

**MONMOUTH MEDICAL CENTER**  
The Unterberg Children's Hospital

**RWJBarnabas**  
HEALTH

# 2016

## Annual Nursing Accomplishments

“Celebrate what you’ve accomplished,  
but raise the bar a little higher each  
time you succeed.”

Mia Hamm



# A Message From Our Vice President of Patient Care Services

## Diann Johnston, MSN, RN, NEA, BC

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### A message from our Chief Nursing Officer regarding the 2016 year

#### Greetings:

We are so proud to share our annual Nursing Accomplishments Report for Monmouth Medical Center and The Unterberg Children's Hospital. This report provides an overview of our services as well as our many achievements for 2016.

For more than 125 years nurses have played an integral role at Monmouth Medical Center. We are proud of our rich history, which is deeply enculturated in our staff's commitment to education, excellence, safety, service, quality, innovation and research.

In 2016, Barnabas Health and Robert Wood Johnson merged to form RWJBarnabas Health (RWJBH), the largest health care system in New Jersey. This comprehensive health system brings the best of academic medicine, research and teaching while partnering with the community to improve the health of populations throughout New Jersey.

As you read through this publication, you will be inspired by our frontline staff and their contributions to Monmouth Medical Center's many successes. Our hospital is a top performer in RWJBH, in our community, in our state and even nationally. Some of our achievements include:

- MMC received a Leapfrog score "A" for each rating period in 2016
- MMC received a CMS "4 Star" rating for each rating period in 2016
- MMC is the only hospital in Monmouth and Ocean counties to achieve Leapfrog "A" and 4 Star rating
- MMC was recognized by Leapfrog as the only area hospital to fully meet safety standards in all areas of maternity care
- MMC lead RWJBH and performed at top decile in New Jersey for patient satisfaction
- Recognized by readers of the Asbury Park Press as the Best Hospital in Monmouth County for a fourth consecutive year
- Jacqueline M. Wilentz Comprehensive Breast Center received numerous awards including Women's Choice Award as one of America's Best Breast Centers
- Leon Hess Cancer Center achieved accreditation with commendation from the American College of Surgeons Commission on Cancer
- MMC increased the number of RNs with BSNs, advanced degrees and national certification

We believe strongly that these achievements are a direct result of engaging frontline staff through our Shared Governance structure.

As we pursue our Magnet designation, we are excited about the future. Let's take the time to recognize past accomplishments and applaud the magnificent contributions of our nursing staff. You will understand why we are so proud of the great care they deliver every day.

Diann Johnston, MSN, RN, NEA, BC



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Created by Julie Villa  
(Magnet Program Director) &  
Bomina Lim RN (C2)

# 1 Transformational Leadership

The nursing profession innately requires nurses to lead. Nurses are continually presented with opportunities to guide, mentor, develop, present, report, analyze and serve as role models. Each of these activities allows the nurse to assist others to grow, learn and change. Whether helping a patient or family to understand a new diagnosis or medication, participating on a committee or work group that is charged with creating a change, communicating a process or procedure to a peer, or precepting a new hire or mentoring a colleague by relating their own experiences; nursing is a leading profession. Our nurses are consistently recognized as leaders in the community.



# Nursing at Monmouth Medical Center

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- ◆ **Mission:** To engage individual team members through empowerment, education and collaboration to create a culture of high-quality, evidence-based, cost-effective care.
- ◆ **Vision:** Developing a health care team that will take responsibility for achieving and sustaining excellent patient care outcomes and that hold each other accountable for delivery of care that will exceed the expectations of the community we serve.
- ◆ **Values:** “Passionate about quality, compassionate about people.”
- ◆ **Philosophy:** As Monmouth Medical Center nurses evolve and adapt to the 21<sup>st</sup> century, we continue to strive for nursing excellence valuing our historic traditions.

We believe...

- The essence of nursing is the privilege to care for others.
- Nursing is an art and a science, combining knowledge, caring ethics, and compassion to provide holistic patient care that meets the needs of body, soul and spirit.
- As nurses, we have a commitment to competence and skill in the practice of our profession.
- Diversity adds to our strength.
- Collaboration enhances our practice.
- Based upon sound judgement, competence, research and ethics, adaptation is key in our ever-changing health care environment.
- Methods of quality improvement, research and innovation refine our practice.
- Nurses serve as leaders, aspiring for the highest level of judgement, ethics and standards. Leadership is recognized through accountability and accepting the responsibilities, privileges and rights within our professional practice.

# Chief Nursing Officer (CNO) Visibility

Diann Johnston, MSN, RN, NEA, BC

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Diann Johnston is very supportive of her staff, especially to the nurses who work tirelessly to achieve great outcomes, such as:

Leapfrog grade “A”  
4-star hospital through CMS  
MMC continues to lead within NJ:

- #1 in communication regarding medications
- #2 in care transitions
- #3 in communication with nurses
- #4 in pain
- #4 in response of hospital staff
- #5 in communication with doctors



Diann's Quarterly Towne Hall Meetings

- Diann provides leadership rounds to the units to speak with the staff about issues in real time.
- Diann and Senior Leadership meet with a different unit every month to be able to support the daily operations and speak directly with the staff.
- Diann always has an open door policy, which affords staff the opportunity to meet with her to address their concerns.
- Diann provides “shadowing” opportunities to nurses of all levels to mentor our future leaders.
- Diann regularly meets with Senior Nursing Leadership to keep abreast of issues impacting patient care services.



# Succession Planning

- The Nursing Leadership Succession Program was created to grow our future RWJBarnabas Health nurse leaders by staging the growth and development of high potential individuals throughout the RWJBarnabas Health System. Individuals are selected based on their dedication to patient care and the leadership qualities they demonstrate in communication skills, quality improvement and accountability. These characteristics have distinguished them as our emerging nurse leaders.
- The program runs for one year and is comprised of two components that contribute to the growth and development toward a nursing leadership role.



2016 graduates from  
Monmouth Medical Center:

Rebecca Dominguez (AP2)  
Tuesday Rowan (B5)  
Maren Haughey (L&D)



# 2 Structural Empowerment

Nurses work in structured environments that have enculturated pathways for continued professional improvement. These pathways provide nurses with avenues to participate in shared governance and decision-making, allow for opportunities in professional development and advancement, support teaching and community involvement, and provide a variety of rewards and recognition.





# Community Health Care Outreach



The Monmouth Medical Center team supporting the Undy 500 Run/Walk in some of their favorite apparel

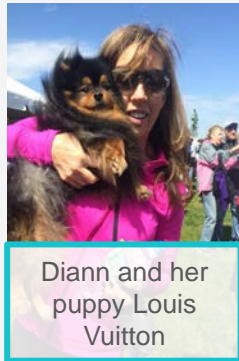


Rook Run raised more than \$200,000 to benefit the Palliative Care Program at MMC through the Valerie Fund



The New Jersey Marathon  
Bill Arnold, Diann Johnston with the winners

**MMC Participates in Skin Cancer Prevention Initiative –**  
 Monmouth Medical Center held the annual Choose Your Cover skin cancer screening in conjunction with the Ocean Monmouth Health Alliance on July 23 at Seven President's Oceanfront Park in Long Branch, providing 34 screenings to beachgoers and the park's lifeguard staff. Choose Your Cover brings free skin cancer screenings, complimentary sunscreen and a wealth of vital skin-safety information to the at-risk population of people who spend extended time in the sun and at the beach, park or other outdoor venues. Skin cancer and sun-safety education and giveaways were available and participants were able to receive a free skin cancer screening provided by MMC APNs and a surgical resident. Horizon Blue Cross Blue Shield of New Jersey was also on site to offer information. MMC staff included, from left, Ruthanne Ruhnke, RN, (ED); Linda Grimes, RN, Community Health Education; Josephine Kam, Administrative Coordinator, Chinese Medical Program; Deanna Tiggs, APN, Director, Oncology Data Center and Oncology Research Department; Teah Qvavadze, MD, Surgical Resident; Claire Goyette, RN, Radiation Oncology Department; and her husband Michael Goyette. Not pictured are Valerie Shander, APN, Leon Hess Cancer Center; Kathy Antonucci, Laboratory; Vinny Smith, Educator, Horizon Blue Cross and Blue Shield of NJ; and Laura Gallo, Special Projects Manager, Leon Hess Cancer Center.



Diann and her puppy Louis Vuitton



Portia Lagmay-Fuentes, regional administrative director, Cancer Services, and Diann Johnston, vice president of Patient Care Services, at the 21<sup>st</sup> Annual Power of Pink Luncheon held on July 21<sup>st</sup> at Monmouth University to benefit the Leon Hess Cancer Center



Lisa Aker and Justin Hubbard at the 2016 Brookdale Foundation Scholarship Ball

**Other Events Not Pictured:**  
 NJ Marathon, Oceanfest, Strawberry Festival, Ronald McDonald Walk, Mya Lin Race, Yumi, Make Some Noise, Big Steps for Little Feet, Careers in Health Care (speaker: Diane Poullos), Basics of Diabetes (speaker: Ruthann Ruhnke)

# 2016 March of Dimes



**Monmouth Medical Center supported and participated in the 2016 March of Dimes March for Babies**



**Wendy Reich, MSN-Ed, RNC-Ob, C-EFM, CBC was the Chairperson for MMC. Under Wendy's leadership, MMC raised over \$20,000!**

# Employee of the Month Nurses



**Lauren Fleming**  
BSN, RN (T6E)

*January 2016*



**Matt Morin**  
BSN, RN (ICU)

*February 2016*



**Lisa Aker**  
BSN, RN-BC (B5)

*April 2016*

*June 2016*



**Diane Poullos**  
RN, MA, CHR, AHN-BC (HR)

*August 2016*



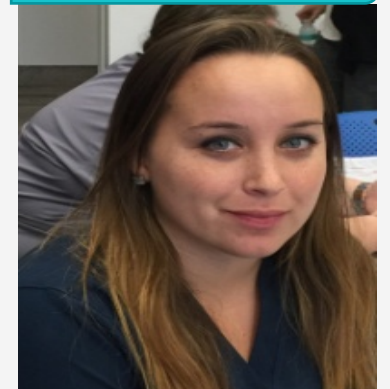
**Loukia Lopresti**  
BA, MA, RN (ED)

*October 2016*



**Herman Abuchowski**  
BSN, RN (BBR2)

*November 2016*



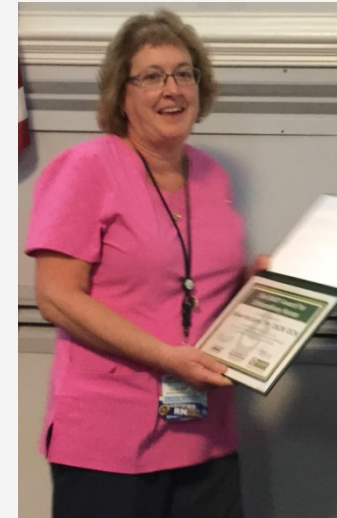
**Jacklyn Hartgrove**  
BSN, RN, CBC (ED)

# Daisy Award Winners



**Nicole Roberts, BSN, RN-BC (G5)**

The DAISY award was established in 1999 by members of the family of Patrick Barnes. He died at the age of 33 of complications of ITP. Like many families nurses see every day who go through this kind of horrific loss, the Barnes family wanted to find a way to turn their grief into something positive and do something that would honor the very special man Patrick was. As a result of their experience, the Barnes family believes that nurses are unsung heroes of our society who deserve far more recognition and honor than they receive. They decided to go around the country and say thank you to nurses. The Barnes family created the DAISY Award (Diseases Attacking the Immune System). What started out from their family to the nurses who took care of Patrick has grown into a meaningful recognition program embraced by health care organizations around the world.



**Eileen McGarry, RN (BBR4)**



**Jennifer Healy, RN (L&D)**



**Zumie Laureano, BSN, RN, CCRN (Cath Lab)**



**Olga Rostron, MSN, RN (B5)**



**Taquana Holley, BSN, RN (RRT)**

# International Nursing

Make a difference abroad



Marietta Datar, BSN, RN (Cardiac Rehab) has worked with a medical mission in association with the Caring Hands Foundation, Inc., Sts. Peter and Paul Hospital in the Bicol region of the Province of Sorsogon, Sorsogon City, Philippines for years. This organization works to provide medical assistance to the communities in need. MMC is a sponsor, donating medical supplies and monetary donations through the Filipino Nurses Association.



Darla Harmer, MSN, RN, OCN and Stefonia Thompson, BSN, RN-BC, through Handfuls of Hope, assisted with a team to provide medical treatment to approximately 3,000 residents of Catalina, Dominican Republic, in January 2016.

# International Nursing (Cont'd)



Haitian school before earthquake

School two months later, after quake

Jorelle Napoleon, RN (AP3), traveled to L' Hommond in Les Cayes, Haiti, in June 2016 with two nurses, one physician, and many caring laypersons belonging to the First Baptist Church of Asbury to:

- distribute clothing and personal hygiene supplies (out of her own pocket)
- educate the residents in bible ministry
- medical outreach



Emma Phanor, BSN, RN (PACU), has worked with Ferande Valme Ministries in Leogane, Haiti, for years. This organization works with children to provide higher education opportunities and needed medical attention to the residents of this country. In 2016, she raised more than \$10,000. On these mission trips, Emma teaches the people in Creole. She has received donations from Dr. Jonathan Lusgarten, Dr. Kevin Lopyan, Dr. Jason Cohen, Dr. Judy Johnson, and our CNO, Diann Johnston.

# National Certifications (SE3)

As of December 2016, MMC's Certification Rate is 61%

## REGISTERED NURSE

## DEPARTMENT

## CERTIFICATION

Nadira Adams  
Alison Bethea  
Christine Carmichael  
Caroline Castro  
Gabrielle Crine  
Laura Dworetzky  
Friedman, Laura  
Raluca Girdea  
Bethany Gregg  
Susan Groff  
Jamie Hatala  
Erin Hargain  
Theresa Hroncich  
Ryan Killeen  
Linda Kolk  
Karlie Korz

T5OB  
T6OB  
T5OB  
T6E  
T6OB  
B5  
T5OB  
G5  
Infection Control  
L&D  
G5  
WCH Float Pool  
WCH Float Pool  
G6  
G5  
Pediatrics

Breastfeeding Counselor (CBC)  
Breastfeeding Counselor (CBC)  
Breastfeeding Counselor (CBC)  
ANCC med surg (RN-BC)  
Breastfeeding Counselor (CBC)  
ANCC Med/Surg (RN-BC)  
Breastfeeding Counselor (CBC)  
ANCC Med Surg (RN-BC)  
Certified in Infection Control (CIC)  
Breastfeeding Counselor (CBC)  
ANCC Progressive Care (PCCN)  
Breastfeeding Counselor (CBC)  
Breastfeeding Counselor (CBC)  
ANCC Med Surg (RN-BC)  
ANCC Med/Surg (RN-BC)  
Breastfeeding Counselor (CBC)



# National Certifications (Cont'd)

## REGISTERED NURSE

## DEPARTMENT

## CERTIFICATION

Gail Lloyd  
Jane MacMahon  
Kathleen Malouf  
Kathleen Malouf  
Ashley Mewherter  
Kelly Moran  
Margaret Nielson

PESS  
T6OB  
Valerie Fund  
Valerie Fund  
WCH Float Pool  
L&D  
Risk Management

RN-BC (Certified Psychiatric)  
Breastfeeding Counselor (CBC)  
RN-BC  
Breastfeeding Counselor (CBC)  
Breastfeeding Counselor (CBC)  
Breastfeeding Counselor (CBC)  
Certified Professional Healthcare  
Risk Manager (CPHRM)

Elizabeth O'Donnell  
Emily Picard  
Jennifer Quirk  
Nicole Roberts  
Vanessa Sacco  
Simone Shopowich  
Latoya Thomas  
Stefonia Thompson

Vantage Point  
BBR2  
L&D  
G5  
B5  
T6OB  
PAT  
BBR2

OCN  
OCN  
Breastfeeding Counselor (CBC)  
ANCC Med/Surg (RN-BC)  
ANCC Med/Surg (RN-BC)  
Breastfeeding Counselor (CBC)  
ANCC Med-Surg (RN-BC)  
ANCC Med/Surg (RN-BC)





# Professional Development Advancement Program (Clinical Ladder)

Nurses have the opportunity for professional development and enhance patient care

Registered Nurse	Department	Level Achieved
Thomas M. Ciancia, BSN, RN	Emergency Department	II
Leslie Desimone, BSN, RN	Vantage Point	II
Gately K. Golden, BSN, RN, ONC	Nursing Float Pool	II
Sarah Janas, BSN, RN	Operating Room	II
Loukia Lopresti, BA, MA, RN	Emergency Department	II
Shweta Mehra, BSN, RN-BC	T6E	II
Matthew Morin, BSN, RN	ICU	II
Joseph Vitullo, RN-BC	T6E	II
Kaitlyn Petrillo, BSN, RN	Operating Room	II
Tristan Wristen, BSN, RN	Emergency Department	II
Sherriane Young, RN, CBC	RNC	II
Nicole Ryan Altenau, BSN, RNC, CBC	L&D	III
Joyce Bodine, BSN, RN, CPAN	PACU	III
Laura Brooks, BSN, RN, CPN, CBC	Maternal Child Float Pool	III
Mary Danish, RN, CEN, MICP	Vantage Point	III
Margareta Gartside, BSN, RN, CNOR	Operating Room	III
Michelle Grace Guba, BSN, RN, CNOR	Operating Room	III
Jamie Hatala, BSN, RN, PCCN	G5	III
Sherri Jovanovic, BSN, RN, CNOR	Operating Room	III
Vaida Liepiene, BSN, RN, CNOR	Operating Room	III

# Professional Development Advancement Program (Cont'd)

Registered Nurse	Department	Level Achieved
Bomina Lim, BSN, RN-BC	C2	III
Jacqueline Cayabyab Malabanan, BSN, RN, CNOR	Operating Room	III
Kathleen Malouf, BSN, RN, CCRN, CSRN, CBC	Pediatrics OP Services	III
Susan Rafferty, RN, CNOR	Operating Room	III
Melanie Ramp, BSN, RN, CNOR	Operating Room	III
Courtney Rea, BSN, RN-BC	G6	III
Karen Reul, RN, CNOR	Operating Room	III
Lacey Richard, BSN, RN, CPN, CBC	Valerie Fund	III
Kris Ann Ruscil, BSN, RN, CBC	Maternal Child Float Pool	III
Alexandra Sargent, MSN, RN, CBC	RNC	III
Nancy Shaub, RN, CNOR	Operating Room	III
Sheeba Suresh, BSN, RN-BC	G5	III
Laura Tedeschi, BSN, RN, CBC	T6OB	III
Carol Allan, BSN, RNC-NIC, CBC	RNC	IV
Kristine Galizio, BSN, RNC-NIC, CBC	RNC	IV
Eileen McGarry, RN, OCN, CBCN	BBR4	IV
Victoria O'Neill, BSN, RN, OCN	BBR4	IV
Maria Eliza Vasquez, BSN, RN, CNOR	Operating Room	IV

# Nursing Grand Rounds (SE4)

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## *Programs Offered*

- JAN** **“Nursing Transitional Model of Care: Management of High Risk Populations”**  
by Denise Yaman, DNP, CHFN
- FEB** **“Pain Management: Trying to Relieve Pain”**  
by Nicole Keegan, DNP, APN
- APR** **“Clinical Liaison”**  
by Jane Ryan, PhD, RD, FAND
- JUN** **“The Challenges of Caring for the Alcohol-Dependent Patient and Managing Workplace Violence”**  
by The MMC Falls Committee
- AUG** **“The Changing Face of Pediatric Appendicitis”**  
by Natalie Kuhn, MSN, APN, CPNP-AC
- OCT** **“Bullying: Enough Already!”**  
by Tess Medina, MAS, BSN, RN, BC



# New Degrees

Nurses make commitment to quality care; we never stop learning

Registered Nurse	Department	Degree Achieved	School
Janette Principe	WCH Float Pool	BSN	Thomas Edison State University
Ramonita Pavon	T6OB	BSN	Oklahoma Panhandle State University
Latacia Horsley	T6E	ASN	Brookdale Community College
Marisol Molina	T6E	ASN	Brookdale Community College
Charlene Edquiban	T5OB	BSN	Thomas Edison State University
Mildred Stovall	T5OB	BSN	Thomas Edison State University
Latoya Thomas	Pre-Admission Testing	BSN	NJ City University (Summa Cum Laude)
Josh Robertson	PESS	ASN	Brookdale Community College
Elizabeth Riggleman	PESS	BSN	Western Governors University
Elaine McKane	Operating Room	MSN	Monmouth University
Susan Bijoy	Operating Room	BSN	Grand Canyon University
Leelah Xavier	Operating Room	BSN	University of Phoenix
Courtney Ellenberger	Operating Room	MSN	Monmouth University
Tara Rostron Lorenz	RNC	MSN	Kean University
Nadie Lahie	RNC	BSN	Thomas Edison State University
Krishan, Komal	ICU	BSN	Grand Canyon University
Easley, Kari	G5	BSN	Monmouth University- honorary degree on RN-MSN track
Rose Sahi	Float Pool	MSN	Monmouth University
Donna Jeffreys	SDS	BSN	Kean University
Kaitlyn Rogers	ICU	DNP	Rutgers
Leslie Shephard	C2/BBR2	MSN	Walden University
Nimmy Treeza	B5	MSN	Monmouth University
Rashmikaben Patel	B5	BSN	NJ City University
Rose Polasky	SDS/PACU	MSN	Rutgers
Tuesday Rowan	B5	MSN	Rutgers
Nicole Caputo	B5	BSN	NJ City University
Samantha Sanchez	B5	BSN	Chamberlain College of Nursing
Sabrina Reeves	AP1	BSN	Chamberlin College of Nursing

# Clinical Entry into Practice (SE7)

Registered Nurse	Department	Month Hired	School
	ED	January	Drexel
	ED	January	Felician
	ED	January	Rutgers
	ED	January	Villanova
	L&D	March	Seton Hall
	L&D	March	Seton Hall
	RNC	March	Seton Hall
	RNC	March	NJCU
	OR	March	Seton Hall
	OR	March	Georgian Court
	OR	March	Thomas Edison State University
	ICU	August	Villanova
	ICU	August	Shannedoah
	WCH Float Pool	August	Rutgers
	L&D	September	Georgian Court
	L&D	September	Georgian Court
	L&D	September	Georgian Court
	ED	September	Wagner
	ED	September	Georgian Court
	ED	September	Anderson
	ED	September	Quinnipiac
	OR	September	Sacred Heart
	OR	September	Seton Hall
	OR	September	NJCU
	WCH Float Pool	September	TCNJ



# Awards

## MMC Employee Recognition and Excellence Awards



MMC 3rd Qtr I Make A Difference Luncheon  
Dec. 5, 2016



Sharon Holden, BSN, RN, RDCS  
Salute to the Policy Makers Award  
Executive Women of NJ Annual Gala



Diann Johnston & Emma  
Phanor (PACU)  
Service Awards Dinner  
June, 2016



MMC 2<sup>nd</sup> Qtr I Make A Difference Luncheon



Lolita Jacob, DNP, RN FNP-BC  
Advance Practice Nurse of the Year  
40<sup>th</sup> Nursing Excellence & Scholarship Awards Gala



# Nurses Week 2016 Award Recipients



Kaitlyn Petrillo (OR) & Maren Haughey (L&D) for Maysie Stroock Award



Andrea Jacinto (BBR2) Novice RN Award



Lauren Byron-Rawling (RNC) Nurse Mentorship Award



Kayla Frederick (G5) Kathryn Kellam Ross Nursing Scholarship Award



Reny James (B5) Nurse Mentorship Award



G5 – Best Team Award



Lauren Trulli (ED) Novice RN Award & Sharmine Brassington (ED) Caritas Nurse of the Year Award



Victoria O'Neill (BBR4) Maysie Stroock Award



Leela George (AP3) Elise Mackason Award



Kaitlyn Rogers (Cardiac Rehab) & Meghan Rogers (ICU) for Monsignor Bradley Nursing Research & Education Award

# 3 Exemplary Professional Practice

Professional Practice models provide a conceptual framework for nursing care both individually and interprofessionally. Nurses must communicate and collaborate in order to achieve high-quality patient care outcomes. Interprofessional team members are key resources whose contributions to care are highly valued and mutually respected toward the achievement of clinical outcomes. Working together, managing conflict, addressing ethical issues, protecting patient rights, maintaining confidentiality and ensuring safety are hallmarks of nursing's professional practice.



***A Message from MMC's Nursing Theorist:***

*"In transpersonal caring and healing, we will need to sustain the existence of a community of healers which is committed to the domain of art, beauty, and soul care to accompany and transform the usual ways of doing medicine."*

*~ Jean Watson*



# Nursing Professional Practice Model

At Monmouth Medical Center the professional practice model aims to define and guide the nursing practice environment. Nursing practice is centered on the patient, family and community by adhering to evidence-based practices that enhance the quality and safety of the care that is provided. Through a shared model of governance, nurses hold themselves and their interdisciplinary partners accountable to service excellence by collaborating and communicating in a caring and compassionate way. This is achieved through continued professional development, education and training. The tenets of this model reflect nursing's values and exemplify the culture of the organization. This model was designed by our Shared Governance members and voted upon by our entire organization.



# Shared Governance Membership

Nurses have a voice in improving care and practice

## ◆ Med/Surg Council

Darla Harmer, MSN, RN, OCN (Facilitator)  
Lauren Fleming, BSN, RN (Chair)  
Lauren Petach, BSN, RN  
Xenia Lipton, BSN, RN, PCCN  
Bomina Lim, BSN, RN-BC  
Courtney Rea, BSN, RN  
Gately Golden, BSN, RN  
Kiera Reilly, BSN, RN  
Herman Abuchowski, BSN, RN  
Emily Recchia, BSN, RN  
Norma Jean Lapsley, BSN, RN  
Kaitlin Potkulski, BSN, RN  
Joe Cagliostro, MSN, RN-BC (Educator)

## ◆ Behavioral Health Council

Nahomie D. Marcenat, BSN, RN (Facilitator)  
Susan Wares, BSN, RN (Interim Chair)  
Vera D'Silva (Interim Co-Chair)  
Laura Bourque, BSN, RN  
Sabrina Reeves, BSN, RN  
Mona W. Taesch, BC, RN  
Sarah Connolly, MSW, LSW  
Trish Knudsen, BSN, RN

## ◆ Oncology Council

Mary Himmelberg, BSN, RN, OCN (Facilitator)  
Rita McTighe, BSN, RN, OCN (Chair)  
Mary Danish, RN  
Victoria O'Neill, BSN, RN, OCN  
Erin Dooley, MS, APN, CBEC, CNBN  
Susan Pires, RN, OCN

## ◆ Critical Care Council

Maureen Bowe, MSN, RN (Facilitator)  
Zumie Laureano, BSN, RN, CCRN (Chair)  
Eileen Clapp, BSN, RN (Co-Chair)  
Matt Morin, BSN, RN  
Lisa Lemansky, BSN, RN  
Missy Porth, RN  
Tom Ciancia, BSN, RN  
Leanna D'Andrea, BSN, RN

## ◆ Holistic Council

Angela Brathovde MSN, RN-BC, HNB-BC (Facilitator)  
Joyce Bodine, RN, BSN, CPAN  
Wilma Palisoc, RN, BSN  
Loukia LoPresti, RN, BA, MA  
Sarah Janas, BSN, RN

## ◆ Peri-op Council

Elaine McKane MSN, RN, CNOR (Facilitator)  
Kaitlyn Petrillo BSN RN (OR)  
Daureen Vales, RN (PAT)  
Rosemarie Darby, BSN, RN (SDS)  
Pellagrina Rego, RN (MDS/Endo)  
Ingrid Lochner, BSN, RN (PACU)  
Courtney Ellenberger, MSN, RN, APN-BC  
Joni Burkimsher, RN (Co-Chair)  
Jacqueline Malabanan, BSN, RN, CNOR



# Shared Governance Membership (Cont'd)

## ◆ Maternal Child Health Council

Kathleen J. Windram (Facilitator)  
 Maren Haughey, BSN, RNC-OB, CBC  
 (Chair)  
 Nicki Henning, BSN, RN, CBC (Co-chair)  
 Beth Chiarella, MSN, RN, CPN  
 Claire Doran, BSN, RNC, CBC  
 Kristin Fachner, RN, CPN, CBC  
 Tricia Gilburn, BSN, RN, CBC  
 Gabby Clonan, BSN, RN, CBC  
 Diane Jackson, MAS, RNC-OB, CBC  
 Tiffany Mellon Cantwell, BSN, RN, CBC  
 Amanda Rea, BSN, RN, CPN, CBC  
 Eilish Reilly, RNC, BSN, CBC  
 Lacey Richard, RN, CPN, CBC  
 Shirah Suero, BSN, RN, CBC  
 Barbara Sunnerville, BSN, RN, CBC  
 Sherriane Young, RNC-LRN, CBC

## ◆ Advanced Practice Nurse Council

Nicole Keegan, DNP, APN-C  
 Suzanne Sernal, MSN, APN-BC, RNC-OB, CBC  
 Denise Yaman, DNP, APN, CHFN  
 Janet Urbanowicz, PhD, RN, CPHQ, NEA-BC  
 Lolita Jacob, DNP, APN-C  
 Angela Freeman, MSN, APN  
 Kristy Maag, MSN, APN, ONC  
 Susan Dulczak, RN, MSN, PNP-C, CPON  
 Christine Brewer, MSN, APN  
 Jessica Doto, MSN, APN  
 Carmen Manzo-Goral, MSN, APN-C  
 Teri Vaccaro, MSN, APN  
 Rose Knapp DNP, RN, APN-BC  
 (Monmouth Univ. Graduate Faculty Liaison)  
 Jonor Esposito-Santiago, MSN, APN  
 Courtney Ellenberger, MSN, APN, CNOR  
 Dana Delatush, MSN, APN, AGPNCP-BC  
 Paula Graziano, MSN, APN-C  
 Patricia Whyte, MSN, APN, CNM  
 Natalie Kuhn, MSN, APN, CPNP-AC  
 Inna Belenson, MSN, APN  
 Renee Nadal, MSN, APN-C  
 Portia Fuentes, MSN, APN-BC

## ◆ Magnet Ambassadors

Colin Archer, BSN, RN (AP2)  
 Joy Aшетino, RN (ICU)  
 Erica Brown, BSN, RN, CBC  
 (WCH Float Pool)  
 Suzanne Cinquemani, RN, CBC (L&D)  
 Louise O'Malley, RN, RNC, CBC (T6OB)  
 Marietta Datar, BSN, RN (Cardiac Rehab)  
 Liz Davis, BSN, RN, CBC (Pediatrics/PICU)  
 Leslie Desimone, BSN, RN (Vantage Point)  
 Lauren Fleming, BSN, RN-BC (T6E)  
 Jackie Hartsgrove, BSN, RN, CBC (ED)  
 Darlene Hintenach, RN, RNC, CBC (T5OB)  
 Don Hopf, RN (ICU)  
 Andrea Jacinto, BSN, RN (BBR2)  
 Donna Jeffreys, BSN, RN (ENDOSCOPY)  
 Laura McCarthy, BSN, RN-BC (B5)  
 Beth Liguori, RN (Case Management)  
 Kaila Wiarda, BSN, RN, CBC (RNC)

Kristen Murphy, BSN, RN (C2)  
 Michael Neilson, RN-BC (PESS)  
 Gemma Nicoletti, BSN, RN, CBC (T6OB)  
 Shannon O'Connell -Craney, MSN, RN (AP2)  
 Amy Cullen, BSN, RN (AP1)  
 Courtney Rea, BSN, RN (G6)  
 Jeff Weiss, RN (AP1)  
 Colleen Rindt, BSN, RN, CBC (Pediatrics/PICU)  
 Veronica Romeo, BSN, RN, CBC (T5OB)  
 Kris Ruscil, BSN, RN, CBC (WCH Float Pool)  
 Samantha Sherman, BSN, RN, PCCN (G5)  
 Danielle Stefanowicz, BSN, RN (G5)  
 Watcharee Taylor, BSN, RN, RNC, CBC (T5OB)  
 Lauren Tramontano, BSN, RN, CBC (T5OB)  
 Lauren Trulli, RN (ED)  
 Daureen Vales, BSN, RN, CAPA (PAT)  
 Barbara McFadden-Crist, BSN, RN, CBC (T5OB)

## *Accomplishments in 2016*

- Enculturation of the newly voted Professional Practice Model
  - The Magnet Program Director position approved & filled
- The implementation of a peer review level in MMC
- The formation of a Magnet Ambassador Committee
- Partnering with medical librarian Fred Pachman and the Altschul Medical Library with Research Committee and Magnet
- The expansion of our Shared Governance to include unit based councils housewide



On the left, Julie Villa, MSN, RN, CCRN is the Magnet Program Director  
On the right, Janet Urbanowicz, Ph.D., RN, CPHQ, NEA-BC is the Regional Director of the Center for Professional Development, Innovation and Research



## Suzanne Sernal, MSN, APN-C Clinical Director of Labor & Delivery and T6OB

Suzanne was appointed to the NJ Maternal Morbidity & Mortality Review Board (a two-year term) in January 2016.

In addition to this appointment, Suzanne:

- Will graduate Monmouth University in 2018 with a Doctorate of Nursing Practice with a leadership focus.
- Functions as the department OB/GYN Advanced Practice Nurse.
- Oversight of four units (three inpatient and one outpatient) and about 120 direct reports (RN's, PCA's, Scrub tech's, and Clerical Tech's)
- Responsible for the daily operations, quality and fiscal management of all four areas.
- Co-Chair RWJBH OB Leadership Collaborative.
- Chair OB Nursing Subcommittee.

•Speaking Engagement in 2016:

“Lessons Learned from MMC Journey to Reduce C-section Rate”, Leapfrog Hospital Safety Information Session, Newark, NJ.



## Susan Dulczak, RN, MSN, PNP-BC, CPON Clinical Director of Valerie Center & Pediatric Medical Day Stay

Susan started a bereavement committee in 2016 and is a system pediatric chemo/biotherapy trainer through APHON, which provided an ELNEC training course program in April of 2016 that provided palliative care and end-of-life skills to 20 attendees.

In addition to this work, Susan:

- Published two articles in Aphon Counts in 2016.
- Held speaking engagements “Intro to Palliative Care” at SBMC.
- Is responsible for the daily operations of 1500 patients per year through the Valerie Center and 40 patients per year in Pediatric Medical Day Stay.
- Susan functions as a Nurse Practitioner in the department, seeing approximately 20 patients per month.
- Is the Executive Communication/Secretary for The Ronald McDonald House.



**Danielle Hilliard, MSN, APN, CPNP, CCRN-K  
Clinical Educator for Pediatrics, PICU,  
Valerie Fund & Pediatric Medical Day Stay**

## The Special Needs Ambassador Program

- Danielle became the program facilitator as MMC's lead for the Special Needs Ambassador Program, a RWJBarnabas Health Initiative to support special needs patients and their families throughout their health care experience. The goal of the program is to provide the highest quality care to all individuals through health care excellence, superior service and compassionate care.
- The program was introduced housewide in September 2016.
- Facility champions have been identified and more than 40 MMC employees from various departments across MMC have been trained to be ambassadors.
- MMC is the first hospital to integrate volunteer services and pet therapy into the program.
- Community outreach activities are being scheduled to introduce the program and expanded the understanding and usage of it to those in need of the service.



**Nicole Keegan, DNP, APN-C  
Director of Pain Management**

In addition to Nicole's duties as Director of Pain Management in 2016, she:

- Is a Big Sister mentor with Big Brothers/Big Sisters Organization.
- Co-chairs Pain Domain and enacted a policy change.
- Continued the Pain Resource Committee mentoring RNs by allowing them to shadow her in the clinic and inpatient rounds in regards to pain issues with patients.
- Mentors and precepts DNP students.
- Is an APN Residency Committee member.
- Is a Joint & Spine Committee member.
- Is a member of MLP credentialing committee.
- Co-chair of the APN Council.
- Is certified as a Family Nurse Practitioner and in Pain Certification.

Speaking Engagement in 2016:

"Use of Multi-modal Therapy in Acute Pain" at Valley Hospital (October)

2016 Poster Presentations: "The Dangers of OSA in the Hospital Setting".



# 4 New Knowledge Innovations & Improvements

Nurses are educated about evidence-based practice and research, enabling them to explore the safest and best practices and to generate new knowledge. Establishing new ways of achieving high-quality, effective and efficient care is the culmination of transformational leadership, empowering structures and exemplary professional practice.



# Research Studies

STUDY TITLE	PRINCIPLE INVESTIGATOR(S)	STUDY & DESCRIPTION	MPACT ON NURSING
Critical Care Alarm Management: A Patient Safety Goal	Meghan Slawson, RN & Kaitlyn Brownridge, RN	EBP – study will solicit whether changing the ECG electrodes every 24 hours will help to reduce the number of telemetry alarms.	Fewer alarms are triggered if the ECG pads are changed q 24 hrs.
Reading the Energy Field Environment	Angela Brathovde, MSN, RN	QUALITATIVE – study will solicit self-reported stress reduction.	
Can an individualized activity plan reduce the risk of de-conditioning, functional decline, and maintain pre-admission functional status in eligible hospitalized patients?	Paulina Sieczkowska, RN	REPLICATION – study will look at intervention as prevention of functional decline.	
An observational time motion study of medical/surgical nurses in order to determine redistribution of work- load to improve efficiency and outcomes	Lauren Russo, MSN, RN, OCN	QUANTITATIVE – this is a follow-up study to see if nurses have changed their workflow since the addition of the CNL role	In progress
The relationship between and among perceived experience with breast milk expression, expression frequency and breast milk volume in mothers of premature infants	Janet Urbanowicz, PhD, RN & Mildred Kenney-Lau	QUALITATIVE – to understand the per- ception of breast milk expression of mothers of premature infants	In progress and extended due to low participation



# Research Studies (Cont'd)

STUDY TITLE	PRINCIPLE INVESTIGATOR(S)	STUDY & DESCRIPTION	IMPACT ON NURSING
The relationship between resilience and coping in hospital nurses	Janet Urbanowicz, PhD, RN & Kathy Zavotsky, RN	QUANTITATIVE – study will collect coping strategies and measure resilience among hospital nurses	In progress
The relationship between moral distress and coping among operating room nurses in an acute care hospital environment	Janet Urbanowicz, PhD, RN; Kathy Zavotsky, RN; and Sarah Janas, RN	QUANTITATIVE – study collected moral distress and coping strategies among operating room nurses	Completed
Nurse clinical smart-phone survey	Janet Urbanowicz, PhD, RN	QUALITATIVE – study will solicit feedback from RNs using smartphone technology for daily communication	
Gender attitudes and traits that lead to differential outcomes in a female dominated profession	Janet Urbanowicz, PhD, RN & Donna Reinbeck, RN	QUANTITATIVE – study will investigate attitudes toward leadership roles between men and women RNs	In progress
Nurse satisfaction and turnover: Understanding the relationship in the context of a hospital implemented patient flow initiative	Janet Urbanowicz, PhD, RN & Mary Ditri	QUALITATIVE – study will solicit self-reported nurse satisfaction and turnover rates as they are impacted on a patient flow improvement process	In progress

# New Technology

## Our Simulation Lab....

Thanks to the generosity of an anonymous donation, Monmouth Medical Center Foundation was able to purchase The SimMan® 3G for onsite clinical education. SimMan® 3G is an advanced patient simulator that can display neurological as well as physiological symptoms. The education of health care providers is an integral part of patient safety. Simulation allows rehearsal of skills in a low-risk environment, to engage in repeated, deliberate and structured practice, and to be accessed and receive timely feedback. Current simulation activities at Monmouth Medical Center include task training for IV and central line placement, as well as critical care ultrasound, unannounced in situ “mock codes,” ICU team training for RRT and ACLS protocols, evening multidisciplinary simulation events, and nursing competency assessment and training.



## Nursing's Influence in the MMC Quality Fair:

**“Implementation of a Colon Bundle Checklist to Decrease Colon Surgical Site Infections”**- M. Ramp, D. Lavy, D. Caputo, L. Pascarella, K. Windos, P. McNamee, M. Hirko, M. Morris, G. Gillet (\*\*Advanced to the Corporate Quality Forum)

**“The Benefit of Discharge to Home Following Orthopedic Surgery”** – N. Wilps, D. Delatush

**“Improvement in Obtaining and Scheduling Radiology Procedures for Patients with Managed Medicare Plans”** – S. Porter

**“Achieving Cost Savings Through Increased Adherence with Bronchiolitis Guidelines”** – J. Girona, D. Hilliard, P. Avvaru, H. Kothari

**“STORYTELLING: An Effective Tool in Caring for the Aggressive Behavior”** – R. O’Gara, J. Villa, J. Hatala

**“The Role of the Clinical Nurse Leader”** – D. Harmer, Y. Ahmed

**“Therapist Productivity in the Outpatient Setting”** – E. Langford

**“Use of the BETA Guidelines in a Multimodal Approach to Restraint and Fall Reduction on an Involuntary Care Unit”** – E. Langford

**“From Therapeutic Holds to Therapeutic Communication...A Hands Off Approach”** – E. Langford

**“Reducing Out of Network PESS Transfers”** – E. Langford

**“Improved Outcomes for Severe Sepsis Using Care Bundles”** – K. Windos, R. O’Gara

**“Development of a Multidisciplinary Percutaneously Inserted Central Catheter (PICC) Team in the Neonatal Intensive Care Unit”** – L. Byron, K. Rekedal

**“Reducing Treatment of Colonization, Antibiotic Use and CAUTIs by Decreasing Unnecessary Urine Cultures in Adult Patients with Indwelling Urinary Catheters”** – C. Korotky, L. Pascarella, B. Quirk, A. Lee, R. Felice, W. Alpaugh, B. Maraziti (\*\*Advanced to the Corporate Quality Forum)

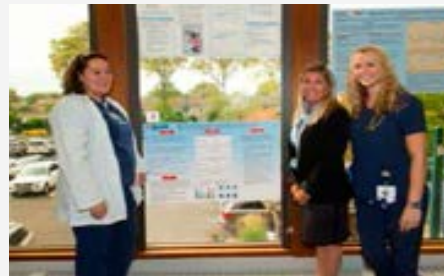
**“Improving Emergency Department Stroke Outcomes Using an Interdisciplinary Approach”** – E. Winkles, S. Holden, R. O’Gara, S. Brassington, D. Cioffi, V. Almeida, J. Mendelson (Also accepted for IHI)

**“Heart Failure to Healthy Lives – a 6 Year Journey at Monmouth Medical Center”** – D. Yamen, S. Holden, et al (Also accepted for IHI)

**“Reducing Cesarean Rates”** – S. Sernal (\*\*Advanced to the Corporate Quality Forum)

**“Cue Based Feedings”** – B. Adler, M. Gartland

**“Transitioning to a New Era of Critical Care”** – M. Bowe



## **MMC 2016 Quality Fair Posters:**

***“Perinatal mood and anxiety disorder program”***

By L. Tremayne

***“Using an Interdisciplinary Team and Nurse Champion Model to Reduce Catheter Associated Urinary Tract Infection and Urinary Catheter Utilization Ratios”*** By CAUTI Steering Team

***“Sustaining Fall Reduction in the Emergency Department”***

By S. Brassington, D. Cioffi, C. Sutphen, R. O’Gara, and Y. Ahmed

***“Improving Activities of Daily Living Utilizing Gamma Knife Radiosurgery for Debilitating Tremors”***

By D. Tiggs, T. Olsen, S. Simm, M. Weiss, D. Estin, J. Mendelson, J. Lustgarten, T. Link, M. Himmelberg, B. Kopke, C. Goyette, R. McTighe, F. Swanson

***“Impact of the Integrated Care Model on Inpatient Utilization for the Seriously Mentally Ill”***

By L. Jacob, S. Evanowski, F. Armour

***“Integrated Health Home Program: Diabetes Screening in Seriously Mentally Ill Patients”*** By K. Patel, L. Jacob

***“Simulation – The Future is Here”***

By S. Alagusundaramoorthy, L. Russo, P. Marcelle, V. Kramer

***“Reducing D2B Times in STEMI patients by Implementing and Improving Processes”***

By M. Witwick, S. Holden, et. al

## **All Other Dissemination:**

IHI is an influential force in health and health care improvement in the US and has a rapidly growing footprint in dozens of other nations, including Canada, England, Scotland, Denmark, Sweden, Singapore, Latin America, New Zealand, Ghana, Malawi and South Africa.

***“Prevalence of Undiagnosed Depression in Heart Failure Patients in an Outpatient Setting and Its Consequences”***

By I. Verma, C. Mattina, S. Holden, A. Jones, B. Thyagarajan, D. Yaman

***“Transitioning to a New Era of Critical Care: Improving Outcomes with a Closed Model ICU”***

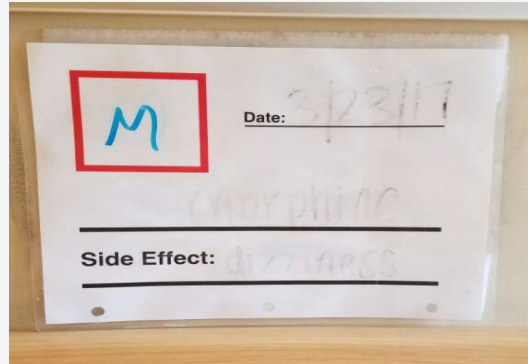
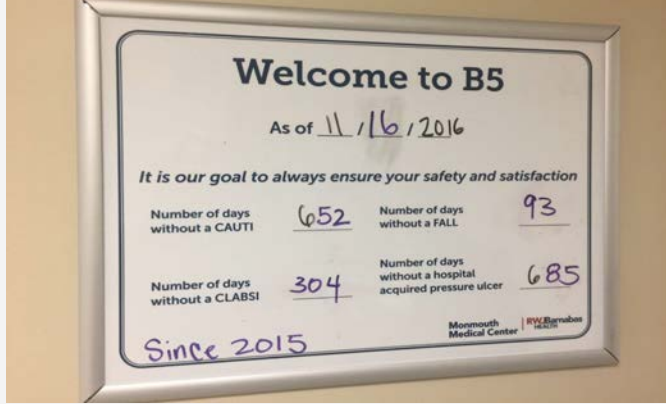
By C. Patton, V. Kramer, D. Livornese, Y. Ahmed, M. Bowe, S. Holden, T. Derby, K. Windos

# New Programs and Patient Safety Initiatives



New Hillrom beds installed in ICU & all Med/Surg floors at the cost of more than \$600,000

Med/Surg quality boards installed to track nurse-sensitive indicators



**“M” In the Box:**  
To keep patients well informed of medications prescribed during the hospital stay, nurses have adopted using “M” in the Box teach back education method. Each time patients receive a new medication, nurses write the name of the new medication, review the reason and at least one **SIDE EFFECT** of that medication



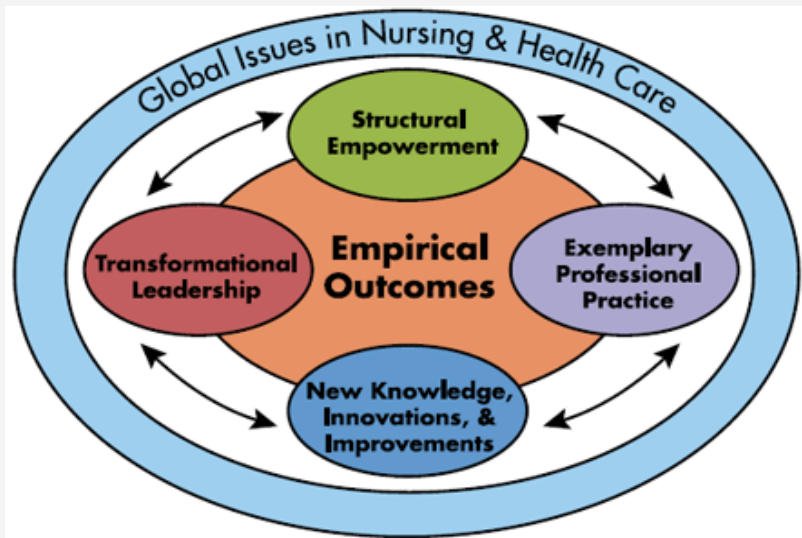
RNs from Women’s & Children’s Department who delivered at MMC in 2016



G5 RNs, Tinny Varghese & Raluca Girdea sitting with the patient during bedside report



# 5 Empirical Quality Outcomes

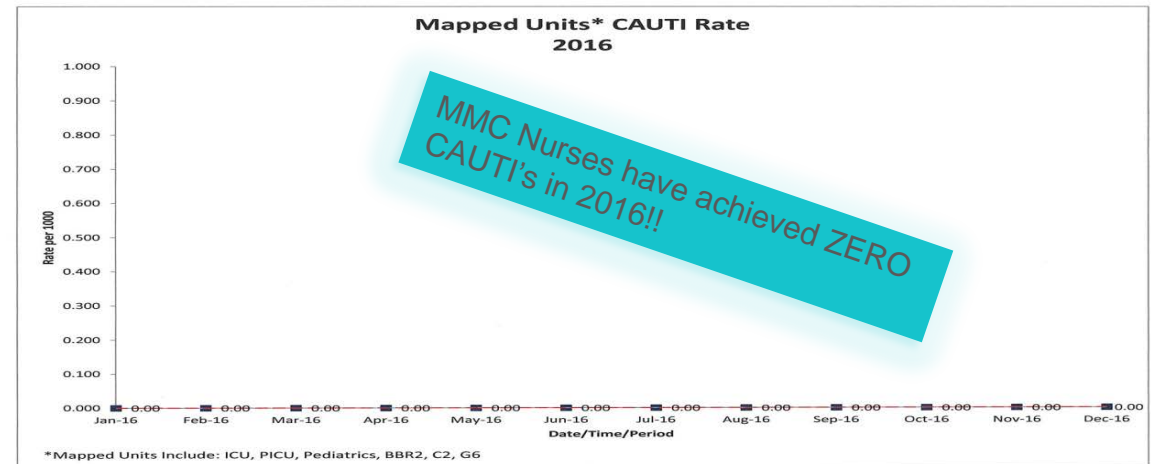
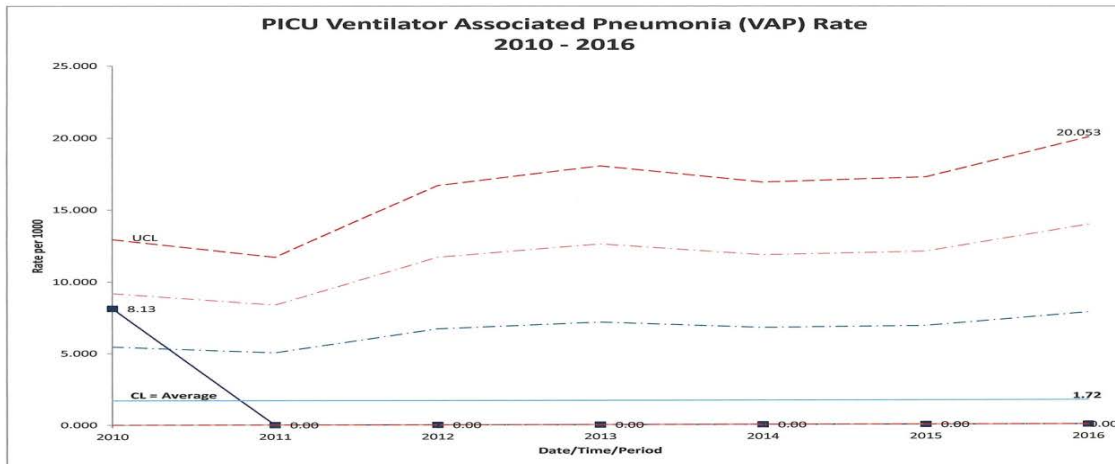
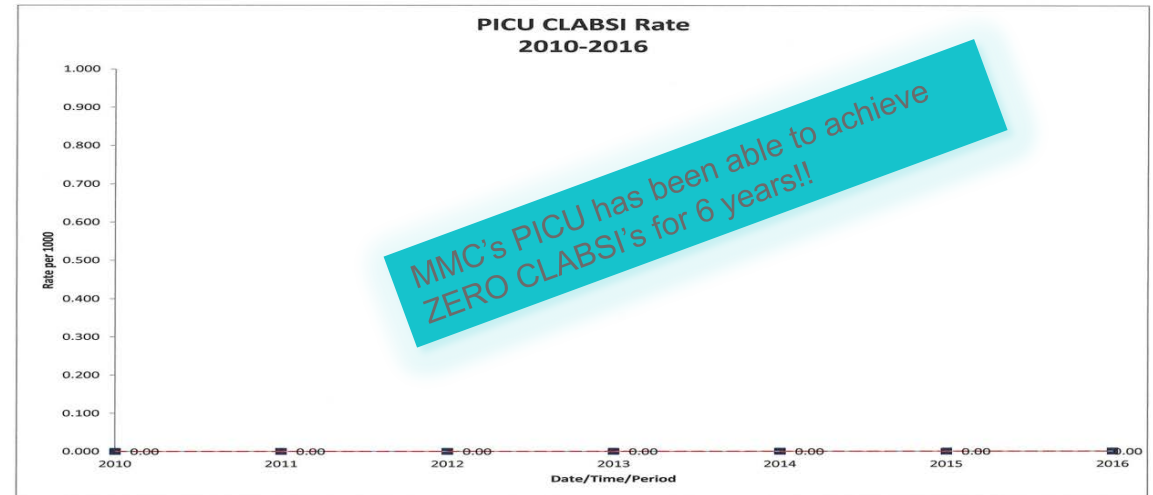
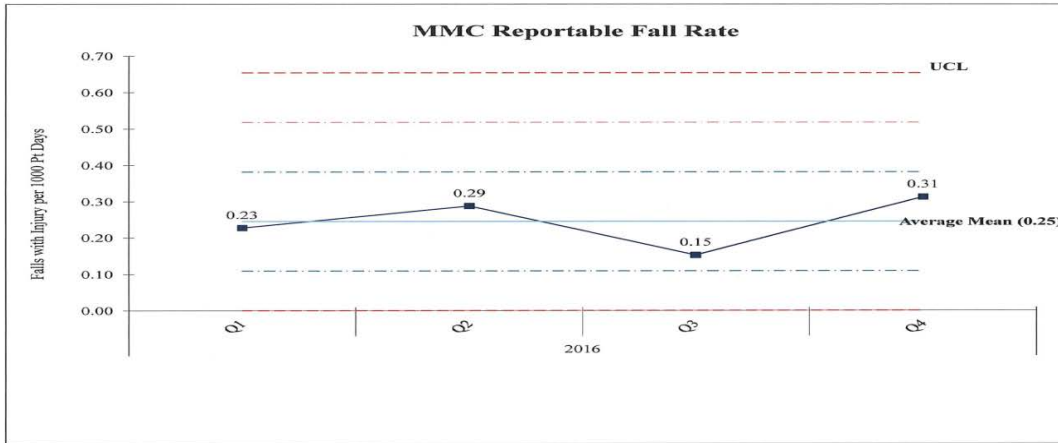


**MMC Marks 26th Year as Premier Sponsor of Long Branch's Oceanfest Celebration –** On July 4, Monmouth Medical Center and The Unterberg Children's Hospital joined the Greater Long Branch Chamber of Commerce and the City of Long Branch to celebrate the 26<sup>th</sup> year of "Oceanfest at Long Branch," the state's premier regional Fourth of July celebration. The annual family-oriented celebration took place on the Oceanfront Promenade adjacent to Pier Village and featured sand sculptors, all-day musical entertainment, original arts and crafts, children's entertainment and a world-class fireworks display. MMC nursing staff offered free blood pressure screenings and stroke awareness information throughout the day, and volunteers distributed thousands of promotional items, including sunscreen, beach balls and sand pails. The Monmouth/Ocean Chapter of Safe Kids was also on hand with games, prizes and safety information, including car safety seat checks.

*John Gowdy, a New Jersey-based artist specializing in sand sculpture, sculpted the main entrance of Monmouth Medical Center and the hospital's new logo at Oceanfest in Long Branch on July 4.*



# Nurse Sensitive Indicators

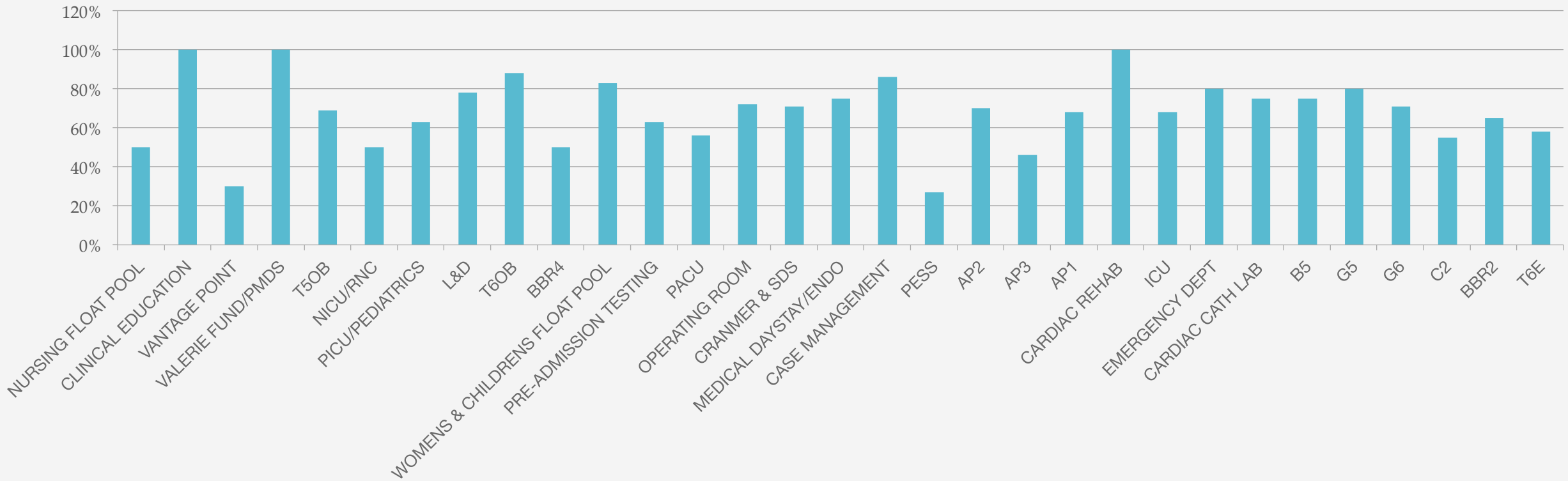


\*Mapped Units Include: ICU, PICU, Pediatrics, BBR2, C2, G6

# MMC's BSN Rate

As of December 2016, MMC's BSN Rate was 64.3%

### % OF RN's WITH BSN OR HIGHER



80% BSN by 2020 is a national goal put forth by the Institute of Medicine. The goal for Monmouth Medical Center in regards to Magnet is to improve our BSN rates to be in alignment with the national goal. It is not set by our hospital or Magnet. All nurses who don't have a BSN are encouraged to enroll in a program, but there is no time frame for completion at this time. Please review this website for the full IOM report:

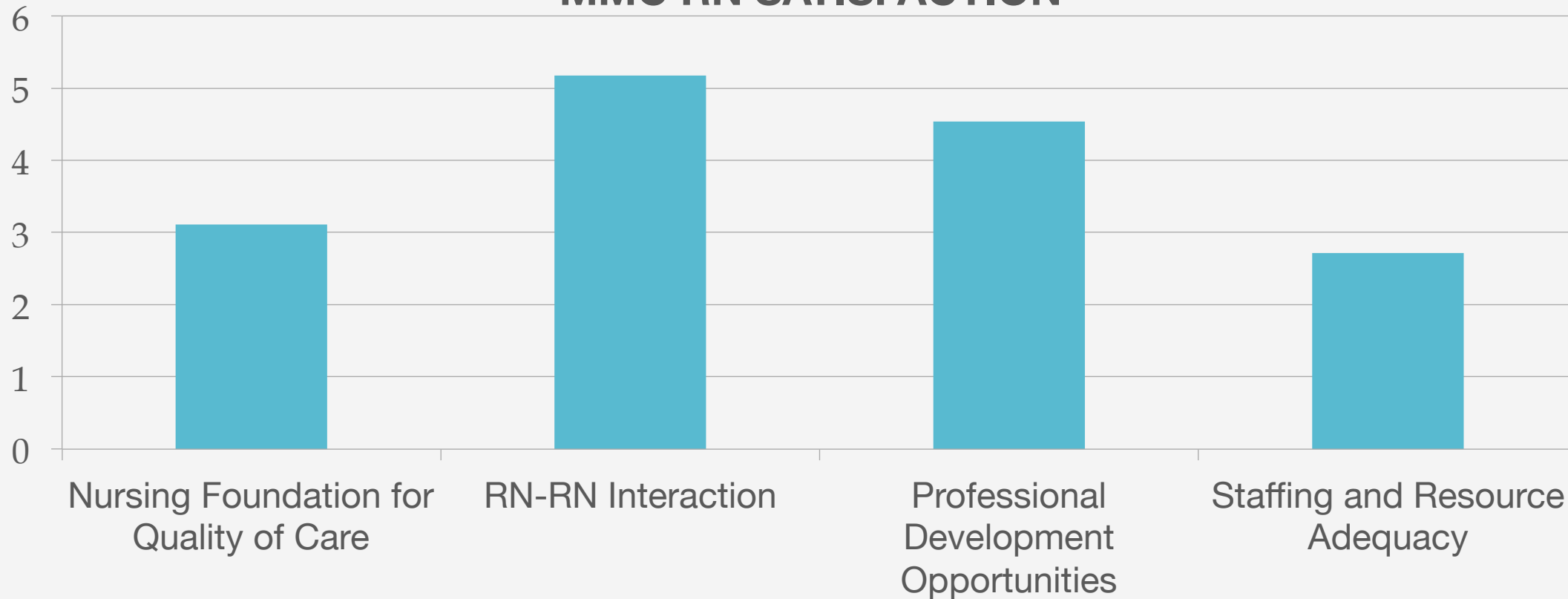
<http://www.nationalacademies.org/hmd/Reports/2010/The-Future-of-Nursing-Leading-Change-Advancing-Health/Report-Brief-Education.aspx>



# NDNQI Nurse Job Satisfaction

National Database of Nursing Quality Indicators (NDNQI®) is the national nursing database that provides quarterly and annual reporting of structure, process, and outcome indicators to evaluate nursing care at the unit level through “benchmarking”.

## MMC RN SATISFACTION

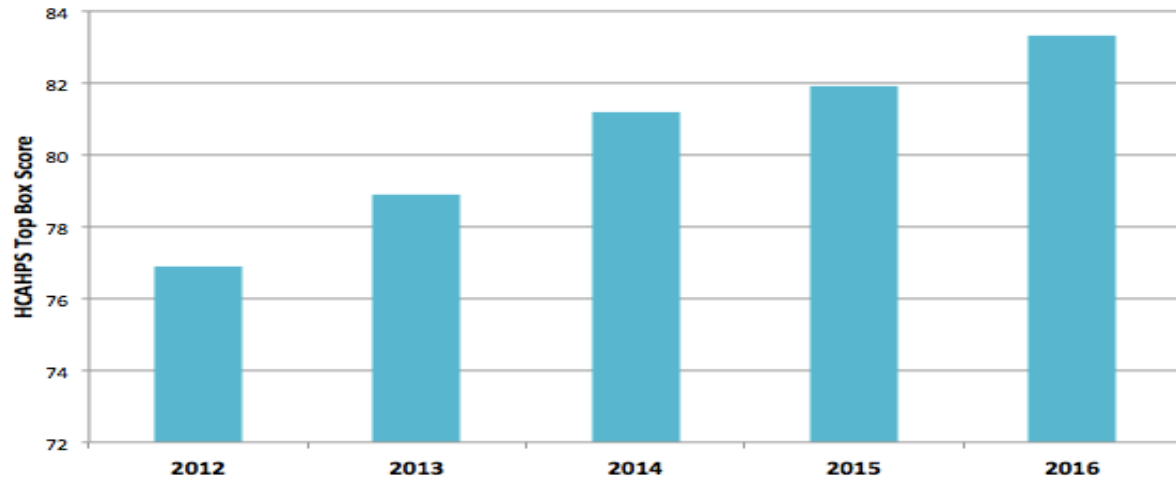


Each year, our nurses are surveyed to assess their satisfaction with their job and issues that impact patient care. The above chart shows the four categories in which our nurses outperformed the national mean.

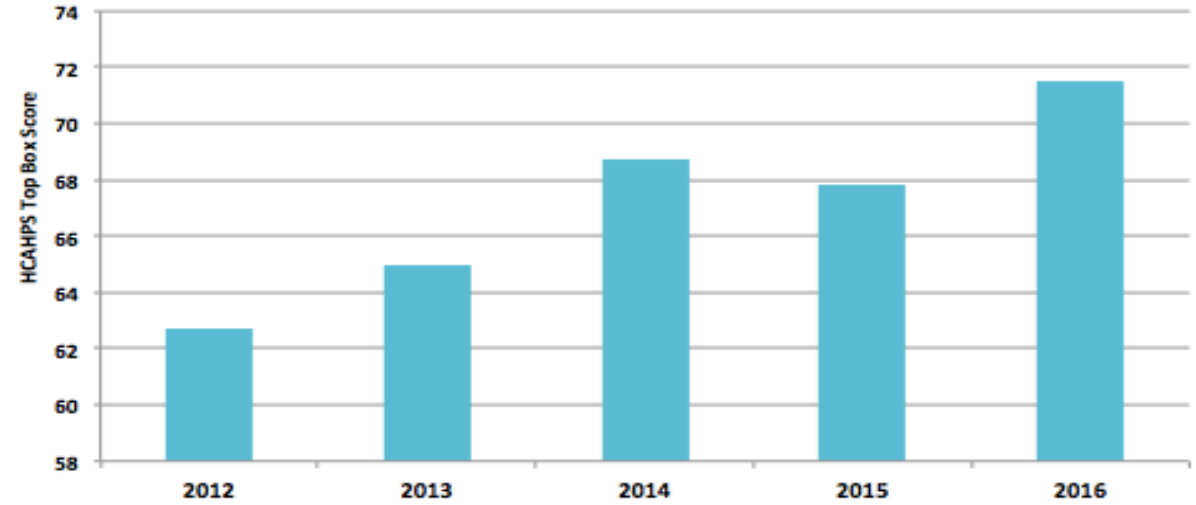
# Patient Satisfaction-HCAHPS

## Five Year Trend

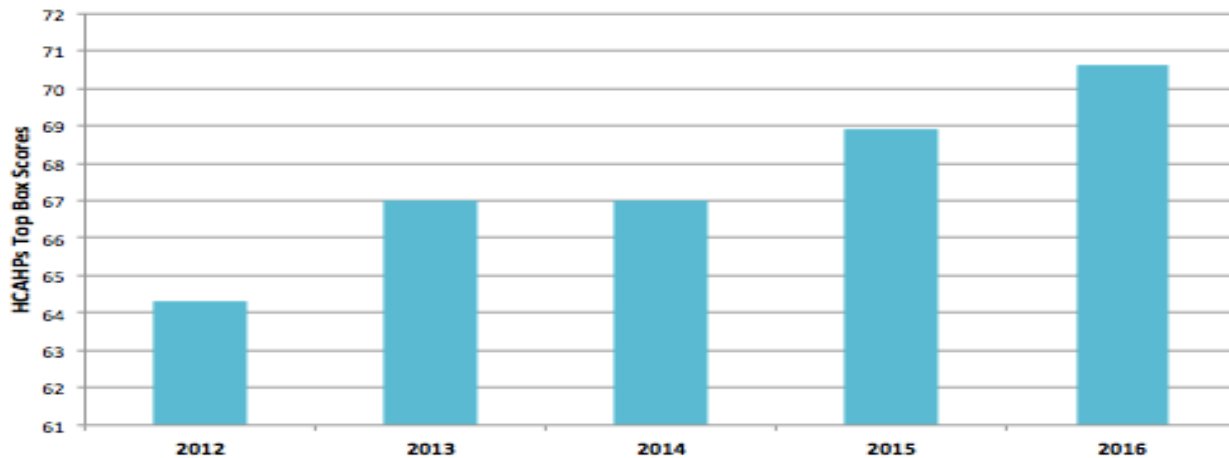
### Communication with Nurses



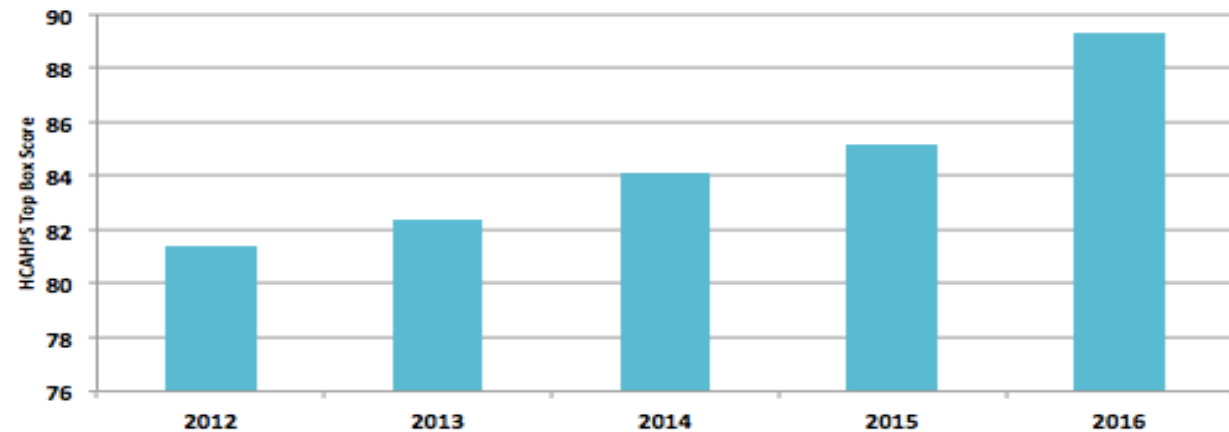
### Response of Hospital Staff



### Communication of Medication




### Discharge



# Patient Satisfaction-Press Ganey Report Card

Services	3 <sup>rd</sup> Qtr 2016			4 <sup>th</sup> Qtr 2016			Change
	Score	N	Rank	Score	N	Rank	
<b>2016 GOAL</b>							
<b>Ambulatory</b>	92.9						
	92.5	331	35 <sup>th</sup> %	92.7	359	31 <sup>st</sup> %	-0.1
<b>Emergency</b>	88.1						
	89.2	165	91 <sup>st</sup> %	89.1	143	91 <sup>st</sup> %	-0.9
<b>Behavioral Health</b>	86						
	86.6	300	79 <sup>th</sup> %	87.7	240	86 <sup>th</sup> %	0
<b>Inpatient Ped.</b>	88						
	87.5	42	20 <sup>th</sup> %	86.4	37	18 <sup>th</sup> %	+4.8
<b>Outpatient</b>	93						
	92.3	558	20 <sup>th</sup> %	92.3	849	20 <sup>th</sup> %	+1.3

  = Improved    
   = Neg. trend goal met    
   = Neg. trend goal not met    
   = Goal Met



A copy of the letter given to the nursing staff of T6E & T6OB  
In recognition of their outstanding scores.

Dear Nurse:


It is with great pride that I write to commend the performance of the T6 OB staff in achieving top patient satisfaction scores for 2016. Todd Six OB HCAHPS scores:

- Ranked in the 80<sup>th</sup> percentile nationally
- Ranked as one of the highest in Barnabas Health
- Ranked one of the highest in Monmouth Medical Center

The significance of Patient Satisfaction scores has never been more paramount in the health care industry. Patient experience can make or break a hospital's reputation in the community as well as drive market share. While this is not new, what is new is transparency of reporting these scores. Scores are readily available for comparison from hospital to hospital on websites such as "Hospital Compare" and "Leap Frog". In addition reimbursement is now based on scores on performance metrics that include Quality, Safety and Patient Satisfaction.


Please accept this gift card as a token of Monmouth Medical Center's appreciation for this incredible achievement. Thank you for all you do to ensure Monmouth Medical Center's reputation as the premier provider of obstetric care in the region. You make us proud every day.

Sincerely,



Diann Johnston, RN, MSN, NEA-BC  
Vice President Patient Care Services

DJ:js



# True to our competitive nature at MMC...

We strive to provide the best care to our patients and achieve excellent outcomes. Our CEO, Bill Arnold, has allowed Diann to hold onto this football as long as nursing is able to achieve these top outcomes in RWJBH & in NJ.

Hope you're not looking for this football back anytime soon Bill....



Bill Arnold, CEO, NY Giant's Quarterback Eli Manning and Diann Johnston at a 2016 event honoring high school athletes at Monmouth University