



2023 NURSING *Annual Report*



**RWJBarnabas
HEALTH**

**Monmouth
Medical Center**

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Thank you to the 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

FROM OUR LEADERSHIP



A Message from Monmouth Medical Center's Chief Executive Officer and Interim Chief Nursing Officer

In 2023, we celebrated Nurses Week under the theme, “Nurses Make a Difference: Anytime, Anywhere, Always,” honoring the unwavering commitment of nurses to our patients. The American Nurses Association puts it best: “The impact of nurses on healthcare is unparalleled, directly affecting the health and well-being of our society—everywhere we live, work, play, and learn.”

RWJBarnabas Health rolled out a unified mission, vision, and credo. Along with that are values supporting the mission: accountability, compassion, curiosity, empathy, excellence, kindness, respect, and teamwork. At Monmouth Medical Center, we honor our incredible nurses who embody these values every day. Though the roles you play are varied, and each patient encounter is unique, the common theme among our 1,000-member Nursing Staff is that you always make a difference.

As we look back on the last year, we are incredibly grateful for your unwavering commitment to the relentless pursuit of clinical excellence. This is evidenced by the most recent national recognitions that continue to distinguish us as the hospital of choice in our region, including our third consecutive recognition by *Newsweek* as one of the world's best hospitals and additional recognition by *Newsweek* as a World's Best Infection Prevention Hospital. Awards such as these—and our standing as the hospital with the most LeapFrog A's for patient safety in the region, one of 11 New Jersey hospitals recognized by Becker's Hospital Review's “153 Great Community Hospitals” for 2023, and recognition with top honors as a 2022-2023 high performer in *U.S. News & World Report*—are testament to the vital role of our nurses in providing the highest quality, safest care.

While exceedingly proud of the many impressive national recognitions of the quality of care we provide, our Magnet® designation remains the gold standard and the true validation of nursing excellence. Our nurses provide exceptionally compassionate care to our patients and families and play a key role in our “Safety Together” journey, while constantly challenging themselves to expand their expertise through education and research. You have earned a reputation for providing extraordinary clinical care in every nursing specialty, and our nursing research continues to improve the treatment of our patients.

The new credo recently adopted by RWJBarnabas Health affirms our commitment to the delivery of clinical excellence with care and compassion, and to honor and appreciate the privilege of creating and sustaining healthier communities, one person and one community at a time. We are exceedingly thankful to our nurses. You embody this credo every day and work tirelessly to ensure that the best care possible is delivered to every patient, every day, and around the clock. Your dedication to patient-centered care is what truly makes our hospital a special place.

Sincerely,

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

Kirsten Windos, MSN, RN,
CPPS, CPHQ
Interim Chief Nursing Officer &
Vice President of Performance Excellence

PATIENT CARE SERVICES LEADERSHIP



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



Cheryl Covello, BSN, RN, CNOR
Interim Assistant
Vice President
Perioperative Services



Marli Gelfand, MA, LPC, ACS
Assistant Vice President
Behavioral Health



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



Maureen Bowe, MSN, RN
Administrative Director
Cardiology Services, Nursing
Resources, & Renal Services



Sharmine Brassington, PhD, RN
Administrative Director
Emergency Services



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



Kellie Graf, MSN, RN, CPAN
Interim Regional
Administrative
Director
CPDIR



Jeanette Luque, MSN, RN
Regional Director
Cancer Services



Lauren Russo, MSN, RN, MEDSURG-BC
Administrative Director
ICU & Medical-Surgical
Division



Deanna Tiggs, MS, RN, AOCNS
Regional Director
Oncology Support
Services

TRANSFORMATIONAL LEADERSHIP



Transformational Leadership

According to the American Nurses Credentialing Center, Transformational Leadership, the preferred style of leaders in a Magnet organization, is based on the recognition that nurse leaders must lead people to where they need to be in order to meet the demands of the future. Transformational leaders also know how to encourage, inspire, and motivate nurses to perform in ways that create meaningful and impactful change. This requires vision, influence, clinical knowledge, and a strong expertise relating to professional nursing practice. Nursing leaders at MMC are all engaged with staff on many levels, and through collaboration and inspiration, they in turn support their nurses to become transformational leaders as well.

Nursing Grand Rounds & Town Hall Meetings

Nursing Grand Rounds – January 12, 2023

Community Involvement

Presented by Jean McKinney & Abigail Thompson

The Leapfrog Group & CMS

Presented by Kirsten Windos, MSN, RN, CPPS, CPHQ & Brian Baker, MBS

Nursing Grand Rounds – July 26, 2023

How to Create a PI/QI Project

Presented by

Quality Resource Services

Danica Cordon, MHA

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

Heather Pirl, MS, CCC-SLP

Patient Care Services Town Hall Meeting – March 9, 2023

Nursing Strategic Plan Updates

Presented by

Darla Harmer, MSN, RN, NE-BC &

Lauren Fleming, MA, BSN, RN, MEDSURG-BC &

Johanna Rosario

Breakfast with the CNO – March 31, 2023

Presented by

Darla Harmer, MSN, RN, NE-BC

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

Invitees:

Stephen Boyce, MSN, RN, MEDSURG-BC

Tia Frazier, BSN, RN

Maeve Lynch, RN

Samantha McGrath, BSN, RN

Caroline Moran, MSN, APRN, CPN

Felicia Rosas, BSN, RN, CV-BC

Jean Straker-Darbeau, DNP, RN, CEN

Terry Tompkins, BSN, RN, RNC-OB

Breakfast with the CNO – September 28, 2023

Presented by

Darla Harmer, MSN, RN, NE-BC &

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

Invitees:

Stephen Boyce, MSN, RN, MEDSURG-BC

Lauren Barnshaw, BSN, RN, RNC-OB, C-EFM

Marie Brackett, RN, PMH-BC

Christina Daniel, BSN, RN, CPN

Lauren DelleDonne, BSN, RN, CCRN

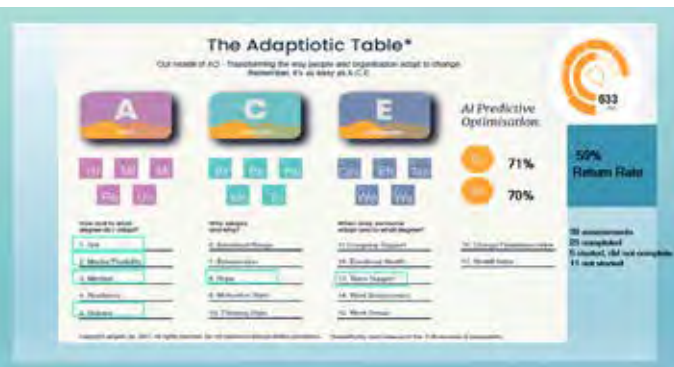
Kristen DeSimone, BSN, RN

Jacqueline Ganley, BSN, RN, MEDSURG-BC

Cristen Glende, BSN, RN, RNC-NIC

Sarah Merkle, BSN, RN, PMH-BC

Christine Picarello, BSN, RN, RNC-NIC



In June 2023, Eileen Godinez, D.M. ACC presented the AQai Team Results to MMC's Nursing Leadership. This survey reflected the adaptability and the metric of adaptability for inpatient and ambulatory directors. The feedback and results of the survey lead to increased leadership coaching opportunities.

MONMOUTH MEDICAL CENTER 2023 AWARDS & RECOGNITION

MMC named to the 2023 *Newsweek* list of World's Best Hospitals

It is the second consecutive year that the hospital has been included on the *Newsweek* listing, which recognized the best medical institutions across 27 countries and makes MMC one of 414 hospitals in the country and among seven New Jersey hospitals named. In announcing the 2023 list, *Newsweek* said that institutions on their list all share the quality of consistency—consistently attracting the best people, providing the best patient outcomes, and implementing the most important new therapies and research.

MMC among 11 New Jersey hospitals recognized by Becker's Hospital Review's "153 Great Community Hospitals"

The hospitals on this prestigious list are lauded for their clinical excellence, compassionate care, and economic impact on their communities.

American Nurses Credentialing Center's (ANCC) Commission on Accreditation in Practice Transition Programs granted reaccreditation to the New Graduate Residency at MMC

This is the second consecutive time the program was awarded Accreditation with Distinction, the highest recognition awarded by the ANCC. The ANCC Practice Transition Accreditation Program® sets the global standard for nursing residency programs that transition registered nurses from the academic setting to the healthcare environment. These programs are constructed to meet evidence-based criteria that demonstrates excellence in transitioning nurses to new practice settings. MMC strives to provide the highest quality onboarding experience to new nurses, while fostering professional growth and nursing excellence and recognizes the hardworking newly graduated nurse residents, nursing leadership, and clinical educators and their dedication to the program and its ongoing success

MMC recognized by *U.S. News & World Report* among the 2023-2024 Best Hospitals for Maternity Care

For the second consecutive year, MMC has been recognized among the Best Hospitals for Maternity Care. The global authority in hospital rankings and consumer advice, *U.S. News & World Report* identifies hospitals that provide high-quality maternity care for uncomplicated pregnancies. Best Hospitals for Maternity Care is an annual evaluation designed to assist expectant parents, in consultation with the prenatal care team, in making informed decisions about where to receive maternity care that best meets a family's needs.

MMC holds accreditation through a voluntary program of the Intersocietal Commission for the Accreditation of Echocardiography Laboratories

During Heart Month, the hospital's Non-Invasive Cardiac Lab came together to celebrate a special recognition received for 25 continuous years of excellence in the field of echocardiography. MMC has earned many national accreditations and rankings that attest to its commitment to cardiac excellence, including accreditation through a voluntary program of the Intersocietal Commission for the Accreditation of Echocardiography Laboratories.



MMC recertified for Pulmonary Rehabilitation

Cardiopulmonary Rehab's pulmonary rehabilitation program was recertified by the American Association of Cardiovascular and Pulmonary Rehabilitation (AACVPR). This certification recognizes MMC's commitment to improving the quality of life of patients by enhancing standards of care. MMC's Cardiopulmonary Rehab is the first program in Monmouth County to be certified for both cardiac and pulmonary rehabilitation by the AACVPR. A national, multidisciplinary association, the AACVPR is dedicated to the improvement of clinical practice, promotion of scientific inquiry and advancement of education for the benefit of cardiovascular and pulmonary rehabilitation professionals and the patients they serve.



MMC accredited by the Metabolic and Bariatric Surgery Accreditation and Quality Improvement Program for exceptional patient outcomes in bariatric surgery

The Bariatric Program met all national quality standards established to deliver safe, high quality metabolic and bariatric patient care. Patients seeking surgical treatment for obesity and its related conditions at MMC have the assurance they are receiving care at a nationally accredited program that meets the highest standards for patient safety and quality. Congratulations to the surgical physicians and team; Amber Cutone, MSN, RN, MEDSURG-BC, CBN, Administrative Director; the Bariatric Program's clinical nurses and staff; and interprofessional partners on this wonderful accomplishment.



Earned the most highest score of "A" for safety, quality and efficiency from the Leapfrog Group of any hospital in the region

MMC achieved "A" ratings in the Spring 2023 Leapfrog Hospital Safety Grade that was announced publicly May 2023. For MMC, it is the 17th consecutive "A", the longest "A" streak in both the system and region. These increasingly difficult to earn "A" ratings are a testament to the unwavering commitment our nurses demonstrate daily to consistently deliver the very best care. The Leapfrog Hospital Safety Grade is the only hospital ratings program based exclusively on hospital prevention of medical errors and harm to patients.

Named to the College of Healthcare Information Management Executives' Digital Health Most Wired Recognition, achieving a Performance Excellence Level 9

Named a Leader in LGBTQ Healthcare Equality by the Human Rights Campaign Foundation

Holds platinum level designation for hospital organ donation from the Health Resources and Services Administration

Named among the nation's Best Children's Hospitals for 2023 - 2024 by *U.S. News & World Report* for pediatric urology

Recognized by Healthgrades for excellence in women's care, receiving the Obstetrics and Gynecology Excellence Award and Labor and Delivery Excellence Award. MMC has received these two Healthgrades' distinctions for seven consecutive years, ranking us among the top 5% of hospitals evaluated for both obstetrics and gynecology, and for labor and delivery

Designated as an Intersocietal Accreditation Commission Accredited Vein Center

Received the Get with The Guidelines® - Heart Failure Gold Plus Quality Achievement Award from the American Heart Association's Get With the Guidelines® Performance Achievement Awards

Accredited by the American College of Surgeons Commission on Cancer as the only facility in Monmouth County to be designated as an Academic Comprehensive Cancer Program

The Joint Commission granted MMC an accreditation decision of Accredited for all services surveyed under the applicable manual: "Comprehensive Accreditation Manual for Behavioral Health Care and Human Services" and "Comprehensive Accreditation Manual for Hospitals"

Employee of the Month

December

Terry Tompkins, BSN, RN, RNC-OB
Labor & Delivery

“Terry is a perfect example of a team player. She is continuously going above and beyond—for not only her patients, but also to teach the many nurses she has precepted. Terry brings the entire spirit of the floor up and always maintains a positive attitude, despite the busy and unpredictable world of Labor and Delivery. She is the first person to lend a hand as soon as she arrives.”



The DAISY Award

FOR EXTRAORDINARY NURSES

IN MEMORY OF J. PATRICK BARNES

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 ITP (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. Monmouth Medical Center proudly recognizes the nurses who have demonstrated outstanding care through recognition of this award.

The 2023 DAISY Award winners:



Sarah Buffa, BSN, RN, CNOR

Operating Room
March 2023



Nurse Leader Award

Kellie Graf, MSN, RN, CPAN

Same Day Surgery &
Pre-Admission Testing

May 2023



Marie Brackett, RN, PMH-BC

Psychiatric Emergency
Screening Services
September 2023



Nurses Week 2023 Award Winners

Maysie Stroock Nursing Education Award
 Stephen Boyce, MSN, RN, MEDSURG-BC

Nurse Mentorship Award
 Dawn Penn, BSN, RN, CCM
 Laura Bourque, MSN, RN, PMH-BC
 Mary Aguilar, BSN, RN, MEDSURG-BC

Partners in Care Award
 Pedro Cruz

Monsignor Bradley Nursing Research
 & Education Award
 Sola Zachariah, BSN, RN, RNC-NIC
 Sherri Jovanovic, BSN, RN, CNOR

Novice Nurse Award
 Ally Flynn, BSN, RN
 Pauline Protentis, BSN, RN
 Cathryn Garcia, BSN, RN
 Ellie Martel, BSN, RN

Caritas Nurse of the Year Award
 Lauren Fleming, MA, BSN, RN, MEDSURG-BC
 Laura Lee Manfra, BA, RN, PMH-BC

Daisy Nurse Leader Award
 Kellie Graf, MSN, RN, CPAN

Diversity, Equity, & Inclusion Champion Award
 Iris Cruz, BSN, RN, MEDSURG-BC



PNANJ's 47th Annual Gala and Awards Night

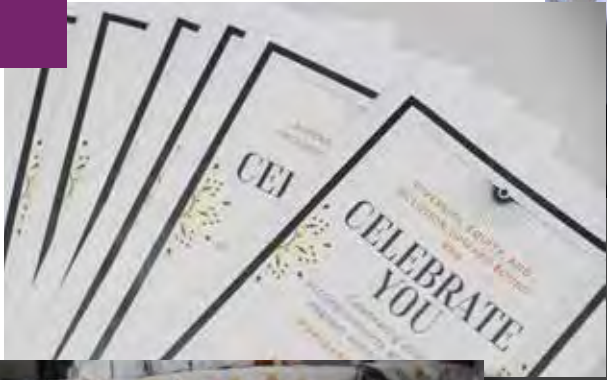
President and CEO Eric Carney was honored September 15th with the Philippine Nurse Association of New Jersey (PNANJ) Presidential Award during their 47th Annual Gala and Awards Night. The Presidential Award is given to a healthcare professional who demonstrates extraordinary commitment to outstanding clinical practice, healthcare administration, and advocacy that has significantly benefitted patients and the healthcare community. The award recognizes a healthcare executive who has supported the PNANJ organization, its vision and mission through the years with his commitment in supporting nurses outreach initiatives and support for PNANJ various projects and programs that enhances professional growth, community health outreach, projects, and advocacy to different causes.

PNANJ nurse leaders Lolita Jacob, DNP, RN, FNP-BC, and Cristina Perez-Connor, BSN, RN, CAPA were recently named to the 2022 to 2024 PNANJ Executive Board. Lolita, an advanced practice nurse who is currently Chairperson of the PNANJ Education and Practice Committee, was named Vice President of the PNANJ Central Region, and Cristina was named Secretary. Additionally, Lolita is the immediate past president of the PNANJ Monmouth Executive Board, and Cristina serves on their Board of Directors.

Celebrating Milestones

MMC leadership gathered September 26th to honor 320 team members who achieved services milestones of 5 to 50 years at the annual service awards. Among 78 MMC staff celebrating milestones of 25 years or more was Radiology's Agnes Andolino, who marked her 50th work anniversary. Nearly 170 people attended, including the honorees and their guests, members of the MMC Board of Trustees, Medical Executive Committee, Executive Council, and Management Team.





Preparing the Next Generation of Nurse Leaders

Darla Harmer, MSN, RN, NE-BC and the Business Resource Group, led by Sylvia Jacobs, Director of Diversity and Inclusion, celebrate nurse leaders through Upward Bound semi-annually.





Women's Empowerment

In honor of Women's History Month, The Global Minds Business Resource Group hosted Women's Empowerment and Inclusion Luncheons with female Vice Presidents from MMC. This was an opportunity to hear from the hospital's very own Women Leaders who can share their career journeys, life experiences, professional expertise, and personal self-care tips. Participants had the opportunity to meet employees from across different departments and strengthen ties to one another as a strong, unified, and inclusive team.



STRUCTURAL EMPOWERMENT



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. Structured pathways foster an environment where nurses can achieve professional growth and participate in decision-making interprofessional groups. Nurses are required to be encouraged, engaged, and empowered to find the most beneficial way to achieve organizational goals and desired outcomes. Nurses must be able to uphold an organization's mission, vision, values, and philosophy while simultaneously working to improve behaviors through established programs and structures.

MMC's clinical excellence is directly related to our nurses' professional development and philosophy that drive best practice.

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 health care environment.
- Methods of quality improvement, research and innovation refine our practice.
- Nurses serve as leaders, aspiring for the highest level of judgement, ethics, and standards. Leadership is recognized through accountability and accepting the responsibilities, privileges, and rights within our professional practice.

Mission, Vision, and Values

The nursing team at MMC embraces the new mission, vision, and values of RWJBarnabas Health that were adopted in January 2024:



Our Mission: We are an academic health system, partnering with our communities to build and sustain a healthier New Jersey.



Our Vision: RWJBarnabas Health will be the premier health care destination providing patient-centered, high-quality academic medicine in a compassionate and equitable manner, while delivering a best-in-class work experience to every member of the team.



Our Values:

- **Accountability:** An acceptance of responsibility for honest and ethical conduct towards others.
Synonyms: responsibility, liability
- **Compassion:** Sympathetic concern for the sufferings or misfortunes of others.
Synonym: understanding
- **Curiosity:** A strong desire to know or learn something.
Synonyms: interest, inquisitiveness
- **Empathy:** The ability to understand and share the feelings of another.
Synonyms: sensitivity towards, understanding of
- **Excellence:** The quality of being outstanding or extremely good.
Synonyms: greatness, superiority
- **Kindness:** The quality of being friendly, generous and considerate.
Synonym: selflessness
- **Respect:** A feeling of deep admiration for someone or something elicited by their abilities, qualities or achievements.
Synonyms: esteem, regard
- **Teamwork:** The combined action of a group of people, especially when effective and efficient.
Synonyms: partnership, synergy

MMC proudly recognized all professional nursing board certified nurses on March 19, 2023, the American Nurses Credentialing Center's National Certified Nurses Day. This day of distinction celebrates those nurses dedicated to proficiency, excellence, and service in their specialty. We are grateful to those nurses who earn and maintain the highest credentials, and thank them for their commitment to their profession!



Nursing Certifications

The *2023 Magnet Application Manual* stipulates a professional nursing board certification rate of 51% or greater. By December 2023, the nursing workforce at MMC had achieved an overall professional nursing certification rate of 56%.

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 in 2023:



<u>Name</u>	<u>Unit</u>	<u>Certification</u>
Stephanie Ging, BSN, RN, PMH-BC	Alexander Pavilion 1	Psychiatric Mental Health Nurse
Sarah Merkle, BSN, RN, PMH-BC	Alexander Pavilion 1	Psychiatric Mental Health Nurse
John Keene, BSN, RN, PMH-BC	Alexander Pavilion 2	Psychiatric Mental Health Nurse
Greg Appleman, BSN, RN, MEDSURG-BC	Betty Block Roberts 2	Medical-Surgical Nurse
Miranda Blasco, BSN, RN, MEDSURG-BC	Betty Block Roberts 2	Medical-Surgical Nurse
Stephen Boyce, MSN, RN, MEDSURG-BC	Betty Block Roberts 2	Medical-Surgical Nurse
Nicole Cebulko, BSN, RN, MEDSURG-BC	Betty Block Roberts 2	Medical-Surgical Nurse
Jacqueline Ganley, BSN, RN, MEDURG-BC	Betty Block Roberts 2	Medical-Surgical Nurse
Zoe Miranti, RN, MEDSURG-BC	Betty Block Roberts 2	Medical-Surgical Nurse
Melissa Ferreyra, BSN, RN, MEDSURG-BC	Community 2	Medical-Surgical Nurse
Taylor Gregory, BSN, RN, MEDSURG-BC	Community 2	Medical-Surgical Nurse
Allison Rayburn, BSN, RN, MEDSURG-BC	Community 2	Medical-Surgical Nurse
Tara Pistone, BSN, RN, CEN	Emergency Department	Emergency Nurse
Jessica Trentacosti, BSN, RN, CEN	Emergency Department	Emergency Nurse
Hope Siedler, RN, AMB-BC	Geriatric Program	Ambulatory Care Nurse
Susan Barringer, BSN, RN, MEDSURG-BC	Greenwall 5	Medical-Surgical Nurse
Luana Falavinha, BSN, RN, MEDSURG-BC	Greenwall 5	Medical-Surgical Nurse
Jacob Moise, BSN, RN, MEDSURG-BC	Greenwall 5	Medical-Surgical Nurse
Amy Porter, BSN, RN, CCM	Greenwall 5	Case Manager
Heather Emme, BSN, RN, MEDSURG-BC	Greenwall 6	Medical-Surgical Nurse
Kristen Keenan, BSN, RN, MEDSURG-BC	Greenwall 6	Medical-Surgical Nurse
Stephanie Ring, BSN, RN, MEDSURG-BC	Greenwall 6	Medical-Surgical Nurse
Victoria Rose Johnson, MHA, BSN, RN, CIC	Infection Control	Infection Control

Annamarie Brey, MSN, RN, RNC-OB, C-EFM	Labor and Delivery	Inpatient Obstetric Nurse
Marissa Steinberg, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Mallory Stone, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Julia Wetzel, BSN, RN, C-EFM	Labor and Delivery	Electronic Fetal Monitoring
Daun Hellmers, RN, RNC-NIC	Neonatal Intensive Care Unit	Neonatal Intensive Care Nurse
Kristelle Cates Cristobal, BSN, RN, MEDSURG-BC	Non-Invasive Cardiac Lab	Medical-Surgical Nurse
Jenna Dobrowski, BSN, RN, CPAN	Post-Anesthesia Care Unit	Post-Anesthesia Nurse
Stefanie Reynolds, MSN, APRN, FNP-C	Post-Anesthesia Care Unit	Family Nurse Practitioner
Robin Cofer, MSN, RN, CAPA	Pre-Admission Testing	Ambulatory Perianesthesia Nurse
Margaret Nielsen, JD, BSN, RN, CPHRM, CPPS	Risk Management	Patient Safety Professional
Alexa Lubonski, BSN, RN, MEDSURG-BC	Todd 6 East	Medical-Surgical Nurse
Lauren Vega, BSN, RN, MEDSURG-BC	Todd 6 East	Medical-Surgical 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 are 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 2023:



<u>Name</u>	<u>Unit</u>	<u>Certification</u>
Jeanette Luque, MSN, RN	Administration	Chamberlain University
Stephen Boyce, MSN, RN, MEDSURG-BC	Betty Block Roberts 2	Western Governors University
Bomina Lim, MSN, RN, MEDSURG-BC	Community 2	Monmouth University
Gabriella Bianco, MSN, RN	Emergency Department	Walden University
Megan Chawla, BSN, RN	Emergency Department	Western Governors University
David DeMatteo, MSN, RN	Emergency Department	Chamberlain University
Sabrina Rossiter, MSN, RN, MEDSURG-BC	Emergency Department	Chamberlain University
Abby Schrader, MSN, RN, MEDSURG-BC	Emergency Department	Jacksonville University
Rosemary Mensah, DNP, RN	Nursing Float Pool	Rutgers University
Kushboo Patel, BSN, RN	Nursing Float Pool	Chamberlain University
Victoria Rose Johnson, MHA, BSN, RN, CIC	Infection Control	Arizona State University
Sherrienne Young, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Kean University
Lisa Turner, MSN, RN, CEN	Nursing Education	Monclair State University
Elizabeth Davis, MSN, RN, PED-BC	Same Day Surgery	Monmouth University
Amanda Iachetta, MSN, RN	Todd 5 Mother-Baby	Chamberlain University
Nicole Ifantis, MSN, RN, CPN	Todd 5 Mother-Baby	Chamberlain University
Dana Primiano, BSN, RN, RNC-MNN	Todd 5 Mother-Baby	Chamberlain University
Devin Bove, MSN, RN, CMSRN	Vantage Point	Chamberlain University
Kayla Petrozzo, BSN, RN, MEDSURG-BC	Vantage Point	Capella University

PROFESSIONAL DEVELOPMENT

Professional Development Advancement Program

Structural empowerment refers to the structures, programs, and policies 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.

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



LEVEL 4

<u>Nurse</u>	<u>Unit</u>
Mary Danish, RN, OCN, CEN	Cancer Support Community
Nicole Weil, MSN, RN, RNC-OB, C-EFM	Labor and Delivery
Kathleen Malouf, BS, MSN, RN, PED-BC	Pediatric Medical Day Stay

LEVEL 3

<u>Nurse</u>	<u>Unit</u>
Justine Certo, BSN, RN, PMH-BC	Alexander Pavilion 1
Anastasia Geardino, BSN, RN, PMH-BC	Alexander Pavilion 1
Maria Gonzalez-Arrieta, BSN, RN, PMH-BC	Alexander Pavilion 1
Sarah Merkle, BSN, RN, PMH-BC	Alexander Pavilion 1
Miranda Blasco, BSN, RN, MEDSURG-BC	Betty Block Roberts 2
Stephen Boyce, MSN, RN, MEDSURG-BC	Betty Block Roberts 2
Nicole Cebulko, BSN, RN, MEDSURG-BC	Betty Block Roberts 2
Caroll De Rocco, RN, OCN	Betty Block Roberts 2
Jacqueline Ganley, BSN, RN, MEDSURG-BC	Betty Block Roberts 2
Zoe Miranti, RN, MEDSURG-BC	Betty Block Roberts 2
Vilma Palisoc, BSN, RN	Betty Block Roberts 2
Mark Bender, BSN, RN, OCN	Betty Block Roberts 4
Leslie Desimone, BSN, RN, OCN	Betty Block Roberts 4
Kerry Mallon-Nash, RN, OCN	Betty Block Roberts 4
Melissa Bopp, BSN, RN, MEDSURG-BC	Borden 5
Matthew Seward, BSN, RN, MEDSURG-BC	Borden 5
Kelly Morrison, BSN, RN, MEDSURG-BC	Community 2
Janna Bogan, BSN, RN, CEN	Emergency Department
Victoria Cahill, BSN, RN, CPEN	Emergency Department
Cheryl Clarkin, BSN, RN, CPEN	Emergency Department
Fiorella La Hara, BSN, RN, CEN	Emergency Department
Sabrina Rossiter, MSN, RN, MEDSURG-BC	Emergency Department
Sandra Denoville, BSN, RN, CGRN	Endoscopy
Donna Jefferys, BSN, RN, CGRN	Endoscopy
Gabrielle Ambrozia, BSN, RN, RNC-MNN	Float Maternal Child
Laura Brooks, BSN, RN, CPN	Float Maternal Child
Alyssa Gergely, BSN, RN, CPN	Float Maternal Child
Danielle Rose Molinari, BSN, RN	Float Maternal Child
Erin Tamasco, RN, CPN	Float Maternal Child
Toni Higgins, BSN, RN, GERO-BC	Greenwall 5
Margaret Moran, BSN, RN, MEDSURG-BC	Greenwall 5

Katarzyna Reitmeyer, BSN, RN, MEDSURG-BC	Greenwall 5
Jessamma Ruby, BSN, RN, MEDSURG-BC	Greenwall 5
Heather Emme, BSN, RN, MEDSURG-BC	Greenwall 6
Iris Cruz, BSN, RN, MEDSURG-BC	Intensive Care Unit
Lauren Barnshaw, BSN, RN, RNC-OB, C-EFM	Labor and Delivery
Joan Coronato, MPA, BSN, RN, C-EFM	Labor and Delivery
Victoria DePalma, BSN, RN, C-EFM	Labor and Delivery
Victoria O'Dor, MSN, RN, RNC-OB, C-EFM	Labor and Delivery
Kaitlin Muller, BSN, RN, RNC-OB, C-EFM	Labor and Delivery
Meredith Picurro, BSN, RN, RNC-OB	Labor and Delivery
Terry Tompkins, BSN, RN, RNC-OB	Labor and Delivery
Amanda Urso, BSN, RN, C-EFM	Labor and Delivery
Hannah Whitman, BSN, RN, C-EFM	Labor and Delivery
Bindhu Giji Abraham, RN, RNC-NIC	Neonatal Intensive Care Unit
Jancy Abraham, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Sheeba Antony, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Ashley Card-Applegate, BSN, RN	Neonatal Intensive Care Unit
Jennifer Cavanaugh, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Barbara Ehrhardt, RN, RNC-NIC	Neonatal Intensive Care Unit
Rachel Herman, BSN, RN	Neonatal Intensive Care Unit
Lisa Iorio, BSN, RN	Neonatal Intensive Care Unit
Jessica Kuch, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Michele Leahy, BSN, RN	Neonatal Intensive Care Unit
Kimberly Mandato, RN	Neonatal Intensive Care Unit
Laura Meyer, MSN, RN	Neonatal Intensive Care Unit
Christine Picarello, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Erin Rotondo, BSN, RN	Neonatal Intensive Care Unit
Patricia Ryan, RN	Neonatal Intensive Care Unit
Taylor Thrunk, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Heike Tinnirello, RN	Neonatal Intensive Care Unit
Alexandra Vandesype, MSN, RN	Neonatal Intensive Care Unit
Kaila Wiarda, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Salo Shibu Zachariah, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit
Lauren Petach, BSN, RN, MEDSURG-BC	Nursing Float Pool
Sheeba Suresh, BSN, RN, MEDSURG-BC	Nursing Float Pool
Jaclyn Lee Donohue, BSN, RN, RNC-MNN, IBCLC	OB Support Center
Christy Tulino, BSN, RN, IBCLC	OB Support Center
Sarah Buffa, BSN, RN, CNOR	Operating Room

Linda DeRosa, BSN, RN, CNOR	Operating Room
Nicole Dwyer, BSN, RN	Operating Room
Karlie E. Elsieidy, BSN, RN, CPN	Operating Room
Margareta Gartside, BSN, RN, CNOR	Operating Room
Lisa Garzone, MSN, APRN	Operating Room
Malgorzata Jedlinski, RN, CNOR	Operating Room
Stephanie Journick, BSN, RN, CNOR	Operating Room
Kaitlyn Lessing, MSN, RN	Operating Room
Ashley Meagher, BSN, RN, CNOR	Operating Room
Jacqueline Passariello, BSN, RN, CNOR	Operating Room
Alissa Principato, MSN, RN, CNOR	Operating Room
Janette Principe, BSN, RN, CNOR	Operating Room
Dominika Stankiewicz, BSN, RN, CNOR	Operating Room
Danielle Yoos, BSN, RN, CNOR	Operating Room
Eda Chung, BSN, RN, CPN	Pediatrics
Christina Daniel, BSN, RN, CPN	Pediatrics
Bianca Fasciano, MSN, RN, CPN	Pediatrics
Hope Walck, BSN, RN, CPN	Pediatrics
Caroline Moran, MSN, APRN, CPN	Pediatric Intensive Care Unit
Kaitlyn Musto, MSN, APRN, PED-BC	Pediatric Intensive Care Unit
Ambily Nair, BSN, RN, PED-BC	Pediatric Intensive Care Unit
Ashlee Poskonka, BSN, RN, PED-BC	Pediatric Intensive Care Unit
Brynne Wiedeman, BSN, RN, PED-BC	Pediatric Intensive Care Unit
Robin Cofer, MSN, RN, CAPA	Pre-Admission Testing
Stephanie Laberdee, RN, CAPA	Pre-Admission Testing
Nellie Padre, BSN, RN, CCRN	Pre-Admission Testing
Daureen Vales, BSN, RN, CAPA	Pre-Admission Testing
Joyce Bodine, BSN, RN, CPAN	Post-Anesthesia Care Unit
Rita Ann Cavaliere, MA, BSN, RN, CPAN	Post-Anesthesia Care Unit
Emmanuella Phanor, BSN, RN, CAPA	Post-Anesthesia Care Unit
Marie Brackett, RN, PMH-BC	Psychiatric Emergency Screening Services
Dawn Vierschilling, MSN, RN, OCN	Radiation Oncology
Marie Andreen, BSN, RN, MEDSURG-BC	Rapid Response Team Nurse
Lisa Lemanski, BSN, RN, CCRN	Rapid Response Team Nurse
Kiera Reilly, BSN, RN, CCRN	Rapid Response Team Nurse
Lisa Turner, MSN, RN, CEN	Rapid Response Team Nurse
Cynthia Arandela-Bundac, BSN, RN, MEDSURG-BC	Same Day Surgery
Christie Butler, BSN, RN, CEN, PCCN	Same Day Surgery

Jordan Colonna Fahey, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Emily DeLorenzo, BSN, RN	Todd 5 Mother-Baby
Carly Disney, BSN, RN	Todd 5 Mother-Baby
Kate Gagliano, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Dana Primiano, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Veronica Romeo, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Jamie Rowe, MSN, RN, RNC-MNN	Todd 5 Mother-Baby
Claire Stenson, BSN, RN	Todd 5 Mother-Baby
Mildred Stovall, BSN, RN	Todd 5 Mother-Baby
Watchree Taylor, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Gina Elizabeth Weisneck, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Kayla Briden, BSN, RN, MEDSURG-BC	Todd 6 East
Victoria Chmielowicz, BSN, RN, MEDSURG-BC	Todd 6 East
Lauren Miele, BSN, RN, MEDSURG-BC	Todd 6 East
Anjani Patel, BSN, RN, MEDSURG-BC	Todd 6 East
Caylee Bruff, BSN, RN	Todd 6 West Mother-Baby
Amanda VanLoenen, MSN, RN, RNC-MNN	Todd 6 West Mother-Baby
Susan Beaver, RN, OCN	Vantage Point
Susan Da Silva, BSN, RN, OCN	Vantage Point
Jessica Montague, BSN, RN, OCN	Vantage Point
Elizabeth O'Donnell, MA, RN, OCN	Vantage Point
Kayla Petrozzo, BSN, RN, MEDSURG-BC	Vantage Point

LEVEL 2

Nurse	Unit	Nurse	Unit
Beth Conover, BSN, RN	Alexander Pavilion 1	Samantha K McGrath, BSN, RN	Endoscopy
Cathryn Garcia, BSN, RN	Alexander Pavilion 1	Jessica Noonan, BSN, RN	Endoscopy
Stephanie Ging, BSN, RN, PMH-BC	Alexander Pavilion 1	Pellegrina Rego, RN, CGRN	Endoscopy
Laura Kenney, BSN, RN	Alexander Pavilion 1	Kristen Catalano, MSN, RN, IBCLC	Float Maternal Child
Tricia Louis, MSN, RN	Alexander Pavilion 1	Michelle Cuna, BSN, RN	Float Maternal Child
Samantha Brasco, BSN, RN	Alexander Pavilion 3	Melissa Ercolino, RN, CPN	Float Maternal Child
Sarah Carson, BSN, RN	Alexander Pavilion 3	Jessie Grandelli, BSN, RN	Float Maternal Child
Gregory Appleman, BSN, RN	Betty Block Roberts 2	Sydney Kurfehs, MSN, RN, RNC-MNN	Float Maternal Child
Amber Hernandez, RN	Betty Block Roberts 2	Marissa Restivo, BSN, RN	Float Maternal Child
Anthony Talerico Jr, RN	Betty Block Roberts 2	Dana Siclare, BSN, RN	Float Maternal Child
Dana Pacelli, BSN, RN	Betty Block Roberts 4	Margarita Abutin, BSN, RN, MEDSURG-BC	Greenwall 5
Abaigeal Dacey, BSN, RN, MEDSURG-BC	Borden 5	Alexa Capardi, BSN, RN, MEDSURG-BC	Greenwall 5
Bridget Fisher, RN, MEDSURG-BC	Borden 5	Sharon Chidwick, MSN, RN	Greenwall 5
Tyler Grant, BSN, RN	Borden 5	Megan Demarco, BSN, RN	Greenwall 5
Reny James, BSN, RN, MEDSURG-BC	Borden 5	Kristen DeSimone, BSN, RN	Greenwall 5
Gregory McDonald, BSN, RN	Borden 5	Luana Falavinha, BSN, RN, MEDSURG-BC	Greenwall 5
Kelly Vafiadis, BSN, RN	Borden 5	Jacob Moise, BSN, RN, MEDSURG-BC	Greenwall 5
Linda Olshan, RN	Breast Center	Sneha Reynold, BSN, RN	Greenwall 5
Felicia Rosas, BSN, RN, CV-BC	Cardiac Cath Lab	Raluca Salter, BSN, RN, MEDSURG-BC	Greenwall 5
Elizabeth Abken, BSN, RN, MEDSURG-BC	Community 2	Tinny Valghese, BSN, RN, MEDSURG-BC	Greenwall 5
Melissa Ferreyra, BSN, RN, MEDSURG-BC	Community 2	Melissa Criscuolo, RN	Greenwall 6
Taylor Gregory, BSN, RN, MEDSURG-BC	Community 2	Kristen Keenan, BSN, RN, MEDSURG-BC	Greenwall 6
Irene Laschuk, BSN, RN, MEDSURG-BC	Community 2	Meghan Pedersen, BSN, RN, MEDSURG-BC	Greenwall 6
Amanda Murcia, BSN, RN	Community 2	Courtney Rea, BSN, RN, MEDSURG-BC	Greenwall 6
Allison Rayburn, BSN, RN, MEDSURG-BC	Community 2	Stephanie Ring, BSN, RN, MEDSURG-BC	Greenwall 6
Gabriella Bianco, MSN, RN	Emergency Department	Amanda Verdoni, BSN, RN	Greenwall 6
Traci Bogan, BSN, RN	Emergency Department	Robyn Bordieri, BSN, RN	Intensive Care Unit
Megan Chawla, BSN, RN	Emergency Department	Claudia Brameyer, RN	Intensive Care Unit
Ally Flynn, BSN, RN	Emergency Department	Sabrina Carlsen, BSN, RN	Intensive Care Unit
Nicole Hartsgrove, BSN, RN	Emergency Department	Analiese Grissman, BSN, RN	Intensive Care Unit
Loukia Lopresti, BA, RN	Emergency Department	Nicole Lanza, BSN, RN	Intensive Care Unit
Melanie Massa, BSN, RN	Emergency Department	Helena May Semira, BSN, RN, CCRN	Intensive Care Unit
Gianna Mauro, BSN, RN	Emergency Department	Gabrielle Tiziani, BSN, RN, CCRN	Intensive Care Unit
Veronica Mendez, BSN, RN	Emergency Department	Gabrielle Altilio, BSN, RN, MEDSURG-BC	Labor and Delivery
Christina Nilio, MSN, RN, MEDSURG-BC	Emergency Department	Lindsay Best, BSN, RN	Labor and Delivery
Paulina Pazmino, BSN, RN	Emergency Department	Alison Bethea, BSN, RN	Labor and Delivery
Tara Pistone, BSN, RN, CEN	Emergency Department	Courtney Billig, BSN, RN	Labor and Delivery
Yasmeen Rodriguez, BSN, RN	Emergency Department	Tsipora Bloch, BSN, RN, C-EFM	Labor and Delivery

Julianna Brodhecker, BSN, RN, C-EFM	Labor and Delivery	Kielly Dunton, BSN, RN	Operating Room
Erin Brutko, BSN, RN, C-EFM	Labor and Delivery	Kristen Fleming, BSN, RN, CNOR	Operating Room
Marissa Caltabilota, BSN, RN, RNC-OB, C-EFM	Labor and Delivery	Jamie Jackson, BSN, RN, CNOR	Operating Room
Dana Caprara, BSN, RN	Labor and Delivery	Li Liu, BSN, RN	Operating Room
Autumn Carrubba, BSN, RN, C-EFM	Labor and Delivery	Camila Massaro, BSN, RN	Operating Room
Gabrielle Cicala, BSN, RN, C-EFM	Labor and Delivery	Michelle Meyer, BSN, RN	Operating Room
Heather Deus, RN, C-EFM	Labor and Delivery	Kathryn Neary, BSN, RN	Operating Room
Lisa Fischer, BSN, RN, C-EFM	Labor and Delivery	Alfredo Panganiban, BSN, RN	Operating Room
Carley Gatta, BSN, RN, C-EFM	Labor and Delivery	Karen Pranci, BSN, RN	Operating Room
Julie Gillet, BSN, RN	Labor and Delivery	Marlene Rodriguez, BSN, RN	Operating Room
Danielle Nicole Mastria, BSN, RN, C-EFM	Labor and Delivery	Leandra Schrama, BSN, RN	Operating Room
Brianna Faith Mcardle, BSN, RN, C-EFM	Labor and Delivery	Leelamma Xavier, BSN, RN, CNOR	Operating Room
Kaitlyn McKeever, BSN, RN, C-EFM	Labor and Delivery	Raymond Carbone, RN	Outpatient Behavioral Health
Brianna Napoli, BSN, RN	Labor and Delivery	Jaclyn Colella, BSN, RN	Pediatric Intensive Care Unit
Melissa Naranjo, BSN, RN	Labor and Delivery	Germaine Mendonca, BSN, RN, CPN	Pediatrics
Marie Plaisir, MSN, RN	Labor and Delivery	Melissa Dimsuyu, BSN, RN	Post-Anesthesia Care Unit
Stephanie Rogers, BSN, RN, C-EFM	Labor and Delivery	Jenna Dobrowolski, BSN, RN, CPAN	Post-Anesthesia Care Unit
Toni Roma, BSN, RN	Labor and Delivery	Ingrid Lochner, BSN, RN	Post-Anesthesia Care Unit
Marissa Steinberg, BSN, RN, C-EFM	Labor and Delivery	Stefanie Reynolds, MSN, APRN, FNP-C	Post-Anesthesia Care Unit
Mallory Stone, BSN, RN, C-EFM	Labor and Delivery	Tara Yetman, BSN, RN, MEDSURG-BC	Post-Anesthesia Care Unit
Amanda Callari, BSN, RN	Neonatal Intensive Care Unit	Suzanne Moore, BSN, RN	Pre-Admission Testing
Katharyn Dibernardo, RN, RNC-NIC	Neonatal Intensive Care Unit	Keisha Gayle, BSN, RN, PMH-BC	Psychiatric Emergency Screening Services
Mary Jane Dominguez, RN	Neonatal Intensive Care Unit	Todd Kochakji, BSN, RN	Psychiatric Emergency Screening Services
Nicole Lonigro, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Gail Lloyd, RN, PMH-BC	Psychiatric Emergency Screening Services
Kerry Morris, BSN, RN, MEDSURG-BC	Neonatal Intensive Care Unit	Laura Salerno, RN	Psychiatric Emergency Screening Services
Hannah Steen, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Jeffrey Weiss, BA, RN, PMH-BC	Psychiatric Emergency Screening Services
Katelyn Svenson, BSN, RN	Neonatal Intensive Care Unit	Skyelar Eckertt, RN	Radiology RN's
Nadie Valentino, BSN, RN	Neonatal Intensive Care Unit	Normajeane Schroeder, BSN, RN	Radiology RN's
Sherriane Young, BSN, RN, RNC-NIC	Neonatal Intensive Care Unit	Kayla Senck, BSN, RN, MEDSURG-BC	Radiology RN's
Migdalia Carlson, RN, MEDSURG-BC	Nursing Float Pool	Alma Tanchanco, BSN, RN	Rapid Response Team Nurse
Kathryn Cosentino, BSN, RN, MEDSURG-BC	Nursing Float Pool	Cheryl Casanova, BSN, RN	Same Day Surgery
Tiffany Quinones, RN, MEDSURG-BC	Nursing Float Pool	Devan D'Aloia, BSN, RN	Same Day Surgery
Deborah Staples, RN	Nursing Float Pool	Rosemarie Darby, BS, RN	Same Day Surgery
Jane MacMahon, BSN, RN, IBCLC	OB Support Center	Lois DeRoche, BS, RN, PED-BC	Same Day Surgery
Susan Bijoy, BSN, RN, CNOR	Operating Room	Nadine Kelly, MSN, RN, MEDSURG-BC	Same Day Surgery
Louna Nelly Cenatus, BSN, RN, CNOR	Operating Room		
Kathleen Connors, BSN, RN, CNOR	Operating Room		
Teri Curry, BSN, RN, CNOR	Operating Room		

Veronica Langley-Stephens, RN	Same Day Surgery
Lisa Lapolla, DNP, RN, CCRN	Same Day Surgery
Francine Pagano-Hayes, RN	Same Day Surgery
Cristina Perez-Connor, BSN, RN, CAPA	Same Day Surgery
Christina Stonaker, BSN, RN, PCCN	Same Day Surgery
Christine Wittman, BSN, RN, AMB-BC	Same Day Surgery
Michelle Archer, RN	Todd 5 Mother-Baby
Nancy Bartis, RN	Todd 5 Mother-Baby
Alice Berson, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Lisa Marie Bringoli, RN, RNC-MNN	Todd 5 Mother-Baby
Karissa Broschart, BSN, RN	Todd 5 Mother-Baby
Emily Buchbinder-Portman, BSN, RN, IBCLC	Todd 5 Mother-Baby
Shayna Cattelona, BSN, RN	Todd 5 Mother-Baby
Stacie Chan, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Kristi Conover, BSN, RN	Todd 5 Mother-Baby
Gianna Dominici, BSN, RN	Todd 5 Mother-Baby
Deborah Dooley, BSN, RN	Todd 5 Mother-Baby
Jennifer Dougherty, BSN, RN, IBCLC	Todd 5 Mother-Baby
Laura Ennis, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Reilly Ferrante, BSN, RN	Todd 5 Mother-Baby
Nicole Foltz, BSN, RN	Todd 5 Mother-Baby
Rielly Golomb, BSN, RN	Todd 5 Mother-Baby
Sophia Grandilli, BSN, RN	Todd 5 Mother-Baby
Gail Loeser, BSN, RN, RNC-OB	Todd 5 Mother-Baby
Gerl Lowney, RN	Todd 5 Mother-Baby
Emilie Luckewicz, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Karen McGill, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Rinskie Nelson, BSN, RN	Todd 5 Mother-Baby
Khuyen T Nguyen, BSN, RN	Todd 5 Mother-Baby
Ramonita Pavon, BSN, RN	Todd 5 Mother-Baby
Maria Rovere, BSN, RN	Todd 5 Mother-Baby
Melanie Santurro, BSN, RN	Todd 5 Mother-Baby
Kerry Schneider, BSN, RN	Todd 5 Mother-Baby
Maria Steinmetz, RN, RNC-MNN	Todd 5 Mother-Baby
Lauren Tramontano, BSN, RN, RNC-MNN	Todd 5 Mother-Baby
Kristine Wachendorf, RN	Todd 5 Mother-Baby
Mallory Bandola, RN	Todd 6 East
Alexa Lubonski, BSN, RN, MEDSURG-BC	Todd 6 East

Jonathan Ortiz, BSN, RN	Todd 6 East
Binu Eapen, BSN, RN	Todd 6 West Mother-Baby
Danielle Klimowicz, BSN, RN	Todd 6 West Mother-Baby
Susan MacMahon, BSN, RN, IBCLC	Todd 6 West Mother-Baby
Kaitlyn McCarthy, BSN, RN, RNC-MNN	Todd 6 West Mother-Baby
Meredith Norton, RN, RNC-OB	Todd 6 West Mother-Baby
Jillian Smith, BSN, RN	Todd 6 West Mother-Baby
Amanda Thostenes, BSN, RN, RNC-MNN	Todd 6 West Mother-Baby
Sydney Virtue, BSN, RN	Todd 6 West Mother-Baby
Melissa Williams, BSN, RN	Todd 6 West Mother-Baby
Cristen Glende, BSN, RN, RNC-NIC	Valerie Center
Alisa Vandenbrouck, BSN, RN	Vantage Point

LEVEL 1

<u>Nurse</u>	<u>Unit</u>
Stephanie Anna Olenik, RN	Alexander Pavilion 1
Tia M. Daniello, RN	Alexander Pavilion 2
Amy Jaglowski, BSN, RN	Alexander Pavilion 2
Charlotte Beck Ronan, BSN, RN	Alexander Pavilion 2
Delanie Freund, BSN, RN	Borden 5
Brianna Gorhan, BSN, RN	Borden 5
Amy Lonergan, BSN, RN	Borden 5
Mitchell Moy, BSN, RN	Borden 5
Kelsey Williams, RN	Borden 5
Olivia Bellezza, BSN, RN	Community 2
Julia Farina, BSN, RN	Community 2
Jeannie Avon, BSN, RN	Emergency Department
Emily McPeak, BSN, RN	Emergency Department
Danielle Perez-Dominquez, RN	Emergency Department
Jessica Trentacosti, BSN, RN, CEN	Emergency Department
Carly Abbate, BSN, RN, MEDSURG-BC	Endoscopy
Paola Hobbs, RN	Greenwall 5
Kimberly Yu, BSN, RN	Greenwall 5
Kamryn Hubeny, BSN, RN	Greenwall 6
JackyIn Van Lew, BSN, RN	Greenwall 6
Hayley Miller, BSN, RN	Intensive Care Unit
Virginia Santos, RN	Intensive Care Unit
Skye Austin, RN	Labor and Delivery

Maya Barr, BSN, RN, C-EFM	Labor and Delivery
Kristina Bosco, BSN, RN	Labor and Delivery
Mariabella Ferraina, BSN, RN	Labor and Delivery
Jessica Furlani, RN	Labor and Delivery
Allison George, BSN, RN, C-EFM	Labor and Delivery
Kathrine Grab, BSN, RN, C-EFM	Labor and Delivery
Dana Hubeny, RN, MEDSURG-BC	Labor and Delivery
Bella Kurtas, BSN, RN	Labor and Delivery
Chelsea Mayo, BSN, RN	Labor and Delivery
Shoshana Munk, BSN, RN	Labor and Delivery
Naomi Norman, BSN, RN	Labor and Delivery
Kaitlin Parliament, RN	Labor and Delivery
Catherine Petrucci, BSN, RN	Labor and Delivery
Isabella Pinnero, BSN, RN	Labor and Delivery
Hannah Scrivanic, BSN, RN	Labor and Delivery
Amanda Volk, BSN, RN, C-EFM	Labor and Delivery
Julia Wetzel, BSN, RN, C-EFM	Labor and Delivery
Tyaisha Lopez, RN	Neonatal Intensive Care Unit
Karina Ramirez, BSN, RN	Neonatal Intensive Care Unit
Danielle Terry, BSN, RN	Neonatal Intensive Care Unit
Erika Cataldi, BSN, RN, MEDSURG-BC	Nursing Float Pool
Khushboo Patel, BSN, RN	Nursing Float Pool
Laura Brandon, BSN, RN	Operating Room
Ashley Cervera, BSN, RN	Operating Room
William Driscoll, RN, CNOR	Operating Room
Jacqueline Gilligan, BSN, RN	Operating Room
Nicole Grzelczak, BSN, RN	Operating Room

Olivia Henderson, BSN, RN	Operating Room
Michelle Mosquera, BSN, RN	Operating Room
Marisa Petrou, BSN, RN	Operating Room
Vanessa Smith, BSN, RN, CNOR	Operating Room
Ashley Squillari, BSN, RN	Operating Room
Jessica Ling, BSN, RN	Pediatric Intensive Care Unit
Arli Mach, BSN, RN	Pediatric Intensive Care Unit
Korrie O'Hanlon, MSN, RN	Psychiatric Emergency Screening Services
Michelle Davis, MSN, RN	Same Day Surgery
Kayla Estrella, BSN, RN	Todd 5 Mother-Baby
Kimberly Granada, RN, RNC-MNN	Todd 5 Mother-Baby
Gretchen Johnson, RN	Todd 5 Mother-Baby
Susan Lautier, RN	Todd 5 Mother-Baby
Ellie Martel, BSN, RN	Todd 5 Mother-Baby
Shanice Ross, BSN, RN	Todd 5 Mother-Baby
Megan Williamson, BSN, RN	Todd 5 Mother-Baby
Karen Beahan, RN	Todd 6 East
Marissa Hamilton, BSN, RN	Todd 6 East
Brianne Hull, RN	Todd 6 East
Erica Olson, BSN, RN	Todd 6 West Mother-Baby
Nicole Savitt, BSN, RN	Todd 6 West Mother-Baby



Community Healthcare Outreach

MMC nurses have traditionally volunteered their time at every opportunity to assist the community in which they proudly serve. The following is a listing of ways in which nurses participated in community healthcare outreach in 2023:

On January 23, MMC celebrated Maternal Health Awareness Day at the Breastfeeding Wellness Center.



On January 23, MMC celebrated Maternal Health Awareness Day at the Breastfeeding Wellness Center.



In February, the Medical-Surgical Council for Shared Governance hosted an educational session, "Coffee with Clinicians: Managing Blood Pressure" at the LiveWell Center.



In March, MMC general surgeon Dr. Mark Schwartz, along with his wife Joy, led a team of 28 volunteers on a Medical Mission to Nuevo Progreso, Guatemala, in support of the work being done for local communities at the Hospital de la Familia. The team, also comprised of Linda Kolarsick-Clark, RN, CCRN, Post-Anesthesia Care Unit clinical nurse and physicians and nurses from area hospitals and medical centers in New York, San Francisco were joined by interpreters from the Parker Family Clinic in Red Bank.



In March, Maureen Bowe, MSN, RN, Administrative Director of Cardiology Services, Renal, and Nursing Resources; Mary Aguilar, BSN, RN, MEDSURG-BC, Non-Invasive Cardiac Lab clinical nurse; Josephine Lugtu, BSN, RN, CV-BC, Director of Patient Care of Non-Invasive Cardiac Lab; and Dawn Berry, BSN, RN, CCM volunteered for the Black Family Wellness Expo in Asbury Park.



In May, the Alexander Pavilion 2 team hosted a table at the Monmouth County Children's Mental Health Day at Allaire Park. Tia Daniello, BSN, RN; Mandi Lombardi-Ball, MHA; and Rebecca Colson, MA, NCC, ATR-BC, LAC were in attendance.



Every year, thousands of lives are saved and enhanced as a result of the incredible generosity of organ and tissue donors and families. In July, a new tribute wall that honors these lifesaving decisions was dedicated. MMC and NJ Sharing Network leadership gathered to dedicate this Organ and Tissue Donor Honor Wall to pay tribute to these donors, who have selflessly given the gift of life.

Food insecurity is a daily struggle for many local families and children. In July, the Department of Pediatrics hosted another food drive to continue support of local families.



In July, MMC participated in the 28th Annual Power of Pink Luncheon in Fair Haven. Proceeds from the Power of Pink event support the expansion of MMC to the Vogel Medical Campus in Tinton Falls. The Power of Pink Committee is dedicated to raising funds for a wellness spa and shop within the facility that will meet the many needs of cancer patients on their path to recovery.



In August, Maureen Bowe, MSN, RN, Administrative Director of Cardiology Services, Renal, and Nursing Resources and Marietta Datar, BSN, RN, Director of Patient Care of Cardiopulmonary Rehab, participated in Pause to Thrive: COVID-19 Long Hauler Program.

In October, MMC hosted an Open House to sponsor Explorer Post 175, working with local youth interested in healthcare careers. Exploring is a co-ed program of the Boy Scouts of America, and MMC offers monthly programs in cooperation with various departments.



Josephine Lugtu, BSN, RN, CV-BC, Director of Patient Care of Non-Invasive Cardiac Lab was captain of the MMC Heroes team during the October American Heart Association's Shoreline Heart Walk event.

The Stroke Committee, led by Alyson Bryson, BSN, RN, Disease Management Coordinator, hosted a number of community events in October. These events included educational topics on cardiovascular disease and stroke at both the Anne Vogel Family Care and Wellness Center and Cardiopulmonary Rehab unit, nutrition for stroke prevention at the Fairhaven Senior Center, and stroke awareness bingo at the Long Branch Housing Authority.



In October, Dana Delatush, MSN, APRN, ADPCNP-BC, Director of Patient Care of Greenwall 6 and Todd 6 East participated in the Jersey Shore Walk to End Colon Cancer with a team of MMC nurses from Betty Block Roberts 2 and Greenwall 6.



The Ambulatory Council of Shared Governance chaired by Cristen Glende, BSN, RN, RNC-NIC, a Valerie Fund clinical nurse, coordinated a bountiful donation to the Employee Food Connection Closet. Also, in the summer of 2023, the Ambulatory Council collected personal toiletry items to be given to patients in need, when they are discharged from MMC.



The 17th Annual Big Steps for Little Feet Walk was held in October, in support of the Neonatal Intensive Care Unit (NICU). More than 200 attendees gathered at the Long Branch Middle School gymnasium for pumpkin picking, carnival games, music, and sweet treats. The event is made possible by the dedicated Big Steps Committee, led by NICU nurse Kristin Chaparro, BSN, RN, RNC-NIC, and featured a gathering of families whose babies were cared for in the NICU.



EXEMPLARY PROFESSIONAL PRACTICE



Exemplary Professional Practice

Exemplary professional practice focuses on excellence, collaboration, quality, safety, and best practice to bolster extraordinary results. 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 about the potential of what nursing can achieve together through the establishment of strong professional practice, shared-decision making, autonomy, and empowerment; it is the true foundation of a Magnet organization.

Shared Governance

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 council structure is entirely nurse-driven. The Professional Nursing Practice Council, comprised of the Chief Nursing Officer and all divisional and specialty council and committee chairpersons, co-chairpersons, and facilitators, is the overseeing body.

In 2018, MMC was originally accredited by the Forum for Shared Governance and joined greater than 90 international organizations that strive to elevate nursing practice. According to the Forum for Shared Governance website, “shared governance is a managerial innovation that gives healthcare professionals control over their practice, while extending their influence over supporting resources that were previously controlled only by managers.”

In 2023, MMC’s shared governance and nurses throughout the organization participated in a nursing research study utilizing the Index of Professional

Nursing Governance Tool.

The IPNG was opened to all 934 registered nurses employed by MMC. Registered nurses of all titles, levels, and roles were invited to participate in the 60-question survey. The results of the data tabulation from Rutgers University’s RUBIES Department statisticians granted MMC re-accreditation by the Forum for Shared Governance in February 2024.

The Forum is the only agency that accredits organizations for shared governance, utilizing an evidence-based index that measures governance among all healthcare professionals, evaluates the implementation of innovative management models, and monitors changes in professional governance.



Shared Governance Divisional Councils

Ambulatory Council:

Facilitators:

Maureen Bowe, MSN, RN
Debra Stellavato, BSN, RN, OCN

Chairperson:

Cristen Glende, BSN, RN, RNC-NIC

Co-Chairperson:

Mallory Amoroso, BSN, RN, MEDSURG-BC

Members:

Kathy Baron, BSN, RN
Linda Olshan, RN
Hope Siedler, RN, AMB-BC
Kathleen Malouf, BA, MSN, RN, PED-BC
Elizabeth O'Donnell, MA, RN, OCN
Mary Aguilar, BSN, RN, MEDSURG-BC
Dawn Vierschilling, MSN, RN, OCN
Julie Villa, MSN, RN, CCRN

2023 Accomplishments:

- Oncology Falls Brochure for Patients
- Epic readiness research project and surveys
- Food donations to Employee Connection Closet
- Toiletries Drive for MMC patients who need them most

- Sponsored a family for the Holidays through “Operation Sleigh Bells” through the Family and Children’s Services of Long Branch
- Standardizing patient education materials in Radiation Oncology in Epic

Behavioral Health Council:

Facilitator:

Danica Almendares, BSN, RN

Chairperson:

Marie Brackett, RN, PMH-BC

Co-Chairperson:

Cathryn Garcia, BSN, RN

Members:

Ray Carbone, RN
Beth Conover, BSN, RN
Heather Marelli

2023 Accomplishments:

- Completed the verbal de-escalation project
- Hosted a preceptor appreciation day for the units
- Divisional newsletter *The Behavioral Health Buzz*
- Facilitated the progression of fellow nurses and their annual PDAP projects

Critical Care Council:

Facilitator:
Sharmine Brassington, PhD, RN

Chairperson:
Alexandra Lisi, BSN, RN

Co-Chairperson:
Samantha Swaggerty, BSN, RN, CEN

Members:
Iris Cruz, BSN, RN, MEDSURG-BC
Felicia Rosas, BSN, RN, CV-BC
Yasmeen Rodriguez, BSN, RN

2023 Accomplishments:

- Completed new discharge folders for patient satisfaction along with bedside reporting
- Purchased a bicycle for a family in need at Christmas
- Collected and donated backpacks and school supplies at the start of the year for local communities

Maternal Child Health Council:

Facilitators:
Nicole Ifantis, BSN, RN, CPN
Tanya Pereira, BSN, RN, RNC-MNN

Chairperson:
Carly Disney, BSN, RN

Co-Chairperson:
Joan Coronato, MPA, BSN, RN, C-EFM

Members:
Brynne Wiedeman, BSN, RN
Cheryl Clarkin, BSN, RN, CPEN
Erin Tamasco, RN, CPN
Dana Primiano, BSN, RN, RNC-MNN
Gina Weisneck, BSN, RN, RNC-MNN
Heather Deus, RN, C-EFM
Marissa Restivo, BSN, RN
Ashlee Poskonka, BSN, RN, PED-BC

MCH Newsletter distribution twice annually

Community Outreach:

- \$1000 donation to Frances Foundation from a gift basket raffle
- Donation of personal care products to Red Bank Community pharmacy (Ritesh Shah)
- Food Drive donation to Sacks for Zack
- Three new members added to council
- Reviewed one policy
- Epic implementation and enhancement recommendations
- OPC project implementation and follow-up

Medical-Surgical Council:

Facilitator:
Bethany Mulhern, BSN, RN, MEDSURG-BC

Chairperson:
Victoria Chmielowicz, BSN, RN, MEDSURG-BC

Co-Chairperson:
Kelly Morrison, BSN, RN, MEDSURG-BC

Members:
Nicole Cebulko, BSN, RN, MEDSURG-BC

Abaigeal Dacey, BSN, RN
Megan DeMarco, BSN, RN
Carroll DeRocco, RN, OCN
Heather Emme, BSN, RN, MEDSURG-BC
Gregory McDonald, BSN, RN
Anjani Patel, BSN, RN, MEDSURG-BC
Lorena Pessoa, BSN, RN, MEDSURG-BC
Lauren Petach, BSN, RN, MEDSURG-BC
Sheeba Suresh, BSN, RN, MEDSURG-BC

2023 Accomplishments:

- Distribution of Monthly Shared Governance Newsletter
- Active Participation in Falls Committee
- Active collaboration with Infection Control and Pharmacy to facilitate safe patient and staff care
- Development and presentation of Hypertension Education class to community members at the Anne Vogel Wellness Center

Perioperative Council:

Facilitator:
Taylor Dodds DNP, APRN, AGACNP-BC

Chairperson:
Stefanie Reynolds, MSN, APRN, FNP-C

Co-Chairperson:
Janette Principe, BSN, RN, CNOR

Members:
Cynthia Arandela-Bundac, BSN, RN, MEDSURG-BC
Migdalia Carlson, RN, MEDSURG-BC
Melissa Dimsuyu, BSN, RN
Donna Jefferys, BSN, RN, CGRN
Fotini Katsipoutis, BSN, RN, CNOR
Kaitlyn Lessing, MSN, RN
Francine Pagano, RN
Nellie Padre, BSN, RN, CCRN
Clifford Hellmers, CRNA
Alissa Principato, MSN, APRN, CNOR

2023 Accomplishments:

- New facilitator welcomed
- New chair, co-chairs, secretary, and four new members
- Improved structure, function, and productivity of meetings
- Identified three projects for 2024 and started working on one, starting planning one, and began discovery phase for one



Shared Governance Specialty Councils & Committees

Nursing Informatics Committee:

Facilitators:

Joseph Cagliostro, MSN, RN, MEDSURG-BC
Colleen Rock, MSN, RN

Chairperson:

Jacob Moise, BSN, RN

Members:

BoMiNa Lim, MSN, RN, MEDSURG-BC
Jamie Hatala, MSN, RN-BC
Miranda Blasco, BSN, RN
Luana Falavinha, BSN, RN
Helena May Semira, BSN, RN
Paola Hobbs, RN
Suzanne Forgach, RN
Iris Cruz, BSN, RN, MEDSURG-BC

2023 Accomplishments:

- Shadowcharting by committee members and other staff RNs for the assisting in design of Epic Build.
- Successful support of Wave 4 Go Live (Dry Run, Cutover, and Go Live Support for Epic at MMC, MSC, CMC, BHBH, and JCMC)
- Successful support of Wave 5 Go Live (Dry Run, Cutover, and Go Live Support for Epic at NBI, CBMC, and CMMC)
- Community Impact - MMC Toy Drive \$50 Donation

Nursing Research Committee:

Facilitator:

Gail Cudia, BS, MSN, RN, PED-BC

Members:

Bethany Mulhern, BSN, RN, MEDSURG-BC
Fred Pachman, AHIP
Toni Magliulo, CCRP
Krystal Blankenbaker, MSN, RN, MEDSURG-BC
Caroll DeRocco, RN, OCN
Ray Carbone, RN
Elesia Grant, BSN, RN, MEDSURG-BC
Nancy Griffith, BSN, RN, CPN
Nellie Padre, BSN, RN, CCRN
Donna Jefferys, BSN, RN, CGRN
Gabrielle Mastrocola, RN
Christine Butler, BSN, RN, PCCN
Linda Olshan, RN
Debra Petersen, MS, APRN, RN, NEA-BC
Maria Corpus-Santos, MSN, RN
Stefonia Thompson, BSN, RN, MEDSURG-BC
Lauren Hoehn, MSM, MSN, RN, CCRN

2023 Accomplishments:

- Assisted five nursing research projects in obtaining IRB approval
- Assisted three nursing research projects in presenting at nursing conferences
- Facilitated all MMC Shared Governance Unit Based Councils to present their PI project updates on a rotating monthly basis, as per the schedule for 2023 (MCH-2, AMB-2, BH-2, MS-2, CC-O)
- Provided educational session to members on how to conduct a literature review

- Provided educational session to members on what the IRB is and how they function
- Provided educational session to members on how to write abstracts and publication queries
- Provided educational session to members on dissemination of project findings
- Provided educational session to members on the difference between EBP/PI/research

Additional Shared Governance Specialty Councils & Committees

NWESC

Patient Care Management Council

Shared Governance Supporting Committees:

Falls Prevention Committee

Magnet Ambassador Committee

Magnet Steering Committee



NEW KNOWLEDGE, INNOVATIONS, AND IMPROVEMENTS



New Knowledge, Innovations, and 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. Magnet organizations must keep their fingers on the pulse of healthcare and technological advancements of the future, therefore propelling a need for the redesign of current practices. Nurses are encouraged to pursue and conscientiously integrate new knowledge, innovations, and improvements into their clinical and operational processes.



An Escape to Oz

In 2023, Behavioral Health and Nursing Education led by Laura Bourque, MSN, RN, PMH-BC Clinical Nurse Educator, collaborated on the theme for annual competencies—the Wizard of Oz!

World Sepsis Day

World Sepsis Day, marked in September each year, serves as an urgent reminder to raise awareness about this life-threatening condition. At MMC, team members wore the red and black colors of sepsis awareness and educated the public at a tabling event.



Creative Arts Therapy Week

In March, MMC nurses recognized Creative Arts Therapy Week to spread awareness about the life-enhancing services the interprofessional team provides within our mental health community.



A Frozen Sim Lab

In December, Nursing Education hosted an interactive Sim Lab with a “Frozen” theme!



Taking Diabetes Education to Social Media

In an initiative to spread information to the community, Autumn Dempsey, RN, CDE, took to MMC’s official Instagram page to discuss diabetes and the resources that MMC provides to this particular population.





An Epic Undertaking

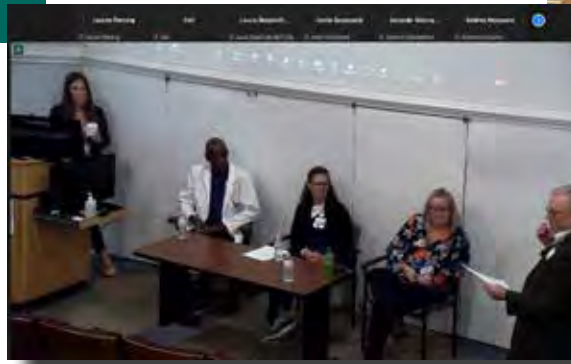
In April, MMC transitioned from the previous electronic medical records, to Epic. It was a true team effort, as nurses of all levels collaborated with Information Technology and the interprofessional team to accomplish a successful Wave 4 roll-out.



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 interprofessional 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.

Poster/Abstract Presentations		
MMC Nurse Presenters	Title of Poster/Abstract	Venue & Date
Denise Yaman, DNP, APRN, CHFNP	Get to the Gold by Making Sure Everyone Leaves a Winner	Quality and Patient Safety Fair, Monmouth Medical Center April 3, 2023
Mallory Amoroso, BSN, RN, MEDSURG-BC	Improving Employee Satisfaction to Foster a Safe and Caring Environment for Patients	Quality and Patient Safety Fair, Monmouth Medical Center April 3, 2023
Darla Harmer, MSN, RN, NE-BC Diann Johnston, MSN, RN, NEA-BC Nicole Keegan, DNP, APRN, FNP-C, PMGT-BC Bomina Lim, MSN, RN, MEDSURG-BC Diana Lopes, BSN, RN, MEDSURG-BC Patricia Ostrander-Coffey, BSN, RN, CCRN Kirsten Windos, MSN, RN, CPPS, CPHQ	Trigger-Based Pathways to Increase Utilization of Palliative Care Services for ICU Patients: a Multi-Disciplinary Approach	Quality and Patient Safety Fair, Monmouth Medical Center April 3, 2023
Deanna Tiggs, MS, RN, AOCNS	Bilingual Breast Navigation Program	Quality and Patient Safety Fair, Monmouth Medical Center April 3, 2023
Krystal Blankenbaker, MSN, RN, MEDSURG-BC Gail Cudia, BS, MSN, RN, PED-BC	Engaging Nurse Residents in Sepsis Education Utilizing Escape Rooms	Quality and Patient Safety Fair, Monmouth Medical Center April 3, 2023
Eileen Clapp, BSN, RN; Diann Johnston, MSN, RN, NEA-BC Nicole Keegan, DNP, APRN, FNP-C, PMGT-BC Tia Kelly, BSN, RN, MEDSURG-BC BoMiNa Lim, BSN, RN, MEDSURG-BC Diana Lopes, BSN, RN, MEDSURG-BC Patricia Ostrander-Coffey, BSN, RN, CCRN	Trigger-Based Pathways to Increase Utilization of Palliative Care Services for Cancer Patients: A Multi-Disciplinary Approach	RWJBH Quality and Safety Forum, Edison May 2022
Gail Cudia, BS, MSN, RN, PED-BC Nancy Griffith, BSN, RN, CPN	Pediatric Surgical Pain Management	Quality and Patient Safety Fair, Monmouth Medical Center April 3, 2023
Bonny Adler, MSN, RN, RNC-NIC	Decreasing Retinopathy of Prematurity in the Neonate	Quality and Patient Safety Fair, Monmouth Medical Center April 3, 2023
Elesia Grant, BSN, RN, MEDSURG-BC	Scrub Swap: Medical Resident/Nurse Shadow Project	Quality and Patient Safety Fair, Monmouth Medical Center April 3, 2023
Nicole Altenau, MSN, RN, RNC-OB, C-EFM Jennifer Angersbach, BSN, RN, RNC-OB, C-EFM Emily Baydal, BSN, RN, C-EFM Melissa Guarnieri, BSN, RN, C-EFM Erica Hague, BSN, RN, C-EFM Nicole Lamoureux, MSN, RN, RNC-OB, C-EFM Amanda Schirmer, BSN, RN, RNC-OB	Timely Treatment of Reproducible New Onset of Severe Hypertension with First Line Medication	Quality and Patient Safety Fair, Monmouth Medical Center April 3, 2023



Poster/Abstract Presentations (continued)

MMC Nurse Presenters	Title of Poster/Abstract	Venue & Date
Cheryl Covello BSN, RN, CNOR	Decreasing Turnover Times in the Operating Room	Quality and Patient Safety Fair, Monmouth Medical Center April 3, 2023
Cristen Glende, BSN, RN, RNC-NIC	Sickle Cell Patient Reference Card	Quality and Patient Safety Fair, Monmouth Medical Center April 3, 2023
Nicole Wilps, BSN, RN, MEDSURG-BC	Pre-Operative Ensure in Prevention of Falls Following Joint Replacement Surgery	Quality and Patient Safety Fair, Monmouth Medical Center April 3, 2023
Mary McAleavy, BSN, RN	The Implementation of a Smoking Cessation Program on an Inpatient Psychiatric Unit	Rutgers Poster Day Virtual April 17, 2023
Laura Bourque, MSN, RN, PMH-BC Taquana Holley, DNP, RN	Verbal De-escalation in the Healthcare Setting	RWJBH 18th Annual Nursing Research Symposium Virtual September 29, 2023
Katherine Hopf, BSN, RN, RNC-NIC	Tiny Humans Where Big Things Matter	RWJBH 18th Annual Nursing Research Symposium Virtual September 29, 2023
Krystal Blankenbaker, MSN, RN, MEDSURG-BC Gail Cudia, BS, MSN, RN, PED-BC	Engaging Nurse Residents in Sepsis Education Utilizing Escape Rooms	RWJBH 18th Annual Nursing Research Symposium Virtual September 29, 2023
Lisa Turner, MSN, RN, CEN	Family Presence During Resuscitation: Educating Healthcare Professionals on the Importance of Advocating for Family Presence During Resuscitation	RWJBH 18th Annual Nursing Research Symposium Virtual September 29, 2023
Laura Bourque, MSN, RN, PMH-BC Taquana Holley, DNP, RN	Verbal De-escalation in the Healthcare Setting	American Psychiatric Nurses Association 37th Annual Conference Lake Buena Vista, FL October 4, 2023

IRB-Approved Studies		
MMC Nurse Authors	Title of Work	Status
PI - Lauren DelleDonne, BSN, RN, CCRN	Development, Implementation, and Evaluation of an ICU Orientation Toolkit-Quality Improvement Project (IRB#23-012)	Completed
PI - Taquana Holley, DNP, RN	Efficacy of the Rapid Cycle Deliberate Practice for Critical Event Leadership Training (IRB#23-003)	Completed
PI - Kathleen Malouf, BS, MSN, RN, PED-BC	Outpatient RN Readiness for Change in Electronic Health Record Survey (IRB#23-005)	Completed
PI - Julie Villa, MSN, RN, CCRN Co-PI - Lauren Fleming, MA, BSN, RN, MEDSURG-BC	Nursing Shared Governance Survey (IRB#23-010)	Completed

Internal & External Podium Presentations		
MMC Nurse Presenters	Title of Presentation	Venue Presented
Lisa Turner, MSN, RN, CEN	The Center for Bariatrics Weight Loss Surgery Information Session	Anne Vogel Family Care and Wellness Center January 19, 2023 and Multiple sessions
Cristina Perez-Connor, BSN, RN, CAPA	PNANJ Central Education Committee Program	Borden Auditorium Monmouth Medical Center February 25, 2023
Maureen Bowe, MSN, RN	Update on COVID 19: Variants, Sequelae, and Treatments	San Alfonso Retreat House Belmar, NJ March 28, 2023
Gail Cudia, BS, MSN, RN, PED-BC Krystal Blankenbaker, MSN, RN, MEDSURG-BC	Engaging Nurse Residents in Sepsis Education Utilizing Escape Rooms	NLN Conference Atlantic City, NJ March 31, 2023
Emma, D'Ambrosia, BSN, RN, MEDSURG-BC	Developing a SMART Goal for a PI/QI Project	Borden Auditorium Monmouth Medical Center August 10, 2023
Rebecca Dominguez, BSN, RN Dawn Vierschilling, MSN, RN, OCN	Schwartz Rounds: The Power of Human Connection	Borden Auditorium Monmouth Medical Center September 15, 2023
Caroline Moran, MSN, APRN, CPN	Panelist	NWESC State Retreat Forsgate Country Club November 16, 2023
Dawn Vierschilling, MSN, RN, OCN	Schwartz Rounds: When Patient and Provider Disagree on Plan of Care	Borden Auditorium Monmouth Medical Center November 17, 2023
Mary Aguilar, BSN, RN, MEDSURG-BC Maureen Bowe, MSN, RN Josephine Lugtu, BSN, RN, CV-BC John Sayson, BSN, RN	Cardiology Services Update	Cardiology Performance Improvement Council Monmouth Medical Center December 15, 2023

EMPIRICAL OUTCOMES



Healthcare Quality Week

Healthcare Quality Week is a dedicated time to acknowledge the progress made by healthcare and quality professionals toward improving patient outcomes. Quality is the foundation of many of our successes. We applaud the dedication of our Quality Team for the instrumental role they play in MMC's ability to provide the Safest, most compassionate and reliable care.

Empirical Outcomes

To demonstrate how MMC continually provides excellent, quality patient care with the best results, the organization measures and tracks outcomes related to evidence-based best practice. "Empirical" refers to a result or outcome that has been validated by data to show that real change has occurred due to a particular intervention or process change. Magnet designation requires continual improvement, and Magnet organizations are expected to outperform national benchmarks on nurse-sensitive indicators such as falls with injury, pressure injuries, CAUTIs, CLABSIs, etc. Fostering a High Reliability Organization requires special attention to improved outcomes at both the unit and organizational level.

Patient Experience

The services of Press Ganey Associates are utilized to survey inpatient and ambulatory patient populations. Each year, goals are set for all RWJBarnabas Health organizations to achieve. The following graphs demonstrate MMC's year-end overall 2023 Patient Experience scores compared to the established goal.

**Monmouth Medical Center
2021 Yearly HCAHPS Scores**

CAHPS Domains	2021	2021	2022	2022	2023	2023	2022
	Score	% Goal	Score	% Goal	Score	% Goal	Goal
Rate hospital D-10	77.3	86	69.6	54	76.4	51	77.3/80%
Recommend the hosp.	80.3	85	75.8	71	76.3	73	80.2/85%
Cleanliness of hospital	77.9	88	75.4	67	75.2	95	78.1/80%
Quietness of environ	64.8	70	63.8	67	59.3	54	64.9/69%
Comm w/ Nurses	85.0	88	82.4	79	82.3	74	84.9/88%
Response of Hosp Staff	74.0	90	69.5	79	68.3	75	79.9/90%
Comm w/ Doctors	84.8	84	83.1	77	83.3	76	84.9/85%
Hospital Environment	71.2	78	68.6	69	67.3	61	71.2/80%
Comm About Medicines	66.7	92	67.7	89	67.2	86	69.7/92%
Discharge Information	86.9	85	83.9	74	87.5	59	89.9/83%
Care Transitions	60.2	87	57.5	80	58.1	78	60.1/87%

Displayed by Discharge Date - as of 06/10/2024

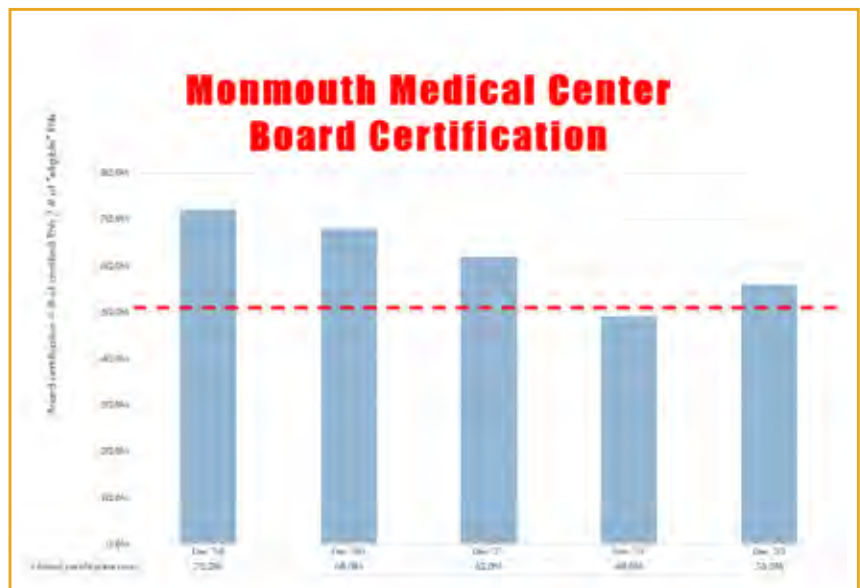
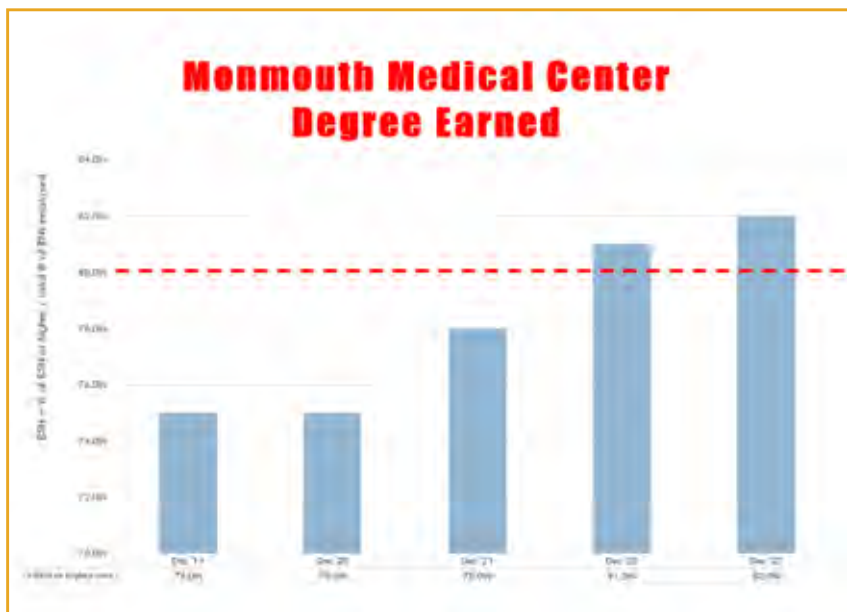
Press Ganey Update

Services	Score / Rank	#Returns
Ambulatory Surgery	96.3/50 th %	1529
Emergency Department	84.6/41 st %	1741
Inpatient Behavioral Health	85.1 /43 rd %	429
Inpatient Pediatric	87.3/25 th %	81
Outpatient Services	94.7/48 th %	7,399

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 greater than or equal to 80% by 2020 (Institute of Medicine, 2010), all non-BSN nurses are strongly encouraged 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 the conclusion of December 2023, the overall BSN rate was 82%.

In a Magnet organization, the expectation is that all nurses will seek core specialty certification once eligible. The standard set by the *2023 Magnet Application Manual* is a certification rate of 51% or greater. 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. Only nurses who have worked in their specialty area for at least two years are considered in the rate calculations of each unit. At the conclusion of December 2023, the overall certification rate was 56%.



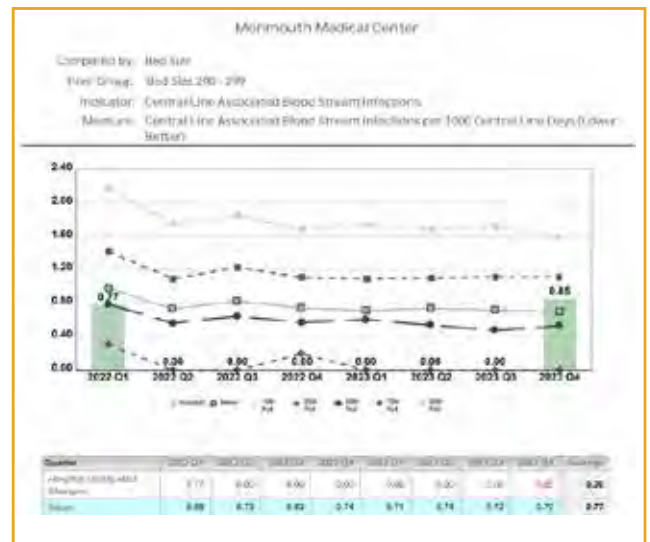
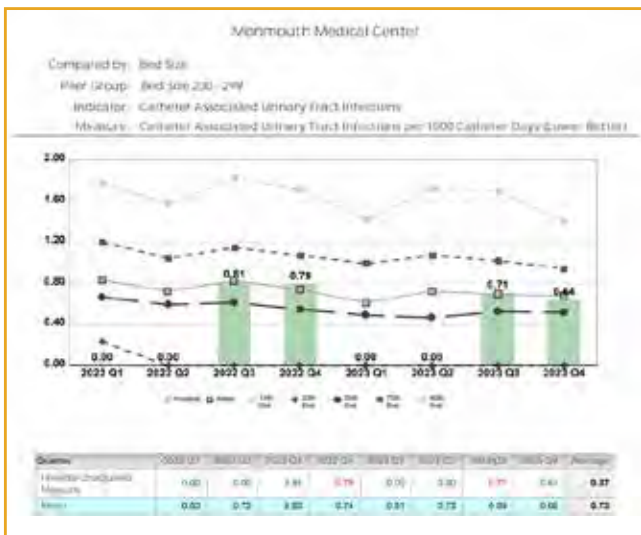
2023 Year-End BSN & Certification Rates

<u>Name</u>	<u>BSN Rate</u>	<u>Cert Rate</u>
All Other RNs	61%	69%
Alexander Pavilion 1	84%	19%
Alexander Pavilion 2	78%	26%
Alexander Pavilion 3	88%	18%
APRNs (non-unit-based)	100%	100%
Behavioral Health Case Management (Psych Admin.)	100%	0%
Borden 5	75%	47%
Bariatric Program	50%	0%
Betty Block Roberts 2	82%	58%
Betty Block Roberts 4	60%	66%
Breast Center	0%	0%
Community 2	93%	75%
Cancer Services	83%	66%
Cardiac Rehab	100%	33%
Case Management	76%	92%
Cardiac Cath Lab	91%	72%
Center for Diabetes Education	0%	0%
Community Health Education	50%	0%
Nursing Education and RRT	100%	81%
Emergency Department	90%	29%
Endoscopy	81%	75%
Nursing Float Pool	73%	64%
Greenwall 5	75%	50%
Greenwall 6	87%	58%
Geriatric Program	0%	100%
Healthy Lives Program	85%	85%
Intensive Care Unit	84%	47%
Infection Control	80%	80%
Radiology RNs	88%	71%
Labor and Delivery	84%	77%
Non-Invasive Cardiac Lab	100%	70%
Nursing Supervisors	100%	55%
OB Support	94%	64%
Operating Room	93%	65%
Outpatient Behavioral Health	0%	0%
Post-Anesthesia Care Unit	74%	62%
Pediatrics	78%	76%
Performance Excellence	100%	100%
Psychiatric Emergency Screening Services	57%	50%
Pediatric Intensive Care Unit	100%	88%
Pediatric Medical Day Stay	100%	100%
Pre-Admission Testing	90%	87%
Radiation Oncology	66%	66%
Neonatal Intensive Care Unit	82%	58%
Same Day Surgery	75%	51%
Outpatient Clinics	100%	100%
Todd 5 Mother-Baby	75%	34%
Todd 6 East	76%	46%
Todd 6 West Mother-Baby	92%	11%
Valerie Fund	100%	100%
Vantage Point	75%	100%
Maternal Child Float Pool	73%	53%
TOTAL	82%	56%

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 the CNO’s Patient Care Services Town Hall meetings, Breakfasts with the CNO, unit-based professional practice councils, shared governance involvement, email blasts, red / green reports, staff meetings, unit Magnet Boards, and bi-directional communication with managers and divisional leaders.

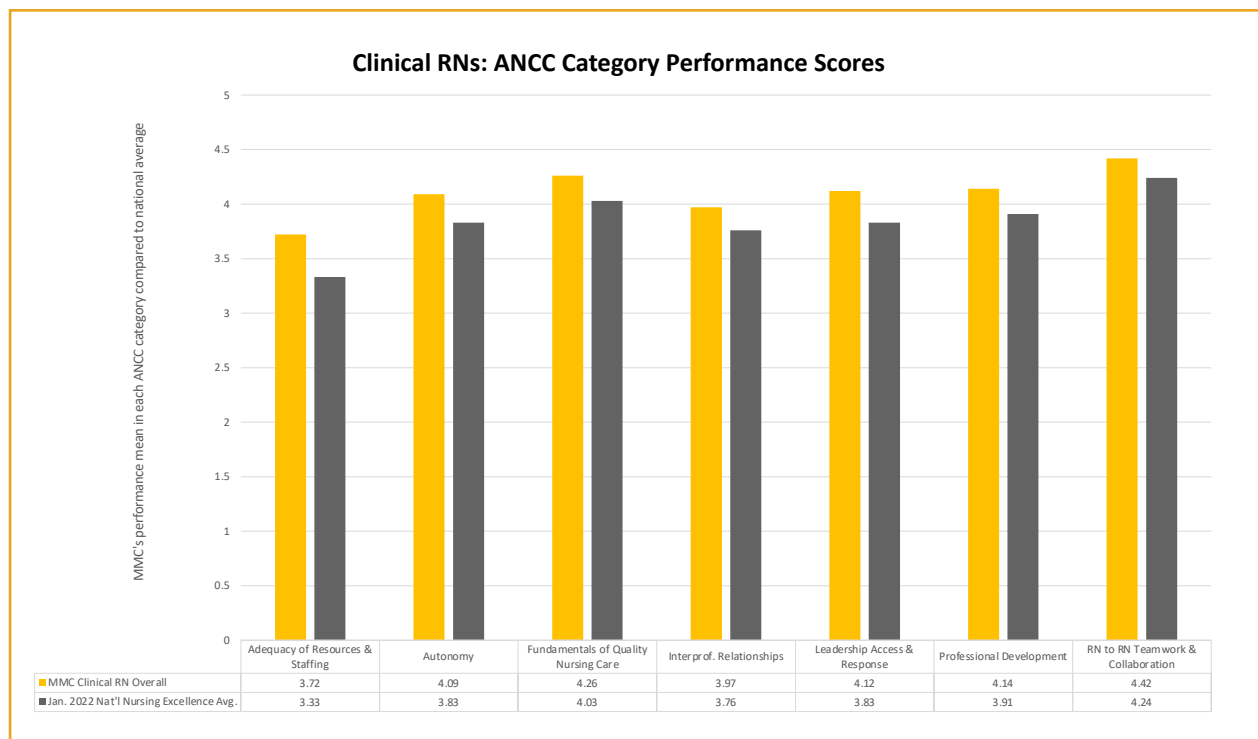


RN Satisfaction

The seven Magnet Recognition Program® categories that are tabulated for the RN Satisfaction scores for nurse managers and clinical nurses are comprised of the Nursing Excellence Items (RN Satisfaction questions). These categories 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.

In order to thoroughly address the needs of the frontline, MMC employs a third party vendor to conduct an annual Employee Engagement Survey. The RN Satisfaction questions were included in this survey administered in 2021 by Press Ganey Associates. All employed registered nurses of all levels and roles, including advanced practice registered nurses and registered nurse first assistants, were highly encouraged to take the survey, as it is for their ultimate benefit. By isolating all nurse results, leadership may better address staff concerns and work together with the frontline nurses to foster autonomy and 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.

As MMC met the *2023 Magnet Application Manual* standard with the 2021 RN Satisfaction results, these are the results that were submitted for Magnet redesignation.





PASSIONATE ABOUT EXCELLENCE, COMPASSIONATE ABOUT PEOPLE



Monmouth Medical Center's Professional Practice Model

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.

High Reliability 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 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 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.







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HEALTH

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Our mission: We are an academic health system, partnering with our communities to build and sustain a healthier New Jersey.