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Medical Center**

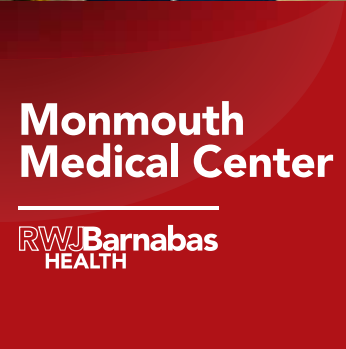
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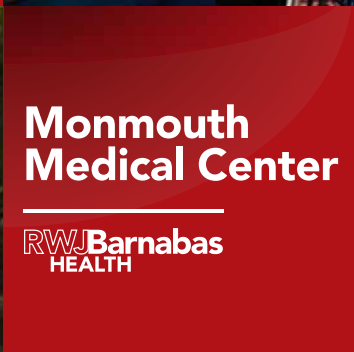
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**Let's shape the
Future of Nursing
together.**



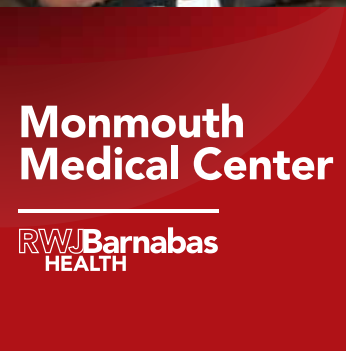
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■ Message from our Chief Executive Officer



In 2021, Monmouth Medical Center joined the World Health Organization and global colleagues in extending the recognition of the Year of the Nurse. This recognition was built on the increased visibility of nurses' contributions from 2020.

Empowered by the challenges of the past two years, our Nurse Heroes remained dedicated to providing excellent care and making a true impact on our community. We were able to remain strong largely because of our Heroes' continual new approaches to care and making care better, while maintaining our dedication to our Safety Together Journey as a High Reliability Organization.

During Nurses Week and throughout the year, we honor our nurses as the guardians of care they have proven themselves to be, day after day, shift after shift. The theme this year is, "Nurses Make a Difference." Nurses are truly vital to the health of our communities, before, during, and after the pandemic.

At Monmouth Medical Center, our nurses work with the entire hospital team to ensure that the best care possible is delivered to every patient, every day, and around the clock. They also work tirelessly to elevate nursing practice by enhancing clinical education and building a culture of empowerment through shared governance.

I thank each and every one of you, our Nurse Heroes, for the enduring energy, optimism, and compassion you bring to your role, and all that you do to care for our patients, our community, and each other.

Sincerely,

A handwritten signature in black ink that reads "Eric Carney". The signature is stylized and fluid, with the first name "Eric" and last name "Carney" clearly legible.

Eric Carney

President & Chief Executive Officer
Monmouth Medical Center &
Monmouth Medical Center Southern Campus

■ Message from our Chief Nursing Officer



Our COVID-19 journey has and continues to be a testament to the talent and dedication that our caregivers bring to their roles each and every day. Empowered by the continuing challenges of the pandemic, our Nurse Heroes are dedicated to providing excellent care and making a true impact, no matter how challenging the times we face.

Beautifully illustrating nursing excellence and dedication are those who took extraordinary steps to support their patients and fellow staff. Leaders emerged when facing challenges associated with COVID-19, one of which was praised by her colleagues as “a bright light amidst the darkness of the pandemic”. Our nurses’ compassion for affected patients was humanizing and provided comfort amidst a sea of faceless masks.

In 2021, our Nurse Heroes’ dedication to the safest and highest quality care directly contributed to Monmouth Medical Center achieving and sustaining nationally ranked patient satisfaction scores, as well as national quality recognitions through consistent Leapfrog Grade A’s. The year culminated with our third designation as a Leapfrog Top Teaching Hospital. This award is widely acknowledged as one of the most competitive honors American hospitals can receive. Performance across many areas of hospital care is considered in establishing the qualifications for the award, including infection rates, maternity care, and the hospital’s capacity to prevent medication errors.

Additionally, in November of 2021, twenty of the Magnet® Writers and Magnet Ambassadors had the distinct honor of attending the ANCC Magnet Conference, where Monmouth Medical Center was celebrated on an international stage for our 2020 Magnet Recognition. Through the Magnet Model and shared governance councilor structure, our nurses consistently work to their potential by reinforcing proficiency, empowerment, best practice, and professional credibility. As a Magnet designated organization, Monmouth Medical Center is dedicated to nursing engagement in the professional development process.

I thank all our Nurse Heroes for the unwavering commitment, compassion, and dedication that they have shown throughout the height of the pandemic and each day thereafter. I remain in awe of their commitment to continuously discover ways to better serve our patients, communities, and staff.

Sincerely,

A handwritten signature in black ink that reads "Diann Johnston". The signature is fluid and cursive.

Diann Johnston, MSN, RN, NEA-BC

Chief Nursing Officer, Monmouth Medical Center &
Regional Chief Nursing Officer, Southern Region

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Thank you to Diann Johnston, MSN, RN, NEA-BC, Marketing and Public Relations Department, and nursing leadership for their continued support of the Nursing Annual Report!

- Magnet Program Director: Lauren Fleming, MA, BSN, RN, MEDSURG-BC

Nursing Leadership



**Jenna DiBartolo, MSN,
RN, CNOR**
*Assistant Vice President
Perioperative Services*



**Darla Harmer, MSN,
RN, NE-BC**
*Assistant Vice President
Nursing*



**Lydia Lefchuck, DNP, MSN,
CNM, RNC-OB**
*Assistant Vice President
Women's & Children's Services*



**Kirsten Windos, MSN,
RN, CPPS**
*Assistant Vice President
Performance Excellence*



Maureen Bowe, MSN, RN
*Administrative Director
Critical Care, Renal Services,
Nursing Resources, Respiratory
Care, & Cardiology Services*



**Sharmine Brassington,
PhD(c), MSN, RN**
*Administrative Director
Emergency Services*



**Stanley Evanowski, MSW,
LCSW, LCADC**
*Administrative Director
Behavioral Health*



**Lauren Fleming, MA, BSN,
MEDSURG-BC**
*Director
Magnet Program*



**Danielle Hilliard, MSN,
APRN, CPNP, CCRN-K**
*Regional Administrative
Director
CPDIR*



**Rose Polasky, MS, MA,
RN, CCRN, NE-BC**
*Administrative Director
Perioperative Services*



**Deanna Tiggs, MS,
RN, AOCNS**
*Regional Director
Cancer Services*



A Transformational Leader with a Legacy of Excellence

Diann Johnston, MSN, RN, NEA-BC, Chief Nursing Officer (CNO) and Vice President of Patient Care Services at Monmouth Medical Center (MMC) and Regional Chief Nursing Officer and Vice President of Patient Care Services, RWJBarnabas Health Southern Region, announced her intentions to retire from her CNO position at MMC in 2021.

Across the expanse of her stellar career at MMC, Diann achieved many great milestones. One particularly meaningful achievement was being named the ONL NJ Nurse Executive Award honoree in 2019. Another incredible achievement was leading MMC to Magnet® recognition from the American Nurses Credentialing Center in 2020, while receiving seven exemplars for exemplary professional practice in nursing. In addition to these pinnacles, Diann led MMC to gain 13 consecutive Leapfrog grade “A” scores for patient safety, the Leapfrog Top Teaching Hospital Award, numerous CMS 4-star ratings, the IBM Watson Top 100 Hospital Award, and the 2019 Press Ganey Success Story Award for demonstrating innovation and leadership to measurably improve safe, patient-centered care. Recently, MMC was named a Guardian of Excellence Award® winner by Press Ganey, which recognizes top-performing healthcare organizations that have achieved the 95th percentile or above for performance in Patient Experience.

Diann has always served as trusted supporter and champion for nursing excellence. In addition to being a published author in the *Journal of Nursing Administration*, she has a wonderful history of multiple team studies and presentations that emphasize her support for evidence-based practice and professional development. In 2012, Diann brought a shared governance councilor structure to MMC, which created and facilitated an environment that maximizes the principles of partnership, equity, accountability, empowerment, and ownership. Through this shared decision making model, nurses are able to collaborate with leadership and the interdisciplinary team to create a culture of high-quality, evidence-based, cost-effective care for the organization and community at large. In addition to Diann’s commitment to nursing excellence, this model, accredited by the Forum for Shared Governance, has set a deep-rooted foundation for consummate nursing practice.

Diann’s accolades are immeasurable and impossible to outline fully on a mere page. What we hope, as nurses that have stood alongside Diann through all the trials, tribulations, triumphs, and jubilation, is that we have made her proud. That we remember a strong leader is also a mentor. That we strive to carry on her legacy in every aspect of our nursing practice.

Thank you...for all that you are and all you have done.





International Recognition at the 2021 ANCC Magnet Conference

Twenty of the Magnet Writers and current Magnet Ambassadors had the distinct honor of attending the 2021 ANCC Magnet Conference in Atlanta, Georgia—where we were recognized on an internationally televised stage for MMC's 2020 Magnet® Recognition. In addition to this momentous occasion, our attendees were exposed to a wealth of knowledge and innovation that reflect the Magnet Model. The conference consistently displayed ways to work to our potential as Magnet nurses by reinforcing proficiency and professional credibility. The importance of evidence-based research was demonstrated as a key factor that contributes to better patient outcomes.

As a Magnet designated organization, MMC is dedicated to our nurses' engagement in the professional development process. This recognition affirms advanced knowledge, practice, and nursing excellence as we meet the challenges of healthcare.

On behalf of the Magnet Writers and Magnet Ambassadors, thank you to Eric Carney; Diann Johnston, MSN, RN, NEA-BC; The Foundation; the Kay Guadagno Memorial Fund; and the Long Branch Chamber of Commerce for allowing us this incredible opportunity to strive for exemplary practice and further our Magnet passion.





Transformational Leadership

Transformational leadership, the preferred style of leaders in a Magnet organization, is based on the recognition that nurse leaders must be able to uphold an organization's mission, vision, values, and philosophy while simultaneously working to improve behaviors and empower nurses and each other through autonomy. Transformational leaders motivate others to achieve extraordinary results.

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: To develop 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.

Value Statement: "Passionate about quality, compassionate about people"

Nursing Philosophy: As MMC nurses evolve and adapt into the 21st century, we continue to strive for nursing excellence while valuing our historic traditions. 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. 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, 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 judgement, ethics, and standards. Leadership is recognized through accountability and accepting the responsibilities, privileges, and rights within our professional practice.





**Heroes
work here.**

Monmouth Medical Center RWJBarnabas HEALTH

**TRANSFORMATIONAL
LEADERSHIP**

Nursing Excellence on Display

In July, a special display case dedicated to nursing excellence was presented by Diann Johnston, MSN, RN, NEA-BC. Shown with special illumination is the crown jewel of MMC's Nursing Excellence Awards, the Magnet obelisk. Designated a Magnet Hospital in January 2020, MMC now has a home for this incredible honor, to be showcased amongst all awards of nursing excellence. The American Nurses Credentialing Center considers the prestigious Magnet recognition a reflection of an organization's nursing professionalism, teamwork, and superiority in patient care.



MMC Named Top Teaching Hospital by The Leapfrog Group

Highlighting its nationally recognized achievements in patient safety and quality, MMC has been named a Top Teaching Hospital by The Leapfrog Group for a third time. Announced in December, the Leapfrog Top Hospital award is widely acknowledged as one of the most competitive honors American hospitals can receive. The Top Hospital designation is awarded by The Leapfrog Group, an independent hospital watchdog organization. Among thousands of hospitals in the country, MMC was one of only 72 hospitals recognized as a Top Teaching Hospital. The Top Hospital Award comes on the heels of MMC's 14th consecutive "A" Hospital Safety Grade, also from the Leapfrog Group. "This impressive achievement is a testament to the dedication of our highly skilled physicians, residents, nurses and staff and their commitment to providing the highest quality patient-centered care in the safest environment," said President and CEO Eric Carney. "Monmouth Medical Center has a long history as a teaching hospital and our respected reputation as a university-level medical center attracts the top physicians to our teaching faculty. Our resident physicians and medical students are an integral part of this collaborative approach to achieving superior safety and quality and our commitment as a High Reliability Organization."



Preparing the Next Generation of Nurse Leaders

Diann Johnston, MSN, RN, NEA-BC and the Business Resource Group, led by Sylvia Jacobs, Director of Diversity and Inclusion, celebrated nurse leaders through Upward Bound in September, 2021.





A Leader in the Community

Paula M. Ross, MSN, RN joined MMC as Nursing Director of Operations and Systems in February 1990 after almost three decades of nursing education, administration, and maternal child clinical staff. At MMC, she collaborated in writing the NIRA grant and became the NIRA Director upon approval until the grant's conclusion in 1992. Paula served in many roles during her career at MMC: NRP Regional Trainer, NICU (Neonatal) Educator in the Clinical Education Department before retiring and joining the Community Health Department in 2011, as a per diem nurse educator.

Beginning in 2005, Paula became a concurrent educator with the RWJBH CPR Training Center (under RWJBH Mobile Health), teaching NRP (Neonatal Resuscitation Program), PALS (Pediatric Advanced Life Support) and continues to teach NRP, PALS, and BLS for the RWJBH Training Center to this day.

Since the onset of the pandemic, Paula has assisted with many outreach efforts to vulnerable populations, distributing donations of PPE, food, school supplies, toiletries, and COVID prevention education at food pantries and community partners in Long Branch and Asbury Park.

Paula volunteered to work for the rollout of the COVID-19 vaccine with screening and administering vaccines at the Brookdale Community College Vaccination site. During the summer of 2021, Paula devoted time to collecting Community Health Needs Assessment (CHNA) surveys from underserved and diverse communities to ensure that their needs are met in the 2022 CHNA Implementation Plan.





Community Mentorship

The Nursing BRG is hosting virtual assemblies with Long Branch Middle School 6th Grade Classes throughout the school year. Co-Chairperson Ane Malone, BSN, RN, CBC coordinated the first session in April with three panelists, including nurses Rebecca Dominguez, BSN, RN and Kathleen Malouf, BS, MSN, PED-BC, CBC. Rebecca talked about self-care and how to recognize signs that a family member or friend may be sad and in need of help. Kathleen talked about her experience on COVID units and what led to her nursing invention of the ISOpouch that was honored recently with the Johnson & Johnson Nurses Innovate QuickFire Challenge in COVID-19 Patient Care. The students specifically asked for this first session to cover COVID education, and the panelists also played a Kahoot game covering COVID facts vs. myths.

Additionally in April, Nursing BRG member Rosemarie Darby, BS, RN took part in MMC's Big Brother Big Sisters High School mentoring program, designed to share with students the importance of preparing early for a medical career. Rosemarie, a Same Day Surgery nurse, shared the experience of her son, Derek, who will be graduating from Morehouse School of Medicine in Atlanta and then going on to start his residency at Grady Medical Center, also in Atlanta.



Structural Empowerment

Structural empowerment refers to the structures, programs, and policies in place to assist nurses to be able to work to the top of their license (ANA, 2014). Structured pathways foster an environment where nurses can achieve professional growth and participate in decision-making interprofessional groups.



Great Catch: Utilizing Safety Together Validate & Verify Tool

In the 2020 Nursing Annual Report, HRO Safety Together was highlighted. It was noted that nurses use our Safety Together tools to keep themselves, and their patients, safe. Safety Coaches, many of whom are nurses, reinforced the use of tools such as Stop the Line, STAR, and cross-check and coach with their teams at crucial times. They also lead initiatives to implement best practices in patient care and inform staff of policy and procedure changes.

In the January 8, 2021 issue of *The Takeaway* (Vol. 21, Issue 1), Pediatrics staff nurse Annie Nudas, BSN, RN was featured. Annie, an MMC Safety Coach, and her orientee, Sydney Kurfehs, BSN, RN, were preparing to give their patient an IV antibiotic when they noticed a discrepancy between the volume they had in the syringe and the volume that was indicated on the label. Exercising a questioning attitude, they validated their concerns and verified with the Pharmacy Department that a potential error had occurred. The two nurses communicated with the pharmacist to make certain that the patient received the correct medication and dose. This was a great use of our Safety Together tool Validate & Verify!



Nursing Grand Rounds & Patient Care Services Town Hall Meeting

Skills for Personal Resilience Grand Rounds | October 14, 2021

Presenters:

Tammy Reynolds

BSN, Team Lead Front Line Workers and First Responders

Madeline Simpson

BSN, Crisis Counselor, RYT500

Gieshala Medy

MSW, Crisis Counselor

"Come 'Fill Your Cup' with RWJBH Institute for Prevention & Recovery NJ Hope & Healing Program, as the presenters discuss ways to identify healthy and unhealthy thinking and how to flip your unhealthy thoughts to healthy ones! They will explore the benefits of incorporating positive activities into your life and busy schedule and will practice a positive activity with a meditation experience."

Patient Care Services Town Hall Meeting | February 11, 2021

Presented by:

Diann Johnston, MSN, RN, NEA-BC

Guest speaker:

Lauren Fleming, MA, BSN, RN, MEDSURG-BC
Magnet updates

Patient Care Services Town Hall Meeting | July 8, 2021

Presented by:

Diann Johnston, MSN, RN, NEA-BC

Guest speakers:

Lauren Fleming, MA, BSN, RN, MEDSURG-BC
Magnet updates

Elesia Grant, BSN, RN, MEDSURG-BC

Ashley Meagher, BSN, RN, CNOR

Keirhan Schuster, BSN, RN

Dominika Stankiewicz, BSN, RN, CNOR

Stephanie Terhune, BSN, RN, RNC-NIC



STRUCTURAL EMPOWERMENT



Professional Nursing Certification

By December 2021, the nursing workforce at MMC had achieved an overall professional nursing certification rate of 62%. Professional nursing certification demonstrates nurses' knowledge, skill, and expertise related to their specialty and is required to provide exceptional patient care outcomes. With a commitment to life-long learning and maintaining high-quality patient care, we honor all nurses who achieve and maintain their professional nursing certification.

The table below recognizes the clinical nurses who achieved a certification or re-certification in 2021:

New Certification

Nurse	Unit	Certification
Marjorie Pierre Jerome, BSN, RN, PMH-BC	Alexander Pavilion 3	Psychiatric Mental Health Nurse
Matthew Seward, BSN, RN, MEDSURG-BC	Borden 5	Medical-Surgical Nurse
Ashley VanSanten, BSN, RN, MEDSURG-BC	Borden 5	Medical-Surgical Nurse
Kaitlyn Zilly, BSN, RN, MEDSURG-BC	Borden 5	Medical-Surgical Nurse
Emma D'Ambrosa, BSN, RN, MEDSURG-BC	Betty Block Roberts 2	Medical-Surgical Nurse
Gino Cortes, BSN, RN, MEDSURG-BC	Community 2	Medical-Surgical Nurse
Patricia McDougall, BSN, RN, CCM	Case Management	Case Manager
Carole Ball, BSN, RN, ACM	Case Management	Case Manager
Krystal Blankenbaker, MSN, RN, MEDSURG-BC	CPDIR	Medical-Surgical Nurse
Janna Bogan, BSN, RN, CEN	Emergency Department	Emergency Nurse
Christie Butler, BSN, RN, CEN, PCCN	Emergency Department	Emergency Nurse
Victoria Cahill, BSN, RN, CPEN	Emergency Department	Pediatric Emergency Nurse
Cheryl Clarkin, BSN, RN, CPEN	Emergency Department	Pediatric Emergency Nurse
Elizabeth Parato, BSN, RN, CEN	Emergency Department	Emergency Nurse
Samantha Swaggerty, BSN, RN, CEN	Emergency Department	Emergency Nurse
Ewa Biala, RN, MEDSURG-BC	Float Pool	Medical-Surgical Nurse
Tiffany Quinones, RN, MEDSURG-BC	Float Pool	Medical-Surgical Nurse
Michelle Cuna, BSN, RN, CBC	Float Maternal Child	Breastfeeding Counselor
Katarzyna Reitmeyer, BSN, RN, MEDSURG-BC	Greenwall 5	Medical-Surgical Nurse
Lauren DelleDonne, BSN, RN, CCRN	Intensive Care Unit	Critical Care Nurse
Edward Lamar, BSN, RN, CCRN, MEDSURG-BC	Intensive Care Unit	Critical Care Nurse
Emily Ann Baydal, BSN, RN, C-EFM	Labor & Delivery	Electronic Fetal Monitoring
Tsipora Bloch, BSN, RN, C-EFM	Labor & Delivery	Electronic Fetal Monitoring
Juliana D'Agostino, BSN, RN, C-EFM	Labor & Delivery	Electronic Fetal Monitoring
Brianna Mcardle, BSN, RN, C-EFM	Labor & Delivery	Electronic Fetal Monitoring
Kaitlin Muller, BSN, RN, RNC-OB, C-EFM	Labor & Delivery	Inpatient Obstetric Nurse
Amanda Patrick, RN, C-EFM	Labor & Delivery	Electronic Fetal Monitoring
Meredith Picurro, BSN, RN, RNC-OB	Labor & Delivery	Inpatient Obstetric Nurse
Jordan Colonna Fahey, BSN, RN, RNC-MNN, CBC	Mother-Baby	Maternal Newborn Nurse

Jordan Colonna Fahey, BSN, RN, RNC-MNN, CBC	Mother-Baby	Maternal Newborn Nurse
Jaclyn Lee Donohue, BSN, RN, RNC-MNN, CBC	Mother-Baby	Maternal Newborn Nurse
Amanda VanLoenen, MSN, RN, RNC-MNN, CBC	Mother-Baby	Maternal Newborn Nurse
Jennifer Cavanaugh, BSN, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Taylor Thrunk, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Sherri Todd, BSN, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Gabriella Rosko, BSN, RN, CEN	Non-Invasive Cardiac Lab	Emergency Nurse
Allison Belli, BSN, RN, CNOR	Operating Room	Perioperative Nurse
Jacqueline Passariello, BSN, RN, CNOR	Operating Room	Perioperative Nurse
Keirhan Schuster, BSN, RN, CNOR	Operating Room	Perioperative Nurse
Bianca Gallipani, MSN, RN, CPN, CBC	Pediatrics	Pediatric Nurse
Ashlee Poskonka, BSN, RN, PED-BC	Pediatric Medical Day Stay	Pediatric Nurse

Recertification

Nurse	Unit	Certification
Leelamony George, RN, PMH-BC	Alexander Pavilion 3	Psychiatric Mental Health Nurse
Paula Graziano, MSN, APRN, NP-C	Professional Staff - Surgery	Nurse Practitioner
Lorraine Montemarano, MSN, APRN, ANP-BC	Pain Management	Nurse Practitioner
Vanessa Sacco, BSN, RN, MEDSURG-BC	Borden 5	Medical-Surgical Nurse
Stefonia Thompson, BSN, RN, MEDSURG-BC	Borden 5	Medical-Surgical Nurse
Ashley Grimm, RN, MEDSURG-BC	Community 2	Medical-Surgical Nurse
Sharon Lichter, BSN, RN, CCM	Case Management	Case Manager
Beth Liguori, RN, ACM	Case Management	Case Manager
Diane Donner, BSN, RN, CWCN	CPDIR	Wound Care Nurse
Beth Chiarella, BSN, RN, CPN	Emergency Department	Pediatric Nurse
Sabrina Rossiter, BSN, RN, MEDSURG-BC	Emergency Department	Medical-Surgical Nurse
Jillian Wightman, BSN, RN, CPN	Emergency Department	Pediatric Nurse
Sheeba Suresh, BSN, RN, MEDSURG-BC	Float Pool	Medical-Surgical Nurse
Aileen Antonio, BSN, RN, CPN, CBC	Float Maternal Child	Pediatric Nurse
Laura Brooks, BSN, RN, CPN	Float Maternal Child	Pediatric Nurse
Erica Brown, BSN, RN, CBC	Float Maternal Child	Breastfeeding Counselor
Amanda DeFalco, RN, CPN	Float Maternal Child	Pediatric Nurse
Melissa Ercolino, RN, CPN	Float Maternal Child	Pediatric Nurse
Erin Tamasco, RN, CPN	Float Maternal Child	Pediatric Nurse
Alyssa Wallschleger, BSN, RN, CPN	Float Maternal Child	Pediatric Nurse
Raluca Girdea, BSN, RN, MEDSURG-BC	Greenwall 5	Medical-Surgical Nurse
Nicole Roberts, BSN, RN, MEDSURG-BC	Greenwall 5	Medical-Surgical Nurse
Bridgette Gauslin, BSN, RN, GERO-BC	Greenwall 6	Gerontological Nurse
Courtney Rea, BSN, RN, MEDSURG-BC	Greenwall 6	Medical-Surgical Nurse
Deborah Kanobel, DNP, APRN, APN-C	Healthy Lives Program	Nurse Practitioner

Recertification (continued)

Nurse	Unit	Certification
Renee Nadal, MSN, APRN, FNP-BC	Healthy Lives Program	Nurse Practitioner
Carolyn Korotky, BSN, RN, CIC, MEDSURG-BC	Infection Control	Infection Control Nurse
Susanne Brereton, BSN, RN, MEDSURG-BC	Radiology	Medical-Surgical Nurse
Nicole Altenau, MSN, RN, RNC-OB, C-EFM, CBC	Labor & Delivery	Inpatient Obstetric Nurse
Lauren Barnshaw, BSN, RN, RNC-OB, C-EFM, CBC	Labor & Delivery	Inpatient Obstetric Nurse
Kelly Gubitosa, BSN, RN, RNC-OB	Labor & Delivery	Inpatient Obstetric Nurse
Laura Imsho, RN, CBC	Labor & Delivery	Breastfeeding Counselor
Molly Morrow, BSN, RN, RNC-OB, C-EFM	Labor & Delivery	Inpatient Obstetric Nurse
Amanda Schirmer, BSN, RN, RNC-OB	Labor & Delivery	Inpatient Obstetric Nurse
Shira Suero, BSN, RN, RNC-OB, C-EFM	Labor & Delivery	Inpatient Obstetric Nurse
Alana Jessica Canoro, BSN, RN, CBC	Mother-Baby	Breastfeeding Counselor
Robin Cofer, MSN, RN, CBC	Mother-Baby	Breastfeeding Counselor
Emily DeLorenzo, BSN, RN, CBC	Mother-Baby	Breastfeeding Counselor
Kimberly Granada, RN, CBC	Mother-Baby	Breastfeeding Counselor
Nicole Infantis, BSN, RN, CPN, CBC	Mother-Baby	Breastfeeding Counselor
Candace Lee, BS, RN, RNC-MNN, CBC	Mother-Baby	Breastfeeding Counselor
Barbara McFadden-Christ, RN, CBC	Mother-Baby	Breastfeeding Counselor
Karen McGill, BSN, RN, RNC-MNN	Mother-Baby	Maternal Newborn Nurse
Kate O'Brien, BSN, RN, CBC	Mother-Baby	Breastfeeding Counselor
Dana Primiano, RN, RNC-MNN, CBC	Mother-Baby	Breastfeeding Counselor
Maria Steinmetz, RN, RNC-MNN, CBC	Mother-Baby	Breastfeeding Counselor
Amanda Thostesen, BSN, RN, CPCE, CBC	Mother-Baby	Breastfeeding Counselor
Lauren Tramontano, BSN, RN, CBC	Mother-Baby	Breastfeeding Counselor
Gina Elizabeth Weisneck, BSN, RN, CBC	Mother-Baby	Breastfeeding Counselor
Bindhu Abraham, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Carol Allen, BSN, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit	Breastfeeding Counselor
Rachel Herman, BSN, RN, CBC	Neonatal Intensive Care Unit	Breastfeeding Counselor
Kerine Mackason, BSN, RN, CBC	Neonatal Intensive Care Unit	Breastfeeding Counselor
Kimberly Mandato, RN, CBC	Neonatal Intensive Care Unit	Breastfeeding Counselor
Tara Ryan, MSN, RN, CBC	Neonatal Intensive Care Unit	Breastfeeding Counselor
Lisa Stark, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Cristina Van Note, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Janet Burkowski, BSN, RN, CV-BC	Nursing Supervision	Cardiac Vascular Nurse
William Driscoll, RN, CNOR	Operating Room	Perioperative Nurse
Courtney Ellenberger, MSN, RN, CNOR	Operating Room	Perioperative Nurse
Sherri Jovanovic, BSN, RN, CNOR	Operating Room	Perioperative Nurse
Dominika Stankiewicz, BSN, RN, CNOR	Operating Room	Perioperative Nurse

Eda Chung, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Christina Daniel, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Karlie Elsieidy, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Nancy Griffith, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Kristin Mastrorocco, RN, CPN	Pediatrics	Pediatric Nurse
Bonnie McNamara, RN, CPN	Pediatrics	Pediatric Nurse
Caroline Moran, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Annie Nudas, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Jasmine Paragas, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Alyssa Rescinio, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Hope Walck, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Jeanne Marciano, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Ambily Nair, BSN, RN, CPN	Pediatrics	Pediatric Nurse
Kathleen Malouf, BS, MSN, PED-BC, CBC	Pediatric Medical Day Stay	Pediatric Nurse
Linda Kolarsick-Clark, RN, CCRN	Post-Anesthesia Care Unit	Critical Care Nurse
Leslie O'Connor, RN, CEN	Post-Anesthesia Care Unit	Emergency Nurse
Stephanie Laberde, RN, CAPA	Pre-Admission Testing	Ambulatory Perianesthesia Nurse
Carol Miller, BSN, RN, RNC-OB	Pre-Admission Testing	Inpatient Obstetric Nurse
Mary Tufano, RN, AMB-BC	Pre-Admission Testing	Ambulatory Care Nurse
Daureen Vales, BSN, RN, CAPA	Pre-Admission Testing	Ambulatory Perianesthesia Nurse
Gail Lloyd, RN, PMH-BC	Psychiatric Emergency Screening Services	Psychiatric Mental Health Nurse
Kimberly Novo, BSN, RN, OCN	Radiation Oncology	Oncology Nurse
Teresita Brizuela, BSN, RN, CCRN	Same Day Surgery	Critical Care Nurse
Katie Catanzaro, BSN, RN, CCRN	Same Day Surgery	Critical Care Nurse
Cristina Perez-Connor, BSN, RN, CAPA	Same Day Surgery	Ambulatory Perianesthesia Nurse
Oliva Roquero-Osorio, BSN, RN, MEDSURG-BC	Same Day Surgery	Medical-Surgical Nurse
Christine Wittman, BSN, RN, AMB-BC	Same Day Surgery	Ambulatory Care Nurse
Dana Delatush, MSN, APRN, AGPCNP-BC	Todd 6 East	Nurse Practitioner
Susan Beaver, RN, OCN	Vantage Point	Oncology Nurse
Leslie DeSimone, BSN, RN, OCN	Vantage Point	Oncology Nurse





New Nursing Degrees

MMC is proud of the nurses who continue their professional development through advanced degrees and academic achievements, which ultimately benefit our patients in the quality of nursing care they deliver. While providing quality care to patients from the community, the nurses of MMC aided in a variety of ways to gain their accomplishments:

- Scholarships and awards
- Academic affiliations with schools of nursing
- Flexibility in scheduling and tuition reimbursement

The following nurses achieved a new degree in 2021:

Nurse	Unit	School
Elesia Grant, BSN, RN, MEDSURG-BC	Borden 5	Western Governors University
Abaigeal Dacey, BSN, RN	Borden 5	The College of New Jersey
Melissa Criscuolo, RN	Borden 5	Brookdale Community College
Tia Kelly, BSN, RN	Community 2	Western Governors University
Laura Bourque, MSN, RN, PMH-BC	CPDIR	Thomas Edison State University
Nicole Lamoureux, MSN, RN, RNC-OB, C-EFM	CPDIR	Chamberlain University
Gianna Mauro, BSN, RN	Emergency Department	New Jersey City University
Alexa Capardi, BSN, RN	Greenwall 5	Chamberlain University
Yve Massre, BSN, RN, MEDSURG-BC	Greenwall 5	New Jersey City University
Kayleigh Piccolo, RN	Greenwall 5	Brookdale Community College
Danielle Terry, BSN, RN	Greenwall 5	Lincoln University
Kimberly Yu, BSN, RN	Greenwall 5	Sacred Heart University
Don Hopf, BSN, RN	Intensive Care Unit	Grand Canyon University
Lisa Lemanski, BSN, RN, PCCN	Intensive Care Unit	University of Arizona - Global Campus
Patricia Ostrander-Coffey, BSN, RN, CCRN	Intensive Care Unit	Grand Canyon University
Michele Leahy, BSN, RN	Neonatal Intensive Care Unit	Stockton University
Kerine Mackason, BSN, RN, CBC	Neonatal Intensive Care Unit	Chamberlain University
Cristina Van Note, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	University of Arizona - Global Campus
Kelly Vengelis, BSN, RN	Non-Invasive Cardiac Lab	Western Governors University
Alissa Principato, MSN, RN, CNOR	Operating Room	Monmouth University
Danielle Yoos, BSN, RN	Operating Room	Ohio State University
Kathleen Malouf, BS, MSN, PED-BC, CBC	Pediatric Medical Day Stay	Capella University
Erin Winkels, DNP, RN	Performance Excellence	Rutgers University
Susan DaSilva, BSN, RN	Vantage Point	Kean University



RN Residency Program

MMC is dedicated to the successful transition into practice of all new graduate registered nurses. The general orientation program that the new graduate receives is a highly structured curriculum that allows for a general overview of the organization as well as the necessary requirements of a strong nursing foundation. In addition to the general nursing orientation program offered to all nurses, the Center for Professional Development, Innovation, and Research works to implement new graduate residency programs in several practice settings that include additional didactic, simulation, and role development specific to the nurse.

On February 24, 2020, the American Nurses Credentialing Center's Commission on Accreditation in Practice Transition Programs awarded the Graduate Residency Program at MMC Accreditation with Distinction, the highest recognition awarded by the American Nurses Credentialing Center's Accreditation Program. In October 2022, the Center for Professional Development, Innovation, and Research will reapply for the accreditation, with the intent to submit documentation in February 2023.

MMC Celebrates the 2021 RN Residents

Nurse	Unit
Jeannine Keenan, BSN, RN	Alexander Pavilion 2
Abaigeal Dacey, BSN, RN	Borden 5
Angela Galan, BSN, RN	Borden 5
Tyler Grant, BSN, RN	Borden 5
Kara Grzeszczak, BSN, RN	Borden 5
Madeline Liskiewicz, BSN, RN	Borden 5
Gregory McDonald, BSN, RN	Borden 5
Mitchell Moy, BSN, RN	Borden 5
Angelina Viggiano, BSN, RN	Borden 5
Ana Rochelle Cabrera, BSN, RN	Community 2
Melissa Garby, BSN, RN	Community 2
Samantha Hoh, BSN, RN	Community 2
Amanda Murcia, BSN, RN	Community 2
Justina Recchia, BSN, RN	Community 2
Zachary Hillman, BSN, RN	Emergency Department
Blimi Izsak, BSN, RN	Emergency Department
Christine Jerome, BSN, RN	Emergency Department
Jahmilla Johnson, BSN, RN	Emergency Department
Jessica Rennert, BSN, RN	Emergency Department
Yasmeen Rodriguez, BSN, RN	Emergency Department
Raymond Sanchez, BSN, RN	Emergency Department
Kayleigh Piccolo, RN	Greenwall 5
Danielle Terry, BSN, RN	Greenwall 5

Nurse	Unit
Kimberly Yu, BSN, RN	Greenwall 5
Zachary Connor, BSN, RN	Greenwall 6
Stephanie Ring, BSN, RN	Greenwall 6
Sabrina Carlsen, BSN, RN	Intensive Care Unit
Analiese Grissman, BSN, RN	Intensive Care Unit
Heidi Avrov, BSN, RN	Labor & Delivery
Tsipora Bloch, BSN, RN, C-EFM	Labor & Delivery
Carley Gatta, BSN, RN	Labor & Delivery
Allison George, BSN, RN	Labor & Delivery
Amanda Volk, BSN, RN	Labor & Delivery
Sophia Grandilli, BSN, RN	Mother-Baby
Erika Borrás, BSN, RN	Neonatal Intensive Care Unit
Nicole Lonigro, BSN, RN	Neonatal Intensive Care Unit
Robert Burke, BSN, RN	Operating Room
Kielly Dunton, BSN, RN	Operating Room
Nicole Dwyer, BSN, RN	Operating Room
Elizabeth Helfrich, BSN, RN	Operating Room
Jamie Jackson, BSN, RN	Operating Room
Li Liu, BSN, RN	Operating Room
Vanessa Smith, BSN, RN	Operating Room
Marissa Hamilton, BSN, RN	Todd 6 East
Alexa Lubonski, BSN, RN	Todd 6 East
Lauren Vega, BSN, RN	Todd 6 East



Source: <http://www.nursescredentialing.org/Magnet/Program/overview/New-Magnet-Model>

Transformational Leadership: Visionary leadership that transforms the organization to meet changing needs

Structural Empowerment: Engaged staff with influential leadership that is prepared to meet current and future challenges of healthcare delivery

Exemplary Professional Practice: Competent, dedicated nurses who apply their knowledge to achieve their professional best

New Knowledge, Innovations, and Improvements: Continued innovation that improves staff knowledge, clinical practice, and systemic excellence

Empirical Outcomes: System-wide measurement of quality outcomes related to nursing leadership and clinical practice that demonstrates continuous improvement

Professional Development Advancement Program

MMC's Professional Development Advancement Program (PDAP) is devised to support clinical nurses throughout their careers within the organization and acknowledge professional practice advancement based on their contribution to the field of nursing. With the full support and mentorship of the Center for Professional Development, Innovation, and Research, participants are encouraged to choose an area of concentration to further cultivate their individual interests and expertise. Advancement through the program consists of a point system and necessitates the nurse to meet criteria outlined in the components of the American Nurses Credentialing Center Magnet® Model based on their involvement at the unit and organizational levels.

In a Magnet organization, the components of the Magnet Model provide the foundation with which nursing excellence, high-quality, evidence-based care work in synergy with professional development to support a culture of High Reliability and exceptional empirical outcomes.

Level 4

Nurse

Mary Danish, RN, CEN, OCN

Alexandra Vandesype, MSN, RN, CBC

Unit

Cancer Services

Neonatal Intensive Care Unit

Level 3

Nurse	Unit
Emma D'Ambrosa, BSN, RN, MEDSURG-BC	Betty Block Roberts 2
Caroll DeRocco, RN, OCN	Betty Block Roberts 2
Kerry Mallon, RN, OCN	Betty Block Roberts 4
Elesia Grant, BSN, RN, MEDSURG-BC	Borden 5
Leslie Kinsella, RN, MEDSURG-BC	Borden 5
Ashley VanSanten, BSN, RN, MEDSURG-BC	Borden 5
Kaitlyn Zilly, BSN, RN, MEDSURG-BC	Borden 5
Bomina Lim, BSN, RN, MEDSURG-BC	Community 2
Christie Butler, BSN, RN, CEN, PCCN	Emergency Department
Lisa Turner, BSN, RN, CEN	Emergency Department
Sandra Denoville, BSN, RN, CGRN	Endoscopy
Donna Jefferys, BSN, RN, CGRN	Endoscopy
Georgette King, BSN, RN, CGRN	Endoscopy
Erica Brown, BSN, RN, CBC	Float Maternal Child
Aileen Antonio, BSN, RN, CPN, CBC	Float Maternal Child
Laura Brooks, BSN, RN, CPN	Float Maternal Child
Ashley Card-Applegate, BSN, RN, CBC	Float Maternal Child
Danielle Oliva, BSN, RN, CBC	Float Maternal Child
Amanda Thostesen, BSN, RN, CPCE, CBC	Float Maternal Child
Alyssa Wallschleger, BSN, RN, CPN	Float Maternal Child
Bethany Glandt, BSN, RN, MEDSURG-BC	Float Pool
Lauren Petach, BSN, RN, MEDSURG-BC	Float Pool
Raluca Girdea, BSN, RN, MEDSURG-BC	Greenwall 5
Toni Higgins, BSN, RN, GERO-BC	Greenwall 5
Yve Massre, BSN, RN, MEDSURG-BC	Greenwall 5
Emily Recchia, BSN, RN, MEDSURG-BC	Greenwall 5
Nicole Roberts, BSN, RN, MEDSURG-BC	Greenwall 5
Sheeba Suresh, BSN, RN, MEDSURG-BC	Greenwall 5
Bridgette Gauslin, BSN, RN, GERO-BC	Greenwall 6
Meghan Pedersen, BSN, RN, MEDSURG-BC	Greenwall 6
Tara Yetman, RN, MEDSURG-BC	Greenwall 6
Lauren DelleDonne, BSN, RN, CCRN	Intensive Care Unit
Lisa Lemanski, BSN, RN, PCCN	Intensive Care Unit
Gabrielle Tiziani, BSN, RN, CCRN	Intensive Care Unit
Emily Baydal, BSN, RN, C-EFM	Labor & Delivery
Marissa Caltabilota, BSN, RN, RNC-OB, C-EFM, CBC	Labor & Delivery
Ashley Cucuzella, BSN, RN, C-EFM	Labor & Delivery
Ashley Fava, BSN, RN, C-EFM, CBC	Labor & Delivery
Danielle LaBella, BSN, RN, C-EFM, CBC	Labor & Delivery

Nurse	Unit
Victoria LaPorta, BSN, RN, RNC-OB, C-EFM, CBC	Labor & Delivery
Kaitlin Muller, BSN, RN, RNC-OB, C-EFM	Labor & Delivery
Jennifer Quirk, BSN, RN, C-EFM, CBC	Labor & Delivery
Autumn Vancleaf, BSN, RN, C-EFM, CBC	Labor & Delivery
Robin Cofer, MSN, RN, CBC	Mother-Baby
Jordan Colonna-Fahey, BSN, RN, RNC-MNN, CBC	Mother-Baby
Emily DeLorenzo, BSN, RN, CBC	Mother-Baby
Jaclyn Donohue, BSN, RN, RNC-MNN, CBC	Mother-Baby
Nicole Foltz, BSN, RN, CBC	Mother-Baby
Susan MacMahon, BSN, RN, CBC	Mother-Baby
Danielle McGraw, BSN, RN, CBC	Mother-Baby
Kate O'Brien, BSN, RN, CBC	Mother-Baby
Tanya Pereira, BSN, RN, CBC	Mother-Baby
Veronica Romeo, BSN, RN, CBC	Mother-Baby
Maria Rovere, BSN, RN, CBC	Mother-Baby
Kerry Schneider, BSN, RN, CBC	Mother-Baby
Jillian Smith, BSN, RN, CBC	Mother-Baby
Mildred Stovall, BSN, RN, CBC	Mother-Baby
Barbara Sunnerville, BSN, RN, CBC	Mother-Baby
Watcharee Taylor, BSN, RN, RNC-MNN, CBC	Mother-Baby
Lauren Tramontano, BSN, RN, CBC	Mother-Baby
Amanda VanLoenen, MSN, RN, RNC-MNN, CBC	Mother-Baby
Sheeba Antony, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Jennifer Cavanaugh, BSN, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit
Kristin Chaparo, BSN, RN	Neonatal Intensive Care Unit
Marianne Ferraioli, RN, CBC	Neonatal Intensive Care Unit
Laura LaRocca, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Michele Leahy, BSN, RN	Neonatal Intensive Care Unit
Anna Lyons, BSN, RN, CBC	Neonatal Intensive Care Unit
Jancy Mathew Abraham, BSN, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit
Laura Meyer, MSN, RN, CBC	Neonatal Intensive Care Unit
Christine Picarello, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Kathryn Repetti, BSN, RN, RNC-NIC, IBCLC	Neonatal Intensive Care Unit
Patricia Ryan, RN, CBC	Neonatal Intensive Care Unit
Tara Ryan, MSN, RN, CBC	Neonatal Intensive Care Unit
Rachel Sorensen, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Stephanie Terhune, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Cristina Van Note, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Kaila Wiarda, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit

Level 3

Nurse	Unit
Kaila Wiarda, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Salo Zachariah, BSN, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit
Linda DeRosa, BSN, RN, CNOR	Operating Room
Maggie Gartside, BSN, RN, CNOR	Operating Room
Melissa Gentile, BSN, RN, CNOR	Operating Room
Sherri Jovanovic, BSN, RN, CNOR	Operating Room
Kelly Kubas, BSN, RN, CNOR	Operating Room
Ashley Meagher, BSN, RN, CNOR	Operating Room
Alissa Principato, MSN, RN, CNOR	Operating Room
Dominika Stankiewicz, BSN, RN, CNOR	Operating Room
Kathleen Malouf, BS, MSN, PED-BC, CBC	Pediatric Medical Day Stay
Ashlee Poskonka, BSN, RN, PED-BC	Pediatric Medical Day Stay
Eda Chung, BSN, RN, CPN	Pediatrics
Christina Daniel, BSN, RN, CPN	Pediatrics
Bianca Gallipani, MSN, RN, CPN, CBC	Pediatrics
Caroline Moran, BSN, RN, CPN	Pediatrics

Level 2

Nurse	Unit
Meghan DeVoti, BSN, RN	Alexander Pavilion 2
JoAnna Fabiano, BSN, RN	Betty Block Roberts 2
Jacqueline Ganley, RN	Betty Block Roberts 2
Anthony Talerico, RN	Betty Block Roberts 2
Mark Bender, BSN, RN, OCN	Betty Block Roberts 4
Eileen McGarry, RN, OCN	Betty Block Roberts 4
Kelly McQuillan, RN, WCC	Betty Block Roberts 4
Dana Pacelli, BSN, RN	Betty Block Roberts 4
Elina Zeigerman, BSN, RN	Betty Block Roberts 4
Melissa Bopp, RN, MEDSURG-BC	Borden 5
Kerry Morris, BSN, RN	Borden 5
Conrad Nweke, BSN, RN, MEDSURG-BC	Borden 5
Lorena Pessoa, BSN, RN	Borden 5
Linda Olshan, RN, RNC-NIC	Breast Center
Gino Cortes, BSN, RN, MEDSURG-BC	Community 2
Kathryn Cosentino, BSN, RN, MEDSURG-BC	Community 2
Taylor Gregory, BSN, RN	Community 2
Tia Kelly, BSN, RN	Community 2
Jeannie Avon, BSN, RN	Emergency Department
Victoria Cahill, BSN, RN, CPEN, CBC	Emergency Department
Cheryl Clarkin, BSN, RN, CPEN, CBC	Emergency Department
Loukia Lopresti, BA, RN	Emergency Department

Nurse	Unit
Jasmine Paragas, BSN, RN, CPN	Pediatrics
Karlie Korz, BSN, RN, CPN	Pediatric Intensive Care Unit
Jeanne Marciano, BSN, RN, CPN	Pediatric Intensive Care Unit
Ambily Nair, BSN, RN, CPN	Pediatric Intensive Care Unit
Joyce Bodine, BSN, RN, CPAN	Post-Anesthesia Care Unit
Rita Cavaliere, MA, BSN, RN, CPAN	Post-Anesthesia Care Unit
Emmanuella Phanor, BSN, RN, CAPA	Post-Anesthesia Care Unit
Nellie Padre, BSN, RN, CCRN	Pre-Admission Testing
Amy Cullen, BSN, RN, PMH-BC	Psychiatric Emergency Screening Services
Cynthia Arandela-Bundac, BSN, RN, MEDSURG-BC	Same Day Surgery
Susan Beaver, RN, OCN	Vantage Point
Susan DaSilva, BSN, RN	Vantage Point
Jessica Montague, BSN, RN, OCN	Vantage Point
Elizabeth O'Donnell, MA, RN, OCN	Vantage Point
Alisa Vandenbrouck, RN	Vantage Point

Nurse	Unit
Nicole Vogel, BSN, RN	Emergency Department
Christopher Werner, BSN, RN	Emergency Department
Alexis Winters, BSN, RN	Emergency Department
Pellegrina Rego, RN, CGRN	Endoscopy
Samantha Tramontano, BSN, RN, CBC	Float Maternal Child
Michelle Cuna, BSN, RN	Float Maternal Child
Melissa Ercolino, RN, CPN	Float Maternal Child
Sydney Kurfehs, BSN, RN	Float Maternal Child
Hannah Raymond, BSN, RN	Float Maternal Child
Marissa Restivo, BSN, RN	Float Maternal Child
Dana Siclare, BSN, RN	Float Maternal Child
Erin Tamasco, RN, CPN	Float Maternal Child
Tara Buono, BSN, RN, MEDSURG-BC	Float Pool
Jacob Moise, BSN, RN	Greenwall 5
Melissa Covello, BSN, RN, MEDSURG-BC	Greenwall 6
Heather Emme, BSN, RN	Greenwall 6
Robyn Bordieri, BSN, RN	Intensive Care Unit
Diana Borja Robles, BSN, RN	Intensive Care Unit
Claudia Brameyer, RN	Intensive Care Unit
Hei-Chuan Chang, RN, MEDSURG-BC	Intensive Care Unit
Eileen Clapp, BSN, RN	Intensive Care Unit
Iris Cruz, RN, MEDSURG-BC	Intensive Care Unit

Nurse	Unit
Lisa Fabrizio, BSN, RN	Intensive Care Unit
Nicole Lanza, BSN, RN	Intensive Care Unit
Patricia Ostrander-Coffey, BSN, RN, CCRN	Intensive Care Unit
Gina Peralta, BSN, RN	Intensive Care Unit
Michelle Prusko, RN, CCRN	Intensive Care Unit
Helena Semira, BSN, RN, CCRN	Intensive Care Unit
Janet Tomasseti, BSN, RN	Intensive Care Unit
Lauren Barnshaw, BSN, RN, RNC-OB, C-EFM, CBC	Labor & Delivery
Lindsay Best, BSN, RN	Labor & Delivery
Erica Billig, BSN, RN, C-EFM	Labor & Delivery
Julianna Brodhecker, BSN, RN, C-EFM, CBC	Labor & Delivery
Stephanie Carrera, BSN, RN, C-EFM	Labor & Delivery
Victoria DePalma, BSN, RN	Labor & Delivery
Heather Deus, RN, C-EFM	Labor & Delivery
Cynthia Famularo, RN	Labor & Delivery
Lisa Fischer, BSN, RN	Labor & Delivery
Melissa Guarnieri, BSN, RN, C-EFM	Labor & Delivery
Caryn Moyer, BSN, RN, C-EFM	Labor & Delivery
Melissa Naranjo, BSN, RN	Labor & Delivery
Amanda Patrick, RN, C-EFM	Labor & Delivery
Meredith Picurro, BSN, RN, RNC-OB	Labor & Delivery
Marie Plaisir, MSN, RN, CBC	Labor & Delivery
Laura Quackenbush, RN, C-EFM	Labor & Delivery
Kathleen Rubick, MSN, RN, RNC-OB	Labor & Delivery
Terry Tompkins, RN, RNC-OB	Labor & Delivery
Christy Tulino, BSN, RN, IBCLC	Labor & Delivery
Michelle Archer, RN, CBC	Mother-Baby
Alice Berson, RN, RNC-MNN	Mother-Baby
Lisa Bringoli, RN, RNC-MNN	Mother-Baby
Karissa Broschart, BSN, RN, CBC	Mother-Baby
Stacie Chan, BSN, RN	Mother-Baby
Claire Doran, BSN, RN, RNC-MNN, CBC	Mother-Baby
Laura Ennis, BSN, RN, CBC	Mother-Baby
Carly Gillespie, BSN, RN, CBC	Mother-Baby
Cristen Glende, RN, RNC-NIC	Mother-Baby
Abigail Grau, BSN, RN, IBCLC, CBC	Mother-Baby
Gail Loeser, BSN, RN, RNC-OB	Mother-Baby
Emilie Luckewicz, BSN, RN	Mother-Baby
Annie Maceren, BSN, RN, CBC	Mother-Baby
Jane MacMahon, BSN, RN, CBC	Mother-Baby
Danielle Neary, BSN, RN, CBC	Mother-Baby

Nurse	Unit
Gabrielle Nelsen, BSN, RN, CBC	Mother-Baby
Rinskie Nelson, BSN, RN, CBC	Mother-Baby
Dana Primiano, RN, RNC-MNN, CBC	Mother-Baby
Jamie Rowe, MSN, RN, CBC	Mother-Baby
Sydney Virtue, BSN, RN	Mother-Baby
Gina Weisneck, BSN, RN, CBC	Mother-Baby
Kelly Widener, BSN, RN	Mother-Baby
Bindu Abraham, RN, RNC-NIC, CBC	Neonatal Intensive Care Unit
Katharyn Dibernardo, RN, RNC-NIC	Neonatal Intensive Care Unit
Barbara Ehrhardt, RN, CBC	Neonatal Intensive Care Unit
Rachel Herman, BSN, RN, CBC	Neonatal Intensive Care Unit
Lisa Iorio, BSN, RN, CBC	Neonatal Intensive Care Unit
Jessica Kuch, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Kaitlyn Lessing, MSN, RN, CBC	Neonatal Intensive Care Unit
Kimberly Mandato, RN, CBC	Neonatal Intensive Care Unit
Taylor Thrunk, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Heike Tinnirello, RN, CBC	Neonatal Intensive Care Unit
Sherriane Young, RN, CBC	Neonatal Intensive Care Unit
Kathleen Connors, BSN, RN	Operating Room
Lisa Garzone, BSN, RN	Operating Room
Stephanie Imperatrice, BSN, RN	Operating Room
Jacqueline Passariello, BSN, RN, CNOR	Operating Room
Kimberly Higgins, RN	Pediatrics
Melissa Dimsuyu, BSN, RN	Post-Anesthesia Care Unit
Jacklyn Ignizio, BSN, RN	Post-Anesthesia Care Unit
Stefanie Marrs, MSN, RN	Post-Anesthesia Care Unit
Stephanie Laberde, RN, CAPA	Pre-Admission Testing
Suzanne Moore, BSN, RN	Pre-Admission Testing
Mary Tufano, RN, AMB-BC	Pre-Admission Testing
Daureen Vales, BSN, RN, CAPA	Pre-Admission Testing
Marie Brackett, RN, PMH-BC	Psychiatric Emergency Screening Services
Cheryl Casanova, BSN, RN	Same Day Surgery
Rosemarie Darby, BS, RN	Same Day Surgery
Elizabeth Davis, BSN, RN, PED-BC	Same Day Surgery
Eva Greenwood, RN	Same Day Surgery
Nadine Kelly, MSN, RN	Same Day Surgery
Kayla Briden, BSN, RN	Todd 6 East
Victoria Chmielowicz, BSN, RN	Todd 6 East
Matthew Christiani, BSN, RN	Todd 6 East
Lauren Miele, BSN, RN	Todd 6 East

Level 1

Nurse	Unit
Danica Almendares, BSN, RN	Alexander Pavilion 1
Sarah Merkle, BSN, RN	Alexander Pavilion 1
Miranda Blasco, BSN, RN	Betty Block Roberts 2
Stephen Boyce, BSN, RN	Betty Block Roberts 2
Nicole Cebulko, BSN, RN	Betty Block Roberts 2
Stacey Faria, BSN, RN	Borden 5
Samantha Halvorsen, BSN, RN	Borden 5
Adam Kutumbos, BSN, RN	Borden 5
John Lanza, RN	Borden 5
Kelsey Williams, RN	Borden 5
Janna Bogan, BSN, RN, CEN	Emergency Department
Gianna Mauro, BSN, RN	Emergency Department
Dennis Reynolds, BSN, RN	Emergency Department
Ewa Biala, RN, MEDSURG-BC	Float Pool
Bailey Stark, BSN, RN	Intensive Care Unit
Courtney Billig, BSN, RN	Labor & Delivery
Tsipora Bloch, BSN, RN, C-EFM	Labor & Delivery
Juliana D'Agostino, BSN, RN, C-EFM	Labor & Delivery
Michele Eisenhauer, RN, CBC	Labor & Delivery
Jessica Furlani, RN	Labor & Delivery
Carley Gatta, BSN, RN	Labor & Delivery

Nurse	Unit
Julie Gillet, BSN, RN	Labor & Delivery
Brianna Napoli, BSN, RN	Labor & Delivery
Toni Roma, BSN, RN	Labor & Delivery
Deana Spensieri-Rice, BSN, RN	Labor & Delivery
Nancy Bartis, RN, CBC	Mother-Baby
Caylee Bruff, BSN, RN	Mother-Baby
Brittany Cancassi, RN	Mother-Baby
Nicole Caruso, MSN, RN	Mother-Baby
Kimberly Granada, RN, CBC	Mother-Baby
Susan Lautier, RN, CBC	Mother-Baby
Emily Buchbinder-Portman, BSN, RN	Mother-Baby
Alana Canoro, BSN, RN, CBC	Mother-Baby
Maria Steinmetz, RN, RNC-MNN, CBC	Mother-Baby
Claire Stenson, BSN, RN	Mother-Baby
Rachel Ward, BSN, RN	Mother-Baby
Emma Capro, BSN, RN	Neonatal Intensive Care Unit
Erin Rotondo, BSN, RN	Neonatal Intensive Care Unit
Keirhan Schuster, BSN, RN, CNOR	Operating Room
Gail Lloyd, RN, PMH-BC	Psychiatric Emergency Screening Services
Anjani Patel, BSN, RN	Todd 6 East

Community Healthcare Outreach

MMC nurses have traditionally volunteered their time at every opportunity to assist the community in which they proudly serve. Even throughout the pandemic, the nurses continued to contribute to the betterment of the MMC staff and community at large. The following is a listing of additional ways in which MMC nurses participated in community healthcare outreach:

One of the goals established in MMC's 2019 Community Health Needs Assessment (CHNA) was the "Prevention, Early Detection, and Treatment of Obesity and Associated Chronic Diseases such as Diabetes, Heart Disease, and Cancer." The department of Community Health and Social Impact established the Long Branch Recreation Walking Club with the Department of Recreation from the City of Long Branch to address this goal. The initiative began in 2020, with MMC clinicians and non-clinicians walking with city residents.



In February, the Cardiopulmonary Rehab hosted Heart Healthy Month and proudly honored the patients who are veterans of the armed services.



In February, MMC presented its second virtual Big Brothers Big Sisters job forum with a formal presentation showcasing Surgical Services. The team reviewed the different roles of the Peri-op team such as: Pre-op Nurse, Intra-op Nurse, Post-op Nurse, and Scrub Technician. They discussed an Operating Room nurse's role, specifically focusing on the nurse serving as the patient advocate during their most vulnerable state.



The Nursing BRG held an Easter Food drive, collecting 416 items for area families in need this holiday season.



During Stroke Awareness Month in May, MMC nurses and staff brought attention to stroke prevention with "Strides for Stroke."



At St. Michael's Church in Long Branch in June, MMC nurses from Cardiac Services, Community Health Education, and the Intensive Care Unit provided health screenings and information, including an information table on organ and tissue donation.





The staff on Community 2 and Betty Block Roberts 4 selected a patient in need this holiday season to receive the gift of Christmas. The staff adopted the family, a 40-year-old woman with two young children who is currently undergoing breast cancer treatment.

One of the most impactful initiatives for the staff and community proved to be the MMC drive thru COVID-19 PCR Swabbing Center, where employees and the members of the community could get tested with ease and convenience.



MMC collaborated with the Monmouth County Board of County Commissioners and Brookdale Community College on a vaccination mega-site at the college's Robert J. Collins Arena to provide the surrounding community with vaccine access.

Community Health and Social Impact Departments at MMC and MMCSC received a total of 1,500, five-day personal PPE kits through RWJBH's Social Impact and Community Investment Practice. Kits were distributed in the Lakewood and Long Branch communities.



AWARDS & RECOGNITION

Employee of the Month



January 2021 —Alyssa Wallschleger, BSN, RN, CPN of Float Maternal Child:

“Alyssa was a door ‘greeter’ for the month of June at the Steinem Houseman entrance, as we all came back to a new normal at MMC. She was a pleasure to be greeted by every morning. She always had a smile on her face and some fun conversation to start the day! She took the time to learn people’s names and remember them every day and also to remember a small tidbit we may have spoken about a few days earlier. I can only imagine that she brings that same energy and joy to her patients on a daily basis.”



May 2021 —Ruthann Ruhnke, BSN, RN, CBC of the Emergency Department:

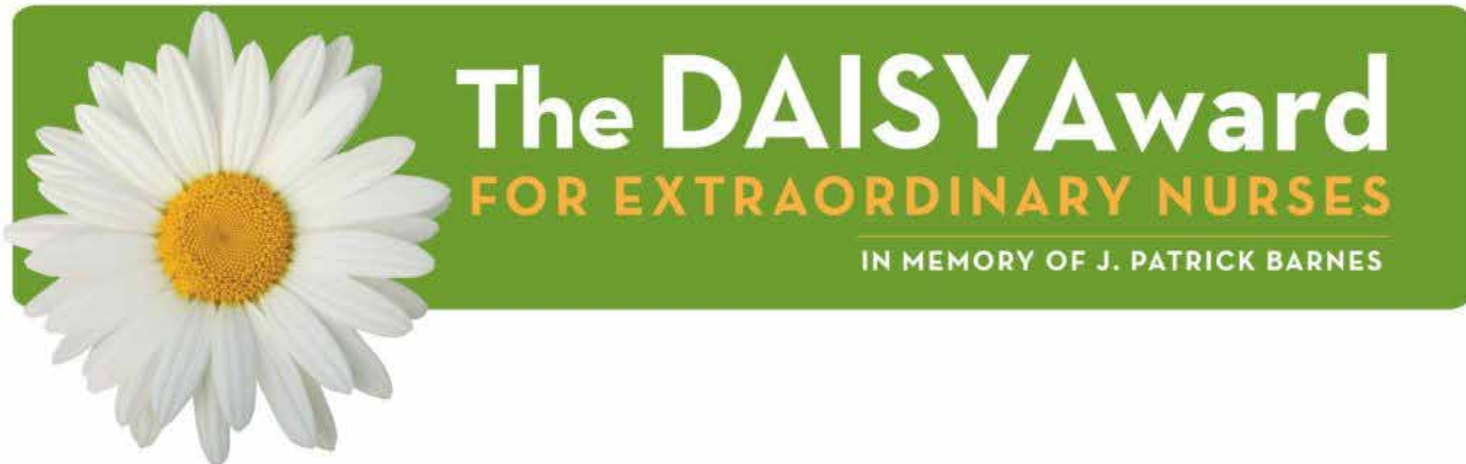
“Ruth is a dedicated MMC employee of seventeen years and currently works in the COVID-19 drive thru testing site, which serves 35-70 people daily. She is punctual, organized, thorough, and diligent in her work and is conscientious and compassionate to her patients and their families, incorporating AIDET principles in all communications. Ruth goes above and beyond her job expectations. She helps nurses when she has time and communicates with physicians, nurses, and other staff to achieve the highest level of patient care...a strive for five! Certainly a team player, she would help PCAs apply dressings, draw blood, and wheel patients to x-ray when they were completing other patient care. You would see Ruth gliding through Express Care changing sheets, cleaning beds, and escorting patients in and out of the unit. Ruth enjoys seminars and classes on work-related and holistic topics. She is a member of the Holistic Committee and received certification as a lactation specialist. She has taught baby-sitting classes including CPR to teenagers and has also administered flu shots! Ruth is energetic, and the results of her work reflect her positive attitude. She is fun-loving and has a sincere smile. For Halloween this year, she was Minnie Mouse, trying to make the nasal swab procedure pleasant for patients!”



October 2021 —Bethany Glandt, BSN, RN, MEDSURG-BC of the Float Pool:

“Bethany always goes above and beyond for her patients. During the Covid-19 Pandemic, she would share the information and changes with staff to keep all safe. She would take on each task without any complaints and perform each task to the best of her ability. She is an active member on the Shared Governance Medical-Surgical Council and consistently reaches out to Infection Control to share monthly updates.”

“Bethany is one of our Nurse Exemplars and very worthy of this award. In addition, Bethany was active in Magnet, is flexible with assignments, has superior assessment and critical thinking skills.”



The DAISY Award for Extraordinary Nurses

In 1999, Bonnie and Mark Barnes envisioned a way to honor their son Patrick's death at the age of 33 due to complications of Idiopathic Thrombocytopenia Purpura. As the Barnes family discussed what to do in their son's memory, they knew that first and foremost, they needed to show appreciation for the gifts nurses give their patients and families every day, just as they had experienced. The goal is to ensure that nurses know how deserving they are of society's profound respect for the education, training, brainpower, and skill they put into their work, and especially for the compassion with which they deliver their care. The DAISY Award is an international award, which recognizes extraordinary clinical nurses who care for patients by providing exceptional care every day. MMC proudly recognizes the nurses who have demonstrated outstanding care through recognition of this award. The 2021 DAISY Award winners:

The 2021 DAISY Award winners:

Dave Dematteo, BSN, RN

Emergency Department
May 2021

Yve Massre, BSN, RN, MEDSURG-BC

Greenwall 5
August 2021

Stefonia Thompson, BSN, RN, MEDSURG-BC

Borden 5
May 2021

**Emma D'Ambrosa, BSN, RN,
MEDSURG-BC**

Betty Block Roberts 2
December 2021



Dave Dematteo, BSN, RN



Emma D'Ambrosa, BSN, RN, MEDSURG-BC



Yve Massre, BSN, RN, MEDSURG-BC



Stefonia Thompson, BSN, RN, MEDSURG-BC

Nurses Week 2021 Award Winners

Monsignor Bradley Nursing and Education Research Award

Leslie DeSimone, BSN, RN, OCN

Nurse Mentorship Award

Zulmira Rodrigues, BSN, RN, CCRN

Terry Tompkins, RN, RNC-OB

Caritas Nurse of the Year Award

Carolyn Korotky, BSN, RN, CIC, MEDSURG-BC

Daisy Nurse Leader Award

David DeMatteo, BSN, RN

Stefonia Thompson, BSN, RN, MEDSURG-BC

Novice RN Award

Stephen Boyce, BSN, RN

Sarah Merkle, BSN, RN

Partners in Care Award

Sal Petrucci and the Facilities Department

The Maysie Stroock Nursing Education Award

Elesia Grant, BSN, RN, MEDSURG-BC

Donald Hopf, BSN, RN

Diversity, Inclusion, & Equity Champion Award

Ane Malone, BSN, RN, CBC

Jean Straker-Darbeau, DNP, RN, CEN

Nurse Innovator Award

Kathleen Malouf, BS, MSN, PED-BC, CBC



Thank You for Your Dedication

Eleanor Rapolla, BSN, RN, CCM,
Regional Director of Case Management,
retired in October after
47 years of dedicated service.

Thank you, Eleanor!

Congratulations to
Candace Lee, BS, RN, TNC-MNN, CBC
of Todd 5 Mother-Baby
on 45 years of service at MMC.





Sharmine Brassington, PhD(c), MSN, RN presented the ONL NJ's 2021 Nurse Leader Award

In December, the ONL NJ Awards Selection Committee presented Sharmine Brassington, PhD(c), MSN, RN, Administrative Director of Emergency Services at MMC the Nurse Leader Award in recognition of her ability to lead with integrity and grace during the challenging times of the COVID-19 pandemic. The award was presented during ONL NJ's Annual Award Ceremony held at Forsgate Country Club in Monroe Township. Sharmine leads her team of more than 100 staff members who deliver complete adult and pediatric emergency medical care. In nominating her for the Nurse Leader Award, Magnet Program Director Lauren Fleming, MA, BSN, MEDSURG-BC noted that "the often chaotic, break-neck speed of the Emergency Department is what she has always thrived on, since 1999 when she embarked on her fulfilling career as an ED Nurse."

MMC Emergency Department Team receives the 2021 Crisis Response Team Award from the NJENA

The award, presented at a ceremony held during the NJENA Virtual State Council Meeting in May, was in recognition of the team's significant contributions and response to the challenges of the public health crisis due to the COVID-19 pandemic. "In receiving the 2021 NJENA Crisis Response Team Award, you are being recognized for stepping up and going above and beyond for one of the most challenging years we have ever faced as emergency nurses," said Kimberly Russo, 2021 NJENA President. "You should be proud of the amazing work that you do every day. Each and every person on your team has made a difference this past year and I would like to offer your team my personal thanks for your hard work." Jean Straker-Darbeau, DNP, RN, CEN, Clinical Nurse Educator for the Emergency Department, submitted the criterion for the award, including details on a designated suite constructed in the ED to administer COVID-19 monoclonal antibody infusions.



CCIS Re-designation from the New Jersey State Department of Children's System of Care

Alexander Pavilion 2 has successfully completed its 2021 re-designation survey following a New Jersey State Department of Children's System of Care inspection, with high praise from the site surveyor for the unit's leadership and staff.

Cardiac Rehab meets criteria for AACVPR Program Certification

The American Association of Cardiovascular and Pulmonary Rehabilitation (AACVPR) awarded Cardiac Rehab a three-year program certification!



MMC RN recognized for “Phenomenal Women Under 40”

During an outdoor celebration at the Girl Scouts of the Jersey Shore Program Activity Center in Farmingdale in September, Alaina Bontales, BSN, RN, MEDSURG-BC, Acting Director of Patient Care for Betty Block Roberts 2, was honored as one of the “Phenomenal Women Under 40.” Alaina was very active in Girl Scouts and in fact earned the Gold Award, the highest achievement within the Girl Scouts of the USA. Only 5.4 percent of eligible Girl Scouts successfully earn the Gold Award. Alaina is an active volunteer at the Holmdel Greek Orthodox Church, where she created a religious bookstore to earn the Girl Scout Gold Award.

PNANJ’s Clinical Nurse of the Year Nursing Excellence Award

MMC nurses gathered at the Philippine Nurses Association of New Jersey’s (PNANJ) 45th Annual Gala and Awards Night held in October at the Jumping Brook Country Club in Neptune. Honored at the event was Maternal Child Float nurse Aileen Antonio, BSN, RN, CPN, CBC, who received the Clinical Nurse of the Year Nursing Excellence Award, which is presented to a PNANJ nurse who has demonstrated excellence in direct patient care and had made outstanding contribution and impact in their practice setting.





Exemplary Professional Practice

Exemplary professional practice focuses on excellence, collaboration, quality, safety, and best practice to bolster extraordinary results. At MMC, nurses work together with the members of the community, their fellow staff, patients and their family members, and the interprofessional team to ensure stellar nursing outcomes that hold MMC as a leader in RWJBarnabas Health and throughout all of New Jersey. This topic is also all about the potential of what nursing can achieve together; it is the true essence of a Magnet organization.



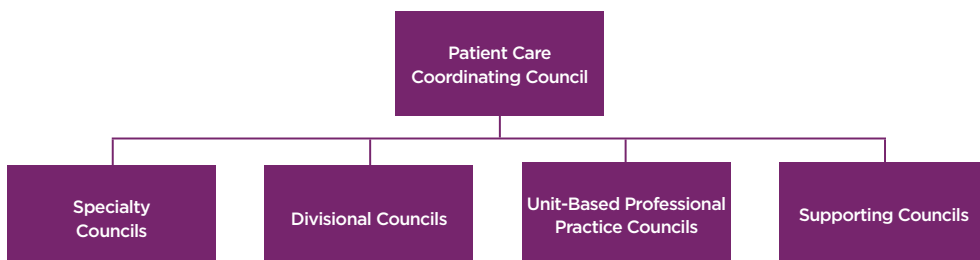


**EXEMPLARY
PROFESSIONAL
PRACTICE**

Shared Governance at MMC

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 teams toward the collective goals of the organization. In Patient Care Services, this model provides the framework for a decentralized reporting structure, which allows nurses of all levels to make decisions and promotes autonomy. Shared governance champions creating and facilitating an environment that maximizes ownership and accountability.

At MMC, the shared governance councilor structure is entirely nurse-driven. The Patient Care Coordinating Council, comprised of the Chief Nursing Officer and all councilor chairpersons, co-chairpersons, and facilitators, is the overseeing body.



Shared Governance Councils & Accomplishments

Ambulatory Council

Facilitator: Debra Stellavato, BSN, RN

Members:

Amber Cutone, MSN, RN, MEDSURG-BC, CBN

Erin Dooley, PhD, MSN, RN, CBEC

Helene Henkel, RN, CCM

Kathleen Malouf, BS, MSN, PED-BC, CBC

Leslie DeSimone, BSN, RN, OCN

Linda Olshan, RN, RNC-NIC, CBC

Mallory Signoriello, BSN, RN, MEDSURG-BC

Ronnie Cahill, BSN, RN

2021 Accomplishments:

- Initiated an Ambulatory Nurses Day during Nurses Week, where members disseminated information on outpatient areas throughout the organization.
- Researched different charting methods throughout the division to determine best practice.

Behavioral Health Council

Facilitator: Nahomie Marcenat, BSN, RN

Chairperson: Vera D'Silva, BSN, RN, PMH-BC

Co-Chairperson: Marie Brackett, RN, PMH-BC

Members:

Danica Almendares, BSN, RN

Ray Carbone, RN

Beth Conover, BSN, RN

Michelle Lomangino, BSN, RN

2021 Accomplishments:

- Resilience: Successfully conducted meetings virtually with great attendance via Google Meet from January 2021 through July 2021.
- Goal orientation: Developed a 2021 council charter for Behavioral Health.
- Community outreach: Coat drive flyer completed, and items collected for patient donation.
- Magnet promotion: Creative, engaging PDAP and certification flyers designed, posted, and promoted by all members on their respective units. Five new PDAP applications were received!

- Meaningful recognition: Shared governance members each donated cash to purchase Dunkin gift cards, which were presented to a randomly selected social worker and MHA (Screeners for PESS) on each unit. This was part of Social Work Month and Nurses Week (as there is no formal recognition for Mental Health Associates or Screeners).
- Performance improvement: Engaged in monthly Falls Prevention and Restraints Prevention Task Forces to decrease falls and restraint rates and devise performance improvement measures as a team.
- Shared decision-making: Onboarded two Behavioral Health RN Residency program graduates into the Behavioral Health Council.
- Performance improvement: Created a peer-to-peer evidence-based education project and subsequent PowerPoint presentation to improve de-escalation techniques to decrease restraint rates, episodes of workplace violence, and to improve teamwork among frontline staff. Members created an anonymous questionnaire with five questions assessing comfort level with de-escalation. These were distributed on all units, completed, collected, and reviewed to support the project.
- Community outreach: participated in virtual NAMI Walk, raised \$365 donation from staff.

Critical Care Council

Facilitator: Sharmine Brassington, PhD(c), MSN, RN

Chairperson: Nicole Hartsgrrove, BSN, RN

Co-Chairperson: Alexandra Lisi, BSN, RN

Members:

Robyn Bordieri, BSN, RN

Christie Butler, BSN, RN, CEN, PCCN

Gabrielle Mastrocola, RN

Michelle Prusko, RN, CCRN

Felicia Rosas, BSN, RN

Christopher Werner, BSN, RN

2021 Accomplishments:

- Participated in a coat drive and food drive.

- Collected clothing for homeless patients to give provide them with a change of clothes at discharge during the colder months.
- Adopted a family of five during the holiday season.
- Created a “Walk in my Shoes” collaborative project with Medical-Surgical Council.
- Gained approval for a new STEMI checklist.

Maternal Child Health Council

Facilitator: Nicole Ifantis, BSN, RN, CPN, CBC

Chairperson: Tanya Pereira, BSN, RN, CBC

Members:

Erica Brown, BSN, RN, CBC

Cheryl Clarkin, BSN, RN, CPEN

Joan Coronato, BSN, RN

Carly Gillespie, BSN, RN, CBC

Jennifer Quirk, BSN, RN, C-EFM, CBC

Jeanette Reilly, RN

Christine Picarello, BSN, RN, RNC-NIC

Meredith Picurro, BSN, RN, RNC-OB

Dana Primiano, RN, RNC-MNN, CBC

Erin Tamasco, RN, CPN

Stephanie Terhune, BSN, RN, RNC-NIC

Amanda Thostesen, BSN, RN, CBC

Cristina Van Note, BSN, RN, RNC-NIC

Brynne Wiedeman, BSN, RN

2021 Accomplishments:

- Created a packet of information for Medical-Surgical nurses caring for OB patients on their units due to COVID-19. Packet included information on Edinburgh Post-Partum Screening tool, pumping, lab work, and assessments.
- Worked on a Newborn Admission Process project to improve admission times.
- Collected food items for “Saks for Zach”, which donates food to the “Middletown Helps Its Own” foundation.
- Collected toys for the “Liv Like a Unicorn” foundation, which benefits children and families experiencing hardships during the holidays.
- Started a Women’s and Children’s Divisional Newsletter to highlight departmental accomplishments.
- Coordinated with the director of security to create signs displaying visitation details specific to each of the units.
- Worked on best practice OPC project for newly delivered moms and infants in the NICU.
- Held peer-to-peer PDAP sessions with educators to help fellow nurses apply for PDAP.

Medical-Surgical Council:

Facilitators: Alaina Bontales, BSN, RN, MEDSURG-BC & Diane Lopes, BSN, RN, MEDSURG-BC

Chairperson: Bethany Glandt, BSN, RN, MEDSURG-BC

Co-Chairpersons: Emma D’Ambrosa, BSN, RN, MEDSURG-BC & Elesia Grant, BSN, RN, MEDSURG-BC

Members:

Victoria Chmielowicz, BSN, RN

Carroll DeRocco, BSN, RN, OCN

Kristen DeSimone, BSN, RN

Heather Emme, BSN, RN

Stacey Faria, BSN, RN

Kaitlyn Goodlow, BSN, RN

Kelly Morrison, BSN, RN

Anjani Patel, BSN, RN

Lorena Pessoa, BSN, RN

Lauren Petach, BSN, RN, MEDSURG-BC

Haley Reichert, BSN, RN

2021 Accomplishments:

- Distribution of a monthly Medical-Surgical Council newsletter.
- Active Participation in Falls Prevention Committee.
- Active collaboration with the Critical Care Council on the “Walk in my Shoes” project.

Perioperative Council

Facilitator: Rose Polasky, MS, MA, RN, CCRN, NE-BC

Chairperson: Donna Jefferys, BSN, RN, CGRN

Co-Chairperson: Nellie Padre, BSN, RN, CCRN

Members:

Cynthia Arandela-Bundac, BSN, RN, MEDSURG-BC

Melissa Dimsuyu, BSN, RN

Sherri Jovanovic, BSN, RN, CNOR

2021 Accomplishments:

- Initiated a Normothermia project in the perioperative area involving all disciplines.

Nursing Informatics Council

Facilitators: Joseph Cagliostro, MSN, MEDSURG-BC & Colleen Rock, MSN, RN, CPN

Chairperson: Jacob Moise, BSN, RN

Members:

Laura Brooks, BSN, RN, CPN

Robin Cofer, MSN, RN, CBC

Suzanne Forgach, BSN, RN, CCRN

Stephanie Terhune, BSN, RN, RNC-NIC

2021 Accomplishments:

- Identified barriers to Barcode Med Admin process to maintain scores and meet LeapFrog Patient Safety Grade A requirements.
- Interdisciplinary collaboration with the Pharmacy Department to address errors in barcode scanning functionality.
- Peritoneal dialysis workflow review with Borden leadership, nurses, and physicians.
- Identification and resolution of medication administration follow-up triggers that were not appropriately firing.
- Heparin mandatory witness workaround resolved – Requirement as per policy functioning properly.

Additional shared governance specialty councils:

Advanced Practice Nurse Council

Nursing Informatics Council

Nursing Research Council

NWESC

Patient Care Management Council

RWJBH System-Wide Councils

Additional shared governance supporting councils:

Falls Prevention Committee

HAI Committee

Magnet Ambassador Committee

Magnet Steering Committee



■ New Knowledge, Innovations, & Improvements

MMC nurses involved in research, evidence-based practice, innovation, and performance improvement projects exercise the ability to change policies, patient care, and outcomes for the greater good. Nurses integrate these actions into their clinical and daily processes to implement the safest and best practices for their colleagues, patients, and practice environment. Developing evidence-based care models lead them in making changes that result in improved outcomes for patients, their families, and the community at large. MMC nurses are encouraged to pursue and conscientiously integrate new knowledge, innovations, and improvements into their clinical and operational processes.



Barnmouth
Medical Center
Barnabas
Health

**NEW KNOWLEDGE,
INNOVATIONS &
IMPROVEMENTS**



Taking a Moment to Reflect & Restore through Self-Care...

MMC staff was invited to tour Rita's Room, the new relaxation suite located in Greenwall Suite 103, during an October Open House. This quiet space is now open 24/7 to allow for staff to take a few minutes to breathe, relax, reflect, receive a chair massage, meditate, and practice self-care. Rita's Room is a special gift to the MMC staff from the Terracciano family in memory of their mother, Rita, who passed away last year. Rita is honored with a large plaque that greets visitors as they enter the suite, which features a meditation space and other spa-like amenities. The intention of Rita's Room is to create a calm and stress-free space for all employees. Additionally, in recognition of Nurses Week, two state-of-the-art massage chairs were gifted by the MMC Medical Staff in honor of our Magnet Nurses.

A very special "thank you" to The Foundation as well as Rose Polasky, MA, MS, RN, CCRN, NE-BC and the Holistic Group for their incredible input and resources toward the inception, design, and planning of Rita's Room.

The 2021 Holistic Group

Facilitator:

Rose Polasky, MS, MA, RN, CCRN, NE-BC

Chairperson:

Lauren Tramontano, BSN, RN, CBC

Members:

Joyce Bodine, BSN, RN, CPAN

Lauren Fleming, MA, BSN, MEDSURG-BC

Loukia Lopresti, BA, RN

Vilma Palisoc, BSN, RN

Ruthann Ruhnke, BSN, RN, CBC



Helping Women Maintain a Healthy Reproductive Life

New family planning services have been introduced at MMC to help women plan their reproductive life in a healthy environment. Services are provided by obstetrician/gynecologists, nurse midwives and nurses, and include screenings and testing, health promotion and education on sexual health, as well as access to emergency contraception.

The Family Planning Center, supervised by Ana Pinto, MSN, RN, CBC, is funded by the New Jersey Family Planning League (NJFPL) through the Title X federal grant program. Title X is the nation's family planning program created in 1970 as part of the Public Health Service Act with the express intent to address inequities in access to contraception and related reproductive health care, specifically for people with low income. The Center for Disease Control and Prevention (CDC) identified family planning as one of the 10 great public achievements of the last century.

The new Family Planning Center is committed to provide access to safe, affordable, confidential, convenient, and voluntary reproductive healthcare services for women and teens.

Access to safe and voluntary family planning services is fundamental to women's health rights and autonomy. In the center, MMC staff provides education and counseling on options to either prevent or initiate pregnancy, including all contraceptive methods as well.

The delivery of family planning services has important benefits for the health and well-being of individuals, families, and communities and can be achieved through proper access to family planning services including, education and counseling.



VIRTUAL PANEL DISCUSSION ADULT MENTAL HEALTH

The behavioral health team at Monmouth Medical Center discuss your mental health and well-being. This panel will provide resources and information as a support for those who may be dealing with anxiety, stress and fear in these uncertain times.

 <p>Molly Kroon Moderator, Emmy-nominated Journalist, former NY1 News Political Reporter</p>	 <p>Stan Evanowski, LCSW, LCADC Administrative Director of Behavioral Health Services, Monmouth Medical Center</p>	 <p>Stephanie Petrucha, LCSW Director of Outpatient Behavioral Health, Monmouth Medical Center</p>
 <p>Donna Martini, LCSW Program Director, Early Intervention Support Services Program at Monmouth Medical Center</p>	 <p>Johnna Malter, MA Child and Family Crisis Clinician, Psychiatric Emergency Screening Services at Monmouth Medical Center</p>	 <p>Tia A. Susak, BSN, RN Registered Nurse, Children's Crisis Intervention Services Unit at Monmouth Medical Center</p>

MMC Behavioral Health Nurse Educates in a Virtual World

MMC hosted a free virtual expert panel event titled "Managing Your Mental Health" in September, coinciding with World Suicide Prevention Day. Tia Susak, BSN, RN from Alexander Pavilion 2 (CCIS) participated as a panelist. The event provided support and resources to members of the community who are coping with existing mental health issues or who may be facing new feelings of anxiety, stress and fear due to the impacts of the COVID-19 pandemic.



Launching the Linda Grunin Simulation Lab & Learning Center

The Linda Grunin Simulation Lab and Learning Center, a partnership between MMC and Monmouth University, is located at the Monmouth Graduate Center (Monmouth Corporate Park), and provides state-of-the-art training to practicing healthcare professionals and students of various healthcare disciplines. The 7,000-square-foot, state-of-the-art complex provides hands-on learning in a high-tech, realistic simulation environment. Clinical Nurse Educator Taquana Holley, DNP, RN is highly involved in the center. In addition to becoming a member of the steering committee, she will be assisting the staff with training on the equipment. As a “Sim Team” member, Taquana will also assist with open houses.

The Linda Grunin Simulation Lab and Learning Center Open House in September commemorated Healthcare Simulation Week, as MMC hosted a tour. Visitors, including Monmouth University Physician Assistant, Occupational Therapy and Speech Language Therapy graduate students, were able to experience simulation in action and enjoy refreshments and grab-and-go snacks. In keeping with the Halloween theme of the open house, visitors were able to tour a “Hospital Room of Horrors” that showcased a host of patient safety issues. Visitors were invited to document as many of the safety issues as they could.



Internal & External Dissemination

Dissemination of nursing knowledge is essential for the advancement of best practice. The ability to contribute, efficiently utilize, and communicate knowledge to nurses, the interdisciplinary team, and the community through poster presentations, publications, IRB studies, and podium presentations is vital. Through research and evidence-based practice, the nurses at MMC improve outcomes and the quality of patient care.

Podium Presentations

MMC Nurse Presenters	Title of Poster	Presentation Venue & Date
Kathleen Baron, BSN, RN; Amber Cutone, MSN, RN, MEDSURG-BC, CBN; Dana Delatash, MSN, APRN, AGPCNP-BC; Jenna DiBartolo, MSN, RN, CNOR; Kellie Graf, MSN, RN, CPAN; Paula Graziano, MSN, APRN, NP-C; Rose Polasky, MA, MS, RN, CCRN, NE-BC	Implementation of ERAS Protocol for Bariatric Surgery	Quality Fair, Community Medical Center, September 2021
Cristina Van Note, BSN, RN, RNC-NIC; Salo Zachariah, BSN, RN, RNC-NIC, CBC	Gastric Tube Placement: A Comparison of Two Methods in the Neonatal ICU	National Neonatal Nurses Conference, Hyatt Regency in Chicago, September 2021
Danielle Hilliard, MSN, APRN, CPNP, CCRN-K; Taquana Holley, DNP, RN	Cross Training or the Curve: Hospital Staff Education in Preparation for COVID-19	New Jersey State Nurses/Institute for Nursing Professional Annual Convention, Harrah's Casino and Resort in Atlantic City, October 2021
Gail Cudia, BS, MSN, PED-BC; Krystal Blankenbaker, MSN, RN, MEDSURG-BC	Engaging Nurse Residents in Sepsis Education Utilizing a Repeat Escape Room Format	New Jersey Council of Magnet Organizations, Annual Meeting, November 2021

Publications

MMC Nurse Authors	Title of Work	Publication
Raluca Girdea, BSN, RN, MEDSURG-BC; Emily Recchia, BSN, RN, MEDSURG-BC; Sheeba Suresh, BSN, RN, MEDSURG-BC	Medical Surgical Mobility Exercise Programs	Forum for Shared Governance https://sharedgovernance.org/

IRB-Approved Studies

MMC Nurse Authors	Title of Study	Status
Eileen Clapp, BSN, RN; Nicole Keegan, DNP, APRN, FNP-BC; Tia Kelly, BSN, RN; Bomina Lim, BSN, RN, MEDSURG-BC; Diane Lopes, BSN, RN, MEDSURG-BC; Patricia Ostrander-Coffey, BSN, RN, CCRN	Early Integration of Palliative Care: Admission Triggers for ICU and General Medical Units. A Quality Improvement Pilot Study	Ongoing (#21-018)

Internal & External Podium Presentations

MMC Nurse Presenters	Title of Presentation	Venue Presented
Kiera Reilly, BSN, RN, CCRN, MEDSURG-BC Alma Tanchanco, BSN, RN	Codes/Rapid Response Team	Performance Improvement Council & Patient Safety Meeting, virtual, April 2021
Elesia Grant, BSN, RN, MEDSURG-BC Ashley Meagher, BSN, RN, CNOR Keirhan Schuster, BSN, RN Dominika Stankiewicz, BSN, RN, CNOR Stephanie Terhune, BSN, RN, RNC-NIC	Organizational Magnet Updates	Patient Care Services Town Hall Meeting, virtual, July 2021
Alexandra Samuels, BSN, RN	Stroke Program	Performance Improvement Council & Patient Safety Meeting, virtual, September 2021
Amber Cutone, MSN, RN, MEDSURG-BC, CBN	Bariatrics	Performance Improvement Council & Patient Safety Meeting, virtual, November 2021
Carolyn Korotky, BSN, RN, CIC, MEDSURG-BC	Managing a Pandemic from the Ground Up	Hospital Engineering Society of Greater NY Conference, Russo's On The Bay, November 2021



Empirical Outcomes

To demonstrate how MMC continually provides excellent, quality patient care with the best results, the organization is required to measure and track outcomes related to best practice. “Empirical” refers to a result or outcome that has been validated by data to show that real change has occurred because of a particular action or process change. Magnet designation requires continual improvement, and Magnet organizations are expected to outperform non-Magnet organizations as well as outperforming national benchmarks on nurse-sensitive indicators such as fall rates, pressure injuries, CAUTIs, CLABSIs, pediatric IV infiltrations, etc. Fostering a High Reliability Organization requires special attention to improved outcomes at both the unit and organizational level.

Patient Satisfaction

MMC utilizes the services of Press Ganey Associates to survey our inpatient and ambulatory patient populations. Each year, corporate sets goals for all RWJBarnabas Health organizations to achieve. The following graphs demonstrate MMC’s year-end 2021 Patient Satisfaction scores compared to the established goal.

**Monmouth Medical Center
2021 Yearly HCAHPS Scores**

CAHPS Domains	2018	2019	2020	2021	2021	2021
	Top Box	Top Box	Top Box	Top Box	% Rank	Goals
Rate hospital 0-10	75.4 ▼	78.1	71.7	77.3	80	78.1/75%*
Recommend the hosp.	79.8 ▼	81.9	77.4	80.2	85	80.0/77%
Cleanliness of hospital	77.8 ▼	78.2	76.3	77.9	80	78.1/68%
Quietness of environ	64.0 ▼	64.8	63.3	64.8	70	64.8/69%
Comm w/ Nurses	83.7 ▼	85.3	80.6	85.0	88	82.58/75%
Response of Hosp Staff	71.5 ▼	74.6	69.5	74.0	90	71.0 /68%
Comm w/ Doctors	84.1 ▼	86.4	81.5	84.8	84	85.0/79%*
Hospital Environment	70.9 ▼	71.4	69.7	71.3	79	71.0/70%
Comm About Medicines	72.4 ▼	67.7	67.7	69.7	92	75.3/95%*
Discharge Information	90.5 ▲	90.2	88.2	90.9	83	90.0/75%
Care Transitions	58.9 ▼	61.9	60.0	60.2	87	60.0/80%

Displayed by Discharge Date – as of 1/17/2022



Press Ganey Update

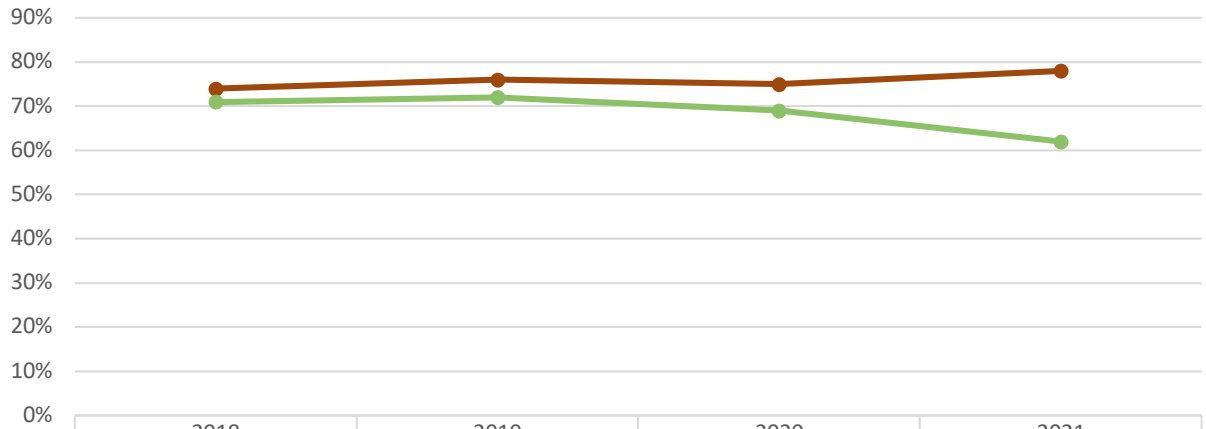
Services	2020	
	Score / Rank	#Returns
Ambulatory Surgery		
Monmouth Medical Center	95.6 / 44 th %	878
Emergency Department		
Monmouth Medical Center	87.3 / 70 th	640
Inpatient Behavioral Health		
Monmouth Medical Center	86.5 / 52 nd %	727
Inpatient Pediatric		
Monmouth Medical Center	87.8 / 26 th %	104
Outpatient Services		
Monmouth Medical Center	94.7 / 64 th %	5196



EMPIRICAL OUTCOMES

2021 MMC BSN & Certification Rates

Data based on RNs / APRNs listed on Nurse Credential Worksheets



	2018	2019	2020	2021
BSN Rate	74%	76%	75%	78%
Certification Rate	71%	72%	69%	62%

BSN & Certification Rates

MMC supports all nurses on their pursuit for continuing education and professional development. In alignment with the Institute of Medicine’s overall BSN goal of 80% by 2020 (IOM, 2010), MMC encourages all non-BSN nurses to enroll in a degree program. All new hires into the organization without a BSN commit to a memorandum of agreement with the Human Resources Department that they are enrolled in a program and will obtain their degree within five years of hire. At year-end 2021, the overall BSN rate was 78%.

In a Magnet organization, there is the expectation that all nurses will seek core specialty certification once eligible. Most professional organizations require nurses to meet a specified eligibility criteria prior to sitting for the exam. MMC offers review courses to assist in the preparation of these exams. To calculate each unit’s certification rate, MMC only considers all nurses who have worked in their specialty area for at least two years. At year-end 2021, the overall certification rate was 62%.





	BSN Rate	Cert Rate
Alexander Pavilion 1	83%	14%
Alexander Pavilion 2	75%	38%
Alexander Pavilion 3	69%	17%
All Other RNs	50%	79%
APRNs (non-unit-based)	100%	100%
Betty Block Roberts 2	67%	29%
Betty Block Roberts 4	67%	86%
Borden 5	78%	55%
Breast Center	50%	100%
Cancer Services	80%	100%
Cardiac Cath Lab	88%	75%
Cardiopulmonary Rehabilitation	100%	25%
Case Management	80%	67%
Clinics/Bariatrics/Wound Care	83%	50%
Community 2	91%	53%
Community Health Education	50%	0%
CPDIR	100%	92%
Emergency Department	92%	43%
Endoscopy	86%	83%
Float Maternal Child	78%	75%
Float Pool	63%	61%
Geriatrics/Center for Diabetes Ed.	0%	50%
Greenwall 5	77%	33%
Greenwall 6	89%	60%
Infection Control	80%	75%
Intensive Care Unit	80%	58%
Interventional Radiology	57%	83%

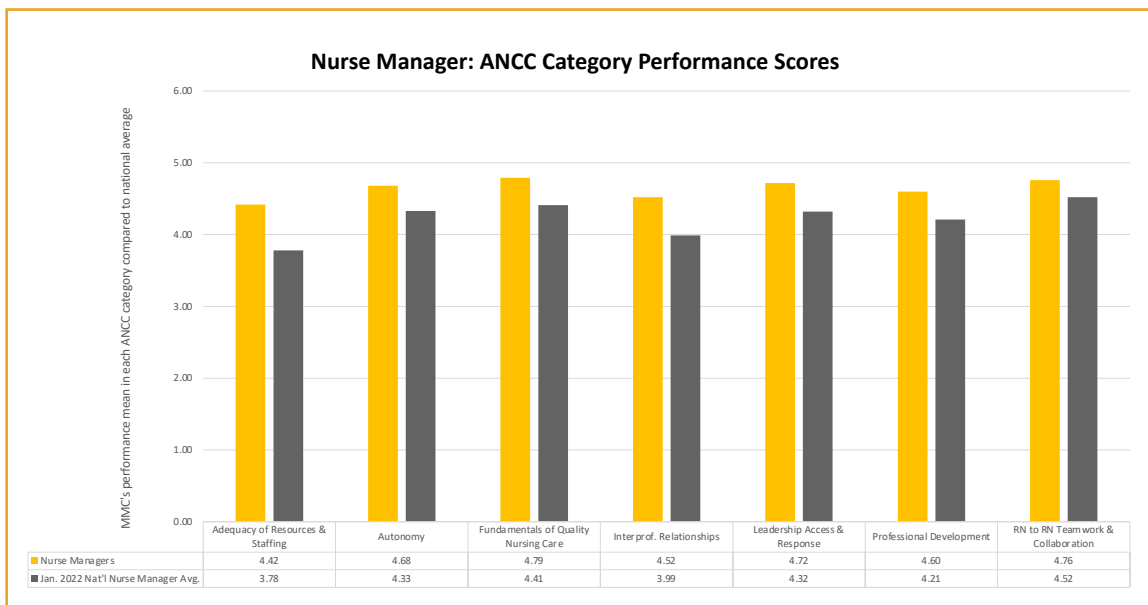
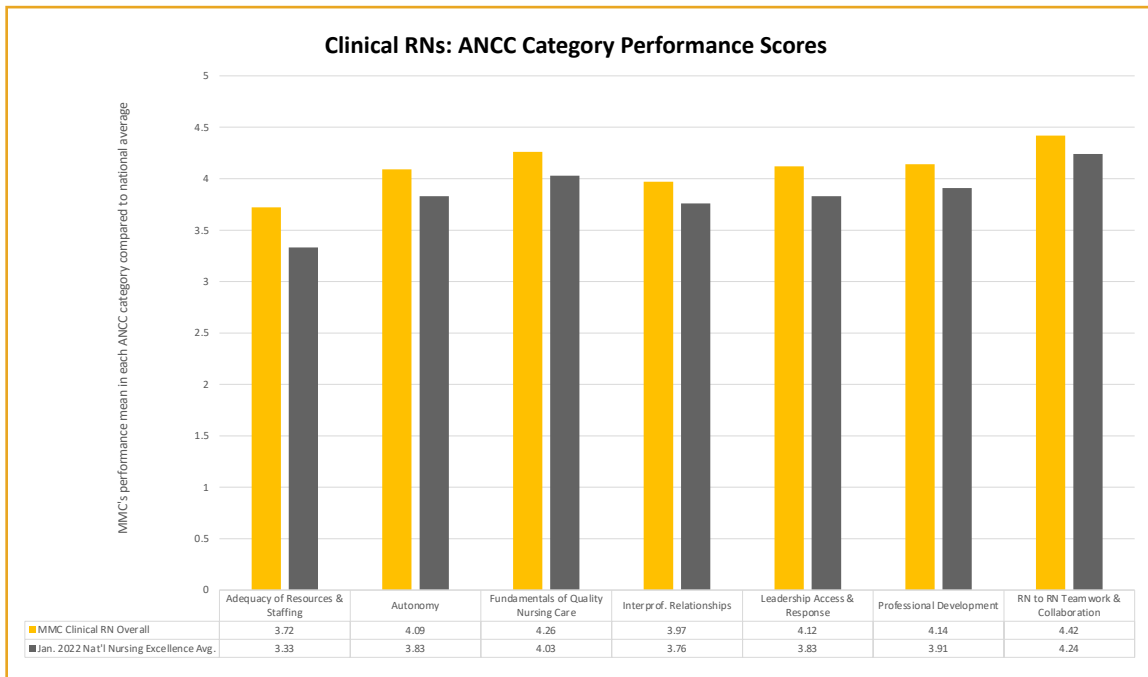
	BSN Rate	Cert Rate
Labor & Delivery	83%	77%
Neonatal Intensive Care Unit	81%	96%
Non-Invasive Cardiac Lab & Healthy Lives	78%	78%
Nurse Supervisors/RRT	92%	42%
OB Support	77%	92%
Operating Room	87%	53%
Outpatient Behavioral Health	0%	0%
Pediatric Intensive Care Unit	100%	75%
Pediatric Medical Day Stay	100%	100%
Pediatrics	75%	69%
Performance Excellence	100%	25%
Perinatal Mood & Anxiety Disorder	75%	67%
Post-Anesthesia Care Unit	71%	50%
Pre-Admission Testing	75%	100%
Psych Administration	67%	50%
Psychiatric Emergency Screening Services	47%	41%
Radiation Oncology	50%	100%
Same Day Surgery	69%	44%
Todd 5 Mother-Baby	77%	88%
Todd 6 East	72%	9%
Todd 6 West Mother-Baby	86%	81%
Vaccination Clinic	86%	43%
Vaccination Clinic - Community	0%	0%
Valerie Fund	100%	100%
Vantage Point	63%	63%



RN Satisfaction

MMC's Nursing Leadership Team truly strives for a positive work environment for all nurses. In order to thoroughly address the needs of the frontline, MMC employs a third party vendor to conduct an annual Employee Engagement Survey. In 2021, the RN Satisfaction questions were included in this survey administered by Press Ganey Associates. All employed RNs, including APRNs and RNFAs, were highly encouraged to take the survey, as it is for their ultimate benefit. By isolating all RN results, nursing leadership may better address staff concerns and work together with the frontline nurses to foster empowerment. As a High Reliability Organization, leadership considers nursing engagement to be crucial for job satisfaction and quality patient care. Improvement plans are created for immediate implementation alongside frontlines nurses on the units and through shared governance. In 2021, nursing achieved a 98% participation rate for the Employee Engagement Survey.

The seven ANCC categories that are tabulated for the RN Satisfaction scores include the following: Adequacy of Resources and Staffing, Autonomy, Fundamentals of Quality Nursing Care, Interprofessional Relationships, Leadership Access and Responsiveness, Professional Development, and RN to RN Teamwork and Collaboration.

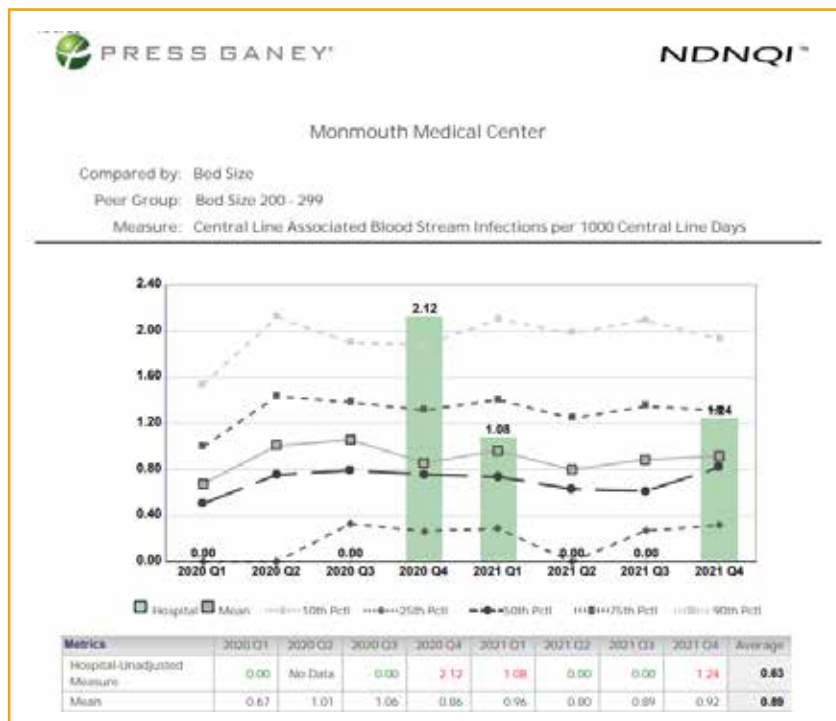
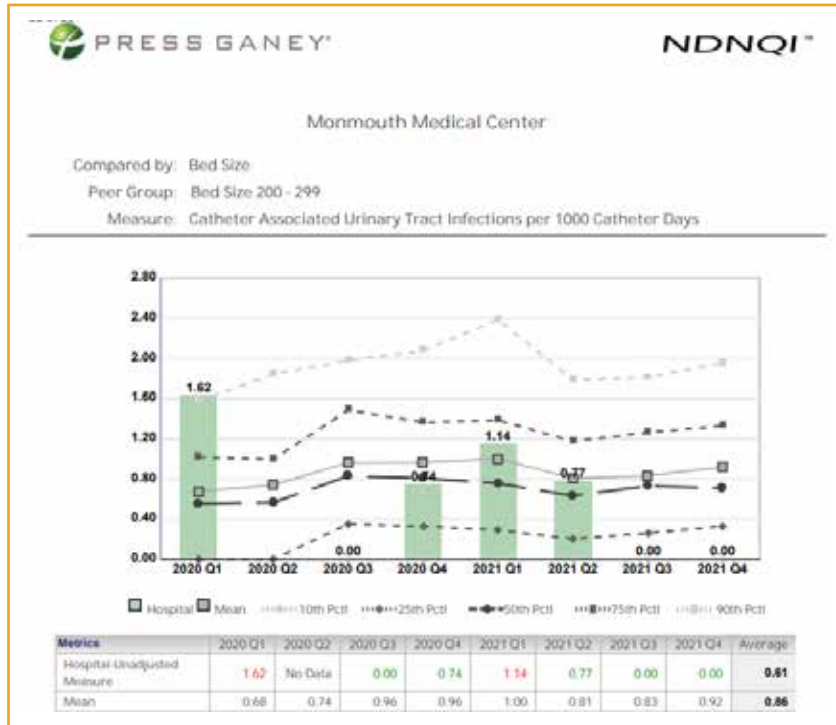


Nurse-Sensitive Indicators

According to Press Ganey Associates: “The National Database of Nursing Quality Indicators (NDNQI®) is recognized as the gold standard in collecting, analyzing, comparing, and reporting unit-based nursing-sensitive quality indicators. With powerful unit-level data, NDNQI enables action-planning and intervention for specific units needing improvement. It features nursing-sensitive structure, process, and outcomes measures to monitor relationships between quality indicators and outcomes.”

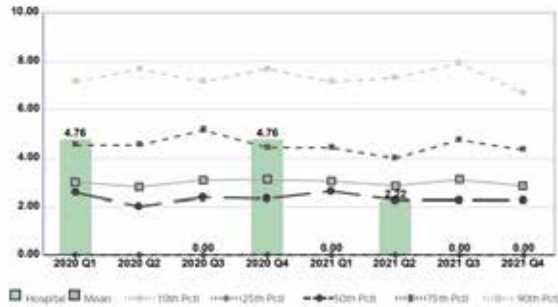
Based on eligible indicators, MMC’s NDNQI Site Coordinator reports the nurse-sensitive indicator data in order to determine each unit’s quarterly performance. This performance is benchmarked nationally against other like-units in organizations with a similar bed size. Quarterly results are disseminated to nurses through CNO Patient Care Services Town Hall Meetings, Breakfast with the CNO, unit-based professional practice councils, shared governance involvement, staff meetings, unit Magnet Boards, and communication with managers and divisional leaders.

**Note: the second quarter of 2020 was not reported due to COVID-19*



Monmouth Medical Center

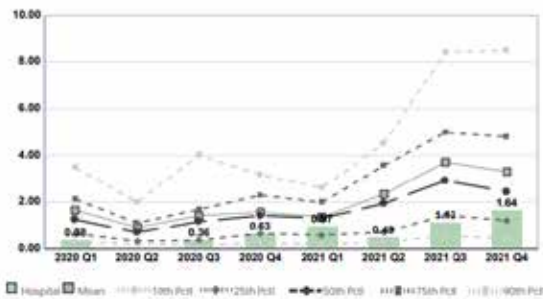
Compared by: Bed Size
 Peer Group: Bed Size 200 - 299
 Measure: Percent of Patient Falls that were of Moderate or Greater Injury Severity



Metric	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2021 Q1	2021 Q2	2021 Q3	2021 Q4	Average
Hospital Unadjusted Measure	4.76	No Data	0.00	4.76	0.00	2.22	0.00	0.00	1.68
Mean	3.00	2.81	3.09	3.11	3.04	2.86	3.11	2.84	2.98

Monmouth Medical Center

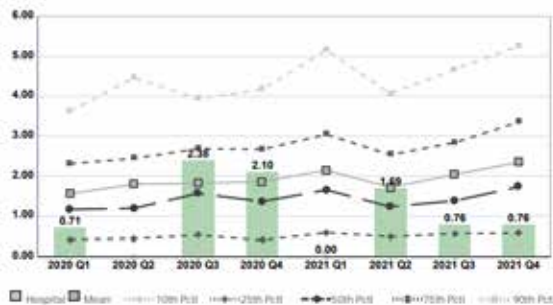
Compared by: Bed Size
 Peer Group: Bed Size 200 - 299
 Unit Type: ED-50,000-79,999 Annual Visits
 Unit: Emergency Department (COVID-19)
 Measure: Percent of Patients who Left Without Being Seen



Quarter	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2021 Q1	2021 Q2	2021 Q3	2021 Q4	Average
Unit	0.38	No Data	0.36	0.63	0.97	0.49	1.13	1.64	0.80
Mean	1.67	0.93	1.42	1.58	1.37	2.21	3.72	3.31	2.04

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Compared by: Bed Size
 Peer Group: Bed Size 200 - 299
 Measure: Percent of Surveyed Patients with Hospital Acquired Pressure Injuries Stage 2 and Above



Metric	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2021 Q1	2021 Q2	2021 Q3	2021 Q4	Average
Hospital Unadjusted Measure	0.71	No Data	2.36	2.10	0.00	1.69	0.76	0.76	1.20
Mean	1.56	1.39	1.82	1.86	2.14	1.72	2.04	2.30	1.91

Monmouth Medical Center's Professional Practice Model



PASSIONATE ABOUT EXCELLENCE. COMPASSIONATE ABOUT PEOPLE



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. In December, MMC's Professional Practice Model was updated by consensus vote of the Shared Governance Councils. The change reflects MMC's innate ability to adapt to the professional landscape.

High Reliability (new in 2021)

On our Safety Together journey in a HRO, we strive to reduce our risks of experiencing errors, ensure we have a fair and just response, and constantly encourage and reinforce teamwork and continuous improvement.

Performance Excellence (new in 2021)

We demonstrate accountability to our patients and profession by adhering to the standards of care and professional practice through quality improvement initiatives and nurse-sensitive indicators.

Professional Development

We demonstrate professional development and growth by supporting the advancement of formal education and professional certification as well as the mentoring of all levels of nursing professionals.

Diversity & Inclusion (new in 2021)

We strive to implement strategies that support our diverse community and workforce, while ensuring equitable, high-quality, and culturally competent patient-centered care and outcomes in an inclusive environment.

Caring & Compassion

Holistic Approach: We provide care of the mind, body, and spirit through disease prevention, promotion of health and wellness, and healing.

Collaboration & Communication

We collaborate and communicate with the patient, family, and multidisciplinary healthcare team to develop a plan of care that is individualized, measurable, and achievable.

Shared Governance

We use a shared governance model within the organization in which clinical nurses and the nursing leadership team collaborate to identify the standards of care and nursing practice.

Evidence-Based Practice & Research

We use evidence-based practice to integrate the best, current evidence into clinical practice to ensure that high-quality care is provided to our community.



Monmouth Medical Center

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