



2023 NURSING *Annual Report*



RWJBarnabas
HEALTH | Robert Wood Johnson
University Hospital

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

RWJBarnabas
HEALTH

**Robert Wood Johnson
University Hospital**



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FROM OUR CHIEF NURSING OFFICER



The Future Looks Bright

While the leadership message for the Robert Wood Johnson University Hospital (RWJUH) nursing annual report typically reflects on the accomplishments of the prior year – many of which are outlined within these pages – I'd like to take a more unique approach. This year, our eyes and minds are facing fully forward with enthusiasm, optimism and gratitude.

In welcoming home our RWJUH nursing colleagues, we have taken the opportunity to re-engage with our nursing strategic plan, especially as it relates to our culture. At its core, this means keeping the patient and family at the center of all we do, supporting each other in even more creative ways and modeling behavior in a way that honors our profession.

Recruitment and retention will continue to be a top priority in the coming year, and we intend to lead the state in understanding how to address the staffing crisis that is impacting hospitals nationwide. As part of these efforts, we are examining root causes to identify staffing opportunities. We are fully committed to staffing for volume and acuity for every patient, every time. Our partners at Rutgers School of Nursing recently received a grant for enhanced simulation which will allow them to bring on 75 additional nursing students per semester, and RWJUH will benefit from this increased enrollment. We also welcome your assistance in helping us socialize forthcoming major recruitment events.

The new RWJBarnabas Health mission, vision, values and credo that were introduced in January will also guide us as we move forward. We are all members of a large, diverse team and each of us brings something special to the table. We do our best work and provide the best care for patients and their families when we all work together. Our senior leaders will share insights into our systemwide commitment to excellence, as well as ways to operationalize these values at RWJUH.

As we refocus on our vision and strategies, I am 100% confident we will quickly reach our goal of becoming the #1 hospital in New Jersey to receive care and to deliver care. In fact, we're already building on a solid foundation and making noteworthy progress.

2024 is the year we shine. All of our team members are incredibly valuable and play an integral role in achieving greatness. I'm so excited to take on this journey together as we learn, grow, share our experiences and advance nursing practice and patient care.

Keep going,

Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN
Senior Vice President and Chief Nursing Officer



Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN
Senior Vice President and Chief Nursing Officer



Suzanne Spernal, DNP, APN-BC, RNC-OB, CBC, NEA-BC, FAAN
Senior Vice President, Women's Services



Nicole M. Hartman, DNP, MBA, RN, NEA-BC
Vice President, Nursing Clinical Excellence



Judith Lane, MHA, BSN, RN, SCRNP
Vice President, Operations



Arlex Matulac, MSN, RN, NE-BC
Vice President, Perioperative Services



Lydia Weber, DNP, RN, ANP-BC, HNP
Vice President, Clinical Effectiveness and Patient Safety



Kathleen Arcidiacono, MSN, RN, OCN
Assistant Vice President, Oncology/Wound Care Services, Robert Wood Johnson University Hospital & Associate Chief Nursing Officer, Cancer Institute of New Jersey



Kathy Easter, MSN, RN, CCRN
Assistant Vice President, Nursing Excellence



Georgia Harrison, DNP, RN, CCRN
Assistant Vice President, Intensive Care Neuro, Trauma, Medical & Ortho Services



Patricia James, DNP, RN, CCRN, NE-BC
Assistant Vice President, Inpatient Cardiovascular Services



Claudia Pagani, MSN, RN, MEDSURG-BC, NP-BC
Assistant Vice President, Center for Professional Development, Innovation & Research



Jennifer Silva, DNP, RNC-NICU, NE-BC
Assistant Vice President, The Bristol-Myers Squibb Children's Hospital at Robert Wood Johnson University Hospital



Winsome West, MSN, MBA, RN
Assistant Vice President, Adult Emergency Department, Nursing Observations and Clinical Operations



Minnette Markus-Rodden, PhD, RN, CPNP-AC
Nurse Scientist

TRANSFORMATIONAL LEADERSHIP

DAILY READINESS							
	M	Tu	W	Th	F	Sa	Su
METHODS (M)	●	●	●	●	●	●	●
ENVIRONMENT (E)	●	●	●	●	●	●	●
EQUIPMENT (E)	●	●	●	●	●	●	●
SUPPLIES (S)	●	●	●	●	●	●	●
STAFFING (D)	●	●	●	●	●	●	●
STAFFING (N)	●	●	●	●	●	●	●
QUALITY	SAFETY Cathy D Safety Coach						
ISSUES	TYPE	INSERTION	LINE DAY	YTD	DAYS W/Q	LAST EVENT	



Tiered Huddles and Visibility Boards Enhance Two-Way Communication

When a few RWJUH team members followed up on the timing for repairs on a piece of tagged equipment in the Adolescent Unit, Jennifer Silva, DNP, RNC-NICU, NE-BC, Assistant Vice President, the Bristol-Myers Squibb Children's Hospital at RWJUH, realized there were two opportunities at hand: ensuring that all day-to-day needs were addressed in daily huddles, and improving two-way communication between management and staff.

Working with RWJBarnabas Health HRO and quality leaders, Silva proposed creating a more robust huddle structure and established a Huddle and Huddle Board Committee. With support and encouragement from Alan Lee, RWJUH President, and Courtney Vose, DNP, MBA, APRN, RN, NEA-BC, RWJUH Senior Vice President and Chief Nursing Officer, several committee members visited NewYork-Presbyterian/Columbia University Irving Medical Center to gain insight on their huddle structure.

As a result of this research and the Committee's work, a three-tier huddle structure was piloted on six units, including the Pediatric Unit at the Bristol-Myers Squibb Children's Hospital at RWJUH.

Now implemented across the hospital, these daily huddles include:

- 1) A once-per-shift huddle with the department manager and interdisciplinary team members around new visibility boards
- 2) A huddle with the department manager, director and AVP
- 3) An interprofessional senior leader campus huddle, inclusive of SVPs, VPs, and AVPs

After the completion of huddles, the attendees of the senior leader huddle ensure bidirectional communication by relaying pertinent information back to their direct reports, who cascade the information to their teams.

The Huddle and Huddle Board Committee educated directors, managers and front-line staff on topics to cover in huddles. The accompanying visibility boards were designed to be more action-oriented, helping to engage team members, designate owners of issues, track progress and create accountability. With consistent overall categories, the boards had some flexibility to be personalized for each unit. Huddle audits helped ensure team member engagement across disciplines.

"We've structured the huddles as a safe place where all voices are heard," says Silva. "It's about ensuring that staff have everything they need to take care of patients and themselves. The new approach helps us model effective communication, anticipate issues, facilitate timely solutions and recognize our successes."

Tiered Huddle Goals

- Anticipate any issues or concerns that could happen today
- Ensure we have what we need in order to have the best day
- Build situational awareness for what the day will look like
- Come together as a team to recognize each other and learn together
- Build accountability and reinforcement toward team goals/projects
- Bring pebbles forward to resolve as a team

Department Huddle Daily Questions

1. What could go wrong today?
2. What will/could affect safety or flow today?
3. What is happening today or happened yesterday that we should all be aware of or can learn from?
4. How are we doing with the things we are working on as a team?
5. What ideas do you have for how we can have a better/safer day?



Magnet4Europe Learning Collaborative Advances Nursing Excellence

By establishing twinning relationships between 130 U.S. Magnet® hospitals and European hospitals across seven countries, the Magnet4Europe initiative has served as a platform to advance nursing practice worldwide. Over the past four years, RWJUH has maintained a mutually beneficial twinning relationship with Chelsea and Westminster Hospital NHS Foundation Trust in the United Kingdom.

“A primary goal of the project has been to explore opportunities with our European counterparts to help them develop a Magnet environment based on sound structures and processes that support exemplary outcomes,” says Kathy Easter, MSN, RN, CCRN, Assistant Vice President, Nursing Excellence at RWJUH. “This has been a mutually beneficial relationship as they have taught us much about unique, patient-centric and cost-effective ways to deliver high-quality care.”

RWJUH has supported the Trust in conducting a gap analysis that led to their development of shared decision-making structures and councils. In addition, the Trust team is working to develop a national database for benchmarkable data. The two teams met virtually throughout 2023 to facilitate goals, and they also came together in person for the following initiatives:

- Easter joined Cathy Hill, RN, MSC, Director of Nursing at the Trust, at the Magnet4Europe Learning Collaborative Program in Oslo to present a podium presentation on developing a culture of inquiry¹. A collaborative poster presentation on shared decision-making² was also featured at the program. Easter then met with the Trust team in London.
- Team members from both sites attended the annual ANCC National Magnet Conference® and ANCC Pathway to Excellence Conference® in Chicago. After the conference, RWJUH hosted the Trust team members in New Jersey, where they participated in huddles, nursing leadership rounds and unit tours at RWJUH. They also toured units at RWJUH Somerset and Monmouth Medical Center.

While the Magnet4Europe initiative officially concludes in 2024, RWJUH and the Trust intend to continue their collaboration across various fronts, including through a transatlantic journal club currently in development.

“It’s been such a pleasure to cultivate this relationship,” adds Easter. “We’re elevating nursing practice and sowing seeds for the future.”



1. Magnet4Europe Learning Collaborative Research Presentation: Developing a Culture of Inquiry to Support a Research-Intensive Environment. Christine Adamson, RN, RM, MSc, Kathy Easter, MSN, RN, CCRN-K.
2. Magnet4Europe Learning Collaborative Research Poster: Shifting the Paradigm: Implementing Shared Decision-Making. Noni Nyathi, RN, BSc, MSc, CMI, Christine Adamson, RN, RM, MSc, Cathy Hill, RN, MSc, Linda Tamburri MS, RN, APN, CCRN-K, Kathy Easter, MSN, RN, CCRN-K.

STRUCTURAL EMPOWERMENT



Nurses Build Health and Language Literacy

In a meeting of the RWJUH Community Outreach Committee (COC), a discussion began on how health literacy and, in turn, English literacy are key social determinants of health. From there, an idea was born to pair the two by developing a Health Literacy Project using existing RWJUH resources as its foundation.

In a program supported by the Johnson & Johnson Foundation, RWJUH’s Community Health Ambassador volunteers serve as a bridge to health information and resources for many Spanish-speaking individuals in the New Brunswick community. The Health Literacy Project has engaged RWJUH nurses to teach these ambassadors about specific health topics while simultaneously helping them improve their English skills – empowering them to share this knowledge and broaden their impact when working with community members.

“English is a second language for many of our Community Health Ambassadors,” explains Mariam Merced, Director of Community Health Promotions and COC member. “When they learn specific health terms in English and gain a better understanding of the way the health care system works, they can be more targeted and intentional in helping to improve the health of our Spanish-speaking community.”

RWJUH nurses who volunteered for this initiative participated in English language training workshops facilitated by Mary Curran, PhD, Professor at Rutgers Graduate School of Education. Eleven nurses then educated ambassadors in a series of topics identified through a needs assessment, including:

- Calling 9-1-1 in an emergency
- Going to the Emergency Department
- Stroke recognition and prevention
- Fevers in children
- Pap smears
- Advance directives and hospice

“The sessions encouraged participants to practice English terminology and role-playing in various health care scenarios, such as calling a physician’s office, describing symptoms and answering 9-1-1 questions,” explains COC Co-Chair Linda Tamburri, MS, RN, APN CCRN, Clinical Nurse Specialist, Magnet/Quality.

Feedback from pre- and post-event surveys has been positive, and the COC plans to broaden the program to include other disciplines.

“Beyond building health and language literacy among individuals in our community, this initiative has the added benefit of helping our nurses better understand how to enhance their practice in caring for patients with limited English proficiency,” adds Tamburri.

“I thoroughly enjoyed speaking to the Community Health Ambassadors about women’s health issues. Women’s health is everyone’s health. It was an honor to present this crucial information to them.”

- Vanessa Garcia, DNP, WHNP-BC, RNC-OB, Advanced Practice Provider, Maternal-Fetal Medicine Clinic and Health Literacy Project volunteer



The DAISY Award

FOR EXTRAORDINARY NURSES

IN MEMORY OF J. PATRICK BARNES

DAISY Award Recipients



Kyle Raymond,
2 East Orthopedics



Angelina Castillo,
2 Core



Kaitlyn Mascali,
4 West



Kirstie McNamara,
CVICU



New BEE Award Recognizes Excellence in Nursing Support

To establish a formal framework for recognizing the contributions of nursing team members in supporting the delivery of excellent patient care, nurse members of the Magnet Ambassador Council (MAC) developed the BEE Award for Extraordinary Team Members (Being Excellent Every Day). Nurses, other team members, patients and families can nominate clinical care technicians, pediatric care technicians, unit clerks, surgical technicians, mental health associates and patient monitors who:

- Demonstrate kindness and compassion in interactions with patients and family members
- Have a positive attitude and an outstanding ability to work as a team
- Are responsive and timely to patient needs
- Use RWJUH SAFETY tools and behaviors

“Patient care is a team effort, and staff members of various disciplines work hard to ensure our patients receive excellent care,” says Kimberley Weinberg, BSN, RN, 2 Core Clinical Nurse and MAC Chairperson. “Nurses rely heavily on support staff, so we wanted to introduce this award to show gratitude to our colleagues. We hope the award will help convey how much we value them.”

Juli Rodriguez, unit clerk in the MICU, was the first RWJUH employee to receive the BEE Award in October. Rodriguez consistently ensures that her fellow team members have everything they need to do their job in the best way possible. In the words of her nominator, “We are thankful for the extra efforts she puts into her duties, and for always maintaining a positive attitude, professionalism and an excellent work ethic even on our most difficult and challenging days...she is the epitome of a real team player, and we are lucky to have her on our team.”

Two additional BEE Awards were also presented in the fourth quarter of 2023. The recipients were Rolene Robinson, Emergency Department CCT, and Marceline Matthew, Respiratory Care Unit CCT.



2023 NURSE EXCELLENCE AWARDS RECIPIENTS



Transformational Leadership
Ester Caballero, MSN, APN,
ACNPC-AG, CCRN, CSC
Transplant Services



Structural Empowerment
Emergency Department Unit
Based Practice Council
Emergency Department



Exemplary Professional Practice
Moby Mathew, MSN, RN, CCRN
Neuro Critical Care Unit



**New Knowledge, Innovations,
and Improvements**
Amber Bartol, BSN, RN
Emergency Department



Magnet Nurse of the Year
Mary Lynn Dupuis, BSN, RN, CCRN
Neonatal and Pediatric Transport Team



Community Outreach Award
Emily Guerin, BSN, RN
Emergency Department



Friend of Nursing
Cynthia Buckelew
Advanced Practice Providers



**Sherry Stein Advanced Practice
Provider Award**
Al-Zada Aguilar, DNP, RN,
ACNP-BC, CCRN
Medical ICU Advanced Practice Providers



**Nursing Technician/
Technologist Award**
Robert Dukes
2 Core

HONORS AND AWARDS



**Al-Zada Aguilar, DNP, RN,
ACNP-BC, CCRN**
Rising Star Award, Rutgers University,
School of Nursing Alumni Association



Krystal Diaz, BSN, RN
Nursing Practice & Professionalism
Award, New Jersey Emergency Nurses
Association



Cheryl Myers, MSN, RN
Founders Award, Middlesex Regional
Black Nurses Association



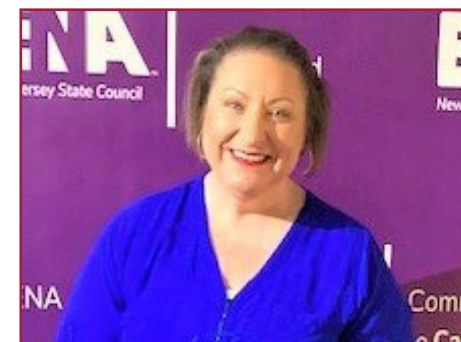
**Claudia Pagani, MSN, RN,
MEDSURG-BC, NPD-BC**
Distinguished Award of Recognition,
PNA NJ-Middlesex Subchapter



**Suzanne Sernal, DNP,
APN-BC, RNC-OB, CBC**
Runner-up, RISE Health Care Hero Award



**Kimberly Sullivan, BSN, RN
Eileen Jansson, RN, BSN, Ped-BC**
Lois Pollack Award for Nursing
Excellence, RWJBarnabas Health



**Katarzyna Wolan, MSN, RN,
CEN, CCRN, CPEN, CTRN, EMT**
Pediatric Award, New Jersey
Emergency Nurses Association



**Joanna Yohannes-Tomicich, MSN,
RN, APN, AGACNP-BC, NP-C**
Presidential Citation Award,
Society of Critical Care Medicine

Advanced Practice Provider Fellowship Graduates

Shaden Mustafa, MSN, RN, CNL, NVRN-BC, CCRN | Lindsay Horvath, DNP, AGACNP | Sarah Wong, PA-C

Educational Achievements

The following nurses obtained a Bachelor of Science in Nursing (BSN) degree in 2023

Name	College
Melissa Carvalho, BSN, RN, CCRN	Kean University
Madeline Flynn, BSN, RN	Rutgers, The State University of NJ
Megan Malone, BSN, RN	Chamberlain University
Karina Mercado, BSN, RN	Rutgers, The State University of NJ
Genevieve Nitzsche, BSN, RN	Sacred Heart University
Nolen Simler, BSN, RN	Moravian University
Kimberly Tull, BSN, RN	Chamberlain University

The following nurses obtained a Master of Science in Nursing (MSN) degree in 2023

Name	College
Wendy Akoh-Brefo, MSN, RN, PMHNP	Walden University
David Guzman, MSN, RN	William Paterson University
Nakeeta Joi Ingram, MSN, RN	Chamberlain University
Samantha Kneiser, MSN, RN, CCRN	University of Pennsylvania
Joselyn Martinez, MSN, RN, CCRN	Walden University
Jessica Perpignan, MSN, RN	Walden University
Tatum Torres, MSN, RN, CCRN	Walden University

The following nurse obtained a Master's degree (non-nursing) in 2023

Name	College
Georgia Harrison, DNP, MBA, RN, CCRN	University of Arizona Global Campus (MBA)

The following nurses obtained a Doctor of Nursing Practice (DNP) degree in 2023

Name	College
Bola Apena, DNP, RN	Grand Canyon University
Jennifer Hyuna Choi, DNP, APRN, FNP-C	Rutgers, The State University of NJ
Kimberly DiSanto, DNP, RNC-NIC	Case Western Reserve University
Vanessa Garcia, DNP, WHNP-BC, RNC-OB	Vanderbilt University
Rowena Lim, DNP, MBA, RN (2022)	Rutgers, The State University of NJ
Moby Mathew, DNP, RN, CCRN	Rutgers, The State University of NJ
Alexis Perez, DNP, RN	Rutgers, The State University of NJ
Colleen Price, DNP, RN, APN, AGACNP-BC	Drexel University

The following nurse completed a certificate program in 2023

Name	College
Prema Noronha, DNP, FNP-BC, AGACNP-BC	University of Pennsylvania

Professional Nursing Certifications

Congratulations to the following nurses for achieving certification in their specialty in 2023

Name	Specialty
Heidy Aviles, BSN, RN, CCRN	Critical Care Registered Nurse
Jefferson Balo, BSN, RN, CCRN	Critical Care Registered Nurse
Crystal Bingham, BSN, RN, CEN	Certified Emergency Nurse
Mavis Britwum, BSN, RN, WTA, CWON	Certified Wound Ostomy Nurse
Jean Corpuz-Tiamson, BSN, RN, MEDSURG-BC	Medical-Surgical Board Certified
Rubria DeLeon, BSN, RN, MEDSURG-BC	Medical-Surgical Board Certified
Mary Elmadah, BSN, RN, CMSRN	Certified Medical-Surgical Registered Nurse
Akua Fosu, MSN, RN, CCRN	Critical Care Registered Nurse
Christina Ilac, MSN, RN, CCRN	Critical Care Registered Nurse
Luke Jackson, BSN, RN-BC	Medical-Surgical Board Certified
Lala Jordan, BSN, RN, CCRN	Critical Care Registered Nurse
Jenny Lowery, BSN, RN, CPEN	Certified Pediatric Emergency Nurse
Shira Marcus, BSN, RN-BC, CCRN	Critical Care Registered Nurse
Madeline Merced, BSN, RN, CEN	Certified Emergency Nurse
Prema Noronha, DNP, FNP-BC, AGACNP-BC	Adult Gerontology-Acute Care NP
Taniesa Palmer, BSN, RN, CCRN	Critical Care Registered Nurse
Brianna Reece, BSN, RN, CCRN	Critical Care Registered Nurse
Hanna Ryeng-Pezzillo, BSN, RN, OCN	Oncology Certified Nurse
Maria Sbarro, BSN, RN, CWCA, CWOCN	Certified Wound Ostomy Continence Nurse
Purnima Soni, RN, PCCN	Progressive Care Certified Nurse
Christine Sterline, BSN, RN-BC, CCRN	Critical Care Registered Nurse
Meekah Stith, BSN, RN, MEDSURG-BC	Medical-Surgical Board Certified



EXEMPLARY PROFESSIONAL PRACTICE

Appointments		
Al-Zada Aguilar, DNP, RN, ACNP-BC, CCRN	Committee Member	RWJBH Acute and Critical Care APP Symposium Planning Committee
Marvella Cephas, DNP, RN, CEN, NEA-BC	President Elect	NJ Emergency Nurses Association
Kathy Easter, MSN, RN, CCRN	Treasurer	New Jersey Council of Magnet Organizations
Lisa Falcón, MSN, RN, TCRN, NE-BC	Immediate Past Chair, AACN Certification Corporation Board of Directors	American Association of Critical Care Nurses
Brandi Handel, MSN-FNP, RN	Clinical Instructor	School of Nursing, Rutgers, the State University of NJ
Nicole Hartman, DNP, MBA, RN, NEA-BC	New Nurse Leader Planning Committee	Pennsylvania Organization of Nurse Leaders
Minnette Markus-Rodden, PhD, RN, CPNP-AC	Peer Reviewer	Nursing in Critical Care
Minnette Markus-Rodden, PhD, RN, CPNP-AC	Peer Reviewer	Nursing Economics
Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN	Expert Panel on Building Health Care System Excellence	American Academy of Nursing
Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN	Ambassador	Center for Health Equity through Nursing Program
Joanna Yohannes-Tomicich, MSN, RN, APRN	Secretary/Treasurer	Society of Critical Care Medicine, Nursing Section

Community Outreach	
Amber Bartol, BSN, RN	Volunteer, RWJUH Health Literacy Project
Brandi Handel, MSN-FNP, RN	Volunteer Faith Teacher, Our Lady of Lourdes
Shiela Hernandez, BSN, RN, PCCN	Philippine Nurses Association
Donna Prete, MSN, RN-BC, NE-BC, GERO-BC	Volunteer, Jamesburg Elks
Elizabeth Russer, MSN, RN, PCCN	Fundraising Chairperson, Sayreville Upper Elementary School PTO
Linda Tamburri, MSN, RN, APN, CCRN	Volunteer, RWJUH Health Literacy Project
Maria Uy, BSN, RN	Philippine Nurses Association
Kobi Walsh, BSN, RN, PED-BC	Habitat for Humanity
Cathy Weiner, BSN, RN, PED-BC	Central Monmouth Volunteer Group



Nurse-Led Efforts Reduce Hospital-Acquired Pressure Injuries

When Catherine Hoyt, DPM, BSN, RN, WCC, Director of Inpatient Wound Care Services, joined RWJUH in 2022, she and the nursing leadership team recognized an opportunity for improvement: The hospital-acquired pressure injury (HAPI) rate was above the national benchmark.

To ensure efficient, high-quality care, nursing leaders renewed their focus on wound care prevention in 2023. The first step was to review Wound Care Services staffing. The hospital's two wound care nurses were extremely busy with wound care consults, leaving little time for prevention education. Two additional experienced wound care nurses were hired to allow the team to expand its services, including initiating wound prevention rounds in the adult ICUs.

A Focus on Education

The next step was to review current wound care policies and educate staff to ensure that these protocols, including skin care bundles, were being followed.

“We noticed staff on the floors were automatically requesting wound care consults if a wound was identified,” Hoyt explains. “Our policy is prevention first, but if a wound is observed, care should be initiated immediately by the clinical nurse. The nurse can then call for a wound care consult after treatment has begun.”

The team provided each unit with a comprehensive binder to keep wound care information at clinicians’ fingertips. Binders include information about products for preventing HAPIs, treating a wound once identified, when to request a wound care consult and guidelines for notifying physicians. In addition, “skin champions” from each unit were identified and attend monthly meetings to discuss barriers to care, new techniques and products and a wound care Tip of the Month. Any new information or handouts are added to each unit’s binder, and champions share the information during unit huddles.

The wound care team also noticed an opportunity to improve preventive care documentation. To help nurses remember how to prevent pressure injuries, the team launched the SIT protocol:

- Surface (document the type of bed; ensure no diapers, folded sheets or tubes are under the patient)
- Incontinence (check every two hours or use an appropriate collection device)
- Turn and reposition the patient every two hours

Lastly, the team partnered with Emergency Department (ED) staff to create a plan for preventing pressure injuries for patients admitted through the ED.

Seeing Results

“These efforts created a space for open communication with the nurses and opportunities for real-time education while ensuring prevention measures were in place for all at-risk patients,” says wound care clinical nurse Monica Folkes, BSN, RN, CWON.

By the third quarter of 2023, the pressure injury rate dropped by nearly 45 percent.



Perioperative Team Lauded for Patient Safety Strategies

RWJUH’s Ambulatory Surgical Pavilion (ASP) received several accolades and began a new data collection project in 2023. The unit’s director attributes these positive milestones to the staff’s strong level of engagement.

“It’s been a team effort,” explains Rowena Lim, DNP, MBA, RN, Director of the ASP. “These achievements reflect the collaborative work of the Pre-op, Anesthesia, Surgery, OR and Post-op teams.”

Quality Accolades

The unit’s commitment to quality was reflected in these honors:

- Received Outpatient Surgery Magazine’s 2023 OR Excellence Award for Patient Safety. This award recognizes the team’s involvement in performance improvement (PI) projects, patient safety committees and evidence-based practice initiatives. In fact, more than 70 percent of the team’s nurses are involved in PI efforts. One example is an ASP pre-op checklist tool developed by David Tocol, BSN, RN, CNOR.
- Named to Newsweek’s list of America’s Best Ambulatory Surgery Centers for the third consecutive year. Hospitals are selected for the list based on quality of care, outcomes and peer recommendations.

Tracking Quality

In 2023, the ASP team, along with other surgical and procedural units in the hospital, began tracking patient burns and surgical errors as part of the National Database of Nursing Quality Indicators. Adding to established protocols like site marking, surgical time-outs and instrument counting, the team implemented enhanced hand-off communications and after-case debriefs in 2023.

If an unexpected outcome occurs, an incident report is submitted and reviewed by the Quality Department.

“If an error is noted, it becomes a collaborative effort among the unit, Quality and Risk Management to understand why it happened and prevent it from happening again,” Lim explains.

The ASP outcome was exemplary, with zero burns or errors reported in 2023. Based on this initiative, Lim will present a poster on “The Impact of Team-Building Activities and Case Efficiency in Ambulatory Surgical Settings” at the Association of periOperative Registered Nurses’ annual meeting in 2024.





Throughout the process, building and patient room plans have been guided by patients and team members, including nurses, clinical care technicians, physicians, social workers, dietitians, unit clerks and Environmental Services staff. Nurses and other team members toured an off-site mockup room and, as plans progressed, an onsite room. In addition to recommendations on workflow and equipment, their input was as specific as including a desk area for patients, adjusting the height of bedside monitors and adding label printers to the rooms. Room layouts were also differentiated for medical and surgical oncology and longer vs. shorter stays.

“From the beginning, we’ve been involved at a granular level,” says Patricia Andrews, BSN, RN, OCN, Director, 4 North and Bone Marrow Transplant Unit. “I’ve been impressed with how much our input was welcomed. To watch the building go up and see how far we’ve come is wonderful.”

Developed in partnership with the New Brunswick Development Corporation, the Jack & Sheryl Morris Cancer Center will provide patients with access to advanced imaging services, radiation therapy, chemotherapy, surgical treatments, precision medicine, immunotherapy and clinical trials. Wellness, prevention and education resources will be available for the community, patients, caregivers and families. The center will also include laboratories where teams of scientists develop new treatments.

“We always tell patients that their journey is our journey,” adds Osoro. “And now we’re truly all on that journey together.”



Research Symposium Showcases Innovation

Nearly two decades ago, a hospital-based nursing research day was held at RWJUH – and that event has since evolved to engage all RWJBarnabas Health hospitals in collaboration with the Rutgers School of Nursing. On September 29, 2023, RWJUH hosted the 18th Annual Nursing Research Symposium.

“We work to engage nurses from all campuses in both participation and planning,” says Alberto Rodriguez, MSN, RN, NE-BC, Director of the Center for Professional Development, Innovation and Research (CPDIR) at RWJUH and a member of the Research Committee along with Claudia Pagani, MSN, RN, MEDSURG-BC, NPD-BC, Assistant Vice President, CPDIR.

The Committee helps ensure that research topics reflect issues impacting nursing practice and innovation, while also taking the opportunity to provide education about research when calling for submissions and during symposium proceedings. Held virtually since the pandemic but with in-person plans for 2024, the event includes welcoming and keynote presentations along with podium and poster presentations.

RWJUH presenters in 2023 included:

Audrey C. Kleet, DNP, MBA, ACNP-BC, CCRN, NEA-BC

Administrative Director, Advanced Practice Providers

Podium Presentation: Psychosocial Readiness Assessment for Heart Transplant Candidates

Rebecca Ramos, MS, RN, PED-BC

Nursing Professional Development Practitioner

Pediatric, Adolescent, Pediatric Hematology/Oncology Units

Center for Professional Development, Innovation and Research

Poster Presentation: Patient Education on Self-Administration of Insulin Via Pen:

An Interprofessional Team-Based Educational Initiative

Lisa Laws, MSN, RN, RNC-NIC, NNP-BC

Nursing Professional Development Practitioner

NICU/Peds Float Pool/PSDS/Peds Endo/NBHTHS

Center for Professional Development, Innovation and Research

Poster Presentation: Tiny Humans Where Big Things Matter

More than 250 people attended the event, and the overall learning experience was ranked very highly by survey respondents. According to this feedback, nearly half planned to bring the information they learned to their own facility for policy change consideration, and more than half planned to use what they learned to educate patients.

“Because nurses continually see protocols in action, they have a unique point of view to ask, ‘what if,’” says Rodriguez. “From there, they can formulate answers that benefit our patients and better serve our community. One of the best parts of this symposium is the ability to share that knowledge across departments and hospitals to magnify the benefits.”

Nurse-Driven Clinical Research Flourishes

RWJUH Nurse Scientist Minnette (Mindy) Markus-Rodden, PhD, RN, CPNP-AC, has the same perspectives on nursing research as she does for clinical work: The goal should be to take care of people, and that means both patients and colleagues.

“My role is to inspire nurses to ask next-level questions that impact self-care or patient care, and then guide them to find the solutions,” says Markus-Rodden. “I also help ensure that research projects are aligned with the five pillars of the strategic plan so they support the outcomes we’re all working to achieve.”

Five nursing-related research projects were underway in 2023, with at least three more set to begin. Project highlights included the following.

Bariatric Pain Medication

Mae Zoltowsky, BSN, RN, CBN, CPHQ, Clinical Coordinator of the Bariatric Program, noticed that oral acetaminophen wasn’t controlling pain as well for bariatric patients once IV acetaminophen was stopped. She wondered if oral acetaminophen was being metabolized differently post-surgery, despite a lack of evidence in research to date. To better evaluate the difference in pain control, Zoltowsky worked with Markus-Rodden and an interdisciplinary group of physicians, medical students, pharmacists and nurses to develop a research study that is now awaiting IRB approval.

Knitting Teams Together

While recent research shows that nurses experience high levels of burnout, little research exists on this topic for clinical care technicians, who are key nursing partners. An avid knitter, Markus-Rodden found prior research showing that a knitting intervention helped reduce burnout among nurses, so she applied a similar concept to CCTs. In this IRB study, CCTs meet weekly to learn to knit while having the opportunity to discuss shared experiences and challenges. Informal feedback has been positive, and a post-intervention survey and manuscript will be completed in 2024.

“As an added benefit of the knitting study, I’m able to bring any CCT concerns I hear directly to leadership to formulate timely solutions,” says Markus-Rodden. “In all of these projects, the interdisciplinary perspectives have benefited our practice while helping our research flourish.”



Community Support Enables Nursing Advances

In generously supporting The Betty Wold Johnson Center for Nursing Education, RWJ University Hospital Foundation donors invested in several important initiatives to advance nursing excellence in professional practice and patient care.

Nurses and clinical care technicians pursuing continuing education opportunities were eligible for scholarships to assist in their journey. The Betty Wold Johnson Center for Nursing Scholarship Awards were presented to nurses furthering their education in nursing practice, including opportunities ranging from bachelor’s degrees to doctorate degrees. The Turock Family Foundation Pathway to Nursing Program for Clinical Care Technicians was established to support CCTs as they begin their journey to becoming nurses. In addition, through a partnership with New Brunswick Health Sciences Technology High School, students are awarded health professional scholarships to assist with their next phase of education.

Making ongoing investments in nursing excellence also includes support for professional development. Generous donations assisted clinicians in attending regional, national and international nursing conferences. By attending these programs, nurses learned the most current practices for providing exemplary patient care and enhancing the nurse practice environment. Conference funding also supported nurses who were selected to deliver podium or poster presentations at these programs, enabling them to share their innovations with nursing colleagues across the region and beyond.

In 2023, the RWJ University Hospital Foundation provided a significant investment to purchase a wide range of equipment that nurses and other health care providers describe as being essential to enhance their work in delivering optimal patient care.

RWJUH is grateful for the donors whose generous and thoughtful contributions provide vital resources to propel nursing excellence and support the education and professional development of nursing staff members.

The Auxiliary of Robert Wood Johnson University Hospital
 The Edward W. and Stella C. Van Houten Memorial Fund
 Gorrie Family Foundation
 Turock Family Foundation
 The Walter and Louise Sutcliffe Foundation
 The Willard T. C. Johnson Foundation, Inc.



Scholarships

Betty Wold Johnson Center for Nursing Education Scholarship Awards

Bachelor of Science in Nursing

Juliann Felicetti

Master of Science in Nursing

Jennifer Cruz

Doctorate in Nursing (DNP/PhD)

Mini Jijo

The Turock Family Foundation Pathway to Nursing Program for Critical Care Technicians

Practical Nursing Program

Nicole Georgevich

Associate Degree in Nursing

Jazzlyn Contreras Cruz

Sierra Dobles

Bachelor of Science in Nursing

Gabriela Rodriguez

Health Professional Scholarships

David B. Crabiel Scholarship

Benita Torres Guzman

Aliana Reinoso

Harrison Varela Leonor

Jason Vasquez Flores

Joselyn Mayorga Figueroa

Dackeily Suriel

Elvira Rodriguez

Sarisbel Ceballos Torres

Delmily Santana

Katherine Wright Gorrie Scholarship

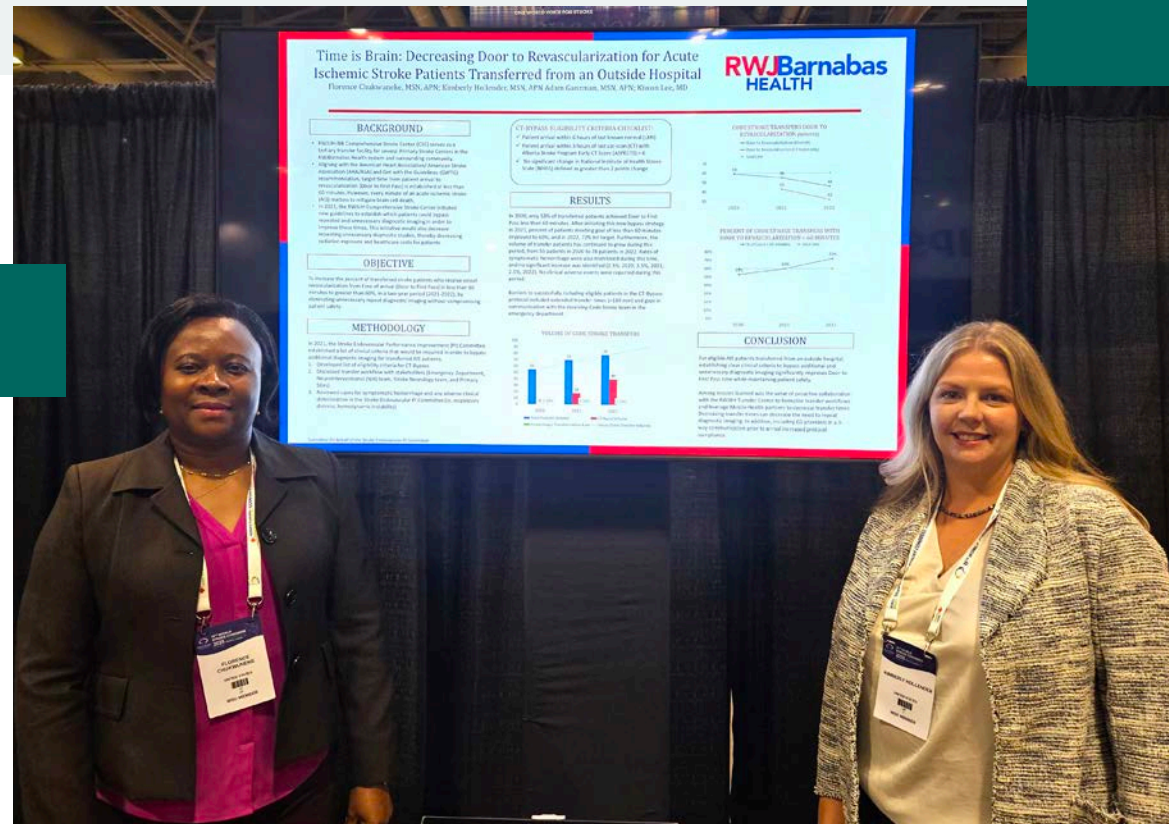
Yeramilli Banos Nieto

Jasasiel Castellanos

Alexis Cruz

Jose Santiago Barragan

Francisco Victoriano Herrera



Attendees	Program
Daily Abreu Sylvia Bangura Verdane Simeon Bennett Jennifer Binbinon Liliana Calle-Tito Stacey Coyle Maria Di Ioia Christina Gulotta Komalpreet Kaur Sharon Lewis Ana Llapa Lailani Macuray Gloria Morcos Lynn Nguyen Gabrielle Obre Victoria Pangilinan Debra Stoner Judith Tothova Andrea Weinstein	AACN - NTI Critical Care Conference
Minnette Markus-Rodden	ENRS Nursing Conference
Marvella Cephas Sarah Lehr	Huron Consulting Group - Healthcare Leadership Conference
Eileen Howarth	Institute for Healthcare Improvement
Minnette Markus-Rodden Claudia Pagani Lisa Ringled Elizabeth Russer Linda Tamburri	ANCC Magnet Conference
Luzviminda Buyog	National Association of Neonatal Nurses
Marvella Cephas	NCN Conference
Catherine Hoyt	NCPD & Magnet Conferences
Adam Ganzman	Neuroscience Summit Conference
Catherine Hoyt	Nursing Congress
Erin Carr	Nursing Education Course - Be a Leader
Minnette Markus-Rodden	Ohio State Nursing Education Course
Hanna Ryeng-Pezzillo Stephanie Schuler	Oncology Certified Nurse (OCN) Course
Diana Dzioba Rose Egbutu Mary Elmadah Wencesla Etienne Sadaf Hashimi Samantha Margulies Valsa Mathew Merinah Nyaito Bryann Ricci Diana Santizo	ONS Congress
Florence Chukwunke Kimberly Hollender	World Stroke Congress Conference

Equipment

<u>Department</u>	<u>Purpose</u>
Renal Transplant Unit 8T	8T minor equipment
NICU	Agility Health / Vocera Communications / Agility Health / Medela LLC
Administration	Avasys: Avasys Cameras (4) - patient monitoring
Pediatric Operating Room	BK Medical: Ped Neuro Ultrasound - BK5000
Pediatric Surgery	BK Medical: Probe to support BK Ultrasound Unit (Neuro)
Endoscopy	Blanchard: Endo Construction & Reconfiguration for Integration Project
Admin	Cardiac Innovation
Cardiology	Cardiovascular Equipment
NICU	Carestream: Carestream NICU Mobile Xray
Administration	CINJ New Building
Stroke Center	Computer program & equipment for Telemedicine capabilities with affiliates
COVID	COVID Response
Administration	COVID Response Supplies
Nursing Admin	Dancker: Purchase of Massage Chairs for Nursing Respite Room
Renal Hemodialysis	DVA Renal Healthcare
Cardiac Catheter Lab	Eas Tec: Cameras for Cath Lab to Assist Patient Safety and Flow
Emergency Department	ED Equipment
Cancer Center Administration	Education Expense and Memberships
Outpatient Physical Therapy	Education Expense, Educational Books, Subscriptions, Related Travel
CPDIR	Education Software
Emergency Department	EMS Educational Programs
Endoscopy	Endo Construction and Equipment
Endoscopy	Endo Equipment, Construction
Endoscopy Room	Endoscopy - Covidien Purchases
Endoscopy	Endoscopy Equipment and Construction
Adult Cystic Fibrosis Clinic	Equipment Needs for Hospital Based Clinic
Physiology	Equipment Upgrade: Cart Electrophysiology - LS Pro EP Recording System
Operating Room	Equipment Upgrade: PROBE - neoprobe
Echo/Vascular Lab	Equipment Upgrade: RWJ - EKG EEG - Stress System Replacement_2022 System#2
Pediatric Surgery	Equipment Upgrade: RWJ - Endoscopy and Arthroscopy Instruments Visualization - Olympus Endoscope Upgrade to 190

Cardiology	Equipment Upgrade: RWJ - Imaging Cardiology i.e. ICE IVUS - Cath Ergometer
Cardiology	Equipment Upgrade: RWJ - Imaging Cardiology i.e. ICE IVUS - Glidescope
Cardiac Cath Lab	Equipment Upgrade: RWJ - Imaging Ultrasound - Sonosite Point Of Care Ultrasound
Echo/Vascular Lab	Equipment Upgrade: RWJ - Imaging Ultrasound - X-7 TEE Probe Replacement
Operating Room	Equipment Upgrade: RWJ - Surgery General - GEM Perfusion Upgrade
Administration	Expansion of Service: Addition to Existing - BOND South Building Expansion and Renovation-OR SUITE
Neonatal	Follett LLC: NICU Minor Equipment
NICU	GE Healthcare: 1 Giraffe Bed/Panda Warmer
NICU	GE Healthcare: 2 Giraffe Incubator Care Stations
NICU	GE Healthcare: 2 Giraffe OmniBed Carestation
BMSCH	GE Healthcare: Carescape Monitors - Tele Monitor to EMR
Emergency Department	GE Healthcare: EKG Carts for ED
NICU	GE Healthcare: NICU 2 Hamilton C1 Vents
NICU	GE Healthcare: NICU Ultrasound Machine
Labor & Delivery	GE Healthcare: NOVII Wireless Monitors (12)
Nursing Administration (ED+ICU++RCU+ SICU-E+PACU+4T+4W+L&D+2W/3W+9T)	GE Portable Monitors - Various Departments
IT Admin	GetWell Network: GetWell Network Software - Patient Experience and Health Education
Operating Room	Integra: Neuro Skull Frame Equipment (Craniotomy)
Physiology	J&J Health Care Systems and Abbott Labs / Stereotaxis Inc.
Operating Room	Karl Storz Endoscopy Equipment
CPDIR	Laerdal Medical Coporation: Device TRN Skillreporter AC PW
CPDIR	Laerdal Medical Corporation: Resusci Anne QCPR AED AW Torso
CPDIR	Laerdal Medical Corporation: Resusci Anne Torso and SimPad Plus Accessories
CPDIR	Laerdal Medical Corporation: SIM Mannequin Training - Inv. 20212000015968
CPDIR	Laerdal Medical Corporation: Simpad Plus Protection Plan
Nursing Education	Laerdal Medical Corpoeration: Training Equipment - CPR Cable and Electrode
Cancer Center	Lean Taas, Software for Predictive and Prescriptive Analytics for Patient Treatment Options

APP	Limbs & Things Inc.: Chest Drain and Needle Decompression Trainer
CPDIR	Limbs & Things Inc.: Male Catherization Trainer
Proton Beam	Maintenance and Repairs of the Proton Equipment
Admin	Medtronic/Steriserv: Mobility Equipment
Patient Experience	Metrographics: Cell Phone Chargers for Patients
Emergency Department	Mindray: Ultrasound Machine
Pediatric Oncology/Hematology	Minor Equipment
Pediatric Neurology	Minor Equipment - Head Scopes
Cardiac Cath Lab	Minor equipment and Educational Needs
Administration	Minor equipment and Educational Needs
BMSCH	Minor Equipment and Supplies
PROUD	Minor Equipment and Supplies
CPDIR	Minor Equipment and Supplies
Neurosurgery (ICU)	Minor Equipment and Supplies
Neonatal ICU	Minor Equipment and Supplies
EEG	Minor Equipment and Purchases for Neuro
Neuro ICU	Minor Equipment and Purchases for Neuro ICU
Cancer Center	National Marrow Donor Program Costs
Operating Room	Neuro Equipment
Neonatal	NICU Lactation Equipment
Endoscopy	Olympus: Scope Upgrade
Operating Room	OR Expansion - South Building Strata
Heart Transplant	Paragonix: Purchase of 1 SherpaPak Cardiac Transport Systems
Heart Transplant	Paragonix: Purchase of 2 SherpaPak Cardiac Transport Systems
Telecomm	Patient Safety - Communications: Infrastructure - Rauland Nurse Call Server Upgrade
Operating Room	Patient Safety - Communications: System Telephone ECG Sing Transmitter-Receiver - Vocera Update
Nursing Admin	Patient Safety - Transport: RWJ - Infusion Pumps MRI Compatible; MR Patient Monitoring Portable - Baxter IV Pump Carriers
Patient Transport	Patient Safety - Transport: RWJ - Patient Beds Stretchers - Replacement Stretchers
Operating Room	Patient Safety - Transport: RWJ - Patient Monitoring - Transfer Monitors
Peds & Transport APNs	Patient Safety - Transport: RWJ - Ventilators Critical Care Transport - Hamilton Vents: Transport
Neonatal ICU Sentec Digital Monitoring System - NICU	Patient Safety - Transport: RWJ - Ventilators Critical Care Transport -

Pediatric Surgery	Pediatric Surgery - Laparoscopy Equipment
Pediatrics	Philips: Pediatric Ultrasound Unit ECHO
Ambulatory Surgery Center	Phillips: Ultrasound Unit - Endoscopy Anesthesia Team
Children's Admin	Prosec Protection System / National Association of Children's Hospitals
Administration	Purchases
Cardiology	Purchases and Supplies
Quality Resource Services	Quality Initiatives - Purchases and Education
Liver Institute	Radiology Minor Equipment and Purchases for Procedures
CPDIR	Respite Room Construction
CPDIR	Rittenhouse: CNE Review Books
CPDIR	Rittenhouse: Education of Aortic Valve Implantation
Stroke Center	RWJBH - 2023 Neuroscience Nursing Symposium
Labor & Delivery	SHI International Corp
Volunteer Services	SHI: iPads for the HEAL Program
CPDIR	SHI: SIM OR Phones
Nursing Admin	SHI: Tablets for the OR Efficiency - 9 Adult/3 Pediatric
Emergency Department	Silentia Inc. / Stryker
Center for Diabetes Education	Staff to Organize and Run the Community Health Events
Operating Room	Storz: Blue Light Tower (Cysto Procedure) - Support New Surgeon Growth
Emergency Department	Stryker
Operating Room	Stryker Drills
NICU	Sylvan Fiberoptics: Purchase a Transilluminator
Stroke Center	Telehealth for Stroke throughout the Health Care System
Emergency Department	Urgent Care Supplies
Children's Admin	Vyaire: Replace 4 High Frequency Oscillators - NICU/PICU
Case Management	Wheelchairs, Walkers and Other Mobility Items Provided to Patients to Expedite Discharge
CPDIR	Zoll Medical Corp: CPR Simulator, Cables and Electrodes
CPDIR	Zoll Medical Corporation: 8009-0751-01:Electrode Defib S
CPDIR	Zoll Medical Corporation: 8900-0180:Electrode TRN 1STP C
CPDIR	Zoll Medical Corporation: 8900-0185:Electrode Defib 1STP

Podium Presentations		
Staff	Name of Presentation	Conference Name or Sponsor
Al-Zada Aguilar, DNP, ACNP-BC, CCRN	Assessment and Recognition of the Seriously Ill Patient, Diagnosis and Management of Shock	Fundamentals of Critical Care Certification Course, New Brunswick, NJ
Al-Zada Aguilar, DNP, ACNP-BC, CCRN	Point of Care Ultrasound	St. Elizabeth's University, Florham Park, NJ and New Brunswick, NJ
Kathy Easter, MSN, RN, CCRN	Developing a Culture of Inquiry to Support a Research-Intensive Environment	Magnet4Europe Conference, Oslo, Norway
Lisa Falcón, MSN, RN, TCRN, NE-BC	Stop the Bleed, ATLS, Injury Prevention, Trauma Nursing Leadership	World Trauma Week, All India Institute of Medical Sciences (AIIMS) Rishikesh, India
Catherine Filippelli, MSN, RN, FNP-BC, CEN, TCRN	Stop the Bleed	Rutgers University Undergraduate Nursing Students, New Brunswick, NJ
Catherine Filippelli, MSN, RN, FNP-BC, CEN, TCRN	Stop the Bleed, Trauma Nursing Assessment, TBI, Chest Trauma	Global Health Study Abroad with Rutgers Schools of Nursing & Global Health; University of Dodoma, Dodoma Regional Medical Center Tanzania, Africa
Georgia Harrison, DNP, MBA, RN, CCRN Sean Fusco, BSN, RN, CCRN Mayur Narayan, MD Zachary Englert, MD Gerardo Rodriguez, MD Rebecca Hotz	Schwartz Rounds - What is it, and Should We All Be Doing It?	Point/Counterpoint Acute Care Surgery Conference, Baltimore, MD
Catherine Hoyt, DPM, BSN, RN, WCC	Reducing Inpatient Hospital Acquired Pressure Injuries with Nursing Interdisciplinary Collaboration under the Direction of the WOCN Team	Nursing Congress Conference, San Diego, CA
Audrey Kleet, DNP, MBA, ACNP-BC, CCRN, NEA-BC	Psychosocial Readiness Assessment for Transplant Candidates	American Association of Heart Failure Nurses (AAHFN) Annual Meeting, Boston, MA North American Transplant Coordinators Organization (NATCO) Annual Meeting, Orlando, FL RWJBH 18th Annual Nursing Research Symposium, Virtual
Minnette Markus-Rodden, PhD, RN, CPNP-AC	Leadership Pearls	University of Pennsylvania, School of Nursing, Philadelphia, PA
Claudia Pagani, MSN, RN, MEDSURG-BC, NP-BC	How to Support Employees Through Grief	RWJBH Leadership Council, New Brunswick, NJ
Claudia Pagani, MSN, RN, MEDSURG-BC, NP-BC	Diversity, Equity & Inclusion in Healthcare Equitable Care is Ethical Care	The John Kuhlthau Bioethics Conference, New Brunswick, NJ, Virtual
Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN	The Grit of Building an Engaged Team	University of Pennsylvania Doctor of Nursing Practice Program, Virtual
Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN	Distinguished Leadership Series: Nursing's Staffing Crisis, Where to from Here	Rutgers School of Nursing, New Brunswick, NJ, Virtual
Joanna Yohannes-Tomicich, MSN, RN, APN, AGACNP-BC, NP-C	Bridging the Gap: A Systematic Approach to Developing Advanced Practice Provider Driven Educational Initiatives at a Major Metropolitan NCI-Designated Comprehensive Cancer Center	JADPRO Conference, Orlando, FL

Poster Presentations		
Staff	Name of Presentation	Conference Name or Sponsor
Kathleen Arcidiacono, MSN, RN, OCN Henry Pitt, MD Joseph S. Hanna, MD, PhD	RWJUH Mortality Review: Expansion and Harmonization	RWJUH Quality Fair, New Brunswick, NJ
Kathleen Arcidiacono, MSN, RN, OCN Sabriye Bright, MSN, RN, CCRN Louisa Rasmussen, MS, RD, CDN, CNSC Ruth Singer Ukegbu, MSN, RRT, RN, CIC Michele Pedrani, MS, RN, CIC, CSN-NJ Ahmed Abdul Azim, MD Arsheena Yassin, PharmD John Mills, MD	Hospital Acquired Infections: Reducing Clostridioides Difficile Infections through a Multidisciplinary Approach to Diagnostic and Antibiotic Stewardship	RWJUH Quality Fair, New Brunswick, NJ
Marvella Cephas, DNP, RN, CEN, NEA-BC	Screening for Child Maltreatment in a Pediatric Emergency Department	20th Annual Nursing of Children Network Regional Pediatric Conference, Wilmington, DE
Kathy Easter, MSN, RN, CCRN	Shifting the Paradigm: Implementing Shared Decision Making	Magnet4Europe Conference, Oslo, Norway
Brandi Handel, MSN-FNP, RN	Please Don't Hurt Me - Physically or Emotionally	Association of Child Life Professionals Annual Safety Summit and Conference, Grapevine, TX
Kimberly Hollender, MSN, CCRN, ANVP, ACNP-BC Florence Chukwunke, MSN, RN, AG-PCNP-BC, CNRN, NVRN-BC	CT Bypass for Acute Stroke Patients	World Stroke Congress, Toronto, Canada
Eileen Howarth, BSN, RN	Optimizing Clinical Alarms to Improve Patient Safety	RWJBH, 2023 Quality and Safety Forum, Edison, NJ
Catherine Hoyt, DPM, BSN, RN, WCC	Reducing Hospital Acquired Pressure Injuries	ANCC Nursing Continuing Professional Development Summit, Chicago, IL
Minnette Markus-Rodden, PhD, RN, CPNP-AC	Establishing a Relationship between Pharmacy Based APNs & School Nurses to Improve the Care of School Children with Asthma	Eastern Nursing Research Society, Philadelphia, PA
Linda Tamburri, MS, RN, APN, CCRN Nicole Black, BSN, RN Kathy Easter, MSN, RN, CCRN	Professional Development and Support for Shared Governance	ANCC National Magnet Conference, Chicago, IL
Joanna Yohannes-Tomicich, MSN, RN, APN, AGACNP-BC, NP-C	Mind the Gaps: Building Communication Bridges During Medial Codes	Society of Critical Care Medicine Congress, San Francisco, CA
Joanna Yohannes-Tomicich, MSN, RN, APN, AGACNP-BC, NP-C	Skills Up! Raising the Bar on Advanced Practice Provider Skills	JADPRO Conference, Orlando, FL

2023 Research Studies	
Principal Investigator/Co-Investigators	Study Title
Minnette Markus-Rodden, PhD, RN, CPNP-AC	Evaluating the Impact of Social Determinants of Health on Inpatient and Outpatient Visits Among Children with Asthma Aged 5-17 Years Old
Minnette Markus-Rodden, PhD, RN, CPNP-AC	Knitting Teams Together
Minnette Markus-Rodden, PhD, RN, CPNP-AC	Improv and Leadership
Minnette Markus-Rodden, PhD, RN, CPNP-AC (PI) Georgia Harrison, DNP, MBA, RN, CCRN (Co-I) Sandia Royal, DNP, MSN, MPA, RN, CCRN, CNRN, (Co-I)	My Chart Project
Minnette Markus-Rodden, PhD, RN, CPNP-AC (PI) Marvella Cephas, DNP, RN, CEN, NEA-BC (Co-I)	AOM Treatment in the Pediatric ED

2023 Evidence-Based Practice Projects	
Staff	Project
Brandi Handel, MSN-FNP, RN	Expanding the BMSCH Culture of Safety to Define and Classify Emotional Level of Harm. A Multidisciplinary Quality Improvement Initiative to Reduce Incidence of NICU Postoperative Hypothermia. Successful Implementation of Multidisciplinary Quality Improvement Initiative to Reduce Unplanned Extubation in Neonatal ICU. BBAM Infection Out! Decreasing Mucosal Barrier-related Central Line Associated Bloodstream Infections. Prevention of Medical Device-Related Pressure Injury (MDRPI) in the Pediatric Intensive Care Unit.
Audrey McIntyre, BSN, RN	Implemented several evidence-based protocols for patient care and nursing workflow.
Marc Stetson, DNP, RN, CPN	Simulation and its Effects on Clinical Judgment in Pediatric Emergencies

Publications
<p>Al-Zada Aguilar, DNP, ACNP-BC, CCRN</p> <p>Aguilar, A. (2023). In V.J. Fuller & P.S. McCauley (Eds.), <i>Textbook for the Adult-Gerontology Acute Care Nurse Practitioner: Evidence-Based Standards of Practice</i>, Springer Publishing Company, LLC. Chapters: HEENT (Blepharitis, Chalazion, Conjunctivitis, Corneal Abrasion, Corneal Ulcer, Orbital Cellulitis).</p>
<p>Joanna Yohannes-Tomicich, MS, NP-C, AGACNP-BC</p> <p>Chen, L., Yohannes-Tomicich, J., McAvoy, E., Wisely, S., Buchholz, T., Atlas, K., Chawla, S., & Bambrick-Santoyo, G. (2023). Mind the gaps: Building communication bridges during medical codes. <i>Journal of Interprofessional Education & Practice</i>, 33, 100686- https://doi.org/10.1016/j.xjep.2023.100686</p> <p>Chen, L. L., Tayban, K., Tomicich, J., Buchholz, T., Barzola, M., Mead, E., & Halpern, N. A. (2023). Point-of-care Ultrasound (POCUS) Program for Critical Care Nurse Practitioners and Physician Assistants in an Oncological Intensive Care Unit and Rapid Response Team. <i>Journal of the American Association of Nurse Practitioners</i>, 10.1097/JXX.0000000000000943. Advance online publication. https://doi.org/10.1097/JXX.0000000000000943</p>
<p>Courtney Vose, DNP, MBA, RN, APRN, NEA-BC, FAAN</p> <p>Manzano, W., Vose, C.B. (2023). Helping Leaders Optimize Their Personal Leadership Journey. (pg 673-680). In: Rollins Gantz, N, Hafsteinsdóttir, TB (eds). <i>Mentoring in Nursing through Narrative Stories Across the World</i>. Springer, Cham. https://doi.org/10.1007/978-3-031-25204-4_89</p>

