

2017

NURSING ANNUAL REPORT



A Message from our Chief Nursing Officer

Diann Johnston, MSN, RN, NEA-BC

Greetings:

We are so proud to share our Nursing Annual 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 2017.

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 excellence in safety, service, quality, education, innovation and research.

In 2016 Barnabas Health and Robert Wood Johnson merged to form 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 population throughout New Jersey.

As you read through this publication, you will be inspired by our front line 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:

- Recognition as a Top Teaching Hospital by the Leapfrog Group. Monmouth Medical Center shares this distinction with only 36 other hospitals in the country
- Monmouth Medical Center is the only hospital in Monmouth and Ocean Counties to receive an "A" in Hospital Safety Scores by the Leapfrog Group for six consecutive rating periods
- The Leon Hess Cancer Center at Monmouth Medical Center attained American College of Surgeons – Commission on Cancer Accreditation with silver commendation and the Jacqueline M. Wilentz Comprehensive Breast Center received the Women's Choice Award as One of America's Best Breast Centers for the fourth year in a row
- We continue to lead the system in HCAHPS scores, and are looked to as a model for best practice in patient satisfaction, ranking as a top New Jersey Performer
- Monmouth Medical Center increased the number of RNs with BSNs, advanced degrees and national certification
- Monmouth Medical Center was awarded "Best Hospital in NJ for Nurses in 2017" by Nurse.org (8th in NJ)

We believe strongly that our achievements are a result of bedside nurses making clinical decisions through our Shared Governance structure. We were thrilled that our structure earned international recognition by the Forum for Shared Governance.

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.



A Message from our President and Chief Executive Officer

Bill Arnold

Every day, I receive letters that praise our nurses for going above and beyond in providing outstanding clinical care and showing great compassion and kindness. These letters exemplify the positive ripple effect that great nurses create. They come not only from our patients, but their family members and friends, as well as hospital visitors, first responders, police and community members.

Over the past several years, Monmouth Medical Center has been growing and evolving to meet the demands of an ever changing health care landscape. The one thing that remains constant for us is the outstanding dedication and compassion of our nursing team. It is what assures me that no matter what change comes our way, we will always be here to ensure the health care needs of our community are met at the highest level.

MMC nurses work tirelessly to ensure that the best care possible is delivered to every patient, every day and around the clock. When most people are celebrating the holidays with friends and family, our nurses are on the job, helping people through some of the most difficult and challenging times of their lives. This dedication to patient-centered care is what truly makes our hospital a special place. Most recently, this dedication resulted in the international Forum for Shared Governance awarding accreditation to Monmouth Medical Center. This impressive certification is an important step on our Magnet® journey and a testament to the crucial leadership role of nurses at the bedside.

On behalf of Monmouth Medical Center, I thank you for all you do.



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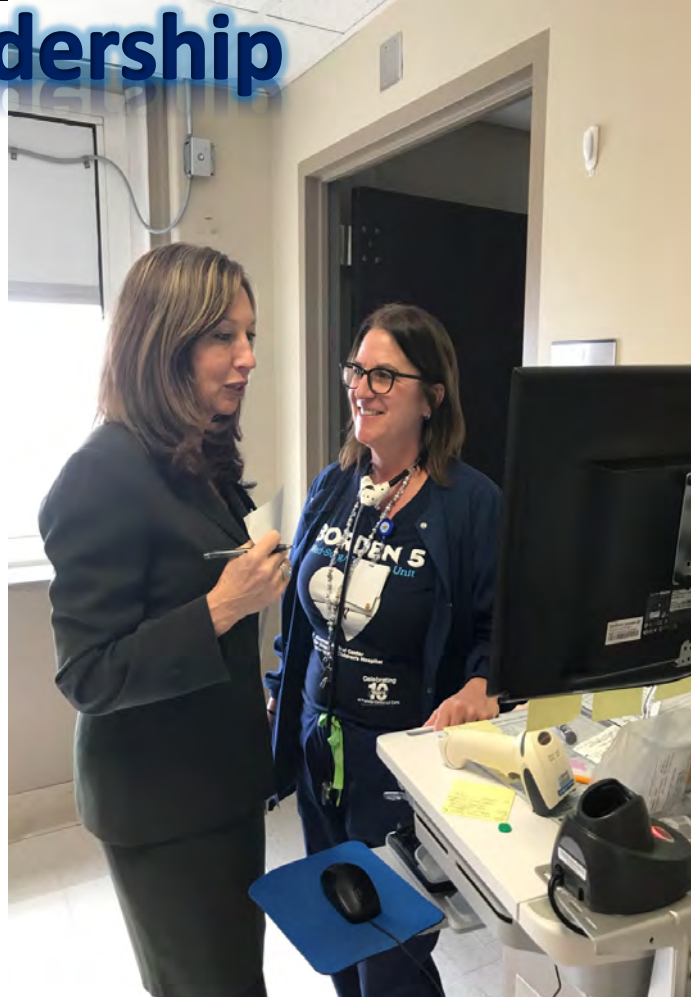
Annual Report Committee: Julie Villa, MSN, RN, CCRN-K (Magnet[®] Program Director), Bo Mi Na Lim, BSN, RN-BC (C2), Adrienne Wyckoff, BSN, RN (B5)

Report created by Bo Mi Na Lim, BSN, RN-BC (C2)



Transformational Leadership

A transformational leader is knowledgeable of issues impacting the staff and collaborates to see change. Transformational chief nursing officers see the big picture and have the interpersonal skills to build successful relationships with all stakeholders (including everyone from frontline staff to the executive leadership and the board of trustees to move the organization forward in such crucial areas such as patient safety, patient satisfaction and employee satisfaction. This exemplary practice is demonstrated by our Chief Nursing Officer with a well-articulated mission, vision, and philosophy who leads the organization to meet their strategic and quality plan.



Nursing at Monmouth Medical Center

Mission: To engage all team members through empowerment, education and collaboration to create a culture of high quality, evidence-based, cost-effective care for our community.

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 into the 21st 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 judgment, competence, evidence-based research and ethics, adaptation is key in our ever-changing health care environment.
- Methods of quality improvement, research and innovation refine our practice.
- Nurses serve as leaders, aspiring for the highest level of judgment, ethics and standards. Leadership is recognized through accountability and accepting the responsibilities, privileges and rights within our professional practice.



Photo Credit to The Altschul Medical Library at Monmouth Medical Center

Chief Nursing Officer (CNO) Visibility

Diann Johnston, MSN, RN, NEA-BC



Our Chief Nursing Officer, Diann Johnston, MSN, RN, NEA-BC, is a dynamic leader whose transformational style of leadership allows the employees at MMC to grow professionally and make decisions that impact their practice and patient care. Diann consistently conveys her support to the staff who work hard to achieve outcomes that lead RWJBarnabas Health and have become Top Performers in the state of New Jersey. Examples of the ways in which Diann supports the staff:

- Rounds on the units, independently and with senior administration, to speak directly with the frontline staff to understand their issues and offer solutions.
- Diann’s open door policy allows all staff members the opportunity to meet with her if they have concerns they feel need to be addressed.
- Diann will initiate meetings with staff to provide guidance in achieving nursing excellence.

Diann is a proponent of “growing our own” leadership and has provided shadowing opportunities to many staff members to mentor our future leaders. Diann is an active member of the Board of Trustees and conveys concerns that need to be escalated so the nurses’ voice is heard and those who don’t have such a close rapport with the frontline staff are kept abreast of issues impacting patient care. MMC is fortunate to have such a strong leader like Diann to help guide us to nursing excellence.



Patient Care Services Council



Left to Right: Sharon Holden, BSN, MPA, RN, RDCS | Asst. Vice President of Cardiopulmonary, Critical Care, Emergency & Renal Services; Patricia McNamee, MS, RN | Asst. Vice President of Peri-Operative Services.



Left to Right: Maureen Bowe, MSN, RN | Administrative Director, Critical Care & Nursing Resources; Deborah Cioffi, MSN, MSA, RN | Administrative Director of Emergency Services; Darla Harmer, MSN, RN | Administrative Director of Medical Surgical Units; Danielle Hilliard, MSN, APN, CPNP, CCRN-K | Administrative Director, Center for Professional Development Innovation and Research.



Left to Right: Erin Langford, MSN, RN-BC | Administrative Director, Behavioral Health Services; Deanna Tiggs, MS, APN, AOCNS | Interim Regional Administrative Director of Operations for Cancer Services; Julie Villa, MSN, RN, CCRN-K | Director, Nursing Excellence and Innovation & Magnet® Program Director; Kathleen J. Windram, MSN, BSHA, RN, CBC | Administrative Director, Women's & Children's Services.

Nurse Leader Succession Planning Program

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, their job performance and an interest in leadership. Qualities instilled in the candidates are 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.

“Rejoice in your work; never lose sight of the nursing leader you are now and the nursing leader you will become.”

~Sue Fitzsimons





Structural Empowerment

Structured environments 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.

- ❖ Professional Engagement
- ❖ Commitment to Professional Development
- ❖ Teaching and Role Development
- ❖ Commitment to Community Involvement
- ❖ Recognition of Nursing

Nurses in Politics



Marietta Datar, BSN, RN, Clinical Director of the Joel Opatut Cardiopulmonary Rehabilitation Program at Monmouth Medical Center, represented the state of New Jersey at the Day on the Hill Advocacy for the Cardiac and Pulmonary Rehabilitation Programs in Washington D.C.

Marietta was invited to represent the state of New Jersey by the American Heart Association and American Stroke Association's advocacy office. The recommendation came from Joan Helfman and Karen Lui, members of the American Association of Cardiovascular and Pulmonary Rehabilitation.

The American Heart Association and Stroke Advocacy Program focuses on influencing public policy through advocacy to achieve its health impact goals and programmatic objectives. This includes helping all Americans lead

healthier lives and reducing the incidence and consequences of cardiovascular disease and stroke.

The purpose of the Day on the Hill was to advocate for bipartisan legislation known as Improving Access to Cardiac and Pulmonary Rehabilitation Act of 2017 (HR.1155/S.1361). The resolution would allow non-physician practitioners to provide day-to-day supervision of the cardiac and pulmonary rehabilitation program. Currently, a physician must be available and accessible at all times when these services are rendered.

Twelve states' representatives and six members of the American Heart Association visited their respective representatives and senators to advocate for support of the resolution. Marietta was a spokesperson for the offices of New Jersey Senators Cory Booker and Bob Menedez and Congressman Frank Pallone Jr.

The Joel Opatut Cardiopulmonary Rehabilitation Program is designed for individuals recovering from heart and lung disease, and is the first program in Monmouth County to be certified for both cardiac and pulmonary rehabilitation by the American Association of Cardiovascular and Pulmonary Rehabilitation.



Community Health Care Outreach



Kaleidoscope of Hope Walk

September was Ovarian Cancer Awareness Month, and MMC marked the observance by supporting the Kaleidoscope of Hope (KOH) Foundation Walk for ovarian and other gynecologic cancers held September 23rd on the boardwalk in Avon-by-the-Sea. Led by team captains and oncology nurses Leslie Shephard, MSN, RN, OCN, and Eileen McGarry, RN, OCN, CBCN. The MMC team had its most participants ever and raised \$1,822 for the KOH Foundation.



Out of the Darkness Walk

The Behavioral Health team participated in Out of the Darkness Walk sponsored by The American Foundation for Suicide Prevention (FSP) in September. Led by team captain, Susan Wares, BSN, RN who convinced the Behavioral Health Network to sponsor a table at start/finish line. The team raised around \$600.



MMC Heart Walk

MMC nurses joined walkers, donors, and volunteers and accepted the challenge to help fight heart disease and stroke. The American Heart Association's 2017 Shoreline Heart Walk was held October 1st on the Asbury Park Boardwalk.



Food Bank

On November 1st, 2017 Marybeth Gartland, MSN, RN, CCRN, CBC; Angela Brathovde, MSN, RN-BC, HNB-BC; Susan Luongo and Wendy Reich, MSN-Ed, RNC-Ob, C-EFM, CBC volunteered their time at the Monmouth-Ocean Foodbank. Their primary responsibility was going through boxes of donated goods and sorting them by dates to ensure people collecting food at the foodbank were getting quality items. This team worked closely with the foodbank employees and were educated to the operations of the foodbank and how hunger has affected the communities we serve.

Community Health Care Outreach (Cont'd)



MMC Team Building

Left to right: RNs and PCAs from the Med/Surg team participated in Inflatable 5K and Tough Mudder. Their motto is...

TEAMWORK MAKES THE DREAM WORK!

Bottom: Robert Friedman was invited by Rose Polasky, MS, RN, CCRN, Clinical Director for PACU/Endoscopy/SDS to conduct a teambuilding exercise as a result of SAQ and NDNQI results within these areas.



LGBTQ Pride Event held in Asbury Park

Left to right: OB/Childbirth Educator, Paula Ross, MSN, RN, CCRN, CBC, and Joyce Pyle, RN from RWG Clinic participated in the 26th annual LGBTQ Pride Celebration held in June 4th in Asbury Park.



Big Steps for Little Feet Walk

At Monmouth Medical Center, the Hovnanian Regional Newborn Center specializes in care for high-risk premature and critically ill newborns. Each year, the Walk honors our NICU graduates and provides valuable financial support for the unit. Our 11th Annual Big Steps for Little Feet Walk took place on September 17th, 2017, along the boardwalk at the Great Lawn North in Long Branch. The first walk was organized by a NICU Nurse, and now nurses, doctors and other members of the NICU care team work together to support this special event.



Community Health Care Outreach (Cont'd)



Valerie Summer Party

Right to Left: Kathy Windram, MSN, BSHA, RN, CBC; Eileen Galarza (secretary); Kellie Saracino (child life); Maria Graminski (social work); Jessica Scerbo M.D; Lacey Richard, RN; Sara Kristinsson, RN; Kathleen Malouf, MSN, RN, CCRN, CSRN, CBC; Colleen Ward, MSN, CPNP; Carol Stillwell (front). Pediatric Medical Day Stay Staff and Valerie Staff celebrating the pediatric hematology/oncology patients of the Valerie Fund, including food, dancing, games, face painting and pirates. The Valerie Summer Party is held annually at Ocen Place and is sponsored by donor, Carol Stillwell.



NJ Sharing Network 5K

RWJBH was a proud sponsor of the NJ Sharing Network 5K Celebration of Life. On May 7th, MMC Nurses and Staff cheered on the walkers and runners at The Great Lawn at the Promenade in Long Branch for this race. More than 200 Teams participated in this event to honor those who gave the gift of life, pay tribute to those who have received a transplant, offer hope to those currently waiting for a transplant and remember those who passed away waiting for the gift of life.



Power of Pink Event at Monmouth University

The Women's Council for the Leon Hess Cancer Center at Monmouth Medical Center held its 22nd Annual Power of Pink luncheon at the Guggenheim Library at Monmouth University. Tameron Hall was the featured guest speaker and the event raised more than \$200,000 for the center's patient infusion unit.

Left Photo: Back row standing from left: Victoria O'Neill (BBR4 RN), Eileen McGarry (BBR4 RN), Portia Lagmay-Fuentes, Deanna Tiggs. **Sitting from left:** Debra Weyhknecht (Patient Navigator), Denise Sansone (Vantage Point RN), Elizabeth O'Donnell (Vantage Point RN), Mary Himmelberg (BBR4 & Vantage Point Clinical Director), and Angela Brathovde. **Right Photo:** Diann Johnston, Anne Unterberg, Suzanne Sernal, Mary Jane Kroon, Judy Marrus.

International Nursing

MMC Nurses Making a Difference Abroad

Israel

Marietta Datar, BSN, RN, Clinical Director of the Joel Opatut Cardiopulmonary Rehabilitation Program at Monmouth Medical Center shared, "I went to Israel on a pilgrimage looking to understand my faith better. It was an experience beyond words! Indeed, the travel has touched my very core and I have learned many Caritas lessons that redirected me into the very essence of what nursing or rather what caring is all about. The complexity of the concept of spiritual practice towards wholeness became a simple reality."



Dominican Republic

Terri Vaccaro, MSN, NP-C, Stefonia Thompson, BSN, RN-BC, Lorena Thompson, PAM, and Nicole Keegan, DNP, APN-C through Handfuls of Hope, assisted with a team to provide medical treatment to approximately 3,000 residents of Catalina, Dominican Republic, and surrounding areas in January 2017. The team worked together to provide acute care and chronic follow up to both a pediatric and adult population.



International Nursing (Cont'd)

Haiti

Marie Andreen, BSN, RN, who works as one of the MMC Rapid Response Nurses, shared, “The mission trip was to Haiti with Grater New Jersey Annual Conference and UMVIM (United Methodists in Volunteer Mission). The main goal of a six-person team was to provide sanitation and water filtration training. We supplied the long-lasting basic filtration system to approximately 100 families. Giving the ability to prevent water-borne illnesses by turning unclean water to clean drinking water in just a few minutes.”



Africa

Tanya Hubbard, BSN, RN, the assistant director of the Endoscopy department, and her husband, Jerome Hubbard, LPN, who works as a MHA on AP3, went on an African mission trip with seven other people from their church. This mission trip started many years ago, but nobody had taken the trip in 14 years due to attrition of parishioners and Africa’s distance from the United States. Tanya and Jerome are ordained ministers at The Church of the Living God, and are referred to as “Elder Tanya” and “Elder Jerome.” Tanya’s reflection of this experience is:

“It was overwhelming in the sense of seeing such “suffering,” how other people just went about their everyday lives to make a living. I was trying to grasp how they made a living. There was a market with tables set up, and everybody would be selling the same thing. These people come from far away to sell their goods five or six days a week. Although there is a strong spiritual presence in Liberia and Ghana, many of the daughters are prostituting in the families who are struggling and the parents know it is happening. We take so much for granted. So many kids can’t afford an education. Tanya and Jerome’s group met Francis, a 20-year-old man who worked seven days a week at the home where they stayed (cooking, cleaning, setting up for meals, etc.), and only received \$140 (U.S. currency) a month for a salary. The group decided to sponsor Francis to go back to school.”



International Nursing (Cont'd)

The main staple is “fofu” (a starch), which is eaten with your hands. Tanya would like to go back in two years with the group from her church. The last day of the trip, the people who live in the village held a gowning ceremony for Tanya and Jerome’s group and gave each member an African name. Tanya’s given name is “Felenbrah,” which means “slim, walks quietly and has a heart for others.” This sounds just like Tanya.



Top Photo: Liberian people welcoming Tanya and the mission group.

Middle Photo: Left-Tanya’s husband, Jerome, speaking at Men’s session; Middle- Tanya speaking at Women’s Session; Right- Mission School in Liberia.

Bottom Photo: Tanya taking blood pressure, fixing childrens’ boo-boos.

National Certifications

As of December 2017, MMC's Certification Rate is 68%

The ANCC defines certification as the formal recognition of the specialized knowledge, skills and experience demonstrated by the achievement of standards identified by a nursing specialty to promote optimal health outcomes. With a commitment to learning, advancement and improving the quality of patients, Monmouth Medical Center would like to recognize the nurses who achieved their national certifications in 2017:

REGISTERED NURSE	DEPARTMENT	CERTIFICATION
Amanda DeFalco	WCS Float Pool	Certified Pediatric Nurse (CPN)
Amanda Thostenes	WCS Float Pool	Certified Childbirth Educator (CCE)
Amanda VanLoenen	T5OB	Certified Breastfeeding Counselor (CBC)
Angelika Alacha	Case Management	Progressive Care Certified Nurse (PCCN)
Beth Ligouri	Case Management	Certified Case Manager (CCM)
Bethany Glandt	B5	ANCC Medical-Surgical (RN-BC)
Christina Nillo	B5	ANCC Medical-Surgical (RN-BC)
Collen Ryan	WCS Float Pool	Certified Breastfeeding Counselor (CBC)
Danielle Oliva	T5OB	Certified Breastfeeding Counselor (CBC)
Donna Jeffreys	Endoscopy	Certified Gastrointestinal Registered Nurse(CGRN)
Emily Recchia	B5	ANCC Medical-Surgical (RN-BC)
Eva Greenwood	SDS	Certified Ambulatory Perianesthesia Nurse (CAPA)
Jamie Costa	T5OB	Certified Breastfeeding Counselor (CBC)
Jessica Rosar	Vantage Point	Oncology Certified Nurse (OCN)
Karen Spooner	Case Management	Certified Case Manager (CCM)
Karissa Broschart	WCS Float Pool	Certified Breastfeeding Counselor (CBC)
Kayla DeSousa	WCS Float Pool	Certified Childbirth Educator (CCE)
Kiera Reilly	B5	ANCC Medical-Surgical (RN-BC)
Kim Novo	Vantage Point	Oncology Certified Nurse (OCN)
Lauren Petach	Float Pool	ANCC Medical-Surgical (RN-BC)
Leslie Desimone	Vantage Point	Oncology Certified Nurse (OCN)
Leslie Kinsella	B5	ANCC Medical-Surgical (RN-BC)
Melissa Covello	G6	ANCC Medical-Surgical (RN-BC)
Nyenekon-Beauty Darby	T5OB	Certified Breastfeeding Counselor (CBC)
Pellegrino Rego	MDS/Endo	Certified Gastrointestinal Registered Nurse(CGRN)
Rosemary O'Gara	PI	Certified Professional in Patient Safety (CPPS)
Sandra Denoville	Endoscopy	Certified Gastrointestinal Registered Nurse (CGRN)
Shannon McDermott	B5	ANCC Medical-Surgical (RN-BC)
Susan Beaver	Vantage Point	Oncology Certified Nurse (OCN)
Toni Higgins	G5	ANCC Gerontological (RN-BC)



Certified Nurses Day
A day to recognize certified nurses
March 19th

Professional Development Advancement Program (PDAP)

The Professional Development Advancement Program provides a foundation for professional development and an opportunity to grow and contribute experiential knowledge and expertise in clinical bedside practice. A successful advancement program can lead to improved nurse satisfaction, increased retention, reduced turnover and can result in better patient outcomes.

“If nurses neglect to organize and speak out on important issues surrounding professional practice, then others who are less knowledgeable will direct the practice.”

~Sue Fossum, RN

REGISTERED NURSE	DEPARTMENT	LEVEL ACHIEVED
Allan, Carol	RNC	IV
Bodine, Joyce	PACU	III
Brooks, Laura	Women’s & Children Float Pool	III
Danish, Mary	Vantage Point	III
Gartside, Margareta	Operating Room	III
Hatala, Jamie	G5	II
Lim, Bo Mi Na	CW2	III
Lopresti, Loukia	Emergency Department	II
Malouf, Kathleen	Pediatric Medical Day Stay	III
Morrin, Matthew	ICU	II
Rafferty, Susan	Operating Room	III
Rea, Courtney	G6	III
Reul, Karen	Operating Room	III
Sainz, Grace	L&D	IV
Shaub, Nancy	Operating Room	III
Tedeschi, Laura	T6OB	III
Young, Sherrienne	RNC	III

2017 Nursing Grand Rounds

FEB

Patient Care Services Town Hall Meeting

By Diann Johnston, MSN, RN, NEA-BC

MARCH

“Bariatric Surgery; past, present, future”

By Dana Delatash, MSN, APN, AGPCNP-BC and Walter “Buddy” Elliott, BSN, RN-BC

MAY

Patient Care Services Town Hall Meeting

By Diann Johnston, MSN, RN, NEA-BC

JUNE

“Social Media: What Nurses Need to Know”

By Wendy Reich, MSN, RN, OB, EFM, CBC

MMC Nursing Strategic Planning at Monmouth University

By Diann Johnston, MSN, RN, NEA-BC

JULY

“Performing a Literature Search and Utilization of Library Services”

By Christopher Duffy, Director of Library Services and Continuing Education at RWJUH

AUG

“Just Culture- The Core of All Quality”

By Kirsten Windos, MSN, RN and Rosemary O’Gara, RN, CPHQ, CPHRM

SEPT

Patient Care Services Town Hall Meeting

By Diann Johnston, MSN, RN, NEA-BC

OCT

“Long Term Acute Care”

By Maureen Rogers, MA, RN

NOV

“Joint Commission Debriefing”

By Kirsten Windos, MSN, RN

DEC

“The CIWA Protocol”

By Divita Singh PharmD, PGY-1 Resident



New Degrees

As of December 2017, MMC's BSN Rate is 72%

Education plays a large role at Monmouth Medical Center, as mentioned in the Mission Statement and Nursing Professional Practice Model. MMC provides tuition reimbursement and the new partnership between RWJBarnabas Health and Rutgers University will enable staff to enroll in superior training courses and education classes. Monmouth Medical Center would like to recognize the nurses who obtained their new degrees in 2017.

*“Unless we are making progress in our nursing every year, every month, every week, take my word for it we are going back.”
~Florence Nightingale*

REGISTERED NURSE	DEPARTMENT	DEGREE ACHIEVED	SCHOOL
Alexandra Sargent	RNC	MSN	Sacred Heart University
Amanda Goncalves	T6E	MSN	Monmouth University
Felicia Scotto di Frega	B5	BSN	Thomas Edison State College
Gina Tanenbaum	Breast Center	MSN	College of Saint Elizabeth
Jessica Lorenzo	AP1	BSN	New Jersey City University
Joan Doyle	L&D	MSN	Monmouth University
Kayla Senck	G5	BSN	New Jersey City University
Meagan Daygoo	PESS	BSN	Thomas Edison State University
Michael Neilson	PESS	BSN	Western Governor's University
Sabrina Rossiter	ED	BSN	Chamberlain University
Sara Meyer	L&D	MSN	Drexel University
Shakia West	AP2	BSN	Seton Hall University
Susan Pires	Vantage Point	BSN	New Jersey City University
Tiffany Mellon Cantwell	WCS Float Pool	MSN	Monmouth University
Rita McTighe	Cancer Services	MSN	Monmouth University
Yonit Mendeoza	ED	BSN	Thomas Edison State University

RN Residency Program

(Formerly Known as Clinical Entry into Practice)

REGISTERED NURSE	DEPARTMENT	MONTH HIRED
Alissa Martins	OR	October
Alyssa Rescinio	WCS Float	August
Ashley Meagher	OR	October
Brianna Meyer	L&D	September
Danielle LaBella	L&D	September
DeAnna Mancini	ICU	August
Jhosset Vinueza	OR	October
Jilian Smith	L&D	September
LaTacia Horsley	OR	October
Mary Aziz	OR	October
Ryan Colleen	WCS Float	July
Sara Morales	L&D	September



MMC Employee Recognition and Excellence Awards

I Made A Difference (IMAD) Luncheon

I Made a Difference forms are submitted for meeting one or more of the following criteria: promoting high levels of patient satisfaction, identifying process improvement opportunities, being recognized in a patient satisfaction survey, delivering exceptional customer service and supporting team efforts. Congratulations to staff pictured that deserve this recognition.



Sepsis Champion Award

Rosemary O'Gara is the winner of the Sepsis Champion Award in September. Rosemary worked with the NJHA and BH Corporate Sepsis Team and assembled an MMC Sepsis Team and now serves as the facilitator of the program. The staff looks to Rosemary as the “expert” and feels comfortable talking to her about concerns or barriers they experience to make improvements to our approach in identifying and treating early warning signs of sepsis. “MMC Patient Care Services recognizes the entire MMC Sepsis Committee for the exemplary work they have done in influencing the clinical care of our patients. Due to their hard work, MMC’s severe sepsis mortality rate decreased to 16.67% in 2017 and sepsis bundle compliance was 88% (leading the RWJBH system)!”



Critical Care Award

Hei-Chuan Chang, RN-BC pictured in the middle, is the winner of Critical Care Award in September. Maureen Bowe shared, “What sets Hei apart is her willingness to help the unit as well as her colleagues. She is the first to help with a new admission or a very unstable patient. She consistently works extra to be sure our staffing pattern is met and cares for the highest acuity patients in ICU.”



MMC Employee Recognition and Excellence Awards (Cont'd)

MMC Employee Service Awards Dinner

Service Awards Dinner was held at Branches in West Long Branch. This an annual event to recognize our employees for their years of service and dedication to Monmouth Medical Center. Service is recognized in increments of five years.



Direct Support Professionals Day

Direct Support Professionals Day Breakfast honors all MMC staff that work directly with our patients but are not “officially honored” with a day or week (e.g., Lab Week, Certified Nurses Week, etc.) This breakfast is an opportunity for MMC Management to personally thank the direct cares staff for all they do for our patients. Over 400 patient care associates, screeners, and other professionals, OR, Labor and Delivery, and ED technicians were invited, and over 100 were in attendance. There was a photo montage playing during the breakfast of the DSPs as well. The executive staff attended and greeted all of the attendees. This event will continue in the future and will be held annually in October.



Employee of the Month Nurses (EOM)



Left to Right: Dawn Penn, RN, Case Management G6 (January), Robin Franzoni, RN, OB Support Center (April), Bo Mi Na Lim, RN, Community Wing 2 (June), Jurie Nicholas, RN, Administrator Nursing Supervisor (December).

Daisy Award Winners



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 the 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 healthcare organizations around the world.



Left to Right: Leslie Kinsella, RN, B5 (March), Lauren Fleming, RN, T6E (June), Barbara Warren, RN (September), Lisa Aker, RN (December).



Nurses Week 2017 Award Recipients



The Best Nursing Team Award
Recipients
Emergency Room
NICU
Todd 6 East



The Caritas Nurse of the Year Award
Recipient
Loukia Lopresti



The Kathryn Kellam Nursing Scholarship
Recipient
Stephanie Morin



The Maysie Stroock Nursing Education Award
Recipients
Lisa Aker
Thomas Ciancia
Taquana Holley

The Monsignor Bradley Nursing Research and Education Award Recipient
Angela Brathovde

The Novice RN Award Recipients
Markus Calabro
Rob Mikolon
Danielle Stefanowicz

The Nurse Mentorship Award Recipients
Marietta Datar
Bo Mi Na Lim
Victoria O'Neil
Watcharee Taylor

The Partners in Care Award Recipients
Rick Ferrante
Anthony Terracciano



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.



MMC 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 self, 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.

The Unterberg Children's Hospital
at Monmouth Medical Center

Monmouth Medical Center | RWJBarnabas
HEALTH



PASSIONATE ABOUT QUALITY, COMPASSIONATE ABOUT PEOPLE



Shared Governance Membership

Shared Governance is a model of planning and decision-making based on the principles of partnership, equity, accountability and ownership. This framework provides the basis for a collaborative decision-making process whereby interdisciplinary councils can communicate and work as a team toward the collective goals of the organization.

“Nursing creates the culture of the healthcare organization; if nurses don’t drive change, it won’t happen, and if nurses don’t change, it doesn’t matter who else does.”

~ Timothy Porter O’ Grandy, DM, EdD, APRN, FAAN

MMC proudly recognizes Shared Governance Councils and their amazing accomplishments in 2017.



Medical-Surgical Council

Members: Darla Harmer, MSN, RN (Facilitator); Lauren Fleming, MA, BSN, RN (Chair); Bomina Lim, BSN, RN-BC (Co-chair); Lauren Petach, BSN, RN; Xenia Lipton, BSN, RN, PCCN; Courtney Rea, BSN, RN; Gately Golden, BSN, RN; Kiera Reilly, BSN, RN; Herman Abuchowski, BSN, RN; Emily Recchia, BSN, RN; Kaitlin Potkulski, BSN, RN; Joe Cagliostro, MSN, RN-BC (Educator).

Accomplishments: PCA Education Workshop, formulation of Shared Governance Medical-Surgical Newsletter, participation in Evidence-Based Practice Committee, began an interdisciplinary meeting group with the Critical Care Shared Governance Council, amended the Shared Governance Bylaws, Herman’s Float Project and participation in 2017 Nurse’s Week.



Behavioral Health Council

Members: Nahomie Marcenat, BSN, RN (Facilitator); Susan Wares, BSN, RN (Chair); Vera D’Silva, BSN, RN (Co-chair); Laura Bourque, BSN, RN; Sarah Connolly, LSW; Susan Taggart, RN; Sabrina Reeves, BSN, RN; Robert Mikolon, BSN, RN.

Accomplishments: Team building, Body Search Project, Mentorship Program, Bridge Program, Mental Health Awareness table, NAMI Walk Away Fundraiser, Suicide Awareness/Walk and Fundraiser, RN/MHAS Nurses Week giveaway, Professional Model Craft Project and Laundry Policy.

Shared Governance Membership (Cont'd)



Oncology Council

Members: Mary Himmelberg, BSN, RN, OCN (Facilitator); Mary Danish, ASN, RN, CEN, OCN, MICP (Chair); Kelly Williams, AAS, RN (Co-chair); Erin Dooley, MSN, RN, CBCC, CNBN; Megan McCarthy, BSN, RN, OCN; Kim Novo, BSN, RN, OCN.

Accomplishments: 86% nurses in Vantage Point achieved their national oncology certifications, Fatigue Quality Project, development of Cancer Related Fatigue pamphlet, extended reike program to patients in Vantage Point, BBR4 and Radiation Oncology, development of reike brochure, personalized thank you card for patients, Oncology Newsletter and educational pamphlets for patients.



Critical Care Council

Members: Maureen Bowe, MSN, RN; Eileen Clapp BSN, RN (Chair); Missy Porth, BSN, RN (Co-Chair); Matt Morin, BSN, RN; Leanna DeAndrea, BSN, RN; Mallory Sheehan, BSN, RN.

Accomplishments: Creation and implementation of Suicide Checklist, improvement of throughput between ED and Med/Surg floors and ED and ICU, formulation of Shared Governance Critical Care Council quarterly newsletter and implementation of progressive mobility in the ICU.



Peri-op Council

Members: Patricia McNamee, MSN, RN (Facilitator); Kaitlyn Petrillo, BSN, RN (Chair); Lauren Greenwald, BSN, RN (Co-chair); Teri Curry, BSN, RN (Professional Practice Liaison); Elaine McKane, MSN, RN, CNOR (Management Liaison); Olga Lopez, BSN, RN CNOR (Nurse Educator); Pellegrina Rego, RN; Daureen Vales, BSN, RN, CAPA; Nelie Padre, BSN, RN.

Accomplishments: Attended Shared Governance Retreat at Community Medical Center, coordinated monthly Materials Management updates including product trials to facilitate open communication related to new or updated materials, designed and taught operating room suite associates (OSAs) AORN standards for room turnover and terminal cleaning, designed thank you cards by Kelly Kubas, RN, OR to send to patient resulting in efforts to improve patient satisfaction, facilitated the incorporation of the Arrowsight Camera Program and coordinated a Camera Committee, hosted three "Caring Cooks" at Ronald McDonald House in Long Branch, conducted three fundraisers with proceeds donated to Ronald McDonald house from

Shared Governance Membership (Cont'd)

bake sales, Professional Practice Model Badge Sales and Christmas Raffle, and conducted a Thanksgiving Food Drive for Our Lady of Perpetual Help Food Panty located in Highlands, NJ.



Maternal Child Health Council

Members: Kathleen J. Windram, MSN, BSHA, RN, CBC (Facilitator); Diane Jackson, MAS, RNC-OB, CBC, CCE (Chair); Shirah Suero, BSN, RN, CBC (Co-chair); Allison Bethea, BSN, RN, CBC; Suzanne Cinquemani, RN, CBC; Kristen Fachner, RN, CPN, CBC; Maria Kokolus, BSN, RN; Kathleen Malouf, RN; Tiffany Mellon Cantwell, MSN, RN, CBC; Christine Picarello, RNC-NIC, CBC; Amanda Rea, BSN, RN, CPN, CBC; Amanda Thostesen, BSN, RN, CBC; Lauren Tramontano, BSN, RN, CBC; Sherriane Young, RNC-LRN, CBC.

Accomplishments: AIMS Project (RNC-providing a daily checklist of bedside equipment), assisted with CPN computer documentation upgrade and rollout, Cerner implementation and orientation in Valerie, and PMDS, Creation of L&D meditation room, discharge handout- "Planning help at home", Journal Club monthly, WCS Interdepartmental Communication Breakfasts, school supply drive benefiting Gregory school in Long Branch, bake sale

benefiting the AP services by donating over 50 sets of gloves and socks to patients in need, dinner for Ronald McDonald house, participated in Big Steps, Make Some Noise, NAMI Walk, Rook Run and Yumi.



Holistic Council

Members: Angela Brathovde (Facilitator); Joyce Bodine, BSN, RN, CPAN (Chair); Loukia Lopresti, BA, MTS, RN (Co-chair); Komal Krishan, BSN, RN.

Accomplishments: Incorporation of Caritas language into National Patient Safety Goals and Just Culture algorithm, publication of *Teaching Nurses Reiki for Self-Care* in the international Journal of Human Caring, presentations of wellness in the community, contributed a raffle basket and accompanied Reverend Tony Cinardo for Blessing of the Hands during Nurses Week and gave hand messages during Infection Control Week.

Specialty Councils and Supporting Councils

Not Pictured: RWJBH-System Councils, Advanced Practice Provider Council, Patient Care Management Council, Nursing Research Council, Evidence Based Practice Council, CAUTI Committee, CLABSI Committee, Falls Committee, Magnet® Ambassador Council and Response of Hospital Staff Council.

Magnet[®] Ambassadors

The Magnet[®] Ambassadors serve as the educators to enculturate Magnet[®] throughout the hospital. The ambassadors work with their colleagues to achieve nursing excellence and communicate how their daily practice aligns with the components of the Magnet[®]. The Magnet[®] ambassadors work collaboratively with the shared governance members and their clinical directors to maintain the Magnet[®] boards on their unit, they ensure Magnet[®] is a standing agenda item at each unit-based professional practice council and staff meeting to promote staff engagement and sustain key attributes that facilitate nursing excellence. These ambassadors work in a variety of different units throughout the hospital. Monmouth Medical Center will proudly be submitting their Magnet[®] document to ANCC on February 1, 2019!



Accomplishments:

- Established means of enculturating Magnet[®] throughout MMC by handouts and educational sign-off sheets.
- Ambassadors presented Magnet[®] topics at staff meetings, Unit Based Professional Practice Councils and assisted with a Magnet[®] game day during Nurses Week 2017.
- Maintained Magnet[®] boards in most patient care areas and promoted colleagues to pursue the advancement of their degrees and national certifications, which resulted in exceeding our organizational goals.

MAGNET'S[®] 5-STEP RECIPE FOR SUCCESS!



○ 1 dash **TRANSFORMATIONAL LEADERSHIP**
(How do our nurse leaders improve their units?)

○ 1 cup **STRUCTURAL EMPOWERMENT**
(How are nurses involved in our facility's decision making?)

○ 1 spoonful **EXEMPLARY PROFESSIONAL PRACTICE**
(How well do our nurses embody and can explain our facility's professional practice model?)

○ 1 part **NEW KNOWLEDGE, INNOVATIONS AND IMPROVEMENTS**
(How do our nurses utilize evidence-based practice (EBP) and participate in performance improvement (PI) projects?)

○ 1 tbsp **EMPIRICAL OUTCOMES**
(How is patient safety addressed in our nursing units?)

Directions: *Pour all ingredients into 1 large bowl. Mix together until all parts are equally blended. By using safety, stirring professionally and mixing with knowledge we can all help to improve Monmouth Medical's Magnet[®] recipe for success! Bake on high to create a firm foundation. Don't forget to sprinkle with empowerment before serving!

Credit for the "Magnet[®] Made Easy" recipe: Erica Brown, BSN, RN, CBC & Kris Ann Ruscil, BSN, RN, CBC



Diann Johnston, MSN, RN, NEA-BC understands the importance of life-long learning. The Magnet[®] Conference, organized by the American Nurses Credentialing Center, was held in Houston, Texas, on October 11-13, 2017. Several nurses emailed Diann expressing their interest in attending the conference with Magnet[®] Program Director, Julie Villa, MSN, RN, CCRN-K. Lauren Fleming, BSN, MA, RN-BC was chosen as a result of her letter and all the work she has done chairing Med/Surg Council and Patient Care Coordinating Council. Over 7,000 nurses from around the world attended this international conference. In addition to the hundreds of concurrent sessions and exhibitors at the conference, Julie and Lauren enjoyed the Welcome Party in the Park at Discovery Green on the first night of the conference and Julie attended the MPD Session with 300 MPDs from RWJBarnabas Health and around the world prior to the opening of the conference.

New Knowledge Innovations and 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.



New Technology, Programs and Patient Safety Initiatives



New WOW's

Monmouth Medical Center supplied [all Medical-Surgical, Intensive Care Units, Surgical and Orthopedic, and Mother/Baby Units] with new Workstation on Wheels. We work in an industry that is defined by innovation, efficiency and high quality. Nurses, physicians and all frontline staff are using the new "WOW's" to provide high-quality care that is delivered to our patients each and every day.



Upgraded Hill Rom Beds

All Med-Surg Units received new beds that have multi-functions, including sensitive bed alarms, green safety lights, air-surface mattress, turn assist, that allow for maximum safety and functionality for both patients and staff. Each bed connects to the new Nurse Call System, allowing staff to have the capability to ensure all Patient Safety Measures are being followed in one quick glance.



Nurse Call System Dash Board

The Nurse Call System was installed on every Unit at Monmouth Medical Center. This new system allows staff members to check on their patients at a quick glance using the Dash Board and ensure all Patient Safety Initiatives are being followed.



Mock Codes with SimMan® 3G

Simulation allows health care providers to perform a rehearsal of skills in a low-risk environment, to engage in repeated, deliberate and structured practice and receive timely feedback. Simulation activities include Mock Codes, training for RRT, ACLS protocols, and nursing/physician competency assessment and training.

New Technology, Programs and Patient Safety Initiatives (Cont'd)



Magnet® Board

Monmouth Medical Center is on their Magnet® Journey. Magnet® board is specialized for each unit to show their progress and success for specific categories such as Nurse Sensitive Indicators, most recent HCAHP scores, Performance Improvement Projects, etc. They are updated by magnet® ambassadors, shared governance members and clinical directors.



Innovation

The AP2 Unit Based Professional Practice Council developed a project to help the pediatric patients work through their feelings. These patients aren't allowed to have pens and pencils in the room. They painted a chalkboard paint on the walls and the kids decorate their board.



Suicide Safety Doors

The Joint Commission has made Behavioral Health environmental safety standards more stringent and focused on eliminating suicide risk. The RWJBH system developed two prototype doors that were anti-ligature. These doors were installed in non-patient areas and the department staff were asked to "test" them. Both doors failed to adequately prevent ligature. As a result - these SSP- Soft Suicide Prevention Doors were found, after canvassing other Behavioral Health Facilities across the nation. These doors were developed at the VA System, and have been installed on all 3 inpatient unit.

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Inpatient Medication Education List

Room/Bed: 0075-A Admitting: 0008
Patient: 00446123 DOB: 04/01/1993
Location: Clinic

What you should know about your Medication:
Here at MMC we encourage that you continue to learn about your medication and their safe use. Your nurse will provide you with the education you need and address your understanding.
Below is a list of medication you're currently taking while a patient here at the hospital. It describes what these medications are for, and some common side effects you need to know about.
Upon discharge you will receive a final list of medication you are to take at home, which might be different than the medication you currently take. Should you have any questions please ask one of your health care providers.

AS PRESCRIBED			
Levamisole tablets	Tablet	40 mg	Once
Use for: Get rid of extra food. Treat high blood pressure, help a weakened heart.			
Possible side effects: Diarrhea, Headache or stomach ache, Nausea or vomiting, Low potassium levels. Signs include feeling tired, weak, numbness or tingling, muscle cramps, constipation, hot flashes, swelling, dry mouth. Liquid form may cause dizziness or lightheadedness.			
Metoprolol	Tablet	50 mg	Every 12 hr
Use for: Treat high blood pressure, Treat chest pain or pressure, Treat a fast heartbeat, Help a weak heart, Prevent future heart attacks, Stop mental distress. Stop anginal headaches.			
Possible side effects: Feeling lightheaded, dizziness, having blurred vision or a change in thinking, clearly. Dizziness, passing out, Feeling tired or weak, Diarrhea, Low blood potassium, Slow heartbeat, Change in eye ability. Do not allow your back to become sore.			
gabapentin	Tablet	300 mg	Three
Use for: To ease nerve attacks, To ease anxiety, To ease pain, swelling and fever, Treat arthritis, Treat your attacks, Prevent future pain and attacks in the brain.			
Possible side effects: Drowsy, Low blood potassium, Slow heartbeat, Change in eye ability.			
metoprolol tablets	Tablet	20 mg	Twice
Use for: Lower harmful cholesterol levels (LDL), Raise good cholesterol levels (HDL), Lower triglycerides, Slow the progress of heart disease.			
Possible side effects: Headache, Drowsy, pain, Swelling, Muscle pain or weakness, Joint pain			

Cerner Inpatient Medication List

The inpatient medication list is a document printed by Cerner that is used by nurses to review medication use and medication side effects with their patients during their hospital stay. Each patient receives this list at admission, during his or her stay if any new medications were added and upon discharge.

Nurses Dissemination of Knowledge

Quality Fair

Monmouth Medical Center held its 10th Annual Quality Fair on September 28, with 35 presentations on display.

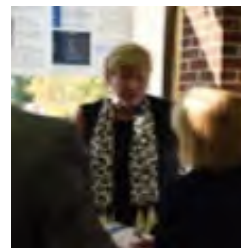
The winning project at MMC's Quality Fair, which was presented at the RWJBarnabas Health Quality Forum, was *Effectiveness of the Interdisciplinary Treatment Model at the Center for Model at the Center for Perinatal Mood and Anxiety Disorders* by Lisa Tremayne, RN, CPPD, CBC.

Additionally, three projects were selected for poster presentations, and five additional posters were selected for consideration once all hospitals have conducted their Quality Fairs.

The three MMC posters selected for presentation were *Improving and Maintaining Clinical Outcomes for Patients with Severe Sepsis Through Multidisciplinary Collaboration* by Rosemary O'Gara, RN, and the Sepsis Committee; *The use of a "Recovery Specialist" in the Emergency Department to Facilitate a Real-time Connection to the "Tigger Addiction Recovery Program" for any Patient with an Opioid Use Disorder Voluntarily Seeking Assistance* by Connie Greene, MA, CAS, CSW, CPS; Victor Almeida, DO, FACEP; Jennifer Marziale; Deborah Cioffi, RN, MSN, MSA and Caroline Szmowicz, RN; and *Education, Measurement and Feedback of Prescription Writing Habits to Emergency Department Providers Can Reduce the Overall Utilization and Opioid Potency of Prescriptions* by Victor Almeida, DO, FACEP;

Kristi Kostyk, MS; Connie Greene, MA, CAS, CSW, CPS; Jennifer Marziale; James Martin, MD, FACEP; and Deborah Cioffi, RN, MSN, MSA.

Five additional MMC posters selected for consideration for presentation at the Quality Forum include: C. Patton, MD; V. Kramer, MD; D. Livornese, MD; y. Ahmed; M. Bowe, MSN, RN; S. Holden, RN, MPA, RDCS; T. Derby BSN, CCRN; and H. Semira BSN, for *Benefits of a Closed Model ICU*; Leslie Shephard for *Increased Patient Satisfaction through "M in the box;"* Dave Hanos for *Continuous Improvement of HCAHPS Scores by Standardizing Environmental Services*; Johanna Rosario, Mike Perdoni, Anna Burian and Barbara Richardon, Outpatient Patient Satisfaction Committee, Outpatient Leadership Council; Diane M. Barnes, LCSW, LCADC, Jorge Cagide, Dale Rafaniello and PESS staff with *Improving the Patient Experience in the Outpatient Setting by Improving Outpatient Mental Health 'No Show Rate' Through PESS Phone Calls by Addressing And Improving Initial Appointment No- Show Rate By Moving To A "Group Intake" model.*



Research Studies



Left to Right: Marybeth Gartland, MSN, RN, CCRN, NICU Educator, and Joe Cagliostro, MSN, RN-BC, Medical/Surgical Educator at the RWJBH Research Day Nov. 2017.



Lisa Tremayne, RN, CPPD, CBC at the RWJBH Quality Forum. Tremayne presented her research, *Effectiveness of the Interdisciplinary Treatment Model at the Center for Model at the Center for Perinatal Mood & Anxiety Disorders* that won the first place at the MMC Quality Fair.

The Philippine Nurses Association of New Jersey, Monmouth Subchapter had their Annual Education Day on Oct 14, 2017 at the Pollack Clinic. The topic was "Taking Charge Leading Change." The attendees expressed their appreciation to the wonderful and knowledgeable speakers, Dr. Nicole Keegan, APN (Director of Pain Management), Erin Langford (Director of MMC Behavioral Services), Marietta Data, RN (Cardiac Rehabilitation Services), Ray Duarte (Director of IT at MMC), Dr. Rose Knapp, APN (The Marjorie K. Unterberg School of Nursing and Health Studies at Monmouth University), and Ruby Gallipani (Clinical Educator at Hackensack hospital).



The Sepsis Steering Team – this Interprofessional group managed to reduce MMC’s Severe Sepsis mortality rate to 16.67% in 2 years, which is below the NJ state average. Congratulations to all the members of this team who contributed their time and effort!



Research Studies (Cont'd)



Angela Brathovde, MSN, RN, PMH, HNB is the Director of Behavioral Health Education at Monmouth Medical Center. In addition, for the past five years she has been the chair of the corporate holistic council. Angela was recently published in the International Journal for Human Caring for her research on Reike energy therapy:

- ❖ Brathovde, A. (2017). Teaching Nurses Reike Energy Therapy for Self-Care. *International Journal for Human Caring*, 21(1), 20-25.



Susan Dulczak, MSN, PNP, CPON is the Clinical Director and Pediatric Nurse Practitioner of Valerie Center and Pediatric Medical Day Stay. Susan has completed the following publications in 2017:

- ❖ Dulczak S, Perko K. Sickle Cell Management. *Aphon Counts*, 2017.
- ❖ Dulczak S, Nixon C. Safety, Nursing, Self-care and Advocacy. *Aphon Counts*, 2017.
- ❖ Dulczak S, Perko K. Integrative Medicine. *APON Counts*, 2017.

2017 MMC IRB Nursing Research Applications

NAME OF NURSE	NAME STUDY OF	
Keegan, Nicole DNP, APN-C	Opioid Consumption After Joint Replacement Following Intravenous Acetaminophen Protocol Dosing Change.(IRB Registration #00003104)	Exempt-Closed
Urbanowicz, Janet PhD, BSN, RN, CPHQ, NEA-BC	Safety Needle Research Study.(IRB Registration #00003104)	Exempt-Closed
Marcelle, Patricia MSN, RN, CCRN	Improving The Sepsis Bundle Compliance Via Simulation.(IRB Registration #00003104)	Exempt-Closed
Colon, Samantha BSN, RN-BC	Implementation And Evaluation Of Depression Screening At a Heart Failure Program.(IRB Registration #00003104)	Exempt-Closed
Reich, Wendy MSN-ED, RNC-Ob, EFM, CBC	The Effects Of Fascial Stretching On The Ways Of Coping In Nursing Managers At An Academic Medical Center. (IRB Registration #00003104)	Open
Brathovde, Angela MSN, RN-BC, HNB-BC	Improving The Standard Of Care In The Treatment And Management Of Agitation In An Acute Involuntary Inpatient Psychiatric Unit.(IRB Registration #00003104)	Exempt-Closed
Urbanowicz, Janet PhD, BSN, RN, CPHQ, NEA-BC	APN Externship And Its Impact On Role Transition Toward Becoming A Clinically Competent Practitioner.(IRB Registration #00003104)	Exempt
Spernal, Suzanne MSN, APN-C, RNC, CBC	The Effect Of A Critical Care In Obstetrics Education Program And The Utilization Of A Maternal Early Warning System To Improve Recognition And Treatment Of Severe Hypertension In Labor And Delivery.(IRB Registration #00003104)	Exempt-Closed

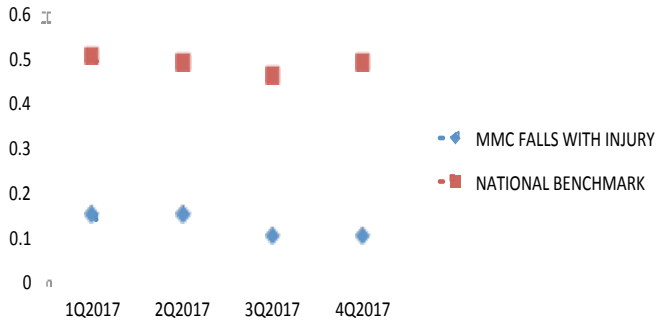
Empirical Outcomes



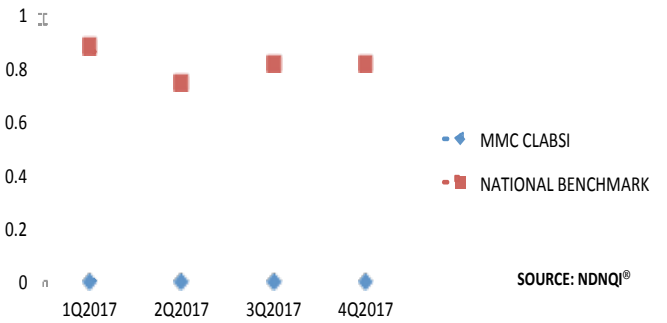
Empirical outcomes are system-wide measurement of quality outcomes related to nursing leadership and clinical practice that demonstrates continuous improvement.

Nurse Sensitive Indicators

FALLS WITH INJURY RATE COMPARED TO NATIONAL BENCHMARK

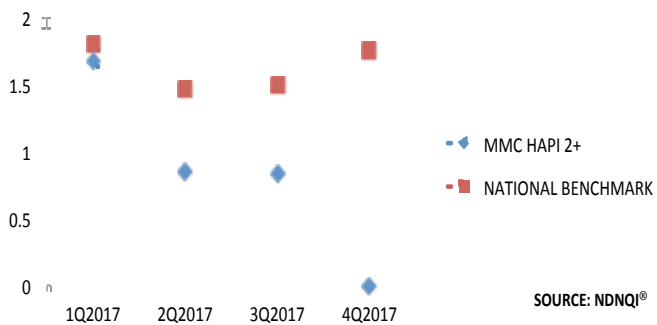


CENTRAL LINE ASSOCIATED BLOOD STREAM INFECTION (CLABSI) RATE COMPARED TO NATIONAL BENCHMARK



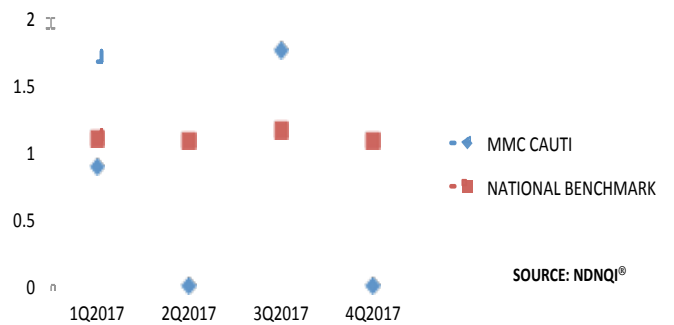
SOURCE: NDNQI®

HOSPITAL ACQUIRED PRESSURE INJURIES RATE STAGE 2 & ABOVE (HAPI 2+) COMPARED TO NATIONAL BENCHMARK



SOURCE: NDNQI®

CATHETER ASSOCIATED URINARY TRACT INFECTION (CAUTI) RATE COMPARED TO NATIONAL BENCHMARK



SOURCE: NDNQI®



Regional Neonatal Care Unit (NICU) CLABSI-free for 1 year!

MMC's BSN/National Certification Rates

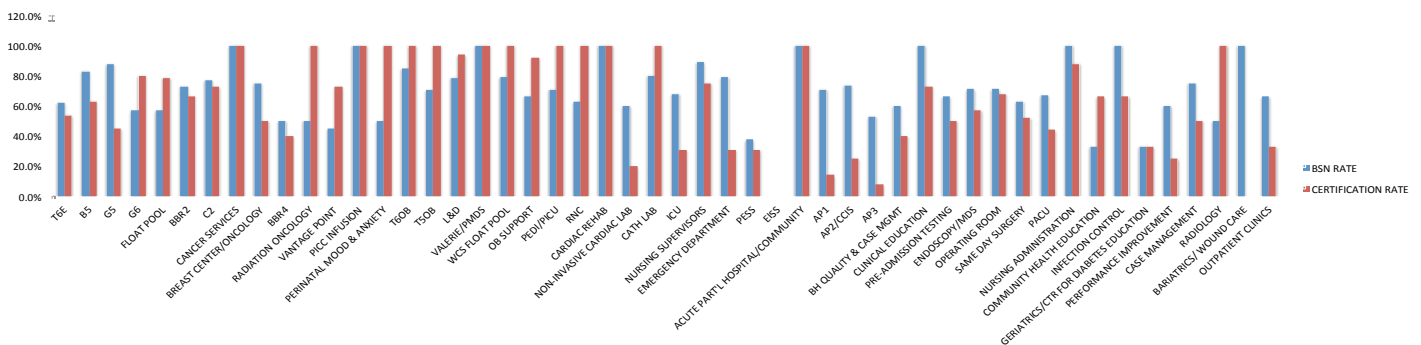
80% BSN by 2020 is a national goal put forth by the Institute of Medicine (US government). The goal for Monmouth Medical Center in regards to Magnet[®] is to improve our BSN rates to be in alignment with the national goal. It is not set by our hospital or Magnet[®]. All nurses who don't have a BSN are 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>

This is an excerpt from the report explaining why the goal was set:

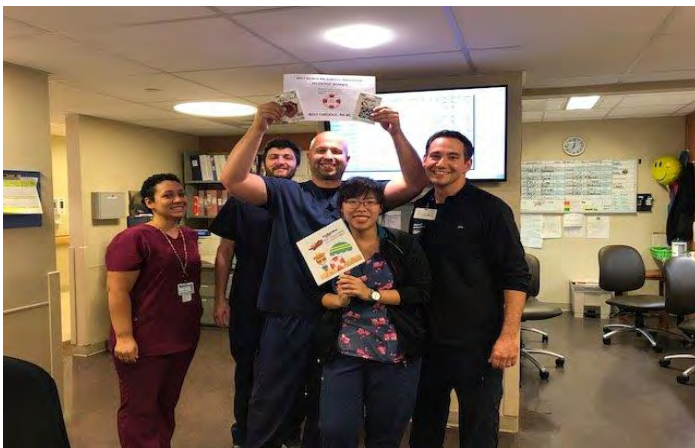
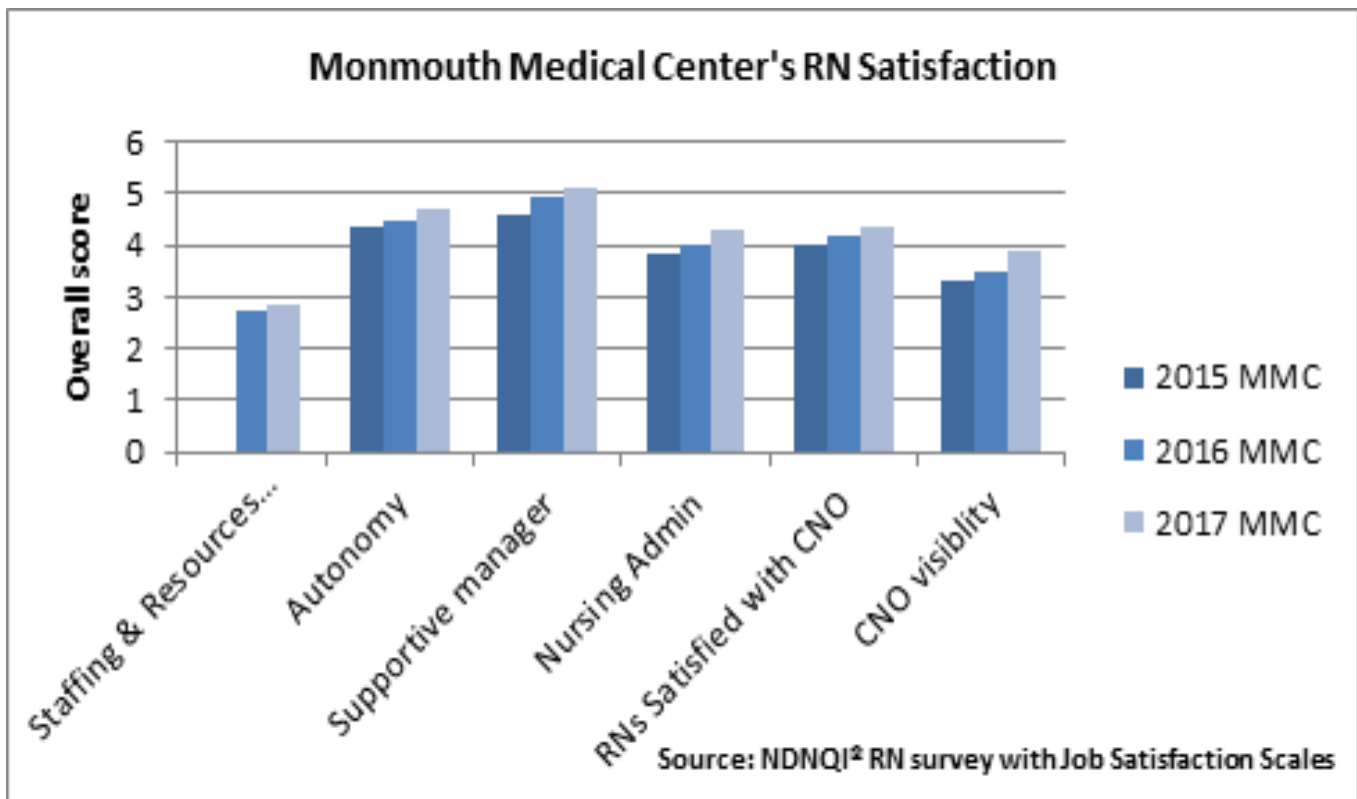
“The qualifications and level of education required for entry into the nursing profession have been widely debated by nurses, nursing organizations, academics and a host of other stakeholders for more than 40 years. Although a BSN education is not a panacea for all that is expected of nurses in the future, it does, relative to other educational pathways, introduce students to a wider range of competencies in such arenas as health policy and health care financing, community and public health, leadership, quality improvement and systems thinking. Care within the hospital continues to grow more complex, with nurses having to make critical decisions associated with care for sicker, frailer patients and having to use more sophisticated, life-saving technology coupled with information management systems that require skills in analysis and synthesis. Care outside the hospital is becoming more complex as well. Nurses are being called on to coordinate care among a variety of clinicians and community agencies; to help patients manage chronic illnesses, thereby preventing acute care episodes and disease progression; and to use a variety of technological tools to improve the quality and effectiveness of care. A more educated nursing workforce would be better equipped to meet the demands of an evolving health care system, and this need could be met by increasing the percentage of nurses with a BSN. An increase in the proportion of nurses with a BSN also would create a workforce poised to achieve higher levels of education at the master’s and doctoral levels, required for nurses to serve as primary care providers, nurse researchers, and nurse faculty—positions currently in great demand across the profession and within the health care system. The committee recommends that the proportion of nurses with baccalaureate degrees be increased to 80 percent by 2020. While it anticipates that it will take a few years to build the educational capacity needed to achieve this goal, the committee maintains that it is bold, achievable, and necessary to move the nursing workforce to an expanded set of competencies, especially in the domains of community and public health, leadership, systems improvement and change, research, and health policy.”

BSN RATE & NATIONAL CERTIFICATION RATE BY UNIT AT MONMOUTH MEDICAL CENTER



NDNQI RN Satisfaction

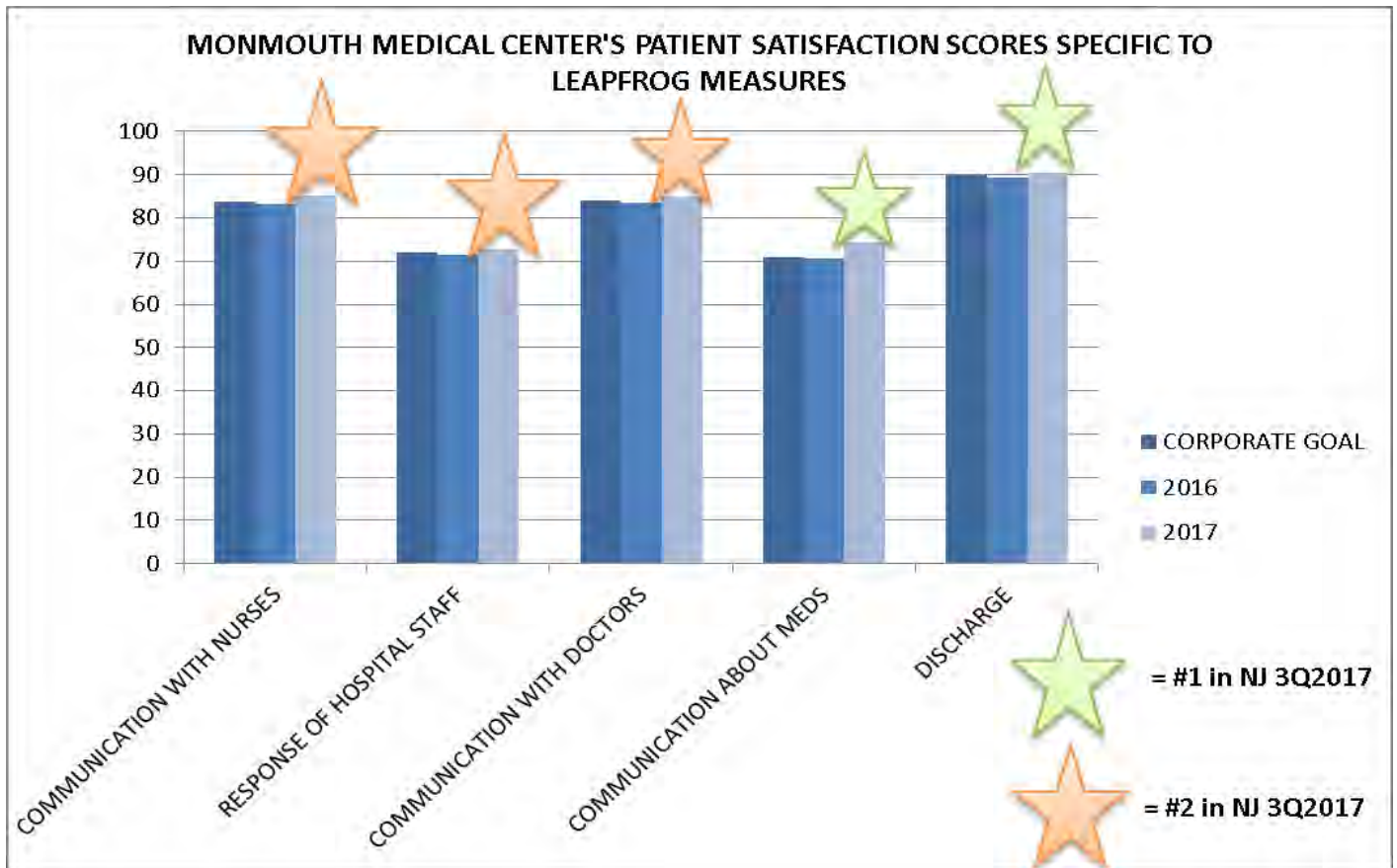
An environment where registered nurses are able to voice concerns and collaborate with administrators to resolve patient care issues or practice issues attributes to higher levels of nurse satisfaction within a hospital setting. Listening to the frontline staff and working together to explain why an initiative is important lays the foundation for compliance and buy-in of all staff involved. Administration takes the time to listen to their staff in order to effect change that can be carried out in a consistent manner.



2017 NDNQI RN Survey Winner!

G6 Clinical Nurse, Billy Faruolo, RN, won the NDNQI RN Satisfaction survey award...a \$250 VISA[®] gift card!

Patient Satisfaction



Monmouth Medical Center was recognized as a top performer in the state of New Jersey for the 3rd Qtr 2017!



Left to Right: ED and B5/G5 HCAHPS Celebration!



Dear Team,
You're All
Amazing
Keep Up the
Great Work

