

Monmouth Medical Center

RWJBarnabas
HEALTH



2018

NURSING ANNUAL REPORT



A QUALITY PROGRAM
of the AMERICAN COLLEGE
OF SURGEONS





Message from our Chief Nursing Officer

As chief nursing officer, it is my privilege to provide you with this update on our achievements from 2018.

Our frontline nurses are central to our success, and most recently among these achievements, we became the first hospital in the country to earn platinum status for our nurse-led Perinatal Mood and Anxiety Disorders Center by the Bloom Foundation, the accrediting body and national authority for the Maternal Mental Health Friendly Initiative in the United States. Monmouth Medical Center has built one of the safest obstetrical and gynecologic services in the nation, and we are proud to be ranked the safest hospital for maternity care in the region by the Leapfrog Group.

Over the last year, the hard work and dedication of our hospital staff shined a bright light on Monmouth Medical Center, and we are very proud of these other 2018 quality and program achievements:

- Highlighting its nationally recognized achievements in patient safety and quality, Monmouth Medical Center was named a Top Teaching Hospital by The Leapfrog Group, the nation's leading experts on patient safety, for the second consecutive year. This award is widely acknowledged as one of the most competitive honors American hospitals can receive.
- Monmouth is the only hospital in Monmouth and Ocean counties to receive an "A" Hospital Safety Score by The Leapfrog Group for eight consecutive rating periods.
- Monmouth also was named to Becker's Healthcare list of Great Women's Health Programs for breast cancer diagnosis and treatment, gynecology and women's heart care.
- The Leon Hess Cancer Center attained American College of Surgeons—Commission on Cancer Accreditation with silver commendation.

- Monmouth was among the first hospitals in New Jersey to earn four-star quality status from CMS, and continues to maintain its four-star status.
- We were once again named to HealthCare's Most Wired list, earning the distinction in 2018.
- We continue to lead our health care system in HCAHPS scores, and are looked to as a model for best practice in patient satisfaction. Monmouth ranks among the top six hospitals in New Jersey for patient satisfaction scores, with particular success seen in the Emergency Department.
- The internationally recognized Forum for Shared Governance awarded accreditation to Monmouth Medical Center.

There's so much to celebrate at Monmouth Medical Center as we reflect on another successful year and look forward to all that's to come in 2019, including our continued journey toward Magnet Designation. I am enormously proud of Julie Villa and the entire team at MMC that prepared the massive binders that were submitted February 1 to the Magnet Commission.

I want to extend my sincere thanks to all of our dedicated nurses for going above and beyond to support Monmouth's programs and services over the past year, and for embracing our vision for the future.

Sincerely,

Diann Johnston, MSN, RN, NEA-BC
Chief Nursing Officer & VP of Patient Care Services
Monmouth Medical Center



Message from the Chief Executive Officer

At Monmouth Medical Center, our nurses provide exceptionally compassionate care to our patients and families while constantly challenging themselves to expand their expertise through education and research. Nurses advocate for our patients in every situation, on every level and treat every patient and family member as if they were caring for their own.

Our skilled and dedicated nurses have earned a reputation for providing extraordinary clinical care in every nursing specialty, and our nursing research continues to improve the care and treatment of our patients. Additionally, our nurses play a key role in our commitment to “Safety Together” — our continuing quest to unite our organization in a culture of safety to achieve top-tier clinical outcomes and deliver the highest quality care and safest experience for our patients, communities and workforce.

As we continue to prepare for designation as a Magnet hospital, the highest and most prestigious distinction a health care organization can receive for nursing excellence and high-quality patient care, I am so grateful for the support, ideas and collaboration of our dedicated nursing staff.

Leading the charge for health and wellness for our community, our nurses serve as leaders, aspiring for

the highest level of judgment, ethics and standards. In 2018, the international Forum for Shared Governance recognized our commitment to this innovative management model that ensures nurses are the ones making clinical decisions at the bedside, while authorizing them to influence the resources that support them, by awarding accreditation to Monmouth Medical Center.

To ensure our future growth, Monmouth Medical Center remains focused on providing the highest quality care available. As we continue to grow and expand beyond our walls, our nursing staff remains steadfast in their commitment to quality, safety and innovation as we lead the region in providing the very best health and wellness care available.

Sincerely,


Eric Carney
Chief Executive Officer
Monmouth Medical Center

Senior Nursing Leadership at MMC



Sharon Holden, BSN, MPA, RN, RDCS
*Assistant Vice President of
Cardiopulmonary, Critical
Care, Emergency & Renal
Services*



Darla Harmer, MSN, RN
Assistant Vice President of Nursing



Maureen Bowe, MSN, RN
*Administrative Director of
Critical Care & Nursing Resources*



Deborah Cioffi, MSN, MSA, RN
*Administrative Director
of Emergency Services*



Danielle Hilliard, MSN, APN, CPNP, CCRN-K
*Administrative Director of
The Center for Professional
Development, Innovations and Research*



Erin Langford, MSN, RN-BC
*Administrative Director of
Behavioral Health Services*



Elaine McKane, MSN, RN, CNOR
*Interim Administrative Director of
The Operating Room*



Rose Polasky, MS, RN, CCRN
*Interim Administrative Director of
Perioperative Services*



Deanna Tiggs, MS, APN, AOCNS
*Regional Director of
Cancer Services Operations*



Julie Villa, MSN, RN, CCRN-K
*Director of Nursing
Excellence and Innovation – Magnet
Program Director*



Kathleen Windram, BSHA, MSN, RN, CBC
*Administrative Director of
Children's Services*

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Transformational Leadership

A transformational leader is a visionary who is knowledgeable of the issues impacting the frontline staff and collaborates to ensure change occurs. Transformational leaders need to understand and articulate to all stakeholders how decisions impact both the frontline staff as well as the organization's goals. Diann Johnston, MSN, RN, NEA-BC, Chief Nursing Officer at Monmouth Medical Center, believes in "growing our own" nurse leaders. This ensures our future nurse leaders are taught the qualities necessary to become a future transformational leader that impacts nurse satisfaction, patient satisfaction, nationally reported metrics, organizational goals and is an effective leader.

Monmouth Medical Center's Professional Practice Model



Nursing at Monmouth Medical Center

OUR 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.

OUR VISION - Developing a healthcare team that will take responsibility for achieving and sustaining excellent patient care outcomes and that will hold each other accountable for delivering care that will exceed the expectations of the community we serve.

OUR VALUES - "Passionate about quality, compassionate about people."

OUR PHILOSOPHY - As Monmouth Medical Center nurses evolve and adapt in 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 healthcare 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.

The 2018 - 2022 Monmouth Medical Center Nursing Strategic Plan

In June 2017, Diann Johnston invited the shared governance members and nursing leadership to an off-site retreat to listen to experts discuss drivers and trends in today's market and discuss how nursing would devise a nursing strategic plan. All members learned how important it would be for MMC's nursing strategic plan to align with the MMC strategic plan. By January 2018, Diann was able to bring the shared governance members and nursing leadership together again to review the finalized version of the 2018-2022 Monmouth Medical Center Nursing Strategic Plan. In this document, the goals are as follows:

Safety & Quality - MMC Patient Care Services achieves high-quality outcomes on our journey to becoming a high reliability organization (HRO) through exceptional care delivery models, as measured by outstanding Leapfrog ratings, CMS Star Ratings and achieving Magnet® designation.

Population Health - MMC Patient Care Services achieves high-quality outcomes through exceptional care delivery models.

Academics - MMC Patient Care Services achieves high quality outcomes through advanced education, research, and collaboration with the academic community.

Finance - MMC Patient Care Services achieves high quality outcomes through exceptional care delivery models, improved efficiency, and financial stewardship.

Consumer Engagement - MMC Patient Care Services achieves high quality outcomes through exceptional care delivery models and the adoption of consumer-driven innovations.

Social Impact & Community Investment - To anchor our facilities in their communities to benefit long-term health & well-being of the communities served.



Succession Planning

Succession planning is the intentional programs to prepare our nurses to be eligible for promotion. Succession planning is all about the destination and calls for the identification of talent. Activities that may be considered for succession planning include coaching, shadowing, providing resources or learning activities to prepare a nurse for promotion.

This can occur anywhere in a nurses' career:

- Clinical nurse to Nurse Manager
- Nurse Manager to Nurse Director
- Nurse Director to Chief Nursing Officer
- Chief Nursing Officer to Chief Nurse Executive

The nursing leadership enrolls nurses interested in a leadership track to participate in the Nurse Leader Succession Planning Program and Moving into Management courses. Individuals are selected based on their interests, their dedication to high-quality patient care and their current job performance. There, nurses are able to interact with CNOs from around the RWJBarnabas Health system to learn skills such as budgeting, communication, quality improvement and accountability. These courses run for one year and incorporate didactic and collaborative work to allow the nurse to grow professionally. The nurse shadows the CNO or other nurse leaders in MMC to be able to assimilate learned experiences. Following the completion of these courses, the nurses continue to work with their supervisor and other nursing leadership to be promoted as such positions becomes available.

Mentoring

All nurses of all levels are mentored. Mentoring is a relationship between the mentee and the mentor and occurs over time (typically two or more years). According to Cusanza (2018), the goal of mentoring is to benefit the less-experienced nurse to professionally grow to meet his/her career path goals by providing resources, learning opportunities, and ideas to improve one's performance. Remember, mentoring is about the success of the individual in the role; the person is in the role and is being supported to learn more:

- Clinical Nurses for various paths and skills
- Nurse Manager, Nurse Director or CNO for more skills



MMC nurses currently enrolled in the 2018 RWJBH cohort

Registered Nurse	Unit
Lauren Byron-Rawding, MSN, RNC-NIC, IBCLC	Regional Newborn Center
Helena Semira, BSN, RN	Intensive Care Unit
Nicole Mastroirilli, BSN, RN-BC	Borden 5
Courtney Rea, BSN, RN-BC	Greenwall 6
Robyn Bordieri, BSN, RN	PACU
Ane Malone, BSN, RN, CBC	T5 Mother-Baby & Todd 6 West Mother-Baby



Structural Empowerment

Structural empowerment in nursing speaks to the structures, programs and policies in place to assist nurses in working to the top of their license (ANA, 2014). At MMC, this can be evidenced by professional development, community outreach programs, working in a “just culture,” participating in committees and contributing to decision-making policies.

Organizational components that contribute to providing an environment of structural empowerment are:

- Access to necessary resources to perform one's role
- A knowledge and understanding of the organization's priorities
- Opportunity for professional growth

Structured environments have enculturated pathways for continued professional growth. These pathways provide nurses with forums to participate in shared governance and decision-making activities, which allow for opportunities in professional development and advancement. Some of the opportunities at MMC are evidenced by:

- Professional Engagement
- Commitment to Professional Development
- Commitment to Community Involvement
- Recognition of Nursing



Nurses in Politics

Obstetric Services Administrative Director, Suzzane Sernal, DNP, APN-BC, RNC-OB, CBC, promoted Maternal Health Awareness Day at Monmouth Medical Center. Suzanne and the executive team welcomed Senator Joseph Vitale, who sponsored legislation establishing January 23rd as Maternal Health Awareness Day. A celebratory event in the Sea Breeze Cafeteria outlined new programs that RWJBarnabas Health's OB Collaborative has implemented to proactively address issues of maternal health and mortality. A slogan was introduced to the entire system "Stop, Look, and Listen" to increase awareness.

EVERY WOMAN
EVERY HOSPITAL
EVERY TIME

MATERNAL HEALTH AWARENESS DAY

JANUARY 23, 2018

MHADNJ





Community Health Care Outreach

Organizational components that contribute to providing an environment of structural empowerment are:

- Access to necessary resources to perform one's role
- A knowledge and understanding of the organization's priorities
- Opportunity for professional growth

Structured environments have enculturated pathways for continued professional growth. These pathways provide nurses with forums to participate in shared governance and decision-making activities, which allow for opportunities in professional development and advancement. Some of the opportunities at MMC are evidenced by:

- Professional Engagement
- Commitment to Professional Development
- Commitment to Community Involvement
- Recognition of Nursing

Many of Monmouth Medical Center's (MMC) nurses volunteer their time to help others within the community in which we serve. MMC is proud of their nurses who volunteer their time and talents to provide outreach to those who need help. Following is a listing of some of the ways MMC nurses volunteer.

Kaleidoscope of Hope Walk – Ovarian Cancer

Awareness Month is September. Leslie Shephard, MSN, RN, OCN, Director of Patient Care for C2 & BBR2, led a group of women and their families who attend her Ovarian Support Group. Leslie’s support group meets monthly at MMC.

Philippine Nurses Association of New Jersey, Inc. (PNANJ) –

A dedicated group of MMC nurses are active members of the Monmouth subchapter including, but not limited to, Lolita Jacob, DNP, APN, FNP-BC; Marietta Datar, BSN, RN, and Teresita Brizuela, BSN, RN, CCRN. In 2018, this subchapter partnered with MMC to perform blood pressure screenings and provide healthcare teaching to over 226 visitors during Oceanfest in July. They partnered with The Diversity & Inclusion Committee to raise money to buy backpacks and school supplies that were donated to the NAACP, Long Branch Public Schools and Monmouth Family Health Center in Long Branch in August. In September, the PNANJ performed blood pressure checks and healthcare teachings to 79 parishioners at St. Dorothea Parish R.C. Church in Eatontown. Finally, this subchapter annually hosts a PNANJ Education Day to highlight and disseminate the important work of the members and their colleagues through poster presentations.



Members of the Pediatric Unit-Based Professional Practice Council & the Maternal-Child Health Shared Governance Council –

Partners together to make a contribution to community investment and social impact by presenting to 400+ students in three schools: Wemrock Brook School in Manalapan (May 25th), Fairview School in Middletown (June 8th) and Lanes Mill School in Brick (June 11th) on topics that include: swim safety, beach safety, bicycle safety and sun safety. In April, the Maternal-Child Health Shared Governance Council served dinner at the Ronald McDonald House of Central & Northern New Jersey in Long Branch.



Power of Pink – Annually, the Women’s Council for the Leon Hess Cancer Center holds a luncheon to support the various oncology services at MMC. Multiple employees and their families from MMC and throughout RWJBarnabas Health participated in the Colorectal Cancer Alliance’s Jersey Shore Undy Run/Walk in July. MMC was a sponsor of the event. Multiple employees and their families from MMC and throughout RWJBarnabas Health participated in the Walk in July. MMC was a sponsor of the event.



The Peri-op Shared Governance Council – collected over \$600 in donations from all perioperative patient care areas for two local families in November. With the monies raised, they were able to provide an area woman and her daughter with supplies needed for their new apartment as well as wanted items for the holidays. Another family and their 9-month-old son received winter clothing. Each family received a ShopRite gift card.



The members of the Behavioral Health Shared Governance Council – conducted a fund-raiser outside the cafeteria on September 20th to raise funds for The Suicide Prevention Hope Line. This shared governance council also collected clothing for the Jersey Shore Rescue Mission (a local men’s shelter).



Diann Johnston and other MMC employees participated in the **Running With the Devils 5k** in October.



Nurses attended the **Sharing Network Walk** to represent MMC and support organ donation.

Our NICU nurses participated in the annual **Big Steps For Little Feet Walk** that honors all of our tiniest and most vulnerable patients and their families. MMC was able to raise over \$60,000 towards this cause.



NEW DEGREES

Monmouth Medical Center (MMC) is proud of their nurses who continue with their academic achievements. Nurses are supported in many different ways to be able to obtain higher education, including (but not limited to) scholarships, nurses week awards, academic affiliations with Rutgers University, self-scheduling and tuition reimbursement.

NURSE	DEGREE	SCHOOL	DATE
Mary Himmelberg	MSN	Western Governors University	December
Angela Brathovde	DNP	Chamberlin University	May
Maxxine Kraemer-Jimenez	BSN	New Jersey City University	June
Carolyn Boyle	MSN	Simmons University	June
Maryrose Boutros	MSN	Monmouth University	May
Aileen Vasquez	MSN	Monmouth University	May
David DeMatteo	BSN	New Jersey City University	June
Polina Sasso	MSN	Chamberlain University	December
Maria Bryceland	BSN	Walden University	June
Kylie Stark	BSN	New Jersey City University	May
Jacob Moise	BSN	Ramapo College	May
Kat Reitmeyer	BSN	New Jersey City University	May
Carly Beach	Associates	Brookdale Community College	May
Kayla Petrozzo	Associates	Brookdale Community College	May
Edward Lamar	Associates	Brookdale Community College	May
Walter "Buddy" Elliott	MSN	Monmouth University	November
Krystal Blanken-Baker	MSN	New Jersey City University	August



International Nursing

Todd 6 West Mother-Baby clinical nurse Vicky Kotch, RN, CBC, has been working at Monmouth Medical Center (MMC) for eight years and wanted to make a difference. On Facebook, Vicky found a group called, Bamboo. Vicky traveled with a group of seven women (three from Australia, one from England, one from Canada and another from the United States) from March 21st - April 7th representing Bamboo in Thailand and Cambodia. The first five days, Vicky stayed with a Thai family and taught 15-20 children for five hours a day to speak English in the New Hope School in Siem Rip. This school is run by a young Thailand administrator who grew up poor and realized the need for Thai children to learn English due to the country's increase in tourism. Vicky and the group of women brought as many school supplies for the children as they could fit in their suitcase. These supplies had been collected from coworkers and family members; some women also brought clothes.

The next seven days, Vicky and this group of women stayed with a family in a small village in Cambodia caring for elephants. These duties included walking the elephants to the river to bathe, feeding the elephants and cutting down sugar cane in the fields to feed to the elephants. These majestic animals were so large, but gentle.





Following this unique experience, Vicky said, "I was able to understand "gratefulness." They (the Thai and Cambodian people) were so happy. Something as small as a pencil was such a big thing to these children! I could already see the children's progress in learning English while we were there. Another group was coming after us to continue educating the children. In 2019, I am going to Costa Rica."



Nurse Practitioner, Terry Vaccaro, MSN, APN, with Envision works in Monmouth Medical Center's Emergency Department. In late 2018, Terry and several other RWJBarnabas Health nurses traveled to the Dominican Republic with Handfuls of Hope to provide medical care to the underserved population there. This year's trip marked the fourth year MMC nurses have traveled to the Dominican Republic to provide needed medical care.



2018 NEW PROFESSIONAL NURSING CERTIFICATIONS

As of December 2018, MMC's certification rate is 72%. The ANCC defines certification as the formal recognition of the specialized knowledge, skills and expertise 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 patient care, Monmouth Medical Center would like to recognize the nurses who achieved their national certification during 2018:



NURSE	UNIT	PROFESSIONAL NURSING CERTIFICATION	MONTH ACHIEVED
Justine Certo	AP1	Psychiatric Mental Health (RN-BC)	2/2018
Amy Cullen	AP1	Psychiatric Mental Health (RN-BC)	2/2018
John Keene	AP1	Psychiatric Mental Health (RN-BC)	6/2018
Sabrina Reeves	AP1	Psychiatric Mental Health (RN-BC)	8/2018
Clare Cinelli	AP1	Psychiatric Mental Health (RN-BC)	8/2018
Kent Horvath	AP3	Psychiatric Mental Health (RN-BC)	3/2018
Laura Bourque	AP3	Psychiatric Mental Health (RN-BC)	6/2018
Adrienne Wyckoff	B5	Medical-Surgical Nursing (RN-BC)	6/2018
Kerry Mallon	BBR4	Oncology Certified Nursing (OCN)	6/2018
Kristin Gebel	C2	Medical-Surgical Nursing (RN-BC)	5/2018
Lauren Fleming	C2	Medical-Surgical Nursing (RN-BC)	10/2018
Carolyn Boyle	Cancer Services	Family Nurse Practitioner (FNP)	10/2018
Lori Nufrio	Case Management	Accredited Case Manager (ACM)	5/2018
Frances Cassidy	Case Management	Accredited Case Manager (ACM)	6/2018
Emily Varvar	ED	Certified Emergency Nursing (CEN)	1/2018
Anthony Cunning	ED	Certified Emergency Nursing (CEN)	6/2018
Tim Walsh	ED	Certified Emergency Nursing (CEN)	6/2018
Dyshauna Simmons	ED	Certified Emergency Nursing (CEN)	8/2018
Brianna Benton	ICU	Critical Care Registered Nurse (CCRN)	6/2018
Shirah Suero	L&D	Inpatient Obstetric Nursing (RNC)	10/2018
Christina Van Note	Regional Newborn Center	Registered Nurse, Certified in Neonatal Intensive Care (RNC-NIC)	10/2018
Stephanie Laberde	Pre-Admission Testing	Certified Ambulatory Perianesthesia Nurse (CAPA)	4/2018
Hannah Raymond	WCH Float Pool	Certified Breastfeeding Counselor (CBC)	11/2018



PROFESSIONAL DEVELOPMENT ADVANCEMENT PROGRAM (PDAP)

The purpose of the Professional Development Advancement Program (PDAP) is to encourage the professional development of the clinical nurse and advancement of their individual practice at Monmouth Medical Center (MMC). The PDAP outlines the experience, critical thinking skills, education and professional activities desired for nurses seeking advancement. PDAP affords nurses the opportunity for growth and development and provides a consistent framework for advancement.

To successfully navigate the PDAP, the applicant is to complete activities in each of the following ANCC Magnet® Model Components that support Empirical Outcomes: Transformational Leadership, Structural Empowerment, Exemplary Professional Practice and New Knowledge, Innovations and Improvements. By modeling our nursing practice around the components of Magnet, the overall goal is to achieve nursing excellence by creating a culture focused on delivering high-quality, evidence-based nursing care with the continual improvement of empirical outcomes and greater patient and staff satisfaction.

Objectives:

- To provide a mechanism for recruitment and retention of non-exempt clinical nurses at MMC.
- To allow for the advancement and recognition of clinical nurses as they expand their experience from novice to expert.
- To develop a Nursing PDAP Program reflective of the components of the ANCC Magnet Model.
- To facilitate and enhance a nursing practice that is reflective of MMC's Nursing mission, vision and philosophy.
- To incorporate the MMC Professional Practice Model (PPM) into everyday practice.

NURSE	UNIT	PDAP LEVEL
Alexandra Sargent, MSN, RN, CBC	Regional Newborn Center	4
Maria Kokolis, BSN, RN	T5 Mother-Baby	4
Victoria O'Neill, BSN, RN, OCN	BBR4	4

NURSE	UNIT	PDAP LEVEL
Michele Joseph, BSN, RN, CBC	T6 West Mother-Baby	3
Nicole Infantis, BSN, RN, CPN, CBC	T5 Mother-Baby	3
Veronica Romeo, BSN, RN, CBC	T5 Mother-Baby	3
Erica Brown, BSN, RN, CBC	WCH Float Pool	3
Amanda Thostesen, BSN, RN, CBC, CCE	WCH Float Pool	3
Victoria LaPorta, BSN, RN, CBC	L&D	3
Annmarie Vuono, BSN, RN, CBC	L&D	3
Molly Morrow, BSN, RNC, CBC	L&D	3
Laura Niewiadomski, MSN, RN, CNL, CBC	Regional Newborn Center	3
Jancy Abraham, BSN, RNC-NIC, CBC	Regional Newborn Center	3
Christine Picarello, BSN, RNC-NIC, CBC	Regional Newborn Center	3
Kristin Chapparo, BSN, RN, CBC	Regional Newborn Center	3
Kaila Wiarda, MSN, RN, CBC	Regional Newborn Center	3
Ambily Nair, BSN, RN, CPN, CBC	Pediatrics	3
Colleen Rindt, BSN, RN, CPN	PICU	3
Eda Chung, BSN, RN, CPN	Pediatrics	3
Amanda Rea, BSN, RN, CPN, CBC	Pediatrics	3
Christina Daniel, BSN, RN, CPN, CBC	Pediatrics	3
Bomina Lim, BSN, RN-BC	C2	3
Sheeba Suresh, BSN, RN-BC	G5	3
Leslie Desimone, BSN, RN, OCN	Vantage Point	3
Elizabeth O'Donnell, MA, RN, OCN	Vantage Point	3
Mary Danish, RN, OCN, MICP	Cancer Center	3
Lauren Greenwald, BSN, RN, CNOR	Operating Room	3
Linda DeRosa, BSN, RN, CNOR	Operating Room	3
Cynthia Arandela-Bundac, BSN, RN-BC	Same Day Surgery	3
Donna Jefferys, BSN, RN, CGRN	Endoscopy	3
Sandra DeNoville, BSN, RN, CGRN	Endoscopy	3
Laura Bourque, BSN, RN-BC	AP3	3
Susan MacMahon, BSN, RN, CBC	T6 West Mother-Baby	2
Laura Tedeschi, BSN, RN, CBC	T6 West Mother-Baby	2
Laura Evans, BSN, RN, CBC	T6 West Mother-Baby	2
Nicole Wojcik, BSN, RN, CBC	T6 West Mother-Baby	2
Lauren Barnshaw, BSN, RN, CBC	L&D	2
Cheyenne Graham, BSN, RN	L&D	2
Melissa Lynch, BSN, RN, CBC	L&D	2
Nicole Caruso, RN	L&D	2
Katie O'Brien, BSN, RN, CBC	T5 Mother-Baby	2
Jessica Kuch, BSN, RNC-NIC, CBC	Regional Newborn Center	2

NURSE	UNIT	PDAP LEVEL
Sheeba Antony, BSN, RNC-NIC, CBC	Regional Newborn Center	2
Rachel Krug, BSN, RN, CBC	Regional Newborn Center	2
Renee DesStefano, RN, CBC	Regional Newborn Center	2
Laura Brooks, BSN, RN, CPN, CBC	WCH Float Pool	2
Lauren DelleDonne, BSN, RN	Intensive Care Unit	2
Lisa Fabrizio, BSN, RN	Intensive Care Unit	2
Eileen Clapp, BSN, RN	Intensive Care Unit	2
Loukia Lopresti, BA, RN	Emergency Department	2
Jennifer Alonso, RN	Todd 6 East	2
Copley Fry, BSN, RN	BBR2	2
Emma D'Ambrosa, BSN, RN	BBR2	2
Alyssa Meyers, RN	BBR4	2
Kerry Mallon, RN, OCN	BBR4	2
Eileen McGarry, RN, OCN, CBCN	BBR4	2
Kelly Williams, RN	Radiation Oncology	2
Nellie Padre, BSN, RN-BC	SDS	2
Cheryl Ahearn Casanova, BSN, RN	SDS	2
Emmanuella Phanor, BSN, RN	PACU	2
Melissa Bonnet, RN	PACU	2
Krystal Blanken-Baker, MSN, RN	PACU	2
Andrea Gorman, RN	PACU	2
Pellegrina Rego, RN, CGRN	Endoscopy	2
Melissa Gentile, BSN, RN, CNOR	Operating Room	2
Bianca Gallipani, BSN, RN, CBC	Pediatrics	2
Karlie Korz, BSN, RN, CBC	Pediatrics	2
Brianna Fenton, BSN, RN	T6 West Mother-Baby	1
Victoria Kotch, RN, CBC	T6 West Mother-Baby	1
Jane MacMahon, BSN, RN, CBC	T6 West Mother-Baby	1
Brianna Meyer, RN	L&D	1
Jennifer Quirk, BSN, RN, CBC	L&D	1
Sara Morales, BSN, RN	L&D	1
Danielle LaBella, BSN, RN	L&D	1
Ashley Fava, BSN, RN	L&D	1
Caroll DeRocco, BS, RN, OCN	BBR2	1
Jhosset Vinueza, BSN, RN	Operating Room	1
Jasmine Paragas, BSN, RN	Pediatrics	1
Michelle Prusko, RN, CCRN	Intensive Care Unit	1
Patricia Ostrander-Coffey, RN	Intensive Care Unit	1
Hei-Chuan Chang, RN-BC	Intensive Care Unit	1

2018 NURSING GRAND ROUNDS



JANUARY

“How to Have Conversations About End of Life Decisions” by Dr. Shira Goldberg, MD, Palliative Care and Hospice Medical Director for Visiting Nurse Association Health Group

FEBRUARY

“Patient Care Services Town Hall Meeting” by Diann Johnston, MSN, RN, NEA-BC

MARCH

“Cultural Competence in Healthcare” by Alieu Nyassi, Director of Diversity and Inclusion

APRIL

“Improving the Standard of Care in the Evaluation and Treatment of Agitation in the Acute Involuntary Inpatient Psychiatric Setting” by Angela Brathovde, MSN, RN-BC, HNB-BC, Director of Behavioral Health Nursing Education, Quality & PI

MAY

“Patient Care Services Town Hall Meeting” by Diann Johnston, MSN, RN, NEA-BC

JUNE

“Medication Error Review with Corrective Actions—Could This Happen to You or Your Family Member?” by Janet Attner, RPh, Medication Safety Pharmacist and the Pharmacy Practice PGY-1 Residents: Allison Pezick, PharmD and Divita Singh, PharmD

JULY

“Urinary Incontinence is More Than a Task” by Lynn Clemmons, MSN, RN, Rapid Response Nurse

AUGUST

“Patient Care Services Town Hall Meeting” by Diann Johnston, MSN, RN, NEA-BC

SEPTEMBER

“Mentoring Nurses Towards Success” by Danielle Hilliard, MSN, APN, CPNP, CCRN-K, Administrative Director of The Center for Professional Development Innovation and Research & Joe Cagliostro, MSN, RN-BC, Med-Surg Clinical Educator

OCTOBER

“RWJBarnabas Health Peer Recovery Program” by The Institute for Prevention and Recovery

2018 RN RESIDENCY NURSES

The nurse educators at MMC successfully developed a "new-graduate RN" residency program, called Clinical Entry Into Practice (CEP) to onboard and orient talented new graduate nurses to work in many patient care areas of the organization. This program, which began in L&D, has grown to other units such as the Emergency Department, the Intensive Care Unit and medical-surgical units. In addition to the clinical orientation, these nurses are provided an extended orientation that focuses on didactic learning experiences and professional development, which result in improved patient outcomes.

REGISTERED NURSE	UNIT
Lisa Turner, BSN, RN	Emergency Department
Elizabeth Parato, BSN, RN	Emergency Department
Alexandra Adimando, BSN, RN	Emergency Department
Nicholas Lacorte, BSN, RN	Emergency Department
Brian Downing, BSN, RN	Emergency Department
Alexis Winters, BSN, RN	Emergency Department
Jeannie Avon, BSN, RN	Emergency Department
Karley Kaplan, BSN, RN	Emergency Department
Marissa Graham, BSN, RN	Intensive Care Unit
Kylie Allmers, BSN, RN	Todd 6 East
Angie Mendoza, BSN, RN	Greenwall 6
Kylie Stark, BSN, RN	Greenwall 5
Jacob Moise, BSN, RN	Greenwall 5
Shannon Iannuzzo, BSN, RN	Borden 5
Kaitlin Zilly, BSN, RN	Borden 5
Marissa Pilieri, BSN, RN	Betty Block Roberts 2



AWARDS & RECOGNITION

Bonny Adler, MSN, RNC-NIC, CBC, named March of Dimes Nurse of the Year (nurse manager category). Being a nurse manager is a challenging position, but Bonny's high level of organization and detail to quality has provided her with the skill set to be an effective manager. Bonny's effectiveness is so well known, even at the unit level, that her staff nominated her for the March of Dimes Nurse of the Year award. Bonny's accomplishments allowed her to shine over and above several other candidates. As quoted by Bonny, "I believe you lead by example. I am an expert in my field and maintain my education through reading the latest research and practice journals. I also make sure I attend conferences where the latest information and products are available. Developing relationships with all the staff has been very important to me since they are all equally important to the running of an acute care unit."

Monmouth Medical Center received the Stryker Healthy Hospital Silver Award.

Through recycling efforts made by the perioperative team and other colleagues at the hospital, MMC avoided 6,314 pounds of waste and saved over \$144,256 in 2017. Additionally, both RWJBarnabas Health and MMC received the Pulse OX for the Planet Award for sustainability efforts. Three-hundred-and-one trees will be donated on behalf of RWJBarnabas Health and 10 trees will be donated on behalf of MMC to the National Forest Foundation and planted in areas of California where wild fires have occurred.

The Stryker Sustainability Program gives hospitals an alternative to conventional medical waste disposal. It provides hospitals with an avenue to recycle products that decrease overall healthcare costs while protecting the planet.

EMPLOYEE OF THE MONTH AWARDEE:

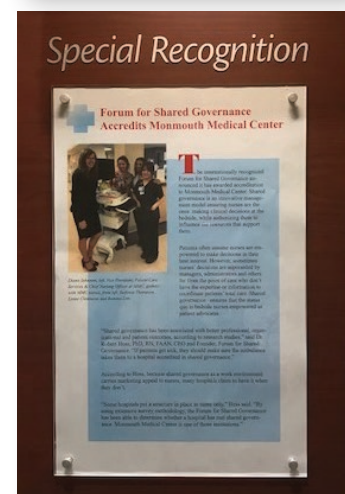
Jacqueline Palmieri, RN-BC (Echo and Stress/Non-Invasive Cardiac Lab) was awarded the MMC Employee of the Month for October.

Monmouth Medical Center was accredited by The Forum for Shared Governance.

The internationally recognized Forum for Shared Governance announced it has awarded accreditation to Monmouth Medical Center. Shared governance is an innovative management model ensuring nurses are the ones making clinical decisions at the bedside, while authorizing them to influence the resources that support them. Patients often assume nurses are empowered to make decisions in their best interest. However, sometimes nurses' decisions are superseded by managers, administrators and others far from the point of care that don't have the expertise or information to coordinate patients' total care. Shared governance ensures that the status quo is bedside nurses empowered as patient advocates. MMC participated in a rigorous survey of all nursing staff, managers and administrators to demonstrate nurses' decision-making abilities.

Monmouth Medical Center is awarded the HRSA Award from The Sharing Network.

Health Resources and Services Administration (HRSA) awarded MMC Platinum Recognition for their commitment to organ and tissue donation. MMC collaborated with the NJ Sharing Network, the states organ and tissue procurement organization, on multiple events to increase donor awareness in the community and at the hospital. This is the second year in a row that MMC received platinum recognition, Sharing Network's highest level of distinction for their numerous activities in support of organ and tissue donation.





Inspiring Moment Member: Adoracion Carmona “Jurie” Nicolas, BSN, RN, is recognized by her peer. Fellow Philippine Nurses Association of New Jersey (PNANJ) member and nurse practitioner, Lolita Jacob, DNP, APN, RNP, recognized Jurie in the Spring/Summer newsletter. Lolita respectfully outlined Jurie’s journey through her nursing career and demonstrated how much of an impact she has had on Monmouth Medical Center as well as all of her patients and colleagues. As quoted by Lolita, “In the face of our quickly changing healthcare environment, there is one constant: the nursing supervisors, who deal with multiple varying issues from staffing, clinical, patient satisfaction, maintenance and much more. It is always a great pleasure to profile a co-worker especially in this time of the year, when Nurses’ Week is being celebrated.”



Gretchen Nicolosi, BSN, RN, receives the MMC Intensive Care Unit’s Critical Care Award. The Intensive Care Unit can often be a challenging environment requiring a constant focus to detail. Gretchen’s eye for detail resulted in a “good catch” when she caught an error of the wrong medication being sent to the unit for one of her patients. Her attention to detail averted the medication ever reaching her patient. In the three years Gretchen has worked at MMC, she has proven herself to be a cheerleader for the unit and a true patient advocate. This was evidenced when Gretchen provided exceptional care to a patient requiring medicinal leech therapy. Although this therapy wasn’t easy for the patient, Gretchen handled the situation with such compassion and professionalism to help the patient.



MMC Recognizes Our Staff. Greenwall 6 & Todd 6 East nursing staff are recognized for being a top performer within the RWJBarnabas Health system. The patient satisfaction scores on these units consistently rank in the top decile. During a breakfast session with the staff to celebrate their accomplishments, the executive team and their nurse manager, Dana Delatush, MSN, APN, AGPCNP-BC, shared their appreciation for each and every staff member present.

NURSE	APPOINTED POSITION	ORGANIZATION
Patricia Marcelle	Reviewer	ANCC Evidence-Based Poster Abstract Review Panel
Patricia Marcelle	Content Reviewer	AACN Essentials of Critical Care Orientation (ECCO) Hemodynamics module-arterial catheters, central venous pressure monitoring
Julie Villa	Advisory Board Member	Forum for Shared Governance
Wendy Reich	Reviewer-2019 PeriFACTS: Obstetrics and Fetal Monitoring Online Continuing Education Program	University of Rochester
Angela Brathovde	Adjunct Nursing Faculty	Monmouth University
Gail Cudia	Adjunct Nursing Faculty	Rutgers University
Danielle Hilliard	Adjunct Nursing Faculty	New Jersey City University
Susan Dulczak	Secretary & Board Member	Ronald McDonald House
Susan Dulczak	National Chapter Liason	Aphon



ANNUAL MMC SERVICE AWARDS





THE DAISY AWARD

FOR EXTRAORDINARY NURSES

IN MEMORY OF J. PATRICK BARNES



1st quarter DAISY Award Winner, Katie Cosentino, 2nd quarter DAISY Award Winner Deirdre Cramer; 3rd quarter DAISY Award Winner, Patricia Ryan and 4th quarter DAISY Award Winner, Nicole Wilps

DAISY AWARD

Patrick Barnes died at the age of 33 due to complications of ITP. The Barnes family wanted to turn their loss and grief into something positive by honoring the nurses who deal with patients every day. As a result of their experience, the Barnes family believes that nurses are the unsung heroes of our society who deserve far more recognition and honor than they receive. As a way of going around the world to say “thank you”, the Barnes family created the DAISY (Diseases Attacking the Immune System) Award in 1999. What started out as the Barnes family recognizing the nurses who cared for Patrick has grown into a meaningful recognition program embraced by healthcare organizations around the world.

2018 DAISY Honorees	
March	Katie Cosentino, BSN, RN
June	Deirdre Cramer, BSN, RN, CRNI
September	Patricia Ryan, RN, CBC
December	Nicole Wilps, BSN, RN

2018 NURSES' WEEK AWARD RECIPIENTS

Our nursing education department, The Center for Professional Development, Innovation and Research, hosts a Nursing Awards Ceremony during Nurses' Week. The educators decided to use a theme, The Oscars, as a way of making the ceremony more memorable while highlighting all the great work that is recognized around Monmouth Medical Center. Nominations are made by fellow colleagues. The nomination process goes through a rigorous and blinded review by a special committee to ensure the most deserving nominee is chosen. This is not an easy task as we receive many worthy nominations each year.

And the Winners Are...

The Best Nursing Team Award - **B5**

The Caritas Nurse of the Year Award - **Sheryl Dwyer, BSN, RNC**

The Maysie Stroock Nursing Education Award
**Georgette King, RN, CGRN and
Suzanne Sernal, MSN, APN, RNC-OB, CBC**

The Monsignor Bradley Nursing Research
and Education Award
**Susan Sanborn, RNC-NIC, CBC and
Alexandra Sargent, MSN, RN, CBC**

The Novice RN Award
Deanna Mancini, BSN, RN

The Nurse Mentorship Award
**Josephine Lugtu, BSN, RN;
Elizabeth O'Donnell, MA, RN, OCN
and Susan Wares, BSN, RN**

The Partners in Care Award
Valerie Ricks

The Kathryn Kellam Nursing Scholarship Award
**Jenna Gilman, Jessica Persico
and Adam Nelson, BSN, RN**

The Diversity Champion Award
Bo Mi Na Lim, BSN, RN-BC





NATIONAL NURSES WEEK 2018
AMERICAN NURSES ASSOCIATION

NURSES' WEEK AWARDS CEREMONY





Grateful patient Michael Clemente from BBR2 donated \$20,000 to MMC. Check presentation during halftime at Mike's team basketball game. Michael is a coach at Central Regional High School in Bayville. It was so good to see him back in his element stronger than ever, after all he has been through in the last six months.

Amazing family, they and other patients and families like them are the reasons why we do what we do!! We are truly blessed to have crossed paths with them!!

- Leslie Shephard, MSN, RN, OCN - Director of Patient Care for C2 & BBR2





“Never doubt that a small group of thoughtful committed people can change the world, indeed it is the only thing that ever has.”

~ Margaret Mead

Shared Governance

Shared governance is a model of planning and decision-making based on the principles of partnership, autonomy, 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.

Purpose

- Staff involvement in discussions and decisions, which directly impact their work
- Open communication between nursing staff and leadership
- Increase nurse autonomy and accountability to provide outstanding patient care

Benefits of the shared governance model

- Improved quality of care and clinical effectiveness
- Improved collaboration and teamwork
- Increased nurse satisfaction and professional growth
- Development of new knowledge and skills
- Increased professionalism and accountability

In April of 2018, Monmouth Medical Center’s shared governance was accredited and joined the 90+ organizations internationally who strive to elevate nursing within their organizations. As an accredited organization, all of our current shared governance members were invited to access the Forum for Shared Governance website to take advantage of the many opportunities to collaborate with nurses from around the world on best practices, online educational opportunities, as well as a robust database to articles regarding shared governance.



Our Shared Governance Councils

Medical-Surgical Council

Current Members: Leslie Shephard, MSN, RN, OCN (Facilitator); Bomina Lim, BSN, RN-BC (Chair); Emma D'Ambrosa, BSN, RN (Co-chair); Bethany Glandt, BSN, RN-BC (Co-chair); Lauren Petach, BSN, RN-BC; Iris Cruz, RN; Jessica Preston, BSN, RN; Samantha Sanchez, BSN, RN; Caroll DeRocco, BSN, RN, OCN; Susan Barringer, BSN, RN; Kylie Allmert, BSN, RN; Raluca Girdea, BSN, RN-BC; Mallory Signoriello, BSN, RN-BC; Melissa Bopp, RN-BC; Amanda Boutros, BSN, RN, Joe Cagliostro, MSN, RN-BC (Educator).

List of 2018 Accomplishments:

- Developed and distributed a monthly medical-surgical newsletter
- Active participation in Evidence-Based Practice Committee and Falls Committee
- Collaborated with education department to update medical-surgical nursing orientation and preceptor packet
- Continued interdisciplinary meeting group with the Critical Care Shared Governance Council
- Walk in My Shoes Program with ED department to improve communication
- Attended 13th Annual Nursing Research Symposium at Rutgers, The State University of New Jersey

Magnet® Ambassadors

Current Members: Julie Villa, MSN, RN, CCRN-K (Facilitator); Jamie Costa, BSN, RN, CBC; Laura Niewiadomski, MSN, RN, CBC; Lauren Fleming, BSN, MA, RN-BC; Erica Brown, BSN, RN, CBC; Colleen Rindt, BSN, RN, CPN; Laura Bourque, BSN, RN-BC; Leslie DeSimone, BSN, RN, OCN; Nicole Ostraszewski, BSN, RN; Veronica Romeo, BSN, RN, CBC; Kathleen Malouf, BSN, RN, CCRN, CSRN, CBC; Copley Fry, BSN, RN; Michael Neilson, BSN, RN-BC; Marietta Datar, BSN, RN; Paige Knee, RN; Kristen Murphy, RN; Donna Jeffreys, BSN, RN, CGRN.

List of 2018 Accomplishments:

- Developed and distributed a monthly Magnet Pulse newsletter
- Maintained a team of 15 ambassadors who present Magnet-related updates to staff meetings & unit-based professional practice councils
- Conducted an annual audit on another colleague's Magnet board
- Encouraged house-wide participation in peer review, national certification, obtaining higher degrees, encouraged participation in PDAP
- 10 ambassadors became PDAP nurses themselves
- Contributed to a culture of high reliability and patient safety by recommending the operator page the entire floor name instead of an abbreviated name when calling a RRT/code situation.

2018 served as a critical year in preparing Monmouth Medical Center for readiness for the Magnet® designation. A team of 15 writers compiled stories and data to suffice 60 standards, along with our excellent outcomes, to demonstrate why MMC should be a Magnet hospital.

- Clinical nurses are members of organizational- and system-level committees to collaborate on best practices throughout the RWJBarnabas Health system.
- Nurses at all levels attend conferences and present their work to showcase MMC's outcomes.
- Nursing is dedicated to patient safety and the HRO journey: "help me, don't hurt me, be nice to me"



Behavioral Health Council

Current Members: Nahomie Marcenat, BSN, RN (Facilitator); Susan Wares, BSN, RN (Chair); Vera D'Silva, BSN, RN (Co-chair); Laura Bourque, BSN, RN-BC; Sarah Connolly, LSW; Sabrina Reeves, BSN, RN; Meagan Daygoo, BSN, RN.

List of 2018 Accomplishments:

- Shore Rescue Mission coat drive
- Social Work Appreciation Week- donated money for raffle
- Behavioral Health Staff Mixer at Jack's Goal Line Stand
- Out of the Darkness Walk, Rowan University
- Gift card awarded to randomly selected behavioral health RN and MHA for recognition and morale boosting
- Suicide Awareness Table, Seabreeze Café
- MMC, Nami Walk, Seaside- Raised \$1,171.50
- Suicide Awareness Walk, Lake Como
- Mental Health Awareness Table, Seabreeze Café
- MMC, Behavioral Health Staff Bowling Night- Neptune Lanes
- Reviewed and updated laundry policy
- Active monthly participation in restraints prevention task force, falls prevention task force
- Peer-to-peer education regarding contraband and patient belongings policy
- Created an informative poster board with examples of contraband items and laminated cards that reflect items specified in the policy
- Monthly behavioral health newsletter

Oncology Council

Current Members: Mary Himmelberg, MSN, RN, OCN (Facilitator); Mary Danish, ASN, RN, CEN, OCN, MICP (Chair); Kelly Williams, AAS, RN (Co-chair); Erin Dooley, MSN, RN, CBCC, CNBN; Kim Novo, BSN, RN, OCN; Alyssa Meyers, RN; Jessica Montague, BSN, OCN; Susan Beaver, RN, OCN.

List of 2018 Accomplishments:

- BBR4 OCN certification rate 71.4%
- Expanded Reiki program to all oncology areas including Vantage Point, BBR4, Radiation Oncology, BBR2 and C2
- Reiki Practitioner volunteers completed 395 treatments (increase of 30% from 2017)
- Updated Reiki brochure
- Seven members currently in the PDAP program
- Became a member of the RWJBH Oncology Collaborative
- Developed patient guide on radiation therapy of the breast, female pelvis, head and neck, and prostate
- Completed Thank You Cards for BBR4 and Vantage Point, welcome letter to radiation oncology and guidelines for skin care during radiation therapy
- Quality projects on teach back and new chemo call backs

Critical Care/ED/Cardiology Council

Current Members: Maureen Bowe, MSN, RN (Facilitator); Eileen Clapp, BSN, RN (Chair); Melissa Porth, BSN, RN (Co-Chair); Mallory Sheehan, BSN, RN-BC (Co-Chair); Deanna Mancini, BSN, RN; Kiera Reilly, BSN, RN-BC; Leanna D'Andrea, BSN, RN; Lisa Lemanski, RN, PCCN; Josephine Lugtu, BSN, RN-BC; Alicia Jones, BSN, RN; Nicole Vogel, BSN, RN. .

List of 2018 Accomplishments:

- TED/AE stocking project completed and presented trifold at Quality fair
- Program to improve relations between nursing departments and trialed Walk in My Shoes program between ED and Med/Surg
- Appointed member to Falls Committee
- ICU was one of the trial units for Holistic Council Code Lavender project
- Recruited several new members: two from ICU, one from CC float pool, one from Stroke Program and one from Cardiac Lab

Peri-op Council

Current Members: Maribeth Morris, BSN, RN, CNOR (Facilitator); Lauren Greenwald, BSN, RN, CNOR (Chair); Teri Curry, BSN, RN, CNOR (Professional Practice Liason); Melissa Bonnett, BSN, RN; Elaine McKane, MSN, RN, CNOR (Management Liason); Pellegrina Rego, RN, CGRN; Daureen Vales, BSN, RN, CAPA; Nellie Padre, BSN, RN.

List of 2018 Accomplishments:

- Created a new perioperative checklist based on evidence-based practice and unit need
- Fund-raised for Ronald McDonald House in Long Branch, as well as cooking multiple dinners at the house
- Improved communication tools between perioperative units
- Collected for 2018 adopt a family, donated to three families for holiday season
- Coordinated with anesthesia to achieve accurate pain levels in the PACU area

Maternal-Child Health Council

Current Members: Kathleen J. Windram, MSN, BSHA, RN, CBC (Facilitator); Amanda Thostesen, BSN, RN, CBC (Chair); Tiffany Mellon Cantwell, MSN, RN, CBC (Co-Chair); Maria Rovere, BSN, RN; Lauren 'Tramontano, BSN, RN, CBC; Christine Picarello, BSN, RNC-NICU, CBC; Suzanne Cinquemani, BSN, RN, CBC; Alison Bethea, BSN, RN, CBC; Lori Inglese, BSN, RN, CPN, CBC; Kathleen Malouf, BSN, RN; Amanda Rea, BSN, RN, CBC; Kristen Mastrorocco, BSN, RN, CPN, CBC; Jeanette Reilly, BSN, RN; Victoria Napoli, BSN, RN, CBC.

List of 2018 Accomplishments:

- Coordinated staff interdepartmental meet-and-greet sessions to increase staff communication and morale
- Made dinner for Ronald McDonald House residents
- Completed project to ensure that all postpartum C-section patients are out of bed and ambulating as tolerated within six hours postoperatively for thromboprophylaxis
- Completed tour of medical library and received education on methods to research evidence-based practice from hospital librarian
- Community health project: pediatric summer safety completed in local schools by pediatric RNs
- Held bake sale to benefit local school and donated backpacks, water bottles, school supplies at the beginning of the school year

- Held peer-to-peer PDAP session with educators to help fellow RNs apply for PDAP
- Education: Lactation consultants regarding best practices for newly delivered mothers and infants. In the NICU, respiratory therapy regarding use of neo-tee and proper set up for high-risk delivery, and Social Work Department regarding resources available specifically to our division and process to ensure patients receive support and resources

Holistic Council

Current Members: Angela Brathovde, MSN, RN, BC, HNB-BC (Facilitator); Joyce Bodine, BSN, RN, CPAN (Chair); Kayla Senck, RN; RuthAnn Ruhnke, BSN, RN.

List of 2018 Accomplishments:

- Recognized quarterly Monmouth Medical Center RN National Daisy Award winners
- During OB/GYN wellness week on February 8th, gave residents a self-care resenatation that included meditation, aromatherapy and journaling
- Gave monthly presentations to shared governance councils to provide education on Jean Watson's Human Caring Theory (Jan-June)
- Participated in "Blessing of the Hands" during Nurses' Week
- Wrote and posted Net Learning module for all Monmouth Medical Center Nurses titled "Theory of Human Caring"
- Conducted research project "Initiating Code Lavender to Enhance Professional Quality of Life" on G5, ICU and PACU (July-December)
- Gave presentation on the Code Lavender Research Project at the system-wide Holistic Conference: Creating a Caring Consciousness in a High Reliability World on October 12th.

Other Specialty Councils and Supporting Councils:

RWJBH-System Councils, Advanced Practice Provider Council, Patient Care Management Council, Nursing Research Council, Evidence-Based Practice Council, CAUTI Committee, CLABSI Committee, Falls Committee, PCA Response of Hospital Domain Council.



New Knowledge, Innovations and Improvements

Nurses have the ability to adapt to an ever-changing work environment. Nurses are continuously supported to learn about evidence-based practices and research, enabling them to explore the safest 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.

Angel Eyes - The NICU nurses working in the Regional Newborn Center (RNC) helped to implement a new way for parents to bond with their newborn, even when they are not at the hospital. A special camera that works with an app on a smart phone streams a video of the newborn to the parent's phone. Nurses embraced this new technology and would leave messages for the parents that would show in the live stream of their newborn.



Supply Bins - Monmouth Medical Center (MMC) replaced Pyxis equipment with supply bins that were installed on all medical-surgical and maternal-child units. Use of supply bins optimized efficiencies for supply distribution and use with greater satisfaction among staff. Supplies were reorganized according to type and usage with clinical input, and it eliminated inaccurate inventories. Installation of supply bins reduced the cost of renting equipment by 20%, decreased total lines distributed per adjusted admission by 11.5% and distribution fees by 10%.



Safety Together - As MMC embarked on a journey to become a high reliability organization (HRO), all employees went through a training program. Safety stories were incorporated into all meetings as a standing agenda item. Nurses at all levels throughout the organization participated in an inter-professional collaborative, becoming a safety trainer. Safety trainers worked tirelessly to train all MMC employees.



NURSES' DISSEMINATION OF KNOWLEDGE

MMC supports their nurses in learning evidence-based practices to enhance their clinical knowledge and impact patient care. Nurses of all levels have the opportunity to utilize the expertise of the nurse educators, the Performance Improvement coordinators, the Nursing Research Committee and the Institutional Review Board to act as a guide in developing nursing research and performance improvement projects that will enhance their clinical knowledge and improve the quality of care offered at MMC. All nursing staff is encouraged to disseminate their new knowledge through internal and external forums.



2018 INTERNAL AND/OR EXTERNAL POSTER DISSEMINATION

POSTER PRESENTERS	TITLE OF PRESENTATION	INTERNAL CONFERENCE	EXTERNAL CONFERENCE
Suzzane Sernal, DNP, APN-BC, RNC-OB, CBC; Allyson Thomas, BSN, RN, 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	11th Annual MMC Quality Forum	RWJBarnabas Health Quality Forum, Edison, NJ
Diann Johnston, MSN, RN, NEA-BC; Julie Villa, MSN, RN, CCRN-K; Lauren Fleming, MA, BSN, RN	Achieving Nursing Excellence Through Shared Governance	11th Annual MMC Quality Forum	NJCOMO Annual Education Conference, Ridgewood, NJ & RWJBarnabas Health Quality Forum, Edison, NJ
Nicole Keegan, DNP, APN; Timothy Amin; Germin Fahim, Pharm.D; Scott Mathis, Pharm.D	Opioid Consumption and Multimodal Analgesia in Sickle Cell Pain Crisis	11th Annual MMC Quality Forum	
Nicole Keegan, DNP, APN; Germin Fahim, Pharm.D; Scott Mathis, Pharm.D	Impact of Pain Rounds on Pain Scores and Patient Satisfaction	11th Annual MMC Quality Forum	
Lisa Tremayne, RN, CPPD, CBC; Laura Kelly, MSN, APN; Carolyn Stack, BSN, RN-BC	Instrument Development and Update of the Maternal Mental Health Checklist	11th Annual MMC Quality Forum	
Lolita Jacob, DNP, APN, FNP-BC; Krina Patel, Pharm.D, BCPP; Evelyn Abramson, Pharm.D; Stan Evanowski, LCSW	Diabetes Screening and Monitoring in Seriously Mentally Ill Patients	11th Annual MMC Quality Forum	RWJBarnabas Health Quality Forum, Edison, NJ
Y. Belsh, MD; W. Eraky, MD; V. Para, MD; M. Zlotnick, MD; A. Johnson, DO; Nicole Keegan, DNP, APN; D. Chalnick, MD, R. Plyer, MD	A Prospective, Randomized, Double-Blind, Controlled Trial Comparing Lipsomal Bupivacaine with Ropivacaine in Adductor Canal Block for Total Knee Arthroplasty Patients	11th Annual MMC Quality Forum	2018 World Congress on Regional Anesthesia and Pain Medicine, New York, NY
Kathleen Malouf, BSN, RN, CCRN; Colleen Ward, MSN, APN, CPNP; Danielle Hilliard, MSN, APN, CPNP, CCRN-K; Susan Dulczak, MSN, APN, CPNP	Identifying High Risk Pediatric Sedation: Utilizing a Screening Tool in Pediatric Medical Day Stay	11th Annual MMC Quality Forum	13th Annual RWJBarnabas Health Nursing Research Day, New Brunswick, NJ

POSTER PRESENTERS	TITLE OF PRESENTATION	INTERNAL CONFERENCE	EXTERNAL CONFERENCE
Danielle Hilliard, MSN, APN, CPNP, CCRN-K; Marybeth Gartland, MSN, RN, CCRN, CBC; Marie Andreen, BSN, RN; Angela Brathovde, DNP, RN-BC, HNB-BC; Joe Cagliostro, MSN, RN-BC; Lynne Clemmons, MSN, RN; Diane Donner, BSN, RN, CWCN; Taquana Holley, BSN, RN; Olga Lopez, BSN, RN, CNOR; Pat Marcelle, MSN, RN, CCRN-K; Wendy Reich, MSN, RN, RNC-OB, C-EFM, CBC; Jean Straker-Darbeau, DNP, RN, CEN; Alma Tanchanco, BSN, RN	Incorporating Various Educational Strategies to Improve Nursing Satisfaction	11th Annual MMC Quality Forum	NLN Conference, Atlantic City, NJ & ONL Conference, Princeton, NJ & NJCOMO Annual Meeting, Princeton, NJ
Lauren Byron-Rawding, MSN, RNC-NIC, IBCLC; Marybeth Gartland, MSN, RN, CCRN, CBC	Maintaining a Zero Central Line Associated Bloodstream Infection (CLABSI) Rate Over 18 Months in the Neonatal Intensive Care Unit (NICU)	11th Annual MMC Quality Forum	RWJBarnabas Health Quality Forum, Edison, NJ & NJCOMO Annual Meeting, Princeton, NJ
Brooke Baginski, BSN, RN; David LaPorta, DPM	Use of PuraPly AM, an Antimicrobial Wound Matrix, to Promote Wound Healing	11th Annual MMC Quality Forum	
Andrew Lee, MD; Linda Pascarella, BSN, RN, CIC; Carolyn Korotky, BSN, RN-BC, CIC; Deirdre Cramer, BSN, RN, CRNI; Cristina Van Note, RN, CBC	Hitting the Bull's Eye for Sustained Zero Central Line Associated Blood Stream Infections (CLABSI) Through Bundle Implementation	11th Annual MMC Quality Forum	RWJBarnabas Health Quality Forum, Edison, NJ
Angela Brathovde, DNP, RN-BC, HNB-BC; Sabrina Reeves, BSN, RN-BC; Sarah Carson, BSN, RN; Meagan Daygoo, BSN, RN; Clare Cinelli, BSN, RN-BC; Nahomie Marcenat, BSN, RN	The Development of an RN-Initiated Falls Prevention Task Force to Reduce Psychiatric Unit Falls	11th Annual MMC Quality Forum	13th Annual RWJBarnabas Health Nursing Research Day, New Brunswick, NJ
Angela Brathovde, DNP, RN-BC, HNB-BC	Improving the Standard of Care in the Management of Agitation in the Acute Psychiatric Setting	11th Annual MMC Quality Forum	
Victor Almeida, DO, FACEP; Deborah Cioffi, MSN, MSA, RN; Kathy Rivera, RN; Darla Harmer, MSN, RN; Eric Carney; Kristi Kostyk	The Identification and Implication of Backend Barriers to Patient Throughput from the Emergency Department to the Inpatient Units	11th Annual MMC Quality Forum	13th Annual RWJBarnabas Health Nursing Research Day, New Brunswick, NJ
Darla Harmer, MSN, RN; Johanna Rosario; Lisa Aker, BS, RN-BC; Allison Rayburn; Cristina Navarro; Ileah Hastings; Paola Hobbs; Justin Hubbard; Jaime Meloni; Natisha Murphy; Leiry Paulino; Lola Stovall	Improving Patient Satisfaction Through Patient Care Associate (PCA) Engagement, Empowerment and Autonomy	11th Annual MMC Quality Forum	RWJBarnabas Health Quality Forum, Edison, NJ & NJCOMO Annual Meeting, Princeton, NJ
Jean Straker-Darbeau, DNP, RN, CEN	Bridging the Gap...ED Collaborative		NACNS Conference, Austin, TX
Angela Brathovde, DNP, RN-BC, HNB-BC & Michael Neilson, BSN, RN-BC	Improving Behavioral Health Nurse Diabetes Literacy in the Acute Psychiatric Setting		APNA Conference, Ohio
Wendy Reich, MSN, RN, RNC-OB, C-EFM, CBC; Danielle Hilliard, MSN, APN, CPNP, CCRN-K; Marybeth Gartland, MSN, RN, CCRN, CBC	Revision of a Nursing Professional Development Advancement Program to Increase Staff Involvement		13th Annual RWJBarnabas Health Nursing Research Day, New Brunswick, NJ
Lisa Turner, BSN, RN & Nicholas LaCorte, BSN, RN	Use of End Tidal CO2 and Capnography During Cardiac Arrest		Rutgers University, New Brunswick, NJ
Sandra DeNoville, BSN, RN; Georgette King, RN; Pell Rego, RN; Donna Jeffreys, BSN, RN	Skin Tear Prevention During Endoscopic Procedures	11th Annual MMC Quality Forum	

2018 INTERNAL AND EXTERNAL PODIUM PRESENTATIONS

PODIUM PRESENTERS	TITLE OF PRESENTATION	INTERNAL CONFERENCE	EXTERNAL CONFERENCE
Marybeth Gartland, MSN, RN, CCRN	Utilizing the Rapid Response Team and EMR Triggers to Improve Sepsis Care		18th National Neonatal Nurse Conference, New Orleans, LA
Pat Marcelle, MSN, RN, CCRN-K	Utilizing the Rapid Response Team and EMR Triggers to Improve Sepsis Care		2018 AACN NTI Conference, Boston, MA
Wendy Reich, MSN, RNC-OB, C-EFM, CBC	Pregnancy and Addiction: Caring, Costs & Consequences		NJ Consortium of Nurse Educators, NJ
Angela Brathovde, DNP, RN-BC, HNB-BC	2018 Monmouth Medical Center Behavioral Health Quality Improvement Projects		13th Annual RWJBarnabas Health Nursing Research Day
Julie Villa, MSN, RN, CCRN-K	The Impact of a Professional Development Activity on Shared Governance Engagement		13th Annual RWJBarnabas Health Nursing Research Day, New Brunswick, NJ
Alicia Jones, BSN, RN	Stroke Program	MMC Performance Improvement Committee (PIC)	
Angela Brathovde, DNP, RN-BC, HNB-BC	Creating a Caring Consciousness in a High Reliability Environment		Philippine Nurses Association of NJ, Red Bank, NJ & Holistic Council Annual Conference, Eatontown, NJ
Angela Brathovde, DNP, RN-BC, HNB-BC	Improving the Standard of Care in the Management of Agitation in the Acute Psychiatric Setting	MMC Nursing Grand Rounds	NLN Conference, Atlantic City, NJ & APNA Conference, Ohio
Darla Harmer, MSN, RN; Johanna Rosario; Lisa Aker, BS, RN-BC; Allison Rayburn; Cristina Navarro; Ilea Hastings; Paola Hobbs; Justin Hubbard; Jaime Meloni; Natisha Murphy; Leiry Paulino; Lola Stovall	Improving Patient Satisfaction Through Patient Care Associate (PCA) Engagement, Empowerment and Autonomy		13th Annual RWJBarnabas Health Nursing Research Day
Samantha Colon, BSN, RN	Implementation & Evaluation of Depression in Heart Failure Patients	Greenwall 5 Staff Meeting	
Sarah Janas, BSN, RN	Resilience and Coping in MMC Hospital Operating Room Nurses: A Snapshot in Time-June 2017	Operating Room Staff Meeting	

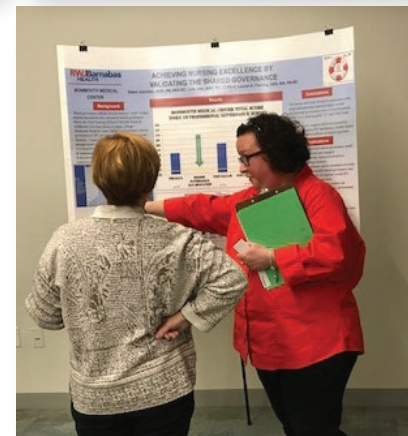
2018 PUBLICATIONS

AUTHOR(S)	TITLE	JOURNAL/BOOK
Diann Johnston, MSN, RN, NEA-BC & Julie Villa, MSN, RN, CCRN-K	Shifting Culture: A New CNO Leading to Nursing Excellence	The Journal of Nursing Administration; Vol. 48(9), pp. 422-424.
Diane Poulos, MA, RN, CHCR, AHN-BC	Chapter 13: The Learning Path of a Caritas Coach Nurse	Caritas Coaching (primary authors: S. Horton-Deutsch & J. Anderson)



INSTITUTIONAL REVIEW BOARD (IRB) NURSING RESEARCH STUDIES

Monmouth Medical Center (MMC) has a Nursing Research Committee and an Evidence-Based Committee to help nurses navigate through issues impacting their practice or patient care on their units. The nurse educators are a wealth of information to help assist the nurses. In fact, one of the nurse educators, Patricia Marcelle, MSN, RN, CCRN-K, sits on the IRB as a voting member. Below is a listing of all the performance improvement or nursing research studies that were submitted by an MMC nurse through the IRB in 2018:



PI / RESEARCH	PI/co-PI NURSE(S)	NAME OF STUDY	TYPE/STATUS
Research	Erin Dooley, MSN, RN, CBEC, CNBN	The Experience of Non-Spousal Close/Intimate Relationship For Women With Breast Cancer	Full/closed
Research	Mary Danish, RN, OCN, CEN, MICP	Analysis of Disease Knowledge, Needs and Expectations of Patients From Their Oncologist - A Survey Study at a Breast Clinic in a Community Hospital	Full/open
PI	Angela Brathovde, DNP, RN-BC, HNB-BC	Increasing LGBT Cultural Competence in Behavioral Health Services	n/a
Research	Kathleen Malouf, BSN, RN, CCRN & Colleen Ward, MSN, APN, CPNP	Identifying High Risk Pediatric Sedation: Utilizing a Screening Tool in Pediatric Medical Day Stay	Exempt/closed
Research	Danielle Hilliard, MSN, APN, CPNP, CCRN-K & Jean Straker-Darbeau, DNP, RN, CEN	Acuity Decisions for Female Patients with Hypertension on Presentation: Does Recent Obstetric Events Affect Decision Making	Exempt/closed
PI	Michael Nielson, BSN, RN-BC	Improving Behavioral Health Nurse Diabetes Literacy in the Behavioral Health Setting	n/a
Research	Nicole Keegan, DNP, APN-C	Evaluation of Opioid Consumption in Sickle Cell Disease After Implementation of Multimodal Analgesia	Exempt/closed
PI	Laura Bourque, BSN, RN-BC	Implementing a Nurse-Driven Evidence-Based Substance Abuse Educational Program	n/a



Empirical Outcomes

Empirical outcomes are metrics and quality outcomes related to clinical practice that demonstrate the quality of patient care that is being provided. Continuous performance improvement is practiced at Monmouth Medical Center through a Plan-Do-Check-Act (PDCA) model. As we grow to become a high reliability organization, nursing leadership instills this model in the clinical nurses to make a positive impact on the patient's care.

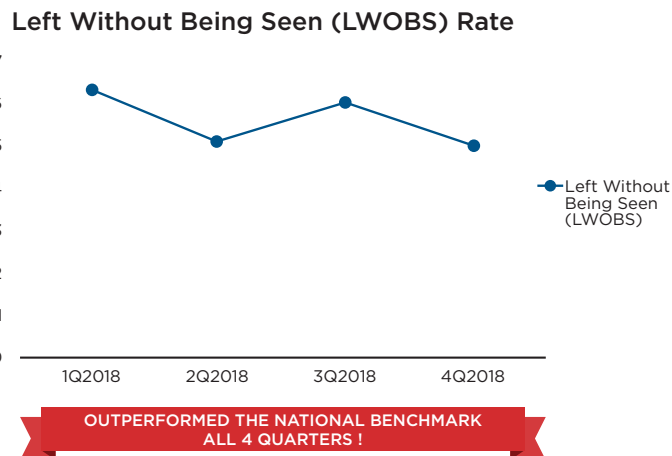
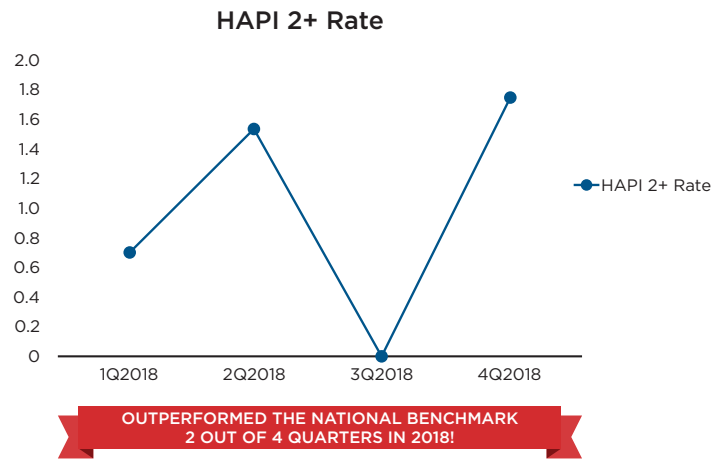
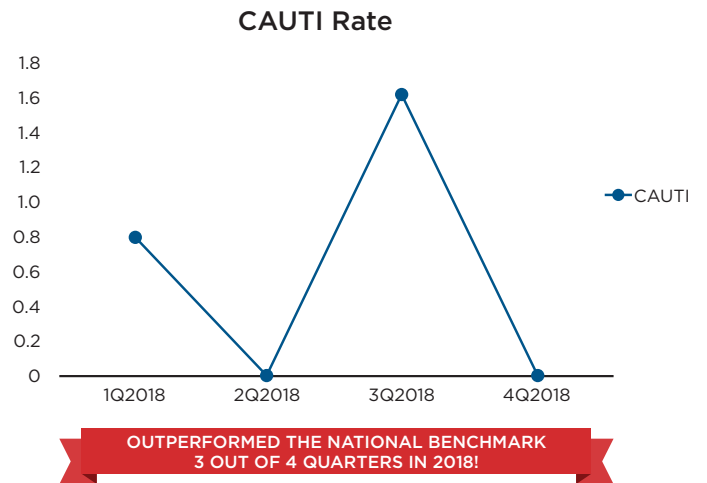
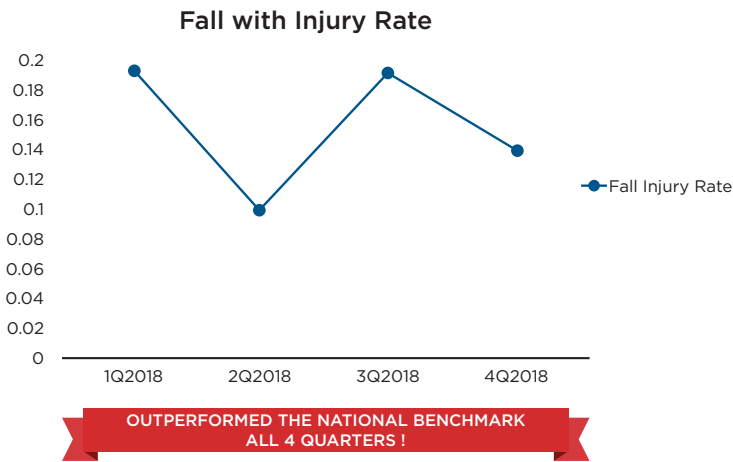
Nursing outcomes include:

- Nurse-Sensitive Indicators
- BSN Rate
- Nursing Professional Certification Rate
- Nurse Satisfaction
- Patient Satisfaction



NURSE SENSITIVE INDICATORS

Monmouth Medical Center (MMC) reports their nurse-sensitive indicators to the National Database of Nursing Quality Indicators (NDNQI®) in order to determine their performance quarterly. Nurses learn of the hospital's unit's quarterly indicators through committee involvement, staff meetings, CNO Town Hall meetings and unit-based professional practice council meetings (UBCs).



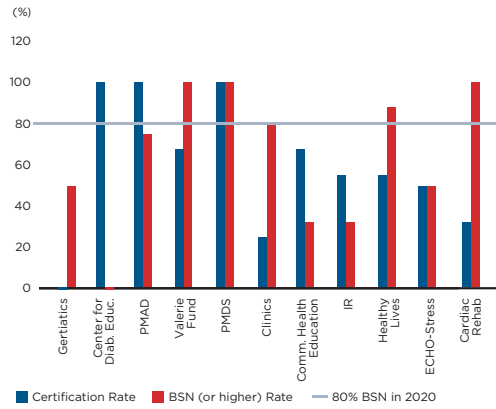
EMPLOYEE SATISFACTION

Monmouth Medical Center (MMC) places a high priority on staff satisfaction. All staff, including nurses of all levels, is encouraged to participate in RWJBarnabas Health's employee engagement survey. This annual survey is administered by a third-party, Press Ganey, to ensure confidentiality. Participating in this survey is one of the most important ways staff can have an impact on their work environment. The questions address areas such as: leadership, teamwork, safety, resilience, job satisfaction, and the workplace environment. Employee engagement is a vital indicator of our success as an organization and plays an integral role in being about to provide high-quality patient care. Below is a sampling of the higher-scoring questions and MMC's overall scores compared to the national benchmark from the survey taken in May 2018:

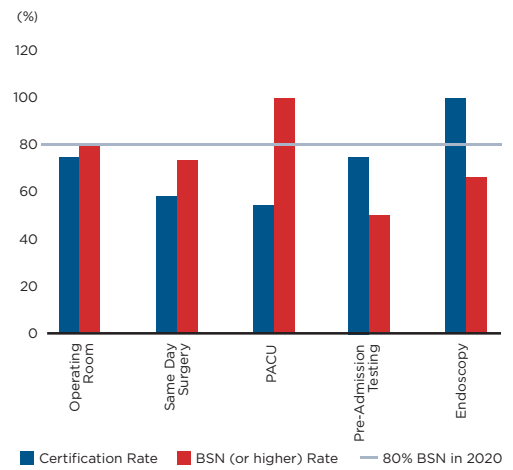
	Monmouth Medical Center	50th Percentile Nat'l Healthcare Avg	75th Percentile Nat'l Healthcare Avg	90th Percentile Nat'l Healthcare Avg
The person I report to treats me with respect.	4.43	4.36	4.43	4.48
The person I report to cares about my job satisfaction.	4.24	4.12	4.21	4.3
I am satisfied with the recognition I receive for doing a good job.	3.91	3.7	3.84	3.96
I am involved in decisions that affect my work.	3.82	3.71	3.8	3.92
I respect the abilities of the person to whom I report.	4.38	4.27	4.35	4.42
The person I report to is a good communicator.	4.12	4	4.1	4.2
This organization values diversity/inclusion.	4.19	No Benchmark	No Benchmark	No Benchmark
In my work unit, we discuss ways to prevent errors from happening again.	4.27	4.2	4.28	4.38
Employees will freely speak up if they see something that may negatively affect patient care.	4.22	4.12	4.2	4.32
We are actively doing things to improve patient safety.	4.33	4.23	4.32	4.41
Mistakes have led to positive changes here.	4.13	4	4.11	4.2
There is effective teamwork between physicians and nurses at this hospital.	4.03	3.87	4.01	4.11
Communication between physicians, nurses, and other medical personnel is good in this organization.	3.86	3.76	3.91	4
The work I do makes a real difference.	4.51	4.44	4.51	4.57

BSN & PROFESSIONAL NURSING CERTIFICATION RATES

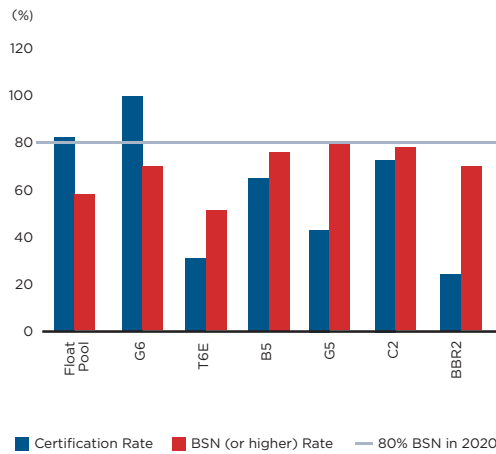
Ambulatory Services



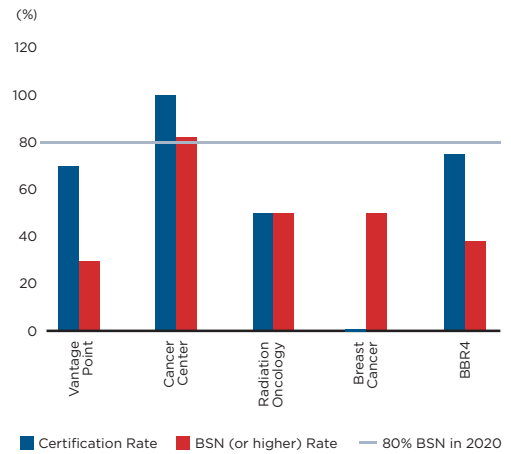
Peri-Operative Services



Medical-Surgical Units



Oncology Services

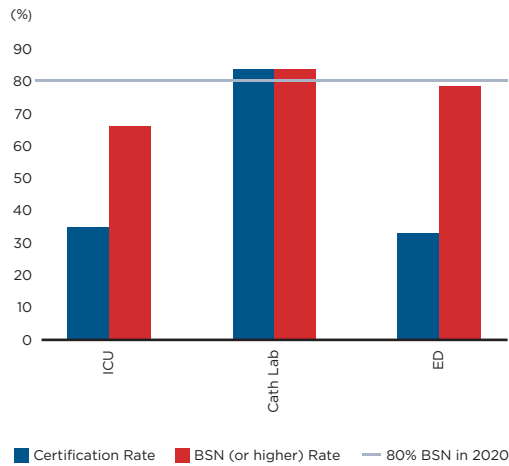


BSN & PROFESSIONAL NURSING CERTIFICATION RATES (CONT'D)

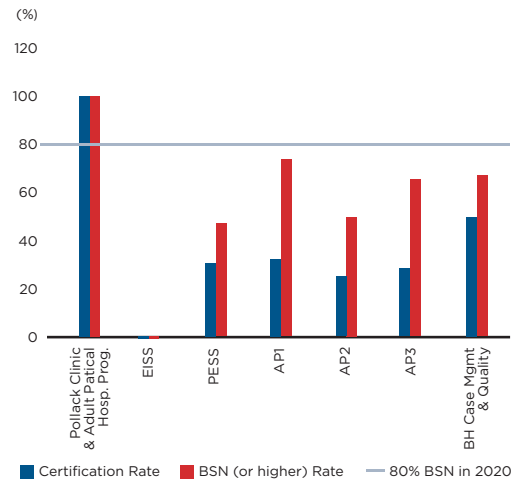
Monmouth Medical Center (MMC) supports their nurses in pursuing higher education and becoming nationally certified in their specialty. Below, the graphs indicate each unit/departments' specific BSN and Certification Rate. In alignment with the Institute of Medicine's goal of BSN in 2020 (IOM, 2010), MMC encourages all non-BSN nurses to enroll in a degree program. All non-BSN new hires must be enrolled in a program and sign a contract that they will complete their degree within five years of hire. As of December 2018, the overall MMC BSN rate was 72%.

Most professional organizations require nurses to meet a certain number of hours before becoming eligible to sit for a certification exam. When calculating the national certification rate, MMC only considers all nurses who have worked in their specialty for at least two years. MMC pays nurses a differential for one national certification. The organization also offers review courses to help nurses prepare for these exams. As of December 2018, MMC's professional nursing certification rate was also 72%.

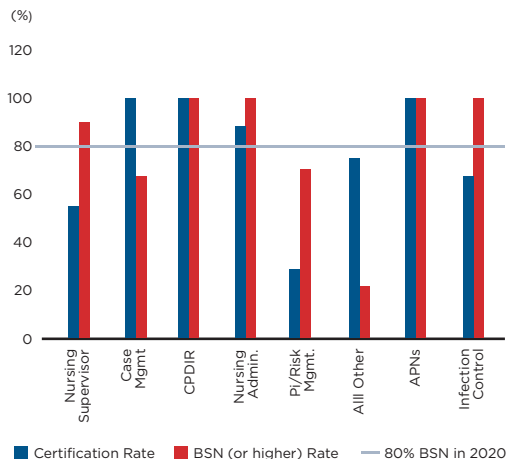
Critical Care & Emergency Services



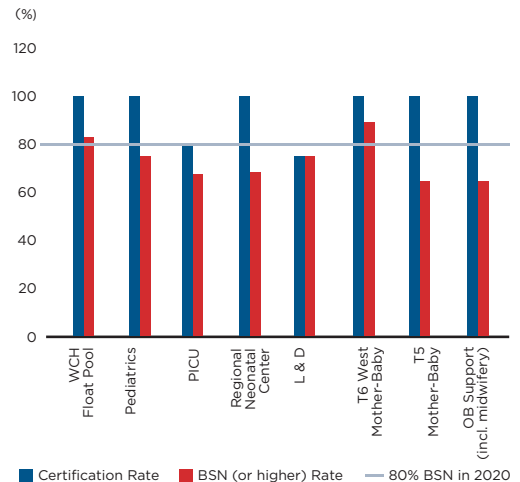
Behavioral Health Services



All Other Departments



Womens & Children's Services

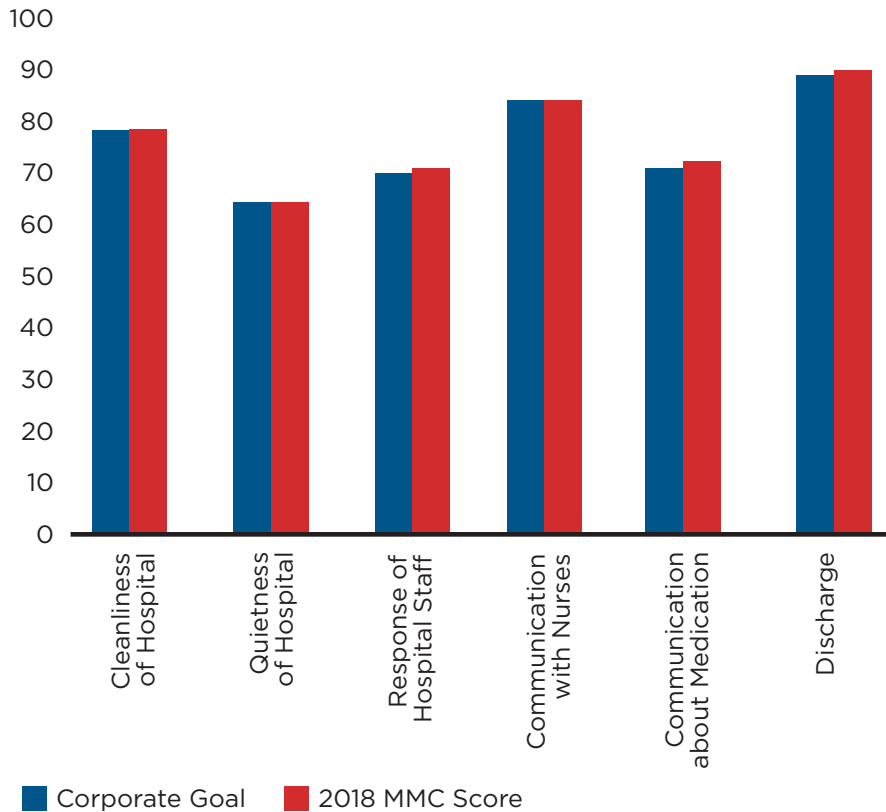




PATIENT SATISFACTION

Monmouth Medical Center (MMC) utilizes the services of Press Ganey to survey inpatient and ambulatory patients. Each year, corporate sets goals for each hospital in the system. The graph below demonstrates the status of six of the domains and how MMC fared compared to corporate's goals. MMC was a top performer in RWJBarnabas Health and in the state of New Jersey.

MMC 2018 Patient Satisfaction Press Ganey HCAHPS by Discharge Date as of 3/7/2019





Monmouth
Medical Center | **RWJBarnabas**
HEALTH

300 2nd Ave, Long Branch, NJ 07740