welcoming," she says. "Attending the monthly sessions was a good way to build relationships with other nurses."

Caroselli found the topics relevant and often references handouts from the class.

"Sometimes it's hard to fit another meeting into your day, but this program provides a good foundation for understanding yourself, your colleagues and your team better," Caroselli says. "It has made me a better manager because now I know I'm not the only one who sometimes feels overwhelmed. I have tools and people I can talk to when I get stuck."

Given its success, the leadership development program has since been expanded to include leaders at all levels in operations roles.

Magnet4Europe Learning Collaborative Shares Global Nursing Insights

The Magnet4Europe initiative pairs some of America's Magnet® hospitals with European hospitals. The purpose of the twinning relationship is to introduce and implement the structures, processes and outcomes to support nursing excellence, which may lead to Magnet Recognition for our European hospital twins. This valuable platform for advancing nursing practice features a network of 130 hospitals in seven countries.

In May 2022, more than 200 delegates attended the first face-to-face Magnet4Europe Learning Collaborative at University College Cork in Ireland. Participants from twinned hospitals across the U.S. and Europe had the opportunity to meet in person after meeting virtually for 18 months. Attendees included Kathy Easter, MSN, RN, CCRN-K, Assistant Vice President, Nursing Excellence at RWJUH, and team members from the hospital's twinning partner, Chelsea and Westminster Hospital NHS Foundation Trust in the United Kingdom.

"There is power in nurses coming together at an international level to address challenges and elevate nursing practice," says Easter, who was proud to represent RWJUH at the conference. "Magnet4Europe enables us to bring global perspectives to the table and work toward a better future for nurses and the patients, families and communities who entrust us to care for them."

At the conference, delegates examined topics that impact nurse retention and recruitment, such as safe staffing levels, professional autonomy and career development, while also focusing on lessons learned from the pandemic, research and evidence-based practices to inform and guide practice. In addition, country-led breakout sessions and 20 research posters showcased the progress of various Magnet4Europe collaborations.

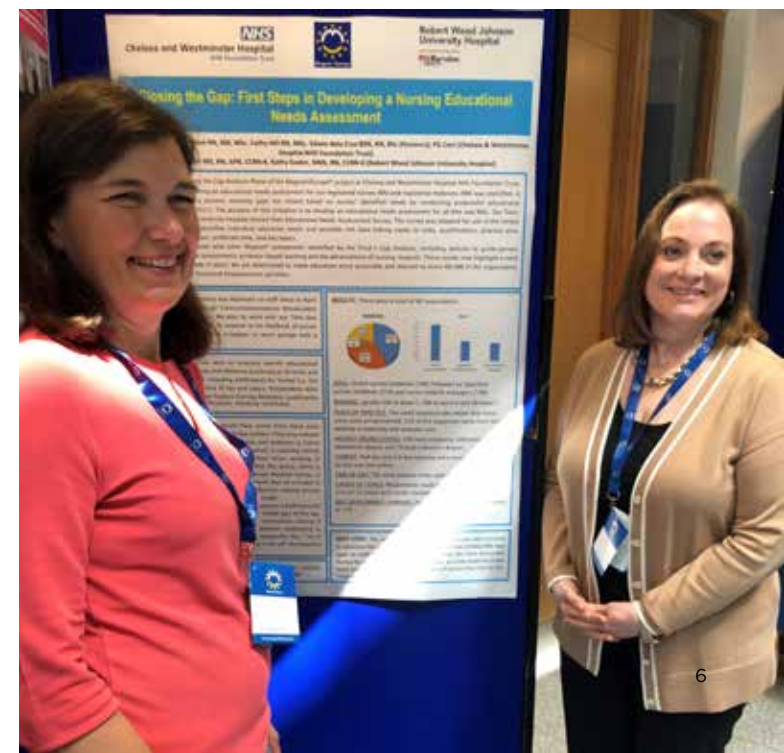
One poster* displayed at the conference featured the collaborative work of RWJUH and the Chelsea and Westminster Hospital NHS Foundation Trust. Over the past few years, Easter and Linda Tamburri, MS, RN, APN, CCRN-K, Clinical Nurse Specialist, Magnet/Quality, have met virtually with their twinning counterparts to help this European hospital trust conduct a comprehensive gap analysis that demonstrated the need to complete a learners' needs assessment and develop shared decision-making or professional governance structures.

The poster, "Closing the Gap: First Steps in Developing a Nursing Educational Needs Assessment," described the gap analysis and resulting needs assessment to determine specific educational preferences of nurses and midwives at all levels of the hospital trust. With guidance from RWJUH, the hospital trust intends to build momentum through additional needs assessments and develop a plan for targeted, accessible nursing education based on these results.

The relationship has also provided an opportunity for the RWJUH team to consider different perspectives in nursing care. In addition to ongoing virtual meetings, the two teams plan to meet in person in Chicago for the ANCC National Magnet Conference® and the ANCC Pathway to Excellence Conference® in the fall of 2023.

"Although an ocean separates us and we have different health care delivery systems, there really are very few differences in the practice of nursing – it's what unites us," says Easter. "We learn from each other and analyze those insights. We are hopeful these insights will improve the well-being of our nurses and lead to targeted and strategic interventions that improve outcomes around the globe."

*Magnet4Europe Learning Collaborative Research Poster: Closing the Gap: First Steps in Developing a Nursing Educational Needs Assessment
Christine Adamson, RN, RM, MSc, Cathy Hill, RN, MSc, Edwin dela Cruz, BSN, RN, BSc (Honours), PG Cert (Chelsea & Westminster Hospital NHS Foundation Trust); Linda Tamburri MS, RN, APN, CCRN-K, Kathy Easter, MSN, RN, CCRN-K (RWJUH in New Brunswick)





STRUCTURAL EMPOWERMENT

Nurses Help Facilitate Effective Pre-Clerkship Learning Experiences for Medical Students

In seeking to strengthen RWJUH's partnership with Rutgers Robert Wood Johnson Medical School, Senior Vice President and Chief Nursing Officer Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN, invited nursing directors to develop a more structured pre-clerkship process that would benefit medical students, patients and nurses while promoting interdisciplinary collaboration.

These efforts resulted in a more formalized program in which 90 medical students, guided by 25 Rutgers preceptors, have had bedside learning opportunities at RWJUH as part of their Physicianship Course prior to starting their clinical clerkships.

Each month, unit charge nurses review assignments and identify appropriate patients that medical students can visit to review charts, complete a history and physical exam, and develop their skills in clinical reasoning and interdisciplinary communication. Nurses interact with students to provide background information about the patients, answer any questions they may have and offer constructive feedback.

"It's a fantastic joint learning experience that promotes open, effective communication between disciplines early in the careers of young physicians," says Gillian Bone, MSN, RN, NP-C, CCRN, Nursing Director of 8 Tower. "We share knowledge and value each other's contributions. Through programs like these, we're impacting the future of medicine."

Nurses on the units have gone above and beyond to welcome medical students and facilitate effective interactions.

"The nurses' role in identifying valuable patient encounters for our students has been instrumental in improving the efficiency of the process and the experience," says Joyce Afran, MD, Associate Dean for Primary Care Education and Co-Director the Physicianship Course at Rutgers Robert Wood Johnson Medical School. "Our students have benefited tremendously from the program. In addition, many patients feel like they're giving back by helping with the education of future physicians."

"Being an academic medical center, it's part of our mission to educate the world's next care providers, and we see these students as a gift," adds Vose.

"We're growing together, communicating in ways that promote better outcomes and engendering the concept that relationships matter in health care delivery."



2022 NURSE EXCELLENCE AWARDS RECIPIENTS



Transformational Leadership
Sabriye Bright, MSN, RN, CCRN
2 Core



Structural Empowerment
ECMO Committee
CVICU



Exemplary Professional Practice
Mary Daly, BSN, RN, CCRN
CVICU



**New Knowledge, Innovations,
and Improvements**
Gregoria Hernandez, BSN, RN, CCRN
2 Core



Magnet Nurse of the Year
Lindsay Horvath, DNP, AGACNP
Critical Care Float Pool



**Virginia H. Joseph Award
(Community Service)**
Christina DiFabrizio, BSN, RN
Emergency Department



Friend of Nursing
Stephanie Crane, LCSW
Emergency Department



Advanced Practice Provider
Casey Panebianco, DNP, APN
Cardiac Surgery Advanced
Practice Providers



Nursing Technician/Technologist
Chantal Maxelix
PACU



Terri Brooks, Operating Room



Nasrin Nikpour, NICU



Jamie Sellari, Pediatrics

Nurse Residency Graduates

Meerwise Azizi, BSN, RN
Chimdi Chukwu, BSN, RN
Kerry Cronin, BSN, RN
Andrea de Lucia, BSN, RN
Jessica Egan, BSN, RN
Zachary Larmer, BSN, RN
Sophia Moccio, BSN, RN
Roberto Molina Bon, BSN, RN
Suraya Momtaz, BSN, RN
Ashley Patten, BSN, RN
Talia Pritzlaff, BSN, RN
Ashley Suyat, BSN, RN
Mary Velahos, BSN, RN
Jennifer Vivar, BSN, RN
Arnold Zavala, BSN, RN

Advanced Practice Provider Fellowship Graduates

Joy Pierson, ACNP-BC, RNFA
Jessica Holiday, PA-C
Sam Bozzella, PA-C



Educational Achievements

The following nurses obtained a Bachelor of Science in Nursing (BSN) degree in 2022

<u>Name</u>	<u>College</u>
Brenda Acquah, BSN, RN	Southern New Hampshire University
So Chung, BSN, RN	Grand Canyon University
Chris Czerwinski, BSN, RN	Thomas Edison State University
John Dale, BSN, RN	Western Governors University
Maria D'loia, BSN, RN	Thomas Edison State University
Megan Malone, BSN, RN	Chamberlain University
Genevieve Nitzsche, BSN, RN	Sacred Heart University
Anuj Patel, BSN, RN	LaSalle University
Scott Peters, BSN, RN	Thomas Edison State University
Lorena Rabaya, BSN, RN	Western Governors University
Caunya Schneider, BSN, RN	Chamberlain University
Nolen Simler, BSN, RN	Moravian University
Tamara Taylor-Schneck, BSN, RN	Chamberlain University
Sabrina Simoes, BSN, RN, PCCN	Chamberlain University
Kimberly Tull, BSN, RN	Chamberlain University

The following nurses obtained a Master of Science in Nursing (MSN) degree in 2022

<u>Name</u>	<u>College</u>
Theresa Brooks, MSN, RN	Western Governors University
Liliana Calle-Tito, MSN, RN	Walden University
Akua Fosa, MSN, RN	Chamberlain University
Tara Giri, MSN, RN, CNOR	Western Governors University
Katrina Jacobson, MSN, RN	Thomas Edison State University
Chantel Joyner Rogers, RN, MSN	Ramapo University
Stephanie Lo, MSN, RN	Kean University
Sheenamol Nair, MSN, RN, CCRN, AGACNP	Rowan University
Henry Owoyele, MSN-FNP	United States University
Mary Beth Shipley, MSN, RN	Aspen University
Jacqueline Taylor, MSN, APN	Drexel University
Jamie Thompson, MSN, RN, CPN	Rutgers, The State University of NJ

The following nurses obtained a Master degree in 2022

<u>Name</u>	<u>College</u>
James Christie, MBA, RN, CEN	University of Phoenix - MBA
Katherine Mangarelli, MBA, RN, RNC	University of Phoenix - MBA
Raquel Mayer-Delgado, MSN, RN	University of Maryland - MS

The following nurses obtained a Doctor of Nursing Practice (DNP) degree in 2022

<u>Name</u>	<u>College</u>
Chris Alfano, DNP, APRN, AGACNP-BC, CCRN	Rutgers, The State University of NJ
Marvella Cephas, DNP, RN, CEN, NEA-BC	Thomas Edison State University
Rachel Headon, DNP, ACNP-AG, CCRN, CEN	Chamberlain University
Kareen Grant, DNP, RN, CCRN	Chamberlain University
Victoria Pangilian, DNP, BSN, RN, CCRN	Rutgers, The State University of NJ
Sandia Royal, DNP, MPH, RN, CCRN, CNRN	Rutgers, The State University of NJ

The following nurse obtained a Doctor of Philosophy (PhD) degree in 2022

<u>Name</u>	<u>College</u>
Kathy Soriano, PhD, NE-BC	Seton Hall University

Professional Nursing Certifications

Congratulations to the following nurses for achieving certification in their specialty in 2022

<u>Name</u>	<u>Specialty</u>
Chris Alfano, DNP, APRN, AGACNP-BC, CCRN	Adult-Gerontology Acute Care NP
Nicole Belton, BSN, RN, OCN	Oncology Certified Nurse
Megan Cerini, BSN, RN, CNOR	Certified Perioperative Nurse
Nicole Colossi, BSN, RN, CCRN	Critical Care Registered Nurse
Mei Li Cully, BSN, RN, CFPN	Certified Foundational Perioperative Nurse
Emily Dombrowski, BSN, RN, CFPN	Certified Foundational Perioperative Nurse
Monica Folkes, BSN, RN, CWON	Certified Wound Ostomy Nurse
Dana Haverick, BSN, RN, CNOR	Certified Perioperative Nurse
Rachel Headon, DNP, ACNP-AG, CCRN, CEN	Acute Care NP-Adult and Gerontology
Jason Lee, BSN, RN, CNOR	Certified Perioperative Nurse
Katie McPeek, BSN, RN, CPAN	Certified Post Anesthesia Nurse
Sheenamol Nair, MSN, RN, CCRN, AGACNP-BC	Adult-Gerontology Acute Care NP
Ryan Sambilay, BSN, RN, CCRN	Critical Care Registered Nurse
Allan Sappington, BSN, RN, CCRN	Critical Care Registered Nurse
Erin Thomas, BSN, RN, CCRN	Critical Care Registered Nurse
David Tocal, BSN, RN, CNOR	Certified Perioperative Nurse
Megan Tomei, RN, CCRN	Critical Care Registered Nurse

Professional Nursing Certifications 2021

Congratulations to the following nurses for achieving certification in their specialty in 2021

<u>Name</u>	<u>Specialty</u>
Daily Abreu, BSN, RN, CCRN	Critical Care Registered Nurse
Brenick Anudon, BSN, RN, CNOR	Certified Perioperative Nurse
Kareen Appolon, BSN, RN, CCRN	Critical Care Registered Nurse
Christian Catiis, BSN, RN, CCRN-CMC -CSC	CCRN-Cardiac Surgery Certification
Megan Cerini, BSN, RN, CNOR	Certified Perioperative Nurse
Cindy Chai, BSN, RN-BC	Medical Surgical Board Certified
Matthew Cialdella, BSN, RN, CNOR	Certified Perioperative Nurse
Erika Colindres-Garcia, BSN, RN, PCCN	Progressive Care Certified Nurse
Brittany Derkack, RN, BSN, CNOR	Certified Perioperative Nurse
Elaine Des Enfants, BSN, RN, CPHON	Certified Pediatric Hematology Oncology Nurse
Nina Didok, BSN, RN-BC	Medical Surgical Board Certified
Adwoa Eshun, MSN, RN, FNP	Family Nurse Practitioner
Michael Fabunmi, BSN, RN, CCRN	Critical Care Registered Nurse
Fia Gonzales, BSN, RN-BC	Medical Surgical Board Certified
Christina Gulotta, BSN, RN, CCRN, SCRN	Stroke Certified Registered Nurse
Rachel Harris, BSN, RN-BC	Medical Surgical Board Certified
Stephanie Karpoff, BSN, RN, OCN	Oncology Certified Nurse
Jacqueline Leitch, BSN, RN, CPHON	Certified Pediatric Hematology Oncology Nurse
Aiko Makino, BSN, RN, CCRN	Critical Care Registered Nurse
Gina Matteo, BSN, RN, CNOR	Certified Perioperative Nurse
Hernan Morocho-Torres, BSN, RN, CCRN	Critical Care Registered Nurse
Nicollette Murray, BSN, RN, CNOR	Certified Perioperative Nurse
Sheenamol Nair, BSN, RN, CCRN	Critical Care Registered Nurse
Christina Nardone, ASN, BS, CCRN	Critical Care Registered Nurse
Adeola Obayanju, DNP, APN, AGPNP-BC	Adult-Gerontology Primary Care NP
Rudin Orellana, BSN, RN, CCRN	Critical Care Registered Nurse
Nancy Patel, MSN, RN, FNP	Family Nurse Practitioner
Tuesday Rowan, MSN, RN, NE-BC	Nurse Executive Board Certification
Balraj Singh, MSN, RN, CCRN-CSC, CNE, AGACNP-BC	Adult-Gerontology Acute Care NP
Christina Swiderski, BSN, RN, CEN, CCRN	Critical Care Registered Nurse
Sydney Tang, BSN, RN, CNOR	Certified Perioperative Nurse
James Tayco, BSN, RN-BC	Medical Surgical Board Certified
Natalie Uzoaru, BSN, RN-BC	Medical Surgical Board Certified
Samantha Valdez, BSN, RN, CNOR	Certified Perioperative Nurse
Alexis Zamboanga, BSN, RN, CEN, CCRN	Critical Care Registered Nurse

Appointments		
Marvella Cephas, DNP, RN, CEN, NEA-BC	President-elect	New Jersey Emergency Nurses Association
Alexis Crawford, BSN, RN, CEN	Scholarship Chairperson	Middlesex Regional Black Nurses Association
Lisa Falcon, MSN, RN, TCRN, NE-BC	Chairperson, Board of Directors	American Association of Critical Care Nurses Certification Corporation
Hanna Gerke, BSN, RN, CEN	Program Chairperson	Sigma Nursing Society, Upsilon Rho Chapter
Sungmoon Kim, BSN, RN, PED-BC, APHON	Treasurer	St. Matthew Philippine-American Association
Minnette Markus-Rodden, PhD, RN, CPNP-AC	DNP Team Member	Rutgers the State University of NJ, School of Nursing
Minnette Markus-Rodden, PhD, RN, CPNP-AC	Junior Peer Reviewer	American Journal of Critical Care
Timothy Murphy, MSN, RN, FAEN, CEN, TCRN	Chairperson, Education Committee	Trauma Centers Association of America
Sandia Royal, DNP, MPH, RN, CCRN, CNRN	Chairperson, Education Committee	Central New Jersey Chapter, American Association of Critical-Care Nurses
Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN	Board of Directors and Finance Committee Member	Capital Blue Cross

Community Outreach	
Biji George, BSN, RN, CPEN	Trained Nursing Association of India
Hanna Gerke, BSN, RN, CEN	Medical Reserve Corps, Monmouth County
Timothy Murphy, MSN, RN, FAEN, CEN, TCRN	Stop the Bleed, Sterling Point, Franklin Township
Tara Sanseverino, ASN, RN	Stop the Bleed Instructor
Tara Sanseverino, ASN, RN	NJ Sharing Network Outreach
Linda Tamburri, MS, RN, APN, CCRN-K	English Conversation Group Leader, Literacy Volunteers of Somerset County

Awards and Honors	
Lydia Albuquerque, DNP, RN, ACNP-BC, CCRN, FAAN	American Academy of Nursing Fellow
Angela Lobrutto, BSN, RN, CCRN	Pediatric Critical Care Nurse of the Year, Rutgers Medical School Department of Pediatrics
Katie Linares, BSN, RN, CPEN	2022 Pediatric Readiness Improvement Award, New Jersey Emergency Nurses Association



EXEMPLARY PROFESSIONAL PRACTICE

A Structured Process for Improving Patient Outcomes

Sometimes patients don't respond to treatment as expected. When that happens, it's important to review cases to determine whether anything could have been done differently. In 2022, nurses provided their input through two platforms dedicated to identifying and preventing adverse outcomes.

Nursing Morbidity and Mortality Monthly Conference

The Nursing Morbidity and Mortality (M&M) Monthly Conference presents patient cases, discusses and evaluates professional nursing care and determines if practice changes are needed. Facilitated by Lanlen Soriano, BSN, RN-BC, Nursing Professional Development (NPD) Practitioner, the conference mimics the physician M&M review process. Any

nurse can attend meetings, and participation counts toward evidence-based practice requirements for the Professional Advancement System.

Using a peer-review approach, the group discusses patient harm events and determines if there were any clinical errors or misjudgments. The review is non-punitive, and no patient identifiers are used. Cases are reviewed against the tenets of the hospital's Nursing Professional Practice Model, nursing-sensitive indicators and best practices for occurrences, such as:

- Falls or fall injuries
- Catheter-associated urinary tract infections (CAUTIs)
- Central line-associated bloodstream infections (CLABSIs)
- Ventilator-associated pneumonia
- Pressure injuries

"Reviews provide opportunities to check if evidence-

based practice bundles for issues like venous thromboembolism, CAUTI and C. diff were met during care," Soriano explains.

Soriano adopted a template created by Kathleen Arcidiacono, MSN, RN, OCN, Assistant Vice President, Oncology/Wound Care Services, for the Nursing Mortality Review. This helps guide nurses on information they should consider when presenting a case, research that is needed and questions to anticipate. Unit leaders and NPD practitioners help nurses prepare. During presentations, nurses in the audience are encouraged to share their opinions or knowledge about the topic. The group looks for insights from across the care team, including staff in clinical inpatient units, procedural areas, Pre-Admission Testing, Transport and Case Management.

A cardiac arrest code that resulted in intubation and readmission to the ICU is an example of a case reviewed at the Nursing M&M Conference. The nurses investigate

the events leading to the cardiac arrest and determine if there were any process or communication breakdowns or delays in care that could have been prevented. They also look at outcomes to determine if they were anticipated and if there's room for improvement. Then, action plans are developed.

"Nurses say they learn a lot from the M&M discussions and often share what they've learned with others in their units," Soriano says.





interventions, but also to ascertain if there may be a secondary problem that should be identified and addressed. Our volunteers engage patients in therapeutic interactions that can prevent delirium, and they also report any signs of confusion or disorientation to nurses and clinical care technicians (CCTs)."

Velez collaborates with the Volunteer Services Department on the application process for volunteers, many of whom are students interested in health care careers. Each volunteer undergoes extensive preparation that includes orientation, education with a physical therapist and 16 to 20 hours of hands-on training with Velez. Training also covers therapeutic communication, active listening and cultural sensitivity.

Since the start of the program, 18 volunteers have provided a total of about 100 service hours each week for patients on 4 West. With input and guidance from nurses and CCTs, they engage with patients, identify needs, assist with meal ordering and eating, ensure hydration

and help with guided movement and repositioning. The program assists nurses and CCTs in planning their days, and it helps volunteers in building an effective platform for communication in the health care setting.

"HELP volunteers provide an extra layer of support for patients and act as liaisons between patients and care providers, which is extremely helpful," says 4 West nurse Kaitlyn Mascali, BSN, RN. "Our patients feel attended to and comforted, and we've seen improvements in mood. I go home each day feeling more positive knowing that our patients are receiving this focused attention as part of holistic care."

"The quality time spent with patients is one of the best parts of the program," agrees Velez, who is working to expand the HELP initiative to other units in the hospital. "We're helping reduce the isolation already commonly experienced by many older adults while addressing their special needs through evidence-based practices."

Nursing Mortality Committee

When Arcidiacono was asked to co-chair the hospital's Patient Survival Team, she learned that nurses were not involved in the mortality review process. She advocated for including nursing perspectives, so the Nursing Mortality Committee was created to develop a formalized tool for nurses to also review mortality cases and present at Patient Survival Team meetings.

Now, the Patient Survival Team notifies nurse leaders of the cases pending review at its monthly meeting. For practice consistency, the Nursing Mortality Committee follows the same format to identify quality improvement opportunities as the physicians. When cases are selected for physician review, nurses also present them.

"The Nursing Mortality Committee is a great way to look at organizational mortality from a collaborative, interprofessional perspective and learn from one another," Arcidiacono says.

In 2023, Arcidiacono plans to increase the number of clinical nurses involved with the committee. The group will also pilot a nursing mortality assessment tool.

Nurse-Led HELP Initiative Focuses on Reducing Delirium in Older Patients

Older adults who are hospitalized can be at risk for delirium, a sudden mental change that causes confusion and disorientation. Linked to factors such as isolation, dehydration and poor nutrition, delirium can slow recovery, extend time in the hospital and increase the risk of complications. Delirium assessments are conducted by registered nurses as part of a full assessment at every shift change, but the care team is also attentive to any changes throughout the day that may warrant an assessment.

In 2022, volunteers became part of the effort to promote the early detection and prevention of delirium among older patients when RWJUH nurses implemented an initiative called Hospital Elder Life Program (HELP). Developed by the American Geriatric Society, this national evidence-based model was piloted on 4 West.

"We adapted the program to meet the needs of our hospital, focusing primarily on patients over age 65," says Geriatric Coordinator Dhyana Velez, BSN, RN, GRN. "It's important to catch signs of delirium early not only to prevent its progression through specific



A Tribute to Sherry Stein

The RWJUH family was deeply saddened by the loss of Sherry Stein, DNP, MS, RN, APN, ACNPBC, Chief of the RWJUH Advanced Practice Provider (APP) Service, who passed away following a long and courageous fight against her illness.

A dedicated clinician who was a passionate advocate for her patients, team and the advanced practice nursing discipline, Sherry was a member of the RWJUH family for 23 years. She began her career as a clinical care technician in our Emergency Department before earning her nursing degree and later achieving certification as an advanced practice provider.

Sherry played a central role in growing the APP team at RWJUH while expanding their scope of clinical practice. She was instrumental in establishing APPs as integral members of the medical staff, earning recognition as the first advanced practice provider appointed to the Medical Executive Committee as a voting member in 2016. In November 2021, Sherry was appointed as the inaugural Chief of the Advanced Practice Provider Service. Under her leadership, the RWJUH APP Program was the first in New Jersey to be accredited as an APP Fellowship Program by the American Nurses Credentialing Center. Prior to her passing, Rutgers School of Nursing conferred upon Sherry her Doctor of Nursing Practice degree, an achievement that held deep meaning for her.

Beyond her impressive professional accomplishments, Sherry was a loving mother, wife, daughter, sister, teacher, friend and beloved colleague who will be greatly missed by all whose lives she touched. Those who had the privilege to work with her know that she embodied the best of our culture and mission. In recognition of Sherry's pioneering work, beginning in 2023 the annual RWJUH Nurse Excellence Award for Advanced Practice Provider will be named in her honor.

Team Members Share Memories

My favorite memories of Sherry center on her dedication to others. One comment that she said over and over again was "How can I help?" No matter who needed help (APPs, residents, physicians, Environmental Services staff, literally everyone), she went above and beyond 24/7 to help anyone who needed assistance. She steadfastly believed in doing our part to improve the health and well-being of all those around us. "How can I help!" - words that I will always live by and words that will remind me of the most amazing individuals to cross my path.

- Joanna Tomicich, MSN, RN, APN, AGACNP-BC, NP-C,
MICU Advanced Practice Nurse

There is no person who was more invested in the well-being of those around her than Sherry was. Whether she knew you for 20 years or she found you in the hallway when you were lost, you got her full attention and unrelenting efforts to help you get what you needed. Even in the midst of her own illness, her determination to come to the aid of others was nothing short of spectacular. In all the world, there are few people as altruistic as Sherry - and hopefully those of us who were in her orbit, for just a short time, will carry on a little more like Sherry.

"To know even one life has breathed easier because you have lived - this is to have succeeded."
Ralph Waldo Emerson

- Natalie Randolph, MS, RN, APN, Lead APP,
House Physician/APP Services

"You know what to do, just do it, you know how things work." From being Sherry's co-worker in the ED, to her roommate to her colleague again with her as our APP leader, this always resounded in our conversations. We spent many late nights/early mornings at Denny's back before we were both married and talked about "running the system." Sherry worked toward that every day. RWJUH was her baby but she matured around it - from CCT to RN to APN to leader and facilitator. She facilitated things that other folks didn't even think about, and she never knew the meaning of the word "no." That is what I will keep with me - there is value in human connection and making yourself known to others. I know Sherry felt all those connections when it mattered most and I think of her nearly every day when I walk into RWJUH.

- Tracey M. Piparo, PA-C, Palliative Medicine



Sherry was the ultimate connector; she brought people together by her kindness and desire to help. Her endearing zaniness made it difficult to say no and you found yourself adopting her culture of "yes, how can I help?" She was RWJUH to her soul.

- Nicole Martinez, MSN, RN, NE-BC, DNP-c,
Chief Nursing Information Officer

Having worked alongside Sherry Stein for more than a decade, I can without a doubt say she was the personification of servant leadership. Every individual who had the privilege of knowing Sherry can truly say that they benefited personally and/or professionally from that relationship. Throughout the span of our careers we will have the opportunity to work alongside a variety of individuals, but few leave the impact left by Sherry. Sherry wove herself into the fabric of the organization at RWJUH and her loss has not gone unnoticed. She will continue to be missed by many.

- Nicole Berner, MHSA, RN, CPCS, CPMSM, Director,
Medical Administration

Just. Humble. Inspiring. Transformational. Visionary. Mentor. Advocate. Nurturer. Giver. Leader. When I think about these words, I automatically envision Sherry Stein. Guided by her mantra of "doing what is right, not what is easy," Sherry led with integrity and servant leadership by advocating for the underdogs, empowering the disempowered and nurturing the future. Thank you, Sherry, for paving the way for us, and above all else, for sharing your light.

- AI Aguilar, DNP, ACNP-BC, CCRN,
MICU Advanced Practice Nurse

Sherry was a true leader in every way - making all the time in the world to support and nurture others. Sherry taught me many things along the way that I will apply to my professional life as well as my personal life. I often think, "What would Sherry do?" I miss her greatly.

- Casey Panebianco, DNP, APN, Lead APP,
Division of Cardiothoracic Surgery

Not only was Sherry a great advocate and supporter of the APP profession, but she was also truly the most giving and selfless person I have ever met. Sherry never thought of herself, only of others, and it is what made her truly a great leader, mentor and friend. Her legacy will be forever carried on by the people she has influenced and affected.

- Anthony Patten Jr., PA-C, Assistant Director,
Hospital Based Providers





NEW KNOWLEDGE, INNOVATIONS AND IMPROVEMENTS

Perioperative Nurses Provide Insight for Surgical Services Expansion

When RWJUH administrators decided it was time to expand the hospital's Operating Rooms (ORs), they turned to perioperative nurses to help design the space and determine new surgical workflows.

"Our surgery volumes have grown, particularly for cardiac, neurosurgery, vascular and transplant cases," explains Arlex Matulac, MSN, RN, NE-BC, Vice President of Perioperative Services. "Only 10 of the old ORs were big enough to handle complex procedures. In the other rooms, it was difficult for staff to navigate around equipment like the anesthesia machine and sterile trays."

In response, the hospital broke ground on a \$165 million, multiphase overhaul project in July 2020. However, before a shovel even hit the dirt, nurses from each service line were asked to weigh in on how the new surgical suites should be laid out and what equipment was needed.

"Nurses walked through their workflows and provided valuable information to planners about everything from surgical booms to cabinets," Matulac explains.

To minimize the time spent looking for supplies, nurses decided where certain items should be stored and determined par levels to ensure each room is adequately stocked. To reduce tripping hazards, nurses advocated for cord-free booms and lights. In-room blanket warmers were suggested to make it easier to comfort patients.

The first phase of construction, which was completed in fall 2022, included five new state-of-the-art ORs, one of which is a hybrid OR designed to accommodate many different specialties. In addition, the state's only intraoperative MRI, which provides views of the brain during surgery, was unveiled in this first phase.

In total, the project will create 26 new ORs, including three hybrid ORs. The new rooms will use an integrated technology platform that will enable nurses and

other clinicians to monitor the surgical field, adjust lighting, conduct videochats with Pathology to discuss specimens and more, saving time, reducing the risk of errors and increasing efficiency. To reduce infection risk, nursing students will use the system to observe procedures without being in the room.

The hospital's Central Sterile Processing (CSP) unit, which also opened in Phase 1, nearly tripled in size. It features first-in-the-country automated technology designed to prevent infection and increase safety and efficiency.

"The new space improves our workflow," says Jeff Manuola, BSN, RN, CNOR, Neurosurgery charge nurse. "Having state-of-the-art equipment, enhanced software platforms and a centrally located CSP unit will ensure we continue to provide exceptional care."

Phase 2 of the project is expected to be completed in summer 2023.





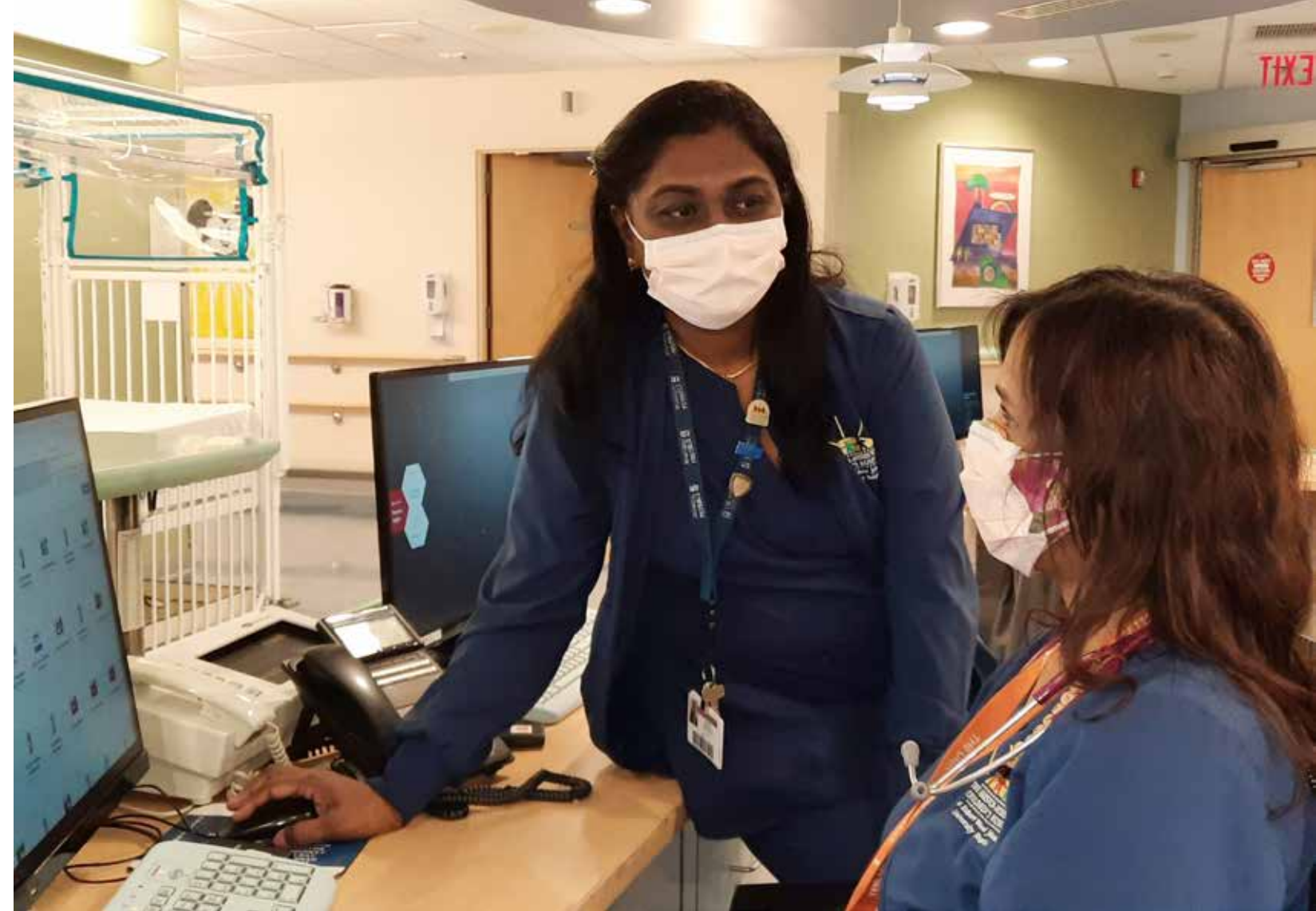
Implementing New EHR Requires Collaboration and Consensus

RWJUH took on a project of epic proportions when the hospital transitioned from its old electronic health record (EHR) system to a new, unified platform across RWJBarnabas Health. Nursing input was sought in every decision throughout this large-scale interdisciplinary undertaking.

In 2019, RWJBarnabas Health embarked on a mission to further its high-reliability efforts, streamline workflow, improve patient experience and enhance quality and safety. At that time, several different EHR systems were used in various outpatient, ambulatory, inpatient and long-term care areas. The leadership team invited frontline nurses from all facilities to view demonstrations from EHR vendors and vote for their preferred EHR. Epic was chosen as the vendor.

To prepare for the transition to Epic in June 2022, RWJUH staff met with their counterparts from across RWJBarnabas Health to standardize order sets. For example, nurses in the ICU collaborative worked together to design their flowsheet based on best practices. Any assessments added to the workflow required documentation to ensure evidence-based practice.

“Through collaboratives and workgroups, nurses at all levels had a voice and seat at the table for this initiative,” explains Selena McClinton, BSN, RN-BC, Director of Clinical Informatics. “If nurses had questions or recommendations about workflows or documentation, they were empowered to bring them to the hospital’s Shared Governance Practice Council or RWJBarnabas Health’s Professional Nursing Practice Council or Nursing and Allied Health Council for review.”



Training the Trainers

Training on the use of Epic began in January 2022. Every nurse completed offsite training, and directors ensured that all shifts were covered. Classes were held at three sites to give everyone the opportunity to attend.

Nursing Informatics selected a few nurses with a special interest in documentation to act as Epic super users. After receiving additional training, these nurses participated in dry runs to add order sets to the system and troubleshoot issues before go-live. Super users also supported clinical nurses when they needed help or had questions about the new platform.

“Hands-on training helped us understand the system inside and out before we went live, so we were able to serve as a resource for others during the transition,” says Anne Rayan, MSN, RN, CCRN, a pediatric critical care nurse and Epic super user.

Since the upgrade, every area is connected, from nursing to environmental services and bed management. Further, nurses can access records for

patients seen at other RWJBarnabas Health hospitals and Epic facilities nationwide, helping to ensure a care continuum.

“I can easily request charts from another hospital,” Rayan explains. “If a patient is coming from another RWJBarnabas Health hospital, I can review their information in advance to provide more comprehensive care.”

Nurses can scan medications, log lab specimens and document care using the system’s mobile app. They can message physicians via Epic instead of calling, which expedites treatment decisions. In addition, when it’s time for a patient to be discharged, nurses can arrange transportation online.

Nurses continue to be empowered to recommend ongoing enhancements for this intuitive EHR platform that streamlines care processes and integrates safety and quality checks at all levels of care at RWJUH.

Nurse Scientist to Build Research Infrastructure

RWJUH welcomed Minnette (Mindy) Markus-Rodden, PhD, RN, CPNP-AC to the position of Nurse Scientist in 2022. In this role, she will serve as a principal investigator for nursing-led research, oversee grant writing, engage staff in interprofessional research opportunities, focus on the translation of research to the bedside and encourage innovation for all levels of clinical and non-clinical nurses.

This new position was created following the Nursing Strategic Plan Retreat to support and align with strategic goals related to culture, team member engagement, patient experience, quality and efficiency, and education and academics.

“Through this role, Mindy will help us build our nursing research infrastructure, collaborate with interprofessional colleagues and enhance our academic partnership with Rutgers University,” says Senior Vice President and Chief Nursing Officer Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN.

Markus-Rodden was previously Chief Nursing Officer and Director of Quality, Safety and Patient Experience at Rutgers Robert Wood Johnson Medical School, and she presently serves there as Clinical Assistant Professor of Pediatrics. With more than 30 years of nursing experience, she earned her PhD at Seton Hall University in 2021 based on her strong interest in how the academic and clinical worlds complement each other.

“Research is like a mystery that leads you down a path of exploration that has many layers,” explains Markus-Rodden. “I’m here to help others pinpoint challenges, ask the right research questions to address those challenges and then determine the answers in a collaborative way that can strengthen nursing practice.”

Her favorite quote from Florence Nightingale, “Ignite the mind’s spark to rise the sun in you,” conveys her passion for inspiring others to explore nursing research while making it welcoming and accessible.

“If I can inspire nurses to seek new knowledge that ultimately serves to improve the health of our communities, that’s amazing,” adds Markus-Rodden. “It’s exciting to steward the profession and support current and future nurses in embracing nursing science.”

COMMUNITY SUPPORT ENABLES NURSE-RELATED ADVANCES

Through the RWJUH Foundation, generous donors supported the creation and expansion of various programs at RWJUH in 2022. The RWJUH team is incredibly grateful for this support, which has a positive impact on nurses across the hospital.

Expansion of Surgical Services

Through generous funding from multiple donors, RWJUH unveiled the completion of the first phase of the hospital’s surgical services expansion, which includes a new three-story building with integrated technology and process improvements that make it the most advanced facility in the state. The project, which will ultimately create 26 state-of-the-art operating rooms, is designed to enhance quality, safety and patient outcomes while increasing capacity to meet the needs of the community. Optimized for streamlined workflows and interdisciplinary collaboration, it’s also an ideal environment to attract the highest quality surgeons, nurses and clinical staff.

“The newly constructed operating rooms are specifically designed to handle our more complex cases such as those involving neurosurgery and plastic surgery,” says Pamela McKinney, RN, CNOR, CRNFA, RN First Assistant, Operating Room. “Most of the equipment and supplies needed to complete these cases is located in the new rooms. This contributes to enhanced efficiency, better workflow and improved patient outcomes.”



Nurse Respite Room Opens

In measuring and managing the emotional toll of the COVID-19 pandemic, RWJUH’s Resilient Together committee developed a proposal for a respite room: an accessible, quiet space for nurses to take a much-needed moment for themselves. The room was made possible thanks to a generous donation from the Kaplan Family, as a tribute to the care they received in 2020. The respite room was opened during a ribbon-cutting event in 2022.

“We’re grateful to offer our nursing staff this dedicated space that allows them to decompress when they need to in order to continue providing exceptional care to our patients,” says Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN, Senior Vice President and Chief Nursing Officer.



Patient Care and Simulation Equipment

Access to the latest technology and simulation environments is vital for nurses to hone skills, build confidence and provide the highest quality care for patients. This is particularly important in the wake of the pandemic, as newer nurses had limited opportunities to acquire skills at the bedside when completing their degrees.

In 2022, funding facilitated through the RWJUH Foundation provided \$924,000 for equipment to enhance nursing education and direct patient care. This included general funding for the Simulation Lab in the Betty Wold Johnson Center for Nursing Education to support nursing orientation, annual competency and continuing education programs, as well as support from the Hearst Foundations for simulation equipment with an ultrasound mannequin designed for advanced practice provider training.

“Simulation is an effective way to help nurses become confident in dealing with high-pressure situations and gain experience in a safe, supportive environment,” says Liz Russer, MSN, RN, PCCN, Nursing Professional Development Practitioner and Simulation Coordinator, Center for Professional Development, Innovation and Research. “Simulation can also be used as a tool to increase nursing competency, which improves quality care at the bedside. Having essential simulation equipment assists us on our journey to become a high-reliability organization that provides safe, effective, quality care.”

“Using the new advanced practice provider simulation technology, I really loved how I could move beyond the basics of ultrasound and challenge myself,” adds Joanna Yohannes-Tomicich, MS, RN, NP-C, MICU Advanced Practice Nurse. “The simulator has a portfolio of cases where I can test my skills for image acquisition and image interpretation. In the clinical setting, I can capture images in real time with the team at the bedside and improve our diagnostic actions.”



Patient Care Equipment
GE Portable Monitors for various departments
Workstations On Wheels for various departments
Arjo: Sara Stedy Safe Patient Handling - Sara 2000 Equipment
Veinfinder for various departments

Nursing Education/Simulation Equipment
CAE Healthcare Inc.: APP Ultrasound Simulation Equipment
Limbs & Things Inc.: Ostomy, Catheterization and Airway Teaching Materials
Zoll Medical Corporation: CPR Simulator and Accessories; OneStep Training Equipment/Parts
Laerdal Medical Corporation: Multi-Venous IV Training
SHI: Barcode Scanner for SIM Lab
3B Scientific: Infant IV Arm

Expanded Training Program Supports Workforce

Through a generous grant from the Robert Wood Johnson Foundation, RWJUH expanded its peer support offerings to create the Workforce Support Training Program. This intensive series of trainings empowers participants in effective self-care and professional development while teaching resiliency, communication and problem-solving skills. Eight weekly virtual classes were held during the summer, with encore presentations in the fall.

“The program enabled our staff to take one hour for themselves and focus on self-care,” says Claudia Pagani, MSN, RN, MEDSURG-BC, NPD-BC, Assistant Vice President, Center for Professional Development, Innovation and Research. “We had such positive feedback, and I truly believe that this program was a hidden gem that we all needed as we were coming out of the fog from COVID-19. It validated that we all needed a bit of self-care at every level of the organization.”

Nursing Education, Conferences and Certifications

In 2022, \$47,200 in funding helped RWJUH nurses advance their education, attend conferences and achieve professional certifications.

According to Lorraine Stewart, RN, OCN, Clinical Nurse, 5 North, achieving professional nursing certification is not without its challenges, including the cost of her examination, which was supported through this funding.

“I had a tremendous sense of pride as I persevered to prepare for and pass the exam,” says Stewart. “When patients ask me about the special OCN designation on my ID badge, I’m happy to tell them it means I’m recognized through a rigorous national program as an

oncology certified nurse. My professional certification gives my colleagues inspiration to also become certified, it gives me a sense of satisfaction and it gives my patients a sense of safety.”

Kimberley Weinberg, BSN, RN, Clinical Nurse, 2 Core, attended the ANCC National Magnet Conference in Philadelphia thanks to this funding.

“The Magnet conference was an amazing experience,” says Weinberg. “It was surreal to be in a space with that many nurses from all over the world. I loved hearing from so many people and came back with great ideas for staff recognition at our facility. Experiencing the conference also reminded me how great our patient care is, and it inspires me to want to see our facility present next time!”

Attendees	Program
Jennifer Binbinon Angela Cheung Ana Llapa Lailani Macuray Gloria Marcos Gerald Mendoza	RWJUH Neuroscience Symposium: Conference Attendance
Maricastel Alfonso Stephanie Rodriguez	AACN National Teaching Institute: Conference Attendance
Alyssa Hall Ashley Wyckoff	Oncology Nursing Certification Corporation: Advanced Oncology Certified Course
Amanda Alvarado Krista Bucci Tara McCabe Jennifer Slicner Lorraine Stewart	Oncology Nursing Certification; Certified Peds HemOnc Nurse Course
Lauren Casey	Wharton Nursing Leaders Program
Olivia Nicasastro	Nurse Educator’s Conference
Gillian Bone James Christie Dawnmarie Devito Susan Elliott Maren Haughey Sarah Lehr Rowena Lim Nicholas Meo Colleen Price Allison Rekuc Lisa Ringled Stella Sanguiliano	Nursing Education Course - Be a Leader
Lauren Casey Deepak Jain, MD	National Association of Neonatal Nurses Conference/Poster Presentation
Nicolle Black Marvella Cephas David Katz Kimberley Weinberg	ANCC National Magnet Conference
Kathleen Arcidiacono	AOHL Health Care Finance for Nurse Executives

Scholarships Promote Career Growth

Funding facilitated through the RWJUH Foundation also supported academic scholarships for nurses and other team members in 2022. Nursing scholarships are provided for RWJUH employees pursuing a further degree in nursing practice, and Health Professional Scholarships support local high school students interested in health care careers.

For Nicole Rolston MSN, RN, NPD-BC, Nursing Professional Development Specialist, Center for Professional Development, Innovation and Research, returning to school after many years of being out of the classroom came with much trepidation – and the financial commitment weighed heavily on her decision.

“Fortunately, I was awarded a scholarship through the generosity of the RWJUH Foundation, which allowed me to begin my journey toward obtaining my DNP,” says Rolston. “I plan to use the knowledge gained upon completing my degree to develop the next generation of nurses as they begin their journey into our wonderful caring profession.”

Scholarships

Betty Wold Johnson Center for Nursing Education Scholarship Awards

Associate Degree

Kristen Anne Conti
Yahaira Reed

Bachelor of Science in Nursing

Yeseul Kang
Genesis Marte
Yalitza Melgar
Jake Nguyen
Gabriela Rodriguez
Arum Samy
Allison Vento

Master of Science

Rebecca Coolahan
Michele Dickson
Akua Fosu
Abigail Hoffman
Melissa Jensen-Kwatkoski
Mugdha Kandalgaonkar
Paulina Kozak
Sheenamol Nair
Maricar Panganiban
Ankur Patel
Jasleen Sevilla
Anie G. Shiby
Ingrid Sokolsky
Alessandra Vernice

Doctoral Degree (DNP or PhD)

Bruno Rustico
Jackie Baras
Jennifer Bernal
Karen Feng
Mini Jijo
Nicole Rolston
Vanessa Garcia
Victoria Pangilinan

Dr. E. Joyce Zimmerman Scholarship

Jaime Friedland

RWJUH Nursing Scholarship Awards

Associate Degree

Guillermo Fonseca

Master of Science

Aeduk Park
Kothai Perumal
Julienne Sing-Lundbang

Health Professional Scholarships

David B. Crabel Scholarship

Angelica Perales
Genesis Mavel Castillo Amador
Iris Pelaez Aragon
Jade McBride
Juan Lopez Luis
Melvin Silva Betancourt
Nicole Marie Perez
Perla Hiraldo
Rolando Domingo Mendoza
Shianty Caceres

Katherine Wright Gorrie Scholarship

Angie Lopez
Brian Perez
Itzeel Gomez
Kenny Vinicio Sanchez Escobar
Nayelly Rosales



Podium Presentations

Staff	Name of Presentation	Conference Name or Sponsor
Maryann Brookes, BSN, RN, CCRN Sean Fusco, BSN, RN, CCRN Keona Phillips, MSN, RN, CCRN	So You Think You Want to be a Neurocritical Care RN?	RWJUH Neuroscience Symposium
Kathy Easter, MSN, RN, CCRN-K Linda Tamburri, MS, RN, APN, CCRN-K	We Are Family: How Magnet4 Europe Highlighted the Benefits of Strengthening the Bonds Between the International Family of Nursing	Magnet4Europe Learning Collaborative, London, UK
Timothy Murphy, MSN, RN, FAEN, CEN, TCRN	Loop Closure for Trauma Performance Improvement	Trauma Centers Association of America, Virtual
Olivia Nicastro, MSN, RN, ACNP-BC	A Qualitative Exploration of Self-Identity During the Role Transition to a Nurse Educator	NEC in the Rockies 2022, Breckinridge, CO
Claudia Pagani, MSN, RN, MEDSURG-BC, NPD-BC (Co-authors: Alberto Rodriguez, Georgia Harrison)	Courage in the Time of COVID: A Quantitative Study	NACNS 2022 Annual Conference, Baltimore, MD
Claudia Pagani, MSN, RN, MEDSURG-BC, NPD-BC (Co-authors: Donna Prete, Jessica Rowley, Kyala Pascual, Teresa Savino, Lisa Laws)	Novice to Expert Frontline Nurses During the Coronavirus Pandemic: A Qualitative Study	NACNS 2022 Annual Conference, Baltimore, MD
Victoria Pangilinan, DNP, RN, CCRN	Program Evaluation of Ventilator Associated Pneumonia Bundle and Development of a Modified Program	RWJUH Nursing Research Symposium
Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN	The Grit of Building an Engaged Team	University of Pennsylvania Doctor of Nursing Practice Class
Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN	Building an Elastic Nursing Workforce	American College of Emergency Physicians Scientific Assembly, San Francisco, CA

Poster Presentations

Staff	Name of Presentation	Conference Name or Sponsor
Luzviminda Buyog, BSN, RN Lauren Casey, MSN, RN, RNC-NIC	A Multi-disciplinary Quality Improvement Initiative to Reduce Unplanned Extubation in the Neonatal Intensive Care Unit	2022 National Association of Neonatal Nurses Conference, Las Vegas, NV
Luzviminda Buyog, BSN, RN Lauren Casey, MSN, RN, RNC-NIC	A Multi-disciplinary Effort to Reduce Bronchopulmonary Dysplasia in the Neonatal Intensive Care Unit	2022 National Association of Neonatal Nurses Conference, Las Vegas, NV
Kathy Easter, MSN, RN, CCRN-K (Co-author Linda Tamburri)	Closing the Gap: First Steps in Developing a Nursing Educational Needs Assessment	ANCC Magnet4Europe Conference, Cork, Ireland
Minnette Markus-Rodden, PhD, RN, CPNP-AC	Quality Indicators as a Measure of the Impact of a New Ambulatory Leadership Model	American Academy of Ambulatory Care Nursing, Las Vegas, NV

2022 Research Studies	
Principal Investigator/Co-Investigators	Study Title
Patricia James, DNP, RN, CCRN, NE-BC MaryBeth Russell, PhD, MA, RN, NPD-BC, NEA-BC, FNAP	The Occurrence of Provider Burnout and Fatigue while Caring for COVID-19 ECMO Patients: Surveying CVICU Nurses Using the Maslach Burnout Inventory Tool
Kathleen Soriano, PhD, RN, NE-BC	Moral Distress and Ethical Climate in Pediatric Nurses in the Time of COVID

2022 Evidence-Based Practice Projects	
Staff	Project
Jackie Baras, DNP, MBA, RN	The Impact of Staff Education and Simulation on Knowledge, Skills, and Confidence in Perioperative Nurses in Providing Culturally Competent Care Among Transgender Patients
Marvella Cephas, DNP, RN, CEN Co-Investigators: Yi-Horng Lee, MD, MaryBeth Russell, PhD, MA, RN, NPD-BC, NEA-BC, FNAP Other Study Staff: Georgia Harrison, DNP, RN, CCRN	Screening for Child Maltreatment in a Pediatric Emergency Department
Georgia Harrison, DNP, RN, CCRN Rosemarie Daley, BSN, RN	Utilizing a Nurse-Driven Protocol/Algorithm in the Reduction of Hospital Acquired Clostridium Difficile
Rowena Lim, MBA, RN, CNP	Surgical Site Infection in Coronary Artery Bypass Graft Patients: A Program Evaluation
Victoria Pangilinan, DNP, RN, CCRN	Program Evaluation of Ventilator- Associated Pneumonia Bundle and Development of a Modified Program
Sandia Royal, DNP, MSN, MPA, RN, CCRN, CNRN	Implementing an ICU Diary Program in the Cardiovascular Intensive Care Unit
Marlene Thompson, BSN, MHA, RN, CNML	Diabetes Self-Management
Sandra Vargas, DNP, RN, AGNP-C	The Impact of the PREPARE Tool on Hospital Readmission

Publications
Michael Schaier, MSN, BS, RN-BC, PCCN
Schaier, M. (2022). A nursing-driven approach towards reducing hypertension: a focus on evening dosing and circadian rhythm. RN Journal. https://rn-journal.com/journal-of-nursing/a-nursing-driven-approach-towards-reducing-hypertension
Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN
Shechter, A., Chiuzaan, C., Shang, Y., Ko, G., Diaz, F., Venner, H., Shaw, K., Cannone, D., McMurry, C., Sullivan, A., Rivera, R., Vose, C., Shapiro, P., & Abdalla, M. (2022). Prevalence, incidence, and factors associated with posttraumatic stress at three-month follow-up among New York City healthcare workers during the COVID-19 pandemic, Int. J. Environ. Res. Public Health 2022, 19, 262. https://doi.org/10.3390/ijerph19010262 Academic Editors: Espera

