

# NURSING | 2022 ANNUAL REPORT



Hackensack  
Meridian *Health*



*Read more about Hackensack  
University Medical Center Neonatal  
ICU nurse Raul Garcia on page 22*

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## MESSAGE FROM NETWORK CHIEF NURSE EXECUTIVE THERESA BRODRICK

Reflecting back on 2022, I am so incredibly proud of the Hackensack Meridian Health nursing team. As showcased in the pages that follow, our nurses embody what the nursing profession is renowned for - compassion, innovation, strength and selfless dedication.



Paving the way for greater autonomy and engagement, 2022 was a year where we ensured the voice of the nurse was front and center. From our Clinical Nurse Gathering and annual research conference to consistent rounding and committee meetings, the robust and thoughtful discussions amongst the nursing team over the last year will continue to make a difference in our practice and our well-being. As Network Chief Nurse Executive, I have remained committed to shadowing at all of our campuses to stay connected to our mission and purpose and to see firsthand what our nurses are experiencing every day. This is always a joy for me and offers a constant reminder of why Hackensack Meridian is one of the most recognized health care systems in the country for nursing excellence.

As you will see in this report, our nurses consistently illustrate their unique competence and innovative spirit. Their educational and professional achievements and clinical and quality research offer new pathways to patient safety, enhanced care and improved outcomes. And by extending their reach into our communities, our nurses are dedicated to improving health care beyond the hospital setting.

You will also read about our nursing philanthropy effort, which launched in June 2022 and is already making a significant impact. This initiative will help to ensure we have a pipeline of new, qualified nurses through our New Career Initiative, and will also support the continued growth and development of our existing team through our new Institute for Nursing Leadership and Practice Excellence. With the successful launch of Hospital at Home at JFK University Medical Center and Jersey Shore University Medical Center, and the virtual nursing pilot underway at Ocean University Medical Center, we are advancing new practice models for the delivery of care while effectively addressing the workforce needs of today and the future.

We have worked hard over the last year to identify and implement a range of initiatives that will help our nurses thrive as they continue their career journey and maximize the work-life balance that is particularly critical in our line of work. Our newly unveiled 2023-2025 nursing strategic plan emphasizes all of these important areas and will serve as a blueprint for us in the years ahead. It builds on our foundation of nursing excellence and innovation and maintains our deep commitment to humanistic care.

When I think back on the accomplishments achieved by the nursing team in 2022, I cannot help but look forward with hope and optimism for nursing at Hackensack Meridian. The work of our nursing team is saving lives and transforming health care. You are truly making a difference.









8,600+  
NURSES

17  
HOSPITALS

500  
OTHER PATIENT CARE  
LOCATIONS THROUGHOUT  
NEW JERSEY

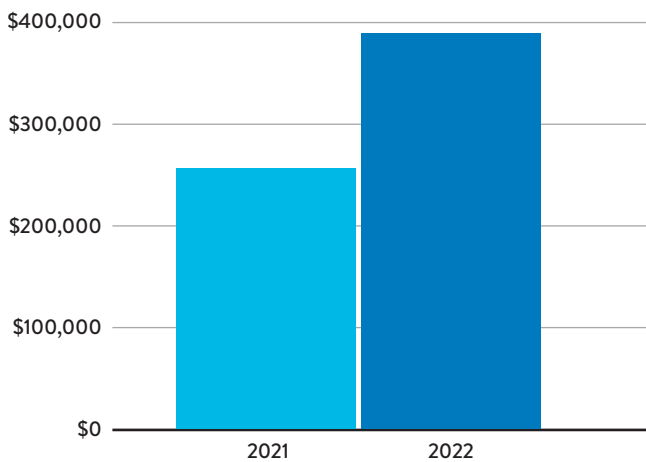
ONE OF THE MOST RECOGNIZED  
HEALTH SYSTEMS IN THE COUNTRY  
FOR NURSING EXCELLENCE WITH

7  
MAGNET® DESIGNATIONS

### NURSING SCHOLARSHIPS

In 2022, Hackensack Meridian awarded over 150 nursing scholarships totaling \$390,250.

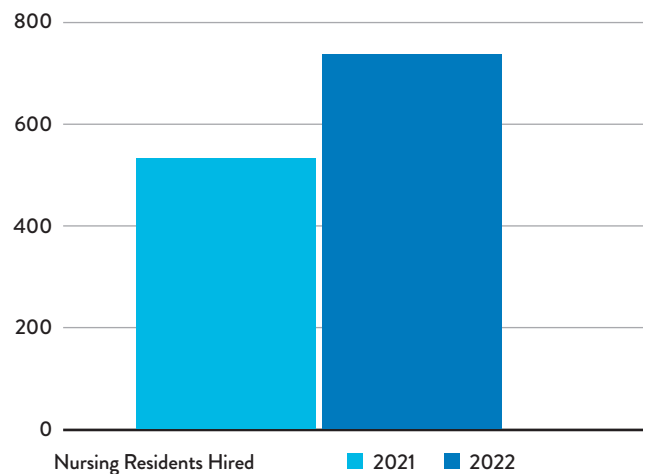
Nursing Scholarships Awarded - Dollar Amount



### NEW GRADUATE NURSING RESIDENCY PROGRAM

August 2022 was the largest class in Hackensack Meridian history.

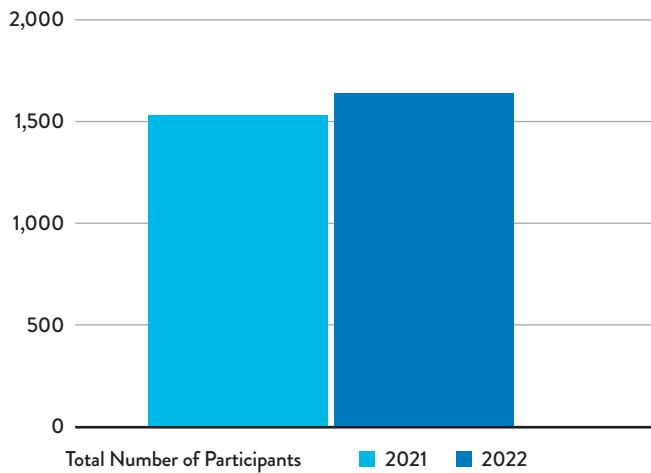
Total Hired After Nursing Residency Graduation



## REGISTERED NURSE - CLINICAL ADVANCEMENT PROGRAM PARTICIPANTS

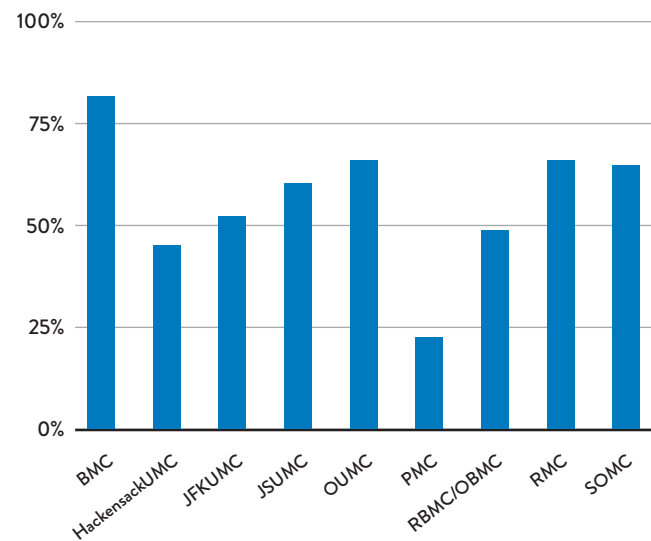
The RN-CAP rewards nursing excellence through a points-based system focused on key components that align with the Hackensack Meridian nursing strategic plan and Professional Practice Model.

RN-CAP Participants



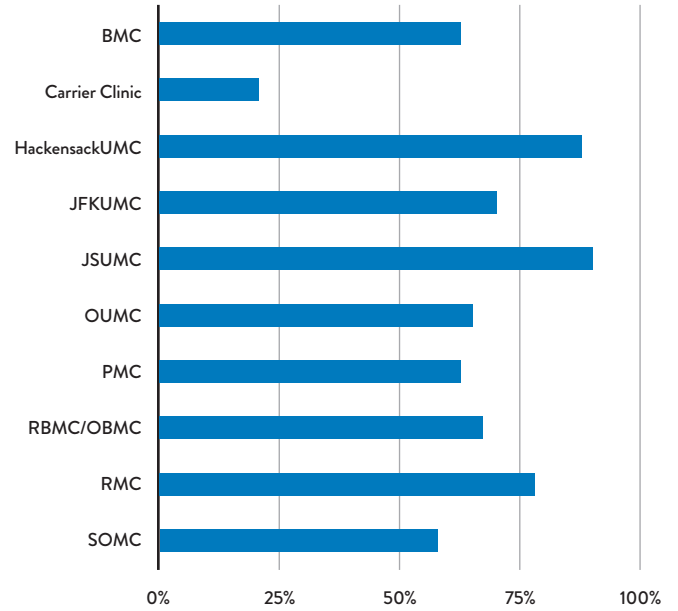
## 2022 - NATIONAL CERTIFICATION RATES BY CAMPUS

National Certification Rates – %



## 2022 - BSN RATES BY CAMPUS

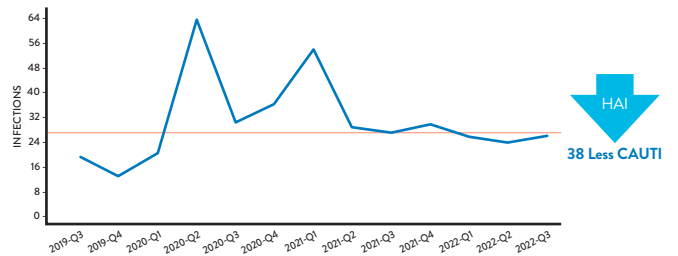
BSN Rates – %



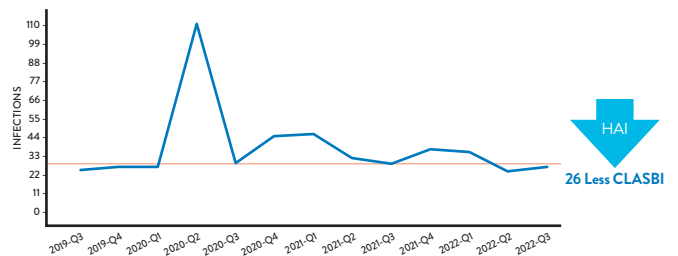
## NURSING QUALITY

Read more about nursing quality on page 30.

AUTI Prevention - 2022



CLASBI Prevention - 2022





## SECTION 1

# TRANSFORMATIONAL LEADERSHIP



## GRATITUDE AND FAREWELL TO TWO EXEMPLARY NURSE LEADERS



**Rebecca Graboso**, DNP, MBA, RN, NEA-BC, CCRN, FNP-BC, recently retired from her role as chief nursing officer of Riverview Medical Center (RMC). A strong, dedicated and compassionate leader, Dr. Graboso is the consummate nurse, wholly committed to the nursing profession and

a tireless champion for nursing excellence. She earned her Bachelor of Science in Nursing at Pamantasan ng Maynila in the Philippines, her Master of Science and Doctor of Nursing Practice degrees from Rutgers University, and also earned her MBA from Monmouth University. During her time at RMC, Dr. Graboso has authored and co-authored several publications and has served as a clinician, leader and researcher. She started her nursing career at RMC in 1987, with brief stints at other area hospitals and as a surveyor with the Joint Commission throughout the last 35 years. She shared, “I always found my way back to Riverview...what a great journey.”



Hackensack Meridian also said farewell to longtime nurse leader **Linda Walsh**, MSN, RN, NE-BC, CEN, who retired from her most recent role as vice president, Network Nursing Operations. With more than four decades of administrative and clinical experience, Linda served as the chief nursing officer at

Bayshore Medical Center for more than 10 years, where she led the hospital to its first Magnet® designation and increased the BSN preparation rate from 11% to 58%. Linda previously served as a nurse manager at Jersey Shore University Medical Center, overseeing the MICU/CCU, and prior to that, the Telemetry/Stroke Unit and pre-admission testing. She began her career as a registered nurse at Jersey Shore, and served in various positions throughout her tenure at the hospital. Linda earned her Master of Science in Nursing Health Systems Administration from Seton Hall University, and her Bachelor of Science in Nursing from Monmouth University.

Thank you, Rebecca and Linda, for consistently elevating the nursing profession and serving as true models of leadership and grace.

## SETTING HACKENSACK MERIDIAN APART - LAUNCH OF THE INSTITUTE FOR NURSING LEADERSHIP AND PRACTICE EXCELLENCE

Hackensack Meridian *Health* is one of the most recognized healthcare systems in the nation for nursing excellence, boasting seven Magnet® designations. Building on this strong foundation of nursing excellence and innovation, Hackensack Meridian launched the Institute for Nursing Leadership and Practice Excellence in 2022 to further advance its mission of humanizing care through the art and science of nursing. As one fully integrated entity, the Institute effectively aligns nursing practice across the system, providing infrastructure, support, and advocacy for Hackensack Meridian nurses as they advance their careers, education and research.

With a vision to boldly transform the nursing profession and provide a centralized structure that will serve to empower the voice of nursing, the Institute is organized into the following key bodies:

Chief Nurse Executive **Theresa Brodrick** shared, “With these myriad resources under one umbrella, the Institute will support enhanced job satisfaction, improved patient outcomes and clinical quality, and help to transform the nursing profession and healthcare overall.”

A significant gift to support nursing in early 2023 will lead to the re-launch of this new entity -as the Sheila Cancro Institute for Nursing Leadership and Practice Excellence.

HACKENSACK MERIDIAN HEALTH INSTITUTE FOR NURSING LEADERSHIP AND PRACTICE EXCELLENCE				
Center for Quality and Safety	Center for Academics, Research and Scholarship	Center for Nursing Leadership	Center for Advanced Nursing Practice	Center for Enhancement of Shared Decision Making
<ul style="list-style-type: none"> <li>Quality Improvement Education Workshops and Series</li> <li>Nursing Sensitive Outcome Tracking: NDNQI</li> <li>Infection Prevention Nurse Fellowship</li> <li>Clinical Nurse Outcome Champions</li> </ul>	<ul style="list-style-type: none"> <li>The Ann May Center for Nursing</li> <li>Annual Network Nursing Research and EBP Conference</li> <li>Research/EBP Education</li> <li>Research Journal Clubs</li> <li>Research/EBP Fellowships</li> <li>New Knowledge and Innovation Council</li> <li>Nursing Research/EBP Newsletter</li> <li>Doctoral Coalition</li> <li>Externships</li> <li>Academic Practice Partnerships</li> <li>Clinical Affiliations</li> </ul>	<ul style="list-style-type: none"> <li>Annual Leadership Summit Off Site</li> <li>Executive Leadership Development for VPs and Directors</li> <li>CNO Fellowship</li> <li>Nurse Manager Leadership Academy - Educational Series</li> <li>Nurse Leader Quarterly Journal Club</li> <li>Supervisor/ANM Development Series</li> <li>Emerging Leader Academy</li> <li>Mentorship and Succession Planning</li> <li>Network Wide Nursing Philanthropy Council</li> </ul>	<ul style="list-style-type: none"> <li>APN Practice Council</li> <li>Top of License Practice Support</li> <li>Privileging</li> <li>Advanced Practice Nurse Residencies</li> <li>Interprofessional Collaboration</li> <li>Legislative Initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Creating/Sustaining a Magnet/Pathway Environment</li> <li>Shared Governance Structure</li> <li>Peer Review</li> <li>Reward and Recognition</li> <li>Work Life Balance</li> <li>Diversity, Equity and Inclusion Initiatives</li> <li>Nurse Residencies and Specialty Academies</li> </ul>

## CHIEF NURSING OFFICERS TAKE THE HELM



At the end of January 2022, **Ramonita Jiménez, DNP, MPA, RN, NEA-BC**, was named the new Chief Nursing Officer for Hackensack University Medical Center. She served as interim CNO for the medical center beginning in May 2021. Dr. Jiménez has over 35

years of administrative and clinical experience, including 12 years at Hackensack UMC, where she initially served as the Administrative Director of Nursing and then as Administrator of the Department of Patient Care. She previously spent 18 years at The Valley Hospital in Ridgewood, and began her career as a staff nurse at Kennedy Memorial Hospitals in Saddle Brook. She earned a Bachelor of Science in Nursing from Rutgers University, a Master's in Public Administration from Fairleigh Dickinson University, and a Doctor of Nursing Practice degree from UMDNJ/Rutgers.



**Heather Veltre, DNP, MS, BSN, RN NEA-BC**, assumed her role as Chief Nursing Officer of Bayshore Medical Center in June. She began at Hackensack Meridian in 2019, when she was appointed CNO of Palisades Medical Center. With nearly 30 years of experience in both large

health care systems and community hospitals, Dr. Veltre started her career as an LPN, and has worked in both critical care and emergency services. She has served as Executive Director of Professional Practice and Emergency Services at Holy Name Hospital, Director of all Critical Care and Emergency Services at Saint Peter's Healthcare System, and also as the Administrative Director of Emergency Services and Director of Patient Satisfaction at Saint Barnabas Medical Center.



**Maria Brillhante, MSN, APRN, NEA-BC, CMSRN**, was appointed Chief Nursing Officer of Palisades Medical Center in August. Maria has nearly 24 years of administrative and clinical experience, including most recently serving as assistant vice president of nursing,

patient care services, at RWJ/Barnabas Health-Newark Beth Israel Medical Center. She also has served as an administrative nursing supervisor at Palisades Medical Center on a per diem basis since September 2020. Maria held various positions within the RWJ/Barnabas health system since 2011, and started her career as a staff nurse at Saint James Hospital in Newark, where she also served as nurse manager of its emergency department. She earned an A.S. in Registered Nursing from Union County College/Muhlenberg School of Nursing, a Bachelor of Science in Nursing from New Jersey City University's School of Nursing, and a Master of Science in Nursing - FNP, from UMDNJ/Rutgers.



**Cecelia "Ceal" Cetnar, MA, BSN, RN**, was appointed as the new Chief Nursing

Officer for Riverview Medical Center, effective January 2, 2023. Ceal has over 30 years of administrative and clinical experience, including her most recent role as Director of Surgical

Services, Administrative Supervision, Clinical Nurse Educator at Riverview. In this position, which she held since September 2020, Ceal oversaw 12 operating rooms, the Post Anesthesia Care Unit, Same Day Surgery, Medical Day Stay, Interventional Radiology and the Sterile Processing Department. She also had oversight of nursing supervision and the Clinical Education team. Ceal previously served at Riverview as a Clinical Educator - Operating Room and Manager of the Endovascular Lab. She spent more than a decade as an administrator for surgery centers and other medical practices in New Jersey and New York. She began her nursing career as an Operating Room charge nurse at Raritan Bay Medical Center. Ceal earned a Bachelors of Science in Nursing from the University of Phoenix and a Masters Degree of Arts - Human Resources, Training & Development from Seton Hall University. She is currently pursuing her Doctor of Nursing Practice degree from Monmouth University, as well as completing The Wharton School-Nursing Leaders Program at the University of Pennsylvania. (AWAITING HEADSHOT AS OF 1/20/23)



## 2022-2023 HMH CNO FELLOWS SELECTED

Under the umbrella of the Institute for Nursing's Center for Nursing Leadership, the Nursing Executive Leadership Fellowship is a year-long program for Hackensack Meridian nurses who aspire to move into an executive nursing leadership position. It is targeted for nurses currently in leadership positions at Hackensack Meridian who work in diverse settings across the continuum and is designed to support the professional development of leaders who will spearhead change in health care. The Fellowship serves to enhance the knowledge and skill set of nurse leaders through targeted education, mentoring by Chief Nursing Officers, and networking with interdisciplinary leaders.

Launched in 2021, the program is now its second year, with 2022-2023 Fellows selected in October. **Rosalie "Grant" Grant**, DNP, MBA, RN, MEDSURG-BC, CCRN, serves as director of Nursing at Old Bridge Medical Center. **Benson Kahi**, DNP, RN, CEN, NE-BC, serves as the director of

Nursing, Orthopedic/Surgical Units, Infusion Center and Cancer support services, at Mountainside Medical Center.



As Fellows, Dr. Grant and Dr. Benson will participate in scheduled learning activities 20 hours per month through a variety of methods, which will include leadership knowledge skill and attitude assessments, interactive educational sessions, skill building work assignments, and project leadership.



## RECOGNIZING 2022 HMH NURSING AWARD WINNERS

In recognition of National Nurses Week, Hackensack Meridian Health annually celebrates nursing and health care excellence through its nursing award programs. Launched in 2020, the **Magnet®/Pathway to Excellence® Award Program** provides meaningful recognition to exemplary nurses across the network. Launched in 2021, the **Clinical Partners Award Program** honors care partners across the network who play such a vital role in the delivery of high quality services and care. The **Exemplary Physician Partnership Award Program** was launched in 2022 to recognize physicians who exhibit a steadfast commitment to collaboration with nursing and exemplify distinction in advancing partnerships to provide the highest quality of patient care.



2022 Magnet®/Pathway to Excellence® Award Program network honorees include **Paul Eichert** of Carrier Clinic, who was honored with the Empirical Outcomes Award. Paul has been a nurse at Carrier since 2014, and contributes greatly to the workflow of patient care. In

particular, Paul brings a wealth of knowledge and experience to Handle-with-Care classes, providing clear, concise, and supportive teaching methods to ensure team members are able to use these skills with confidence. Throughout the changes the pandemic brought to patient programming for behavioral health and addiction services, Paul exemplified the constant, which is patient and team member safety. As part of Carrier's quality and safety pillar, staff assault rates have decreased for the second year. From 2020 to 2021, there was a noted 42 percent decrease in rates of incidents per 1000 patient days.



**James Diola** of Southern Ocean Medical Center received the Exemplary Professional Practice Award. James is a critical care nurse and is described as everyone's favorite preceptor, a fantastic charge nurse and a leader on the unit. James is described as truly exceptional, and

the only Nationally Certified Wound Care nurse at Southern Ocean. His active involvement in wound care has allowed the unit to have zero HAPI's in 7 of the 8 Quarters on the NDNQI national database for wound prevalence.



Riverview Medical Center's **Cynthia Cipoletti** was honored with the New Knowledge & Innovation Award. Understanding how nurses new to the profession are often overwhelmed with too much information and unable to sort through and prioritize, Cynthia wrote and published a book designed

specifically for new nurses - "The Good, the Ugh, and the Better Grab Gloves." The nomination noted that reading the book makes the new nurse feel that she has a trusted friend in the profession. It is a testament to Cynthia and her desire to precept and mentor others.



**Roselyn Young** of Jersey Shore University Medical Center received the Structural Empowerment Award. Roselyn is a clinical nurse specialist for Labor & Delivery and the Curriculum Chair for the HMH-OB Academy, designed for new hire OB-specialty nurses. To address an

identified learning need, Roselyn became one of the champions for Jersey Shore's Healthy People 2020 initiatives and worked collaboratively with other disciplines to implement these efforts. She came up with an educational plan and rallied her team in reducing newborn falls by educating them on unsafe sleep practices and partnering with the families to implement The Patient Safety Pledge. Roselyn also put together an extensive educational plan in reducing C-section rates. Roselyn's educational plans not only enhanced her OB team's knowledge and skills but it also empowered them to positively influence patient outcomes leading to a 100% reduction of newborn falls and 20% reduction of c-section rate, reducing risks, injury and possible complication to the patient population.



Hackensack University Medical Center's **Catherine Herrmann** was honored with the Transformational Leadership Award. The nomination for Cathy noted that in addition to performing her management responsibilities at an exemplary level, she demonstrates an extraordinary

commitment to her team, her colleagues and the overall organization for the past four decades. Cathy discerns quickly the individual needs of others and moves efficiently to provide vision, recommendations, or direction. Beyond this and during times of transition, she has always stepped up as a solid presence to align with the staffing needs in each service line in the organization, all in an effort to drive motivation, inspire others, and bring out the best in everyone.



2022 Clinical Partners Award Program network honorees include **Susan Loza** of Raritan Bay Medical Center, who received the Collaborative Award. Susan is described as one of the most dedicated Patient Care Technicians Raritan Bay has in the ICU; she



is dependable and is able keep up with the high intensity of the unit, especially during the COVID surge. No matter the situation she's in, Susan comes to work with a big smile on her face that lights up the room when she enters. Susan is described as having a deep understanding of the nursing team's needs and goes above and beyond to help.



Southern Ocean Medical Center patient transporter **Ryan Bogdany** was honored with the Compassionate Award. Ryan is described as the kindest, gentlest and most compassionate soul. The nomination notes that Ryan goes out of his way to calm patients down and make them

feel more comfortable. He also pays attention to every detail, going above and beyond to assure the safety of every patient. One nurse shared that Ryan always speaks to his patients with dignity and respect. Another nurse notes that Ryan is so kind and compassionate when transporting patients, and always expresses gratitude to the nursing team when they help support him.



Director of Rehabilitation Services at Raritan Bay Medical Center, **Maria Paderon**, received the Connected Award in recognition of her critical role as part of the Culture Circle team. Maria is described as the best person to have been appointed to this position as firmly believes in the 5

core values of Hackensack Meridian and lives them every single day. Maria is instrumental in ensuring that the network culture circle activities are being carried out, and her strong sense of purpose comes through with every interaction. While the nomination notes that all culture circle activities were successful, one particularly impactful initiative was done during the peak of the pandemic - the Salute to Graduates. This activity boosted morale and was such a joyful event that truly lifted up the spirits of everyone working during the pandemic. The ceremony was so successful that it is now an annual event at Raritan Bay and Old Bridge.



**Odette Campbell**, a restorative aide at Hackensack Meridian Nursing & Rehab, received the Creative Award. As shared, Odette does a wonderful job in assisting residents in maintaining their level of function. She stands, walks and does range of motion according to the prescribed plan of

care and along the way she provides conversation and a little extra TLC, ensuring the resident feels special and cared for. Recently, Odette recognized that with the influx of new agency CNAs, a solution was needed to ensure that the plan of care for

each resident was easily communicated. Odette took it upon herself to create a new format that clearly showed the transfer status, what type of chair the patient would sit in and other specific information related to each resident. Odette's attention to detail for each resident shows how much she cares and how hard she works to ensure high quality care in every instance.



The inaugural network winner of the Exemplary Physician Partnership Award Program was **Dr. Saad A. Shahzad** for his work at Old Bridge Medical Center. Dr. Shahzad started as the night shift hospitalist at Old Bridge in December 2020. As shared in the nomination, his quiet

entry to the health care team may have been obscured by the pandemic, but his presence did not go unnoticed for long. He is highly regarded as one of the best hospitalists of all time and is described as the epitome of a cool, calm and collected clinician. He brings out the best in every team member during medical emergencies, and coordinates clearly with the critical care team and the nursing staff about the plan of care the patients need. And most importantly, he strives his best to inform the family of all updates and concerns. Dr. Shahzad is described as embodying everything this award calls for as exemplified by his outstanding professionalism, unparalleled work ethic and impressive dedication to his craft.



Finally, a special award was created for 2022 due to the extraordinary times we have experienced over the last few years. As we experienced the evolving COVID-19 pandemic, there was perhaps no greater role than the infection preventionists who guided clinical decision-making.

In recognition of his leadership and collaboration with nursing throughout the pandemic, **Dr. Jerry Zuckerman** was presented with the **2022 Distinguished Service Award**. As Vice President of Infection Control, Dr. Zuckerman has been at the helm of ensuring the highest quality of care is provided to our patients while ensuring the health and safety of team members and visitors alike. As shared by one nurse, Dr. Zuckerman's dedication and unwavering support exemplifies collaboration with nursing teams across our network and beyond. His caring demeanor and no-nonsense approach helped guide us through one of the most challenging times many of us have ever experienced.

2022 MAGNET®/PATHWAY TO EXCELLENCE® AWARD  
CAMPUS AND NETWORK WINNERS

NEW KNOWLEDGE AND  
INNOVATION

- Lisa Micciola**  
Ocean University Medical Center
- David Clark**  
Jersey Shore University Medical Center
- Jasmine Jimenez-Ruiz**  
Bayshore Medical Center
- Frances Pirog**  
Post Acute
- Valerie Gramby**  
JFK University Medical Center
- Mariama Yaffa**  
Palisades Medical Center
- Keri Whooley**  
Carrier Clinic
- Jennifer Ferguson**  
Raritan Bay Medical Center
- Shannon Pilsbury**  
Old Bridge Medical Center
- Jeanne Figliolia**  
Hackensack Meridian at Home
- Kristen Bonelli**  
Southern Ocean Medical Center
- Janell Carrasco**  
Hackensack University Medical Center
- Cynthia Cipoletti**  
(network winner)  
Riverview Medical Center

TRANSFORMATIONAL  
LEADERSHIP

- Chris Siciliano**  
Ocean University Medical Center
- Rocel Besa**  
Jersey Shore University Medical Center
- Cecile Dimizio**  
Bayshore Medical Center
- Margaret Valenti**  
Riverview Medical Center
- Jacqueline Decker**  
Post Acute
- Nicole Fellhauer**  
JFK University Medical Center
- Fay Spragley**  
Palisades Medical Center
- Jacqueline Bienenstock**  
Carrier Clinic
- Nina Eckhouse**  
Raritan Bay Medical Center
- Jacqueline Barber**  
Old Bridge Medical Center
- Jenna Ustatin**  
Hackensack Meridian at Home
- Colleen Pignatelli**  
Southern Ocean Medical Center
- Catherine Herrmann**  
(network winner)  
Hackensack University Medical Center

EMPIRICAL  
OUTCOMES

- Isabella Kocienski**  
Ocean University Medical Center
- Dreamy James**  
Jersey Shore University Medical Center
- Angela Guerrero**  
Bayshore Medical Center
- Wendy Mehalick**  
Riverview Medical Center
- Sandra Shanaa-Cassese**  
Post Acute
- Valerie Shannon**  
JFK University Medical Center
- Tracie Sayles**  
Palisades Medical Center
- Colleen Kayser**  
Raritan Bay Medical Center
- Mitshuba Medalle**  
Old Bridge Medical Center
- Kelly Cribbin**  
Hackensack Meridian at Home
- Mandy Coleman**  
Southern Ocean Medical Center
- Jovelie Deguzman**  
Hackensack University Medical Center
- Paul Eichert**  
(network winner)  
Carrier Clinic





## 2022 MAGNET®/PATHWAY TO EXCELLENCE® AWARD CAMPUS AND NETWORK WINNERS

### STRUCTURAL EMPOWERMENT

- Lisa Foti**  
Ocean University Medical Center
- Jocelyn Marx**  
Bayshore Medical Center
- Kelly Venditto**  
Riverview Medical Center
- Barbara Urban**  
Post Acute
- Mary Benjamin**  
JFK University Medical Center
- Suzan Inci**  
Palisades Medical Center
- Josephine Hayford**  
Carrier Clinic
- Stephen Meyers**  
Raritan Bay Medical Center
- Florian Almendares**  
Old Bridge Medical Center
- Amy Thiede**  
Hackensack Meridian at Home
- Suzanne Zebrowski**  
Southern Ocean Medical Center
- Jasmine Hossain**  
Hackensack University Medical Center
- Roselyn Young**  
(network winner)  
Jersey Shore University Medical Center

### EXEMPLARY PROFESSIONAL PRACTICE

- Ashley Meyer**  
Ocean University Medical Center
- Kenneth Murdoch**  
Jersey Shore University Medical Center
- Jennifer McCartney**  
Bayshore Medical Center
- Linda Coleman**  
Riverview Medical Center
- Tara Iglay**  
Post Acute
- Virginia Kurz**  
JFK University Medical Center
- Valerie Wortman**  
Palisades Medical Center
- Katherine Scharfstein**  
Carrier Clinic
- Judith Rodriguez**  
Raritan Bay Medical Center
- Marie Ramos**  
Old Bridge Medical Center
- Deborah Shaw**  
Hackensack University Medical Center
- Susan Gatchalian**  
Hackensack Meridian at Home
- James Diola**  
(network winner)  
Southern Ocean Medical Center



## 2022 CLINICAL PARTNER AWARD CAMPUS AND NETWORK WINNERS

### COLLABORATIVE

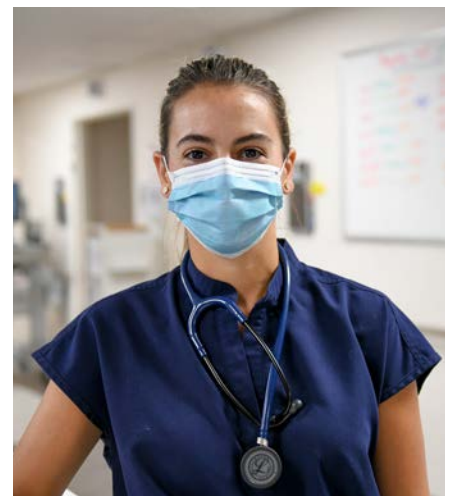
- Allen Powelson**  
Ocean University Medical Center
- Sean Coon**  
Jersey Shore University Medical Center
- Ann Marie Ryan**  
Bayshore Medical Center
- Alyssa Medina**  
Riverview Medical Center
- Kathryn Horan**  
Post Acute
- Danae Fernandes**  
JFK University Medical Center
- Branka Marinkovic**  
Palisades Medical Center
- Meghan Mazzaccaro**  
Carrier Clinic
- Amita Shah**  
Old Bridge Medical Center
- Andrea Kankowski**  
Southern Ocean Medical Center
- Alexis Suarez**  
Hackensack University Medical Center
- Susan Loza**  
**(network winner)**  
Raritan Bay Medical Center

### COMPASSIONATE

- Ruthie Stoakes**  
Ocean University Medical Center
- Lyda Escobar**  
Jersey Shore University Medical Center
- Jorge Dossantos**  
Bayshore Medical Center
- Vanessa Lucchio**  
Riverview Medical Center
- Theresa Byrd**  
Post Acute
- Noelia Vargas-Alvarado**  
JFK University Medical Center
- Aida Jimenez**  
Palisades Medical Center
- Ida Conn**  
Carrier Clinic
- Jenna Habe**  
Raritan Bay Medical Center
- Olga Pulak**  
Old Bridge Medical Center
- Elizabeth Spengler**  
Hackensack Meridian at Home
- Delilah Manalansan**  
Hackensack University Medical Center
- Ryan Bogdany**  
**(network winner)**  
Southern Ocean Medical Center

### COURAGEOUS

- Patricia Krause**  
Ocean University Medical Center
- Rodney Moore**  
Jersey Shore University Medical Center
- Siobhan Nagy**  
Bayshore Medical Center
- Gabriela Lopez Ortiz**  
Riverview Medical Center
- Michulander Sanders**  
Post Acute
- Evelyn Encalada**  
Palisades Medical Center
- David Marotto**  
Carrier Clinic
- Kamille Song**  
Raritan Bay Medical Center
- Nataliya Terska**  
Old Bridge Medical Center
- Lori Princiotti**  
Southern Ocean Medical Center
- Violet Mack**  
Hackensack University Medical Center
- Fikreta Kolenovic**  
**(network winner)**  
JFK University Medical Center



## 2022 CLINICAL PARTNER AWARD CAMPUS AND NETWORK WINNERS

### CONNECTED

- Dorothy Morton**  
Ocean University Medical Center
- Rebecca Petillon**  
Jersey Shore University Medical Center
- Nicollette Catalano**  
Bayshore Medical Center
- Marie Rodney**  
Riverview Medical Center
- Wanda Wynn**  
Post Acute
- Caroline Hamilton**  
JFK University Medical Center
- Paula Hernandez**  
Palisades Medical Center
- Michael Carty**  
Carrier Clinic
- Bulbul Sen**  
Old Bridge Medical Center
- Tiffany Worthy**  
Southern Ocean Medical Center
- Mary Florence Wanson-Parondo**  
Hackensack University Medical Center
- Maria Paderon**  
**(network winner)**  
Raritan Bay Medical Center

### CREATIVE

- Jenny Afanador**  
Ocean University Medical Center
- Valentina Viera**  
Jersey Shore University Medical Center
- Katie Marie Turner**  
Bayshore Medical Center
- Lisa Rozman**  
Riverview Medical Center
- Trevor Dalin-Peters**  
JFK University Medical Center
- Elzbieta Sondej**  
Palisades Medical Center
- Julia Ramirez**  
Carrier Clinic
- Jacqueline Switzer**  
Raritan Bay Medical Center
- Kenneth Motta**  
Old Bridge Medical Center
- Cynthia Bauer**  
Southern Ocean Medical Center
- Lorina Long**  
Hackensack University Medical Center
- Odetta Campbell**  
**(network winner)**  
Post Acute

## 2022 EXEMPLARY PHYSICIAN PARTNERSHIP AWARD CAMPUS AND NETWORK WINNERS

- Dr. Prashant Desai**  
Ocean University Medical Center
- Dr. Mary Sedarous**  
Jersey Shore University Medical Center
- Dr. Richard Greco**  
Bayshore Medical Center
- Dr. Nasir Ahmad**  
Riverview Medical Center

- Dr. Aaron Stein**  
Post Acute
- Dr. Thomas Steineke**  
JFK University Medical Center
- Dr. Jose Deschamps**  
Palisades Medical Center
- Dr. Robert St.Vil**  
Carrier Clinic

- Dr. Lee Chadrick Chua**  
Raritan Bay Medical Center
- Dr. Kerry Lanigan**  
Southern Ocean Medical Center
- Dr. Anne-Lise Jacobsen**  
Hackensack University Medical Center
- Dr. Saad A. Shahzad (network winner)**  
Old Bridge Medical Center



## A LOOK AT OUR TRAILBLAZING NURSES

### TERESA BRODRICK NATIONALLY RECOGNIZED AS ONE OF BECKER'S CNOS TO KNOW

Congratulations to Network Chief Nurse Executive **Theresa Brodrick** for being nationally recognized as one of Becker's CNOs to Know in 2022. This honor reflects Theresa's exceptional leadership in building a strong nursing culture at HMH.

### HACKENSACK UNIVERSITY MEDICAL CENTER NURSES EARN NATIONAL RECOGNITION



Congratulations to Hackensack University Medical Center nurses **Duke Harvey Lagtapon** and **Naomi Hanoch**, who were both recognized as American Nurses Association national award honorees. Duke, who serves in the CTICU, received the Distinguished Direct Patient Care Award, and Naomi, who serves in the NICU, received the Early Career Nurse Leader Award.

### SOUTHERN OCEAN MEDICAL CENTER HONORED WITH NATIONAL AWARD



Southern Ocean Medical Center CCU RN **Mandy Coleman** was one of only six nurses in the country to be honored by Wambi during this year's National Nurses Week. Wambi honored nurses who embody their core values of "compassion,

joy, imagination, gratitude, and fearlessness." In April 2022, Wambi users from participating clients were encouraged to nominate a nurse who they believe embodies one of Wambi's core values. In total, more than 900 nominations were received through the Wambi platform. Mandy was recognized in the Imagination category.

### HEATHER VELTRE SELECTED FOR PRESTIGIOUS FELLOWS PROGRAM

Bayshore Medical Center Chief Nursing Officer **Heather Veltre**, DNP, MSN, BSN, BN, RN, NEA-BC, was selected for the 2024 Class of The Academy GE Fellows Program for Nurse Executives. The esteemed program provides "The most prestigious experience in the nation for high-potential leaders of the largest health systems." Dr. Veltre was selected due to her superior track record, stated goals, and demonstrated leadership capabilities.

### RARITAN BAY ICU NURSES HAVE AWARD-WINNING YEAR



The Raritan Bay Medical Center ICU team, including **Joan Marie Maranon**, RN, **Jane Ramos**, RN, **Kimberly Deverin**, RN, and **Janelle Fletcher**, RN, were selected as HMH Bear's Den Challenge winners in 2022 for their Zero Harm: "Tame the Cords" initiative, focused on the reduction of preventable injuries for all that enter a patient room. Clutter, loose cords, hoses, wires and medical tubings can potentially lead to an STF (slip, trip and fall) incident if not addressed. ICU innovators came up with an idea of cord tamers. By securing the cords and cables to the bed, the amount of slack is reduced thus helping eliminate STF hazards.

The ICU team also earned the Hackensack Meridian Health Mosaic Award, which recognizes the work of interprofessional teams/groups and their contributions in influencing the clinical care of the patient population. The ICU team's "Let's move it" - critical care mobility protocol was recognized with the 2022 award. In addition, the ICU team was voted nursing unit of the month in the August 2022 edition of nurse.org, which recognizes its commitment to teamwork and excellence in nursing.



### CELEBRATING 2022 ELIZABETH KELLOGG AWARD WINNERS

Ocean University Medical Center honored the winners of its 2022 Elizabeth Kellogg Award at a ceremony where Chief Nursing Officer **Marie Foley-Danecker** shared, “The Kellogg Award is a big deal here! It started over 30 years ago, and each year we tell Mrs. Kellogg’s story to everyone in attendance,



including Mrs. Kellogg’s family. I love seeing the families beam with pride and joy.” The Elizabeth Kellogg Award was established in 1990 through the generosity of Mrs. Elizabeth Kellogg and her family. Mrs. Kellogg was a staunch supporter of nursing and she introduced the Kellogg award to acknowledge the vast contribution nursing makes in providing quality care. Upon Mrs. Kellogg’s death, her family generously decided to continue this annual presentation in her memory. 2022 award winners at OUMC include RNs **Victoria Berner, Marie Italiano, Glorianne Quinonez, and Lisa Carr.**



Other nurses across the network that earned this recognition include Jersey Shore University Medical Center nurse manager **Delasi Agbozo**, Bayshore Medical Center RN **Emelie Fano**, Riverview Medical Center nurse manager **Phoebe Carumba**, and JFK University Medical Center RN **Jacqueline Elmo.**

### RECOGNIZING 2022 DAISY AWARD WINNERS

The DAISY (Diseases Attacking the Immune System) Award is an internationally renowned recognition program that honors and celebrates exemplary, skillful and compassionate care that nurses provide.



**Ralph Lauren Guarin** was selected at Palisades Medical Center as a DAISY winner in 2022. Ralph was nominated by a family who shared, “Ralph was nothing less than fabulous. He was incredibly kind and patient.” Former PMC Chief Nursing Officer Heather Veltre noted, “The story they shared about his care of their 90 year old mother brought tears to the selection team’s eyes! We are so proud to have Ralph on our patient care team.”

Congratulations are also in order for Hackensack University Medical Center 9PE-Surg/Urology nurse **Dean Michael Pasatiempo**, who was honored with a DAISY award. One of his patient’s shared, “Dean made me feel at ease during this stressful time. Nothing was ever too much. He was very knowledgeable and caring. Dean reassured me every step of



my recovery period and I am very grateful for his expertise. RN **Franchesca Lugo-Martinez**, 2 Main at HackensackUMC, was also honored with the DAISY award in 2022. Her nomination noted, “Franchesca was truly a beacon of light in the darkest days of my family’s lives...she made me feel hopeful at a time that I was feeling completely hopeless.”



Riverview Medical Center nursing celebrated its **3 South** team with the rare DAISY Team Award. Chief Nursing Officer **Rebecca Graboso** took the opportunity to thank 3 South, including nurse manager **Phoebe Carumba**, for the unit’s continuous team commitment to caring for COVID patients since the beginning of the pandemic.

### RARITAN BAY MEDICAL CENTER AND OLD BRIDGE MEDICAL CENTER RECOGNIZED WITH INSTITUTIONAL EXCELLENCE IN HOLISTIC NURSING PRACTICE AWARD

Raritan Bay Medical Center and Old Bridge Medical Center received the 2022 Institutional Excellence in Holistic Nursing Practice Award from the American Holistic Nurses Association (AHNA). According to the AHNA, “This award recognizes and rewards an institution’s incorporation of Holistic Nursing practices demonstrating the Core Values of Holistic Nursing and outstanding professionalism. The institution selected will have implemented innovative holistic approaches that will offer substantive advantages to patients, staff and the institution itself.”

### RIVERVIEW MEDICAL CENTER ICU EARNS HOSPITAL’S FIRST-EVER SILVER BEACON AWARD FOR EXCELLENCE

Congratulations to the ICU team at Riverview Medical Center for earning the hospital’s first-ever Silver Beacon Award for Excellence from the American Association of Critical Care Nurses (AACN). This is an extraordinary recognition of the ICU team and illustrates the exceptional patient care they provide.

*Enculturating awards and recognition for all nursing team members is an important initiative of the nursing strategic plan. For a complete list of individuals recognized in 2022, please see the appendix.*





## HACKENSACK UNIVERSITY MEDICAL CENTER EARNS FIRST-EVER LOTUS RECOGNITION FROM WATSON CARING SCIENCE INSTITUTE

The nursing team at Hackensack University Medical Center was honored in December with the first-ever Lotus Recognition Award from the Watson Caring Science Institute. This recognition was created to celebrate real-life examples of the values, philosophy, and human caring theory guided by Watson’s Caring Science and reflects the organization’s caring-healing culture for team members, patients, and communities.

Watson Caring Science Institute is an international non-profit 501C(3) organization that advances the unitary philosophies, theories and practices of ‘Caring Science’, developed by the renowned Jean Watson, Ph.D., RN, AHN-BC, FAAN, LL (AAN). Caring Science is a transdisciplinary approach that incorporates the art and science of nursing and includes concepts from the fields of philosophy, ethics, ecology and mind-body-spirit medicine. The Lotus award was presented to the nursing team at Hackensack University Medical Center during a ceremony held in December. The recognition focused on Hackensack University Medical Center’s exemplary commitment to Watson’s Caring Science culture and the 10 Caritas Processes®, which were exhibited through self-care retreats held with the nursing team. Research shows that the Theory of Human Caring improves patient care, and reduces staff burn out.

“We built our nursing practice at Hackensack Meridian around Watson’s Theory of Human Caring because of our deeply rooted commitment to providing holistic family and patient-centered care, and our shared belief that essential to human caring is fully embracing self-care,” said Chief Nurse Executive **Theresa Brodrick**.



In addition to the Lotus recognition, Dr. Jean Watson also recently awarded **Kelly Briggs**, DNP, director of Integrative Health and Medicine at Hackensack Meridian, with the prestigious Post-Doctorate in Caring Science. Dr. Briggs is the 28th recipient of this esteemed

award and is recognized as a Caring Science Scholar for her work in self-care and Caring Science among nurses. Dr. Briggs led the self-care retreats at Hackensack University Medical Center and provides them to team members across the Hackensack Meridian network. The program provides in-depth education about holistic stress management, coping skills, relaxation techniques, integrative health and self-care tools. Following the retreats, Hackensack University MC nurses were found to have significant improvement in their level of perceived stress, and significant increases in self-caring, purpose, nutrition and resilience.

“The prestigious Lotus recognition showcases our extraordinary nursing team and our commitment to providing them with the tools needed to care for themselves, while elevating their care for our patients,” said **Ramonita Jiménez**, DNP, MPA, RN, NEA-BC, Chief Nursing Officer for Hackensack University Medical Center.





## SECTION 2

# EXEMPLARY PROFESSIONAL PRACTICE



## RN-CAP PROGRAM OFFERS HMH NURSES MYRIAD BENEFITS

“The best reward is improved patient satisfaction and outcomes”

Developed in 2020, the Registered Nurse - Clinical Advancement Program (RN-CAP) has successfully worked to reward nursing excellence through a points-based system focused on key components that align with the Hackensack Meridian nursing strategic plan and Professional Practice Model. The objectives of the RN-CAP are:

- To enhance patient care through clinical excellence;
- To improve job satisfaction, encourage recruitment, aid retention efforts, and to improve the nurse’s engagement to the institution;
- To provide opportunities to enhance professional development and encourage the development of clinical expertise; and,
- To provide an outcomes-based model that accurately demonstrates the expertise of the bedside nurse.

In 2022, a total of 1,638 nurses across the network participated in the program. This includes Hackensack University Medical Center nurses **Mai-Fung Ho-Law**, Clinical Level IV, Clinical Ladder Chair, 2023; **Jessica Villarreal**, Clinical Ladder Co-Chair 2023; **Joanne Pasinski**, Clinical Level IV, Clinical Ladder Chair, 2022; and, **Ann Calvo**, Clinical Level IV, Clinical Ladder Chair until 2021. They shared, “The harmonized program aligned with the Magnet® components has allowed nurses throughout HMH to verify and amplify the culture of nursing excellence.”



Carrier Clinic participants include **Meredith Mancuso** and **Gaea Wyckoff**. Meredith shared that the program “encourages nurses to see their full potential and the impact they have on a daily basis,” noting it “empowers nurses to see their full potential.” Gaea said the RN-CAP effectively “reintroduces nurses to the broad spectrum of interests that nursing encompasses,” and serves to “re-energize their nursing practice and what it means to be a nurse...it allows nurses to go beyond the floor and become involved in the larger nursing community.”



Jersey Shore University Medical Center participants, including **Rose Benanti**, RN, CAPA, CPAN, Clinical Level IV; **Ruthann Kosick**, DNP, RN, CBC, CPN, Clinical Level IV; and, **Ellen Barton**, MSN, RN, APRN-BC, Clinical Level IV, noted, “The RN-CAP gives us the opportunity to improve the safety and quality of care delivered to our patients. It provides an avenue for us to take ownership of our nursing practice through professional development, interprofessional collaboration, and decision making. While we receive a financial bonus for participating in the program, the best reward is improved patient satisfaction and outcomes.”





## NEW CAREER INITIATIVE AIMS TO SUPPORT NEXT GENERATION OF NURSES

In 2022, Hackensack Meridian *Health* announced the launch of its New Career Initiative to provide financial relief for students seeking a rewarding career in nursing. Through the Accelerated Bachelor of Science in Nursing (A.B.S.N) Loan Forgiveness Program, students can receive up to \$35,000 in loan forgiveness to help pay tuition or loans and alleviate the burden of debt as they advance their nursing education. In return, recipients must pledge to work at Hackensack Meridian in acute-care or home-care nursing roles for a minimum of three years upon graduation from an accredited program. As of November 2022, over 125 requests for applications were received under this exciting new initiative.

To help meet workforce and market demands and provide new pathways to enter the nursing profession, the Hackensack Meridian *Health* School of Nursing and Wellness at Georgian Court University has continued to expand its programs since its

inception in 2008. This includes the A.B.S.N program, which was launched in January 2021 and gives aspiring nurses a faster way to earn their degree and enter the field. The A.B.S.N. joins other programs at the School, where enrollment is up more than 100 percent since 2015. By graduation, more than 90 percent of nursing graduates are employed - often by Hackensack Meridian facilities across the state.

Chief Nurse Executive **Theresa Brodrick** shared that the New Career Initiative provides financial relief to talented students in accelerated degree programs, such as the A.B.S.N. program at Georgian Court, noting, “By offering the best nursing students the financial support, training and first-destination career opportunities they need, Hackensack Meridian will improve patient outcomes and boldly transform the nursing profession to deliver the highest quality, humanistic care.”

## NEW GRADUATE NURSING RESIDENCY PROGRAM EARNS PTAP ACCREDITATION FROM ANCC

The American Nurses Credentialing Center (ANCC) Practice Transition Accreditation Program® (PTAP) sets the global standard for residency or fellowship programs that transition registered nurses and advanced practice registered nurses into new practice settings. Hackensack Meridian’s New Graduate Nursing Residency Program has once again received PTAP accreditation from the ANCC. The ANCC granted accreditation for four years - from June 14, 2022 to July 31, 2026. Chief Nurse Executive **Theresa Brodrick** noted, “This distinction recognizes our commitment to excellence in practice transition. I am incredibly proud of the entire team involved with this important program and I thank them for setting the bar so high as we work to develop our talented nurses and provide the highest quality of care to our patients.” Brodrick also shared, “It is so encouraging to see the increase in demand for this program. We are thrilled that the August 2022 class was the largest in Hackensack Meridian history.”



## HMH NURSES COMMITTED TO EDUCATIONAL AND PROFESSIONAL GROWTH

Encouraging academic advancement and national certifications is a pillar of nursing at Hackensack Meridian and a key driver in the creation of the new Institute for Nursing Leadership and Practice Excellence. We applaud the many nurses across the network who celebrated academic and certification achievements in 2022.

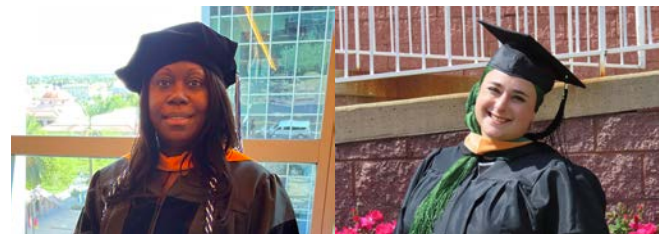
**Theresa Jadoc**, JFK University Medical Center, earned her PeriAnesthesia Nursing certification; Hackensack University Medical Center RN **Christina Necci** is now a Certified Emergency Nurse; Johnson Rehabilitation Institute RN **Ailyn Berano** earned her Certified Rehabilitation Registered Nurse certification; Palisades Medical Center nurse manager **Maria Ana Lopez** earned her FNP-BC, as well as her Doctor of Nursing Practice degree from Rutgers University; **Joanne Ro** of Hackensack University Medical Center is now a certified nephrology nurse, and also completed her Bachelor of Science in Nursing degree in 2022; and, **Carol Discosmo** of Raritan Bay Medical Center achieved C-ONQS, Obstetrics and Neonatal Quality and Safety.



JFK University Medical Center nurse **Phillip Castillo** earned his Bachelor of Science in Nursing degree, achieving President's Honor at Chamberlain University. Phillip also serves as chair of the JFK OR Unit-Based Council and co-chair of the JFK Professional Practice Council. Bayshore Medical Center RN **Jancy Jacob** earned her Master of Science in Nursing from Monmouth University, and Ocean University Medical Center



RN **Dawn Dawson** received her Bachelor of Science in Nursing. **Katrina Michalik** of Jersey Shore University Medical Center earned her Master's degree from Walden University, and also achieved Adult-Gerontology Acute Care Nurse Practitioner Certification. Other nurses achieving their Master of Science in Nursing degrees in 2022 include **Patrick Tabora** of Jersey Shore University Medical Center and **Rincy Jacob** of Old Bridge Medical Center. Rincy also earned Adult Geriatric Acute Care Nurse Practitioner Certification.



Clinical coordinator at K. Hovnanian Children's Hospital **Ruchoma Domosh**, earned her Master of Science in Nursing - Nursing Leadership from Wilmington University, and also earned her CPN (Certified Pediatric Nurse) and PMH-BC (Psychiatric Mental Health Nurse). Southern Ocean Medical Center nurse **Danielle Regan** completed her Master's in Nursing Informatics from Chamberlain University, and also achieved Nursing Informatics certification. **Rosemarie Daley**, who serves as director of Patient Care Services at JFK Johnson Rehabilitation Institute, earned her Doctor of Nursing Practice degree, and also served as Principal Investigator for the study - Utilizing a Nurse Driven C-Difficile Protocol/Algorithm in the Reduction of Hospital Acquired Clostridium Difficile. She presented her findings to Aspen University and Robert Wood Johnson University Hospital.

**Raul Garcia** is a graduate of Ramapo College, earning his Bachelor of Science in Nursing. He is currently pursuing his Master of Science in Nursing, with the goal of becoming a nurse leader and ultimately earning his Nurse Executive Advanced board certification. Raul is the son of a first generation immigrant and the first to graduate college in his family. He has served as a neonatal nurse for the last 14 years, and has been recognized with the DAISY Award and the Mohit M. Naik, MD scholarship. In addition to his professional achievements, Raul also serves as a youth soccer coach.

*For a list of all academic and certification achievements in 2022, please see the appendix.*



## HMH NURSES TAKE ON LEADERSHIP ROLES AT STATE AND NATIONAL ORGANIZATIONS

Expanding participation in state, regional and national professional organizations is an important initiative of the Hackensack Meridian nursing strategic plan. Membership in these organizations offers many benefits, including personal and professional growth, networking opportunities, enhanced perspective, up-to-date knowledge to stay current in a field or specialty, and support for creating change.

RN **Sarah Cerreto** of Hackensack University Medical Center serves on the Sigma Theta Tau Board of Governors, and is Chapter President of the Society of Urological Nursing Association.

Southern Ocean Medical Center nurse manager **Lauren Mulrooney**, MSN, BSN, RN-CNML, serves as Region 6 secretary and as a mentor for the New Jersey State Nurses Association. She is also a member of the American Nurses Association and the American Organization for Nursing Leadership.

**Mary Jo Conley**, CWOCN, of Hackensack University Medical Center, serves on the Board of Directors of the Wound, Ostomy and Continence Nurses (WOCN) Society and as the WOCN Society Liaison to the National Pressure Injury Advisory Panel (NPIAP), where she is also a member. In addition, she is a member of the Dermatology Nurses Society.

Ocean University Medical Center director of Patient Care **Christine Conner** is president of the Jersey Shoreline Chapter of the American Association of Critical Care Nurses (AACN). She also serves as a member of the Organization of Nurse Leaders - NJ, the New Jersey Council of Magnet Organizations, and Sigma Theta Tau.



**Kara Kaldawi**, director of nursing education at Raritan Bay Medical Center/Middlesex College, is the new president of Alpha Tau (Sigma Theta Tau International). She is also a member of the New Jersey State Nurses Association and the American Nurses Association.

Southern Ocean Medical Center APN **Diana Reid** serves on the Education Committee of the American Heart Failure Nurses Association. She also is a member of the American Nurses Association and the New Jersey State Nurses Association.

HMH Vice President of Post Acute **Alda Valenzuela** serves on the executive board of the Philippine Nurses Association, and is a member of the New Jersey State Nurses Association. In 2022, Alda also earned her Nurse Executive, Advanced - NEA-BC - certification.



Southern Ocean Medical Center Chief Nursing Officer **Dawn Heath** was one of 120 American Organization for Nursing Leadership (AONL) members from 33 states who met with congressional offices this year to advocate for the organization's 2022 priorities as part of its annual Advocacy Day. Discussions focused on strengthening the nursing workforce, bolstering public health, and legislation around workplace violence and telehealth. Dawn traveled to Washington, DC to complete the Nurse Executive Fellowship with AONL, and also participated in five meetings with congressional staff.



*For a complete list of individuals belonging to a professional organization in 2022, please see the appendix*





## SECTION 3

# NEW KNOWLEDGE, INNOVATIONS & IMPROVEMENTS

## NURSES LEAD INNOVATION TO TRANSFORM HEALTH CARE DELIVERY

### HOSPITAL AT HOME PROGRAM IMPROVES ACCESS TO QUALITY CARE

A nurse for 32 years, **Kim Scangarella** dramatically expanded health care services when she helped launch the Hackensack Meridian Hospital at Home program in February at JFK University Medical Center and July at Jersey Shore University Medical Center.



This innovative program allows Hackensack Meridian to deliver high-quality acute care to eligible Medicare patients in the comfort of their own homes.

Health care has continually expanded beyond the walls of the hospital in recent years. The Hospital at Home program was created during COVID-19 to help hospitals struggling with bed capacity. In November 2020, the Centers for Medicare and Medicaid Services (CMS) released the Acute Hospital Care at Home waiver, allowing hospitals to provide acute services to patients in their homes. After patients are admitted, they are provided with daily care, including two nursing visits per day. Medications are delivered to patient homes as needed, along with monitoring technology, home health support, rehabilitation visits, DME and food delivery.

“This program is so innovative. There is a tremendous amount of movement within the home health coalition. As of June 2022, there are 107 health systems and 242 hospitals in 36 states participating,” explained Kim, who currently serves as director of Private and Personal Care Services at Hackensack Meridian at Home. “There are so many positives. Care is more affordable. Patients do better, the rate of infection is less, there are less readmissions.”

According to Moving Health Home, an alliance to advance home-based care that HMH joined last year, the benefits of such a program include improved quality of care, overall patient satisfaction, significant cost savings, and reduced barriers to facility-based care. Hackensack Meridian expects to expand the program to other hospitals once the pilot is proven successful. It is believed the program can be scaled significantly to include patients who are not covered by Medicare as well as expand care in underserved communities – a major strategic priority to help reduce inequality in care delivery.

RN **Kelly Sattler** treated the first at-home patient for Jersey Shore University Medical Center. She shared that the program is “a great option for qualified patients because they’re receiving the great care at home that they would be receiving in the hospital. You get to be a chapter in the book of someone’s life...

coming into their home, you’re learning more about them, you’re seeing their everyday life and I enjoy caring for people, so just seeing the person outside of the hospital is really special.” Kelly also noted that this program has changed her perspective as a nurse. “I realized that we are making a difference, we can do things for people, we haven’t reached our quota on health care. It is continuously growing and to be able to take what I do in the hospital and bring it into someone’s home, there are no words. I go home smiling and feeling good about what I did and looking forward to the next day.” Her Hospital at Home patient Leona Beldini of Bradley Beach shared, “I received wonderful care, twice a day...She’s the best nurse I’ve ever had.”



### VIRTUAL NURSING ARRIVES AT OCEAN UNIVERSITY MEDICAL CENTER

Virtual nursing is an innovative approach to patient care. It uses technology to allow nurses working remotely to collaborate with team members working on-site. The **4 West** team at Ocean University Medical Center is the first unit in the Hackensack Meridian network to pilot virtual nursing, which officially launched in November 2022.

Virtual nursing enables a shared care delivery model by incorporating virtual Registered Nurses and virtual safety companions into the care team. To advance this effort,

Hackensack Meridian partnered with Banyan Medical Systems, which was formed in 2008 by a group of medical professionals and clinicians to innovate health care with seamless virtual solutions. Using smart technology paired with the TV in patients’ rooms, virtual nurses can observe patients, answer questions, complete admission assessments, coordinate care planning and





expedite discharge instructions. The work of virtual nursing staff decreases the documentation currently completed by bedside nurses and allows for increased direct care interaction, high quality care, patient safety, and overall satisfaction. As an additional feature of this initiative, Banyan also offers continuous visual monitoring for patients requiring safety sitting.



Network vice president of Nursing Operations **Linda Walsh** shared, “We are excited about the important role virtual nurses will play in our care delivery; however, it is important to make clear what virtual nurses will not do.” She explains that virtual nurses do not play a role in any part of a physical assessment. Virtual nurses cannot call providers, and they cannot educate patients on first dose medication administration; they can perform follow-up or reinforcement education on medications that have been administered. The virtual nurse also cannot turn on the camera without permission. Bedside nurses will continue to conduct physical admission assessment, provide direct patient care, conduct daily physical assessments, administer medications, and perform nursing interventions.

Ocean University Medical Center vice president and Chief Nursing Officer **Marie Foley-Danecker** provided insight into how the team prepared to pilot this important initiative. “As illustrated by their work throughout the COVID pandemic and day-to-day, the 4 West team is empowered by teamwork and innovation. With a culture built around adaptability and

positively embracing change, we knew 4 West was ready and able to take this on. Our preparation relied heavily on education, not just for 4 West, but for all team members. We had education sessions, presented at various meetings and forums to ensure awareness and understanding, and took advantage of every opportunity to educate the entire OUMC team.”

Marie also shared that other health care systems have implemented virtual nursing with great success and clear benefits to both patients and the nursing team. “For patients, we’re expecting faster discharging procedures, improved education, coordinated care planning, increased points of patient contact and engagement with the care team, and a reduction in readmissions. For the 4 West team, we expect an enhanced work environment and satisfaction, increased nurse retention and recruitment, optimization of in-unit nursing time through the shifting of the documentation burden, and faster assessments for clinicians.”

4 West nurse manager **Victoria Berner** noted, “This is a team effort and our success is wholly dependent on working collaboratively to ensure our patients continue to receive the high quality of care that 4 West, OUMC, and Hackensack Meridian are known for. Our message to patients is simple - you now have two nurses to care for you. It has also been critical to ensure that the patient understands that they are in complete control - the virtual nurse will always ask for permission before entering the room for a face-to-face interaction, just like the bedside nurse, and the patient will always know when the camera is on or off. Protecting the privacy of our patients and making them feel safe and secure is paramount.”

“This hybrid approach to nursing ensures patient needs are met with responsive virtual care that complements the on-site nursing team,” Linda concluded. “Virtual nursing is an opportunity to bridge nurse staffing shortages and expand our care teams’ impact, giving the nursing team more time with patients.”





## HMH NURSES SEEKS TO TRANSFORM HEALTH CARE FOR PATIENTS AND TEAM MEMBERS

### RECHARGE ROOM PROVIDES A RESTORATIVE EXPERIENCE AT JERSEY SHORE

Providing compassionate health care and helping others are rewarding experiences but not without their share of challenges, especially in uncertain times. “In healthcare, stress levels are high. Whether on the frontlines or behind the scenes, the work that we do is incredibly demanding,” said HMH Chief Wellness Officer **Amy Frieman**, M.D., MBA, FAAHPM. “It is important that our team members and practitioners are able to take time out to rest, and support their own wellness and resiliency, to navigate challenging times. The new Recharge Room at Jersey Shore is ideal in providing this respite and allows team members to find a peaceful time to be present and honor their own experiences.”

Biophilia is our innate biological connection with nature. But nature is not always accessible to us in times of need. The recharge room brings nature inside the hospital, offering a restorative experience through auditory, visual and olfactory stimuli. The room is voice controlled and users may choose from 10 multisensory experiences, each lasting approximately 10-15 minutes. The most popular experiences include “Serenity Beach” and “Renewal Falls.” The room includes a visual component projected onto a wall, a corresponding soundscape, an aromatherapy element, soft lighting, and seating.



Recharge Rooms are in use at hospitals across the country with users reporting a 64 percent reduction in short-term stress and 86 percent of them recommending the room to colleagues. Jersey Shore’s new recharge room is the first of its kind in New Jersey.

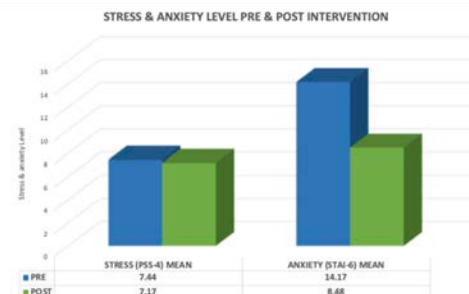
**Rocel Besa**, Ph.D., RN, CV-BC, NPD-BC, CNE, Jersey Shore Magnet program director, presented research on the subject at the Institute for Healthcare Improvement (IHI) Forum 2022. Rocel presented - “Effects of Nature-Themed Recharge

Room to Healthcare Workers’ Stress and Anxiety” - illustrating the success of the Recharge Room in promoting team member resiliency and reducing stress at the medical center. The study authors also include **Ellen Angelo**, DNP, MSN, RN, CENP, CCRN; **Annamarie Cutroneo**, MHA, CPXP; **Amy Frieman**, MD, MBA, FAAHPH; **Dawn Williams**, MSN, RN, CV-BC; **Jasper Besa**, BSN, RN; **Michele Doebler-Morgan**, BSN, RN, MedSurg-BC, HN-BC; **Danielle Howey**, BSN, RN, MedSurg-BC; **Mary Jo Kandrats**, BS, BSN, RN, MedSurg-BC, HN-BC; and **Nicole Zastko**, BSN, RN.



The study aimed to determine if there is a difference in the stress and anxiety level of participants before and after the use of the nature-themed recharge room and whether the type of theme chosen by the participants or not, presence of other users in the room and duration of use affect the level of stress and anxiety. The study also aimed to determine if there is a relationship between the participant’s demographic characteristics, such as age, sex, position, shift, and years of working in the hospital, and their level of stress and anxiety. As graph 1 illustrates, the highest pre-stress score is 14 out of 16, and the highest anxiety score is 22 out of 24, indicating that most health care workers are experiencing a high level of stress and anxiety.

The mean stress (PSS-4) pre-score is 7.44, mean stress post-score is 7.17, and a 14.28% reduction in the stress scores after using the recharge room, but the difference was not found to be statistically significant. The mean anxiety (STAI-6) pre-score is 14.17, mean post-score is 8.48, and a reduction of 36.36%, which was found to be statistically significant at a p-value <0.05.



Graph 1: Stress and Anxiety Levels Pre- and Post-Intervention

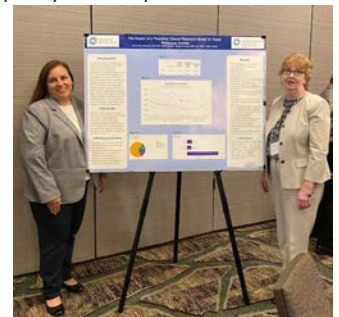
The recharge room offered in this study was available on site, open for 24 hours a day, and can be accessed by all team members with the use of their ID badges. It can also be used alone or up to a maximum of four people. Research findings showed that the duration of use did not result in a significant difference in the reduction of stress and anxiety, with the majority using the room for 10 minutes and a minimum of 5 minutes. So, the use of interventions or “breaks to recharge” doesn’t have to be long to afford some relief. These findings had a huge implication for leaders in planning the psychological interventions. Incorporation of breaks or time to use the psychological interventions into the daily plan and workflow as well as the support of leadership are very important in the success and utilization of the program. Leaders are not immune to stress and anxiety and are often the one identified to provide support and strength. And yet, one of the least number of participants in this study are the leaders. Leaders should lead by example and convey the importance of taking the time and prioritizing self-care to promote healthy coping and well-being. Using the psychological support program themselves would strongly convey that message. The authors note that organizations should continue to make every effort to provide resources that can help their employees deal with stress and anxiety and adopt a healthy coping strategy.

At **Bayshore Medical Center**, interprofessional work led to improved patient satisfaction and outcomes. With the granting of elective angioplasty/ Percutaneous Coronary Intervention (PCI) from the New Jersey Department of Health at Bayshore Medical Center, significant growth in cardiovascular volume was forecasted. In order to ensure throughput in the cardiovascular invasive lab and the provision of the best evidenced-based standards of care for post cardiac catheterization patients, a collaborative education project was led and executed among the Professional Development team, nursing leadership, the 3 East/Float Pool and Cardiac Catheterization RNs. Education was developed and implemented by the professional development team to meet the needs of the 3 East/Float Pool RNs to provide the best evidence-based standards of care for the post cardiac catheterization patients with a TR Band (Transradial Band). Six education classes were held training the nurses on post cardiac catheterization care, maintenance, and how to address adverse events.

Following the execution of post cardiac catheterization patients with TR Bands to 3 East, the recovery and discharge process was reviewed. It was established that a post cardiac catheterization patient needed monitoring on 3 east for 6 to 8 hours post catheterization. This resulted in a decreased length of stay, improved patient outcomes and patient satisfaction at Bayshore Medical Center.

**Marie Foley-Danecker**, DNP, RN, CCRN, NE-BC, vice president and chief nursing officer, and **Christine Conner**, DNP, RN, APRN, CCRN, CCNS, director, Magnet and Professional

Development at Ocean University Medical Center, presented a poster titled: The Impact of a Proactive Clinical Resource Nurse Model on Rapid Response Events in April at the Organization of Nurse Leaders of New Jersey (ONL NJ) Annual Conference. The poster describes the results of implementing a clinical resource nurse model to proactively assess and respond to patient deterioration in an academic hospital setting. The clinical resource nurse (CRN) model uses preemptive rounding on patients of concern, surveillance of EWS reports, and mentorship of developing staff to achieve the objective of early intervention. Additionally, this model of a dedicated CRN eliminated the response by a CCU nurse leaving the unit, and allowed the return of critical care nursing hours to the bedside, further promoting quality. The implications of the preemptive rounding by a dedicated CRN demonstrate improved surveillance and reduction in the number of rapid response events and unplanned escalations in care, while maintaining the CCU nurses at the bedside with their patients.



Clinical Program Manager **Maryjo Phillips**, DNP, RN-BC, CMSRN, co-authored a chapter in the book - *Age-Friendly Health Systems: A Guide to Using the 4Ms While Caring for Older Adults*. HMH is featured in the chapter explaining our work on mobility and fall prevention. In 2021, HMH was recognized as an Age-Friendly Health System participant by the John A. Hartford Foundation, Institute for Healthcare Improvement, American Hospital Association, and Catholic Health Association of the United States. This nationwide movement to improve health care for older adults centers around implementation of the four essential elements of an Age Friendly Health System, known as the 4Ms: What Matters, Medication, Mentation, and Mobility.

Hackensack University Medical Center nurses **Margaret Hopkins**, BSN, RN, CCRN, C-ELBW, CPLC; **Jasmine Hossain-Wilson**, BSN, RN; **Ramonita Jimenez**, DNP, MPA,





RN, NEA-BC; **Carolene Stephenson**, PhD, MSN, FNP-C; **Kimberly Dimino**, DNP, RN, CCRN-K; **Bridget Wertz**, DNP, RN, CCRN, NPD-BC, NE-BC; and **Jaime Avallone**, MSN, RN, NPD-BC, RNC-NIC, had their study published in American Nurse in 2022. Entitled Retaining Novice Nurses, the study looked at how establishing a New Nurse Council as part of an organizational effort can provide the support needed to mitigate the stressors novice nurses experience.

**Carol DiCosmo**, labor and delivery staff nurse, Raritan Bay Medical Center, presented her first EBP study poster board at the ONL NJ Annual Meeting- "Taking the First Step to Incorporate Evidence into Practice" - a study that took place with the nurses of MCH at RBMC.



**Ginamarie Iovino-Sparano**, RN, Riverview Medical Center was a Cohort 6 graduate of The Integrative Healing Arts Academy (IHAA). Ginamarie was a co-presenter of the project, Musically Mindful. The related poster was also presented at Research Day at Middlesex College and won the award for Multicultural project. In addition, Ginamarie completed and presented a quality improvement project for the Women's Center at Riverview Medical Center, with the goal of increasing patient satisfaction and NRC scores.



Bayshore Medical Center assistant nurse manager **Caitlyn Kempf** and RN **Monica Loperena** also participated in Cohort 6 of the IHAA. They shared that during the program, they learned about journalism as a form of self-care that can help with stress, organization, and sleep. Caitlyn and Monica created an educational tool with different journalism techniques and asked 20 RNs to participate in a journaling trial over the course of 2 weeks. Each participant had the autonomy to choose the form of journaling that calls to them and complete it on their own time. Over the course of those two weeks, the volunteers were asked to commit to journaling at least five times in total and complete a pre and post-survey to assess if they found it helpful and if they felt it made any difference in their nursing

practice and patient care. Using the perceived stress scale, they scored the participants pre and post perceived stress levels. These scores fall into three categories: low, moderate, and high perceived stress. The results of the pre-test scores were 11.1% low stress, 66.6% moderate stress, and 22.2% high stress. The post test scores were 55.5% low stress,



44.4% moderate stress, and 0% high stress. Based on these scores, they concluded that journaling did help the nurses lower their perceived stress levels over the course of their two week journaling trial. After presenting the project to their cohort, Caitlyn and Monica started working with the HMH education team and are currently in the process of developing journals that will be provided to nurse residents when they start their orientation. They shared, "We hope to continue to introduce nurses to journaling as a form of self care and stress relief."

Old Bridge Medical Center and Raritan Bay Medical Center staff development instructor **Sherr Ann Arabit** presented a poster of her research at the ONL NJ Annual Conference with MS3 co-investigators. Her abstract was also accepted for a podium presentation at the 2023 NICHE Conference - "Implementation of Supervised Walking Program for Older Adults in an Acute Care Hospital." In addition to her exemplary research, the New Jersey League for Nursing and the DAISY Foundation announced in October that Sherr Ann was one of New Jersey's first recipients of the new DAISY Nurse Leader Award for Nursing Clinical Educators.



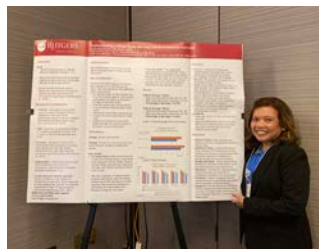
**Javen Remo-Intia**, a nurse navigator at JFK University Medical Center, had a busy year as part of the JFK Heart Failure Team. Javen was a faculty member and co-presenter of the session, "Heart Failure and Social Determinants of Health: The HeArt



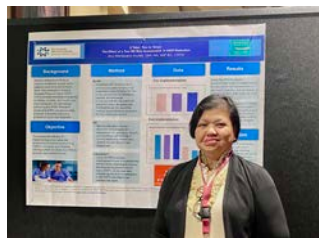
of Person-Centered Care.” She also presented on the topics of chest pain and heart attacks at area senior centers, presented during the 2022 American College of Cardiology Heart Failure Re-accreditation as part of the CPS TELEpharmacy and Nursing Collaboration, where she was principal investigator of the study, “Improving Patient Outreach Collaborating with Telepharmacy”, and served as the heart failure champion of a PI project - Developing Heart Failure Nurse Champions: Effect on Nursing Care.



Raritan Bay Medical Center RN **Sherly Castro** presented her poster - “Implementing a Visual Noise Warning Device in Intensive Care Unit” at the ONL NJ Annual Conference. Sherly also earned a Doctor of Nursing Practice degree from Rutgers University in 2022.



Manager of Clinical Nursing Education at Riverview Medical Center **Juvy Montecalvo-Acosta**, DNP, RN, ANP-BC, CWCN, presented her poster - “It Takes Two to Tango: The Effect of a Two RN Assessment in HAPI Reduction,” at Hackensack Meridian’s Annual Research Day in December. She was a podium presenter on the same topic at the NER WOCN Conference held in Pennsylvania in December. In September, she co-presented a poster at the WOW Conference in Florida - “Stop the Pressure, Measure It” - a performance improvement project initiative to standardize staff nurse weekly wound assessment, measurement, and documentation. In May 2022, Juvy was honored by the New Jersey State Nurses Association Institute for Nursing as one of the Diva awardees. The highly selective, statewide award



program celebrates outstanding professional registered nurses who have demonstrated an impact on the nursing profession and the health community.

Increasing nurse driven research and evidence-based practice projects is a key goal of the nursing strategic plan. For a complete list of research projects, publications, presentations and quality improvement initiatives advanced in 2022, please see the appendix.

### NURSING QUALITY IMPLEMENTS ROBUST STRUCTURE TO SUPPORT CONTINUAL IMPROVEMENT

Hackensack Meridian Nursing Quality made tremendous progress in 2022, creating a robust structure that supports quality improvement to the nursing practice. This structure, which consists of a nursing quality representative in each hospital and fully aligned operational processes, has worked to effectively implement processes and data streams that assist team members in developing strategies that improve the quality and safety of care provided to patients. Through education and development of standardized reporting and validation of data and submission, Nursing Quality has strengthened the reporting structure of nurse sensitive indicators (NSI) - Falls, Hospital Acquired Pressure Ulcers, CAUTI and CLABSI - in a more valid and reliable way.

**Roseanne Raymond Alesandra**, director of Nursing Quality, developed data dashboards and graphs that show trends and opportunities for improvement. Based on this information, the dedicated Nursing Quality team develops action plans and implements processes for the continued delivery of safe, quality care. This is advanced through new NSI network committees and the subject matter experts who lead these committees: **Mary Jo Phillips**, DNP, MEDSURG-BC, CMSRN - Falls/ Falls with Injury- RISE Committee; **Mary Jo Conley**, BSN, RN CWCN - Pressure Ulcer Reduction Committee; and, **Bethany Gregg**, MBA, RN, CIC, CPPS - CAUTI, CLABSI, MRSA Prevention committees.

The team focuses on data collection, data integrity and analysis, ease of reporting, optimization of EPIC for data abstraction and reporting, best practices and evidence based practice implementation, effective product analysis, and successful strategies resulting in improvement and action planning. Utilizing these strategies, there has been a significant reduction in 2022 of the HAPI’s, CAUTI’s, CLABSI’s, and MRSA bacteremias.

In addition, Hackensack Meridian implemented a variety of network nursing quality committees to focus on continual improvement and positively impact nursing practice, patient outcomes, and risk and prevention of harm. Working collaboratively with the EPIC and ONE Link teams, Nursing Quality has also worked to ensure improvements for not

only patients, but to ease the work of nurses and other team members. This includes reducing the amount of manual labor involved in data collection with real time changes.

2022 posed unique challenges for infection prevention in particular, navigating responses to communicable diseases such as Monkeypox, Polio, and Ebola, as well as continued efforts to manage supply chain constraints, staffing shortages, and outbreaks related to the ongoing COVID-19 transmission and emergence of new variants. Robust infection prevention programs help reduce the chance of Hospital Acquired Infection (HAI) and improve outcomes for patients. Hackensack Meridian has focused on improving outcomes related to infection prevention and decreasing the infection rates that hinder the quality of care for patients. This includes a focused effort on team member education, efficiency, product use and individualized care for patients. As a result, Hackensack Meridian has seen an overall decrease of approximately 19% in HAIs as compared to 2021. Mountainside Medical Center, Palisades Medical Center, Raritan Bay Medical Center, and Southern Ocean Medical Center have all demonstrated greater than 50% annualized reductions in HAIs and many Hackensack Meridian hospitals are amongst those with the lowest utilization of devices nationally. **Theresa Colarusso**, MPA, BSN, NEA-BC, CPPS, network vice president of Quality Initiatives and System Improvement shared, “Successful infection prevention is a collective effort which requires a multidisciplinary approach and continued focus on reliable processes to prevent harm.”

## HMH HAI Prevention

Innovative and Evidence-Based

<p><b>Device Insertion</b></p> <ul style="list-style-type: none"> <li>• Judicious Use</li> <li>• Alternatives Considered</li> <li>• Insertion Practices</li> </ul>	<p><b>Care and Maintenance</b></p> <ul style="list-style-type: none"> <li>• Bundle Compliance</li> <li>• Universal Decolonization</li> <li>• Frequent Device Rounds</li> </ul>
<p><b>ZERO  HARM</b></p>	
<p><b>Prompt Device Removal</b></p> <ul style="list-style-type: none"> <li>• Daily review of indications for devices</li> <li>• Exit Bundles</li> <li>• Use of Alternatives</li> </ul>	<p><b>Diagnostic and Antimicrobial Stewardship</b></p> <ul style="list-style-type: none"> <li>• Clinically Appropriate Cultures and Therapy</li> <li>• Decrease Specimen Contamination Rates</li> </ul>

Hand Hygiene, Environmental Cleaning, Product Evaluation and Standardization, Robust Event Analysis, Streamlined Data, and Continued Collaboration Across Disciplines with Key Stakeholders and Frontline TMs

- ★ 19% Decrease (annualized) in HAI
- ★ On track to exceed 2022 Max goals
- ★ 117 less HAIs than last year
- ★ Estimated cost avoidance of \$3,650,067





## SECTION 4

# STRUCTURAL EMPOWERMENT

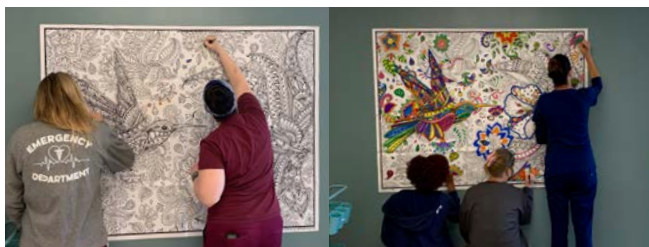


Structural empowerment is one of the five components of the Magnet® Model, developed by the American Nurses Credentialing Center. The American Nurses Association describes structural empowerment as encompassing “organizational structure, personnel policies and programs, professional development, community outreach, and promotion of a positive nursing image.” Under the new Institute for Nursing Leadership and Practice Excellence, structural empowerment is a cornerstone. This includes the Center for Enhancement of Shared Decision Making, which aims to build on Hackensack Meridian’s existing strengths by providing a structure to support greater engagement of nurses as it works to empower all nurses to have a voice in their practice and work environment. The nursing strategic plan also emphasizes structural empowerment with a focus on service and leading Hackensack Meridian to humanize care for our patients, team members and communities.

## PROMOTING AND INFUSING PLAY AND HUMOR

In 2022, the Hackensack Meridian nursing team advanced structural empowerment in several ways, including a concerted effort to support a “culture of fun” and promote and infuse play and humor into the nursing culture. This is also a focus area in the newly developed 2023-2025 nursing strategic plan. Research demonstrates that creating a fun workplace can significantly increase the level of trust, creativity and communication among staff, leading to lower turnover and higher morale.

At Jersey Shore University Medical Center on Mehandru 7, the team started a coloring station. While it began as a stress reliever for team members, director of nursing, **Katie Reed**, shared that it’s become something that all disciplines, patients and families have joined in. Assistant nurse manager **Lauren Pastore** noted, “We’ve had a lot of good feedback. When I was rounding, multiple patients and even their family members told me how much they loved using the coloring wall. A patient mentioned to me it helped with their anxiety of being in the hospital. She went twice a day at least and colored multiple spots. She also loved seeing other people’s work. A family member of a patient was also so excited for it too because it helped her get her mind off of her husband’s hospital admission.” Nurse manager **Amanda Lillis** shared, “We have had many people enjoying the coloring wall and de-stressing. I had a transporter coloring in. I also had a pharmacy technician stop me, raving about the coloring wall.”



A **Clinical Nurse Gathering** was held in November, featuring important panel discussions and educational sessions, as well as guest speaker Saranne Rothberg, founder and CEO of The ComedyCures, who presented - Finding the Funny with Saranne. Saranne launched The ComedyCures Foundation from her chemo chair in 1999 and today is cancer-free, running

her acclaimed non-profit organization that “brings joy, hope, laughter, and therapeutic edu-tainment to patients, caregivers, and those who need it most.”



With an understanding that humor helps to relieve stress and strengthen connections among team members and patients, **Bayshore Medical Center** regularly infuses fun into its culture. An 80’s-themed pep rally was held in preparation for the successful Magnet® validation survey they hosted in August. Neon decorations, 80’s attire, fun music and refreshing snacks “pumped up the jam” and got the team ready for what turned out to be an outstanding site survey where the reviewers shared how impressed they were with the supportive, positive culture throughout the organization. Bayshore nursing also hosts Fun Fridays during the year. September was crazy socks, October was PINK for breast cancer awareness, November was Football Fridays and December was holiday scrub tops.



## RN AUDREY WAECHTER INTRODUCES BARE IT OR WEAR IT TO HELP ONCOLOGY PATIENTS



Hackensack University Medical Center nurse **Audrey Waechter**, BSN, RN, chose health care as a career following her childhood in the rural areas of Jamaica, where she witnessed the long term suffering and needs of poverty stricken individuals lacking health care. Audrey

grew up always wanting to make a difference and desired to serve the most vulnerable among us. She migrated to the US in her late 30s, completed her GED, and enrolled in a nursing program at the local community college. Audrey worked full time as a nursing assistant at Hackensack UMC while earning her Associates Degree in nursing. Audrey went on to earn her Bachelor's Degree in nursing from Thomas Edison State College. Today, Audrey serves as an oncology unit nurse who fulfills various roles from Charge Nurse to Preceptor, to Council leader. She is passionate about serving as an oncology nurse and calls it her true calling.

Audrey introduced the Bare It or Wear It initiative at Hackensack UMC to help patients deal with hair loss, one of the most difficult side effects of cancer treatment for patients to come to terms with. This initiative educates both team members and patients and provides different options of headwear for patients who have lost their hair due to cancer treatments. The oncology team says it has helped to boost the confidence of patients and help them to feel beautiful again. Audrey's efforts were recognized when she was honored with the Nurses with Global Impact Award in May, which is presented to a small group of exemplary nurses from across the globe at a celebration hosted at the United Nations each year.



## HMH NURSES TAKE GERMANY AS PART OF MAGNET4EUROPE INITIATIVE

Network Magnet designation director **Lisa Guinta**, MSN, RN, NEA-BC and Jersey Shore University Medical Center Magnet program director **Rocel Besa**, PhD, RN, CV-BC, NPD-BC, CNE, visited Germany last year as part of Hackensack Meridian's Magnet4Europe initiative.

Magnet4Europe is an initiative between some of the world's leading universities led by KU Leuven and the University of Pennsylvania School of Nursing and made possible by an award from the European Union Horizon's 2020 program. This first-of-its-kind project pairs chosen hospitals in Europe with Magnet-recognized medical centers in the U.S., including Hackensack University Medical Center, Raritan Bay Medical Center, Jersey Shore University Medical Center and Riverview Medical Center.

Through the sharing of expertise for the delivery of nursing care globally, Hackensack Meridian is helping to develop, disseminate and enculturate Magnet principles to best position European hospitals. Each hospital has an interdisciplinary team that works with their twinned European partners to develop a gap analysis between the as-is situation and the aspirational organizational features. Supported by the twinned Magnet hospital and based on the gap analysis, interventions will be put into place during a two year timeline to prepare the European hospital for the Magnet or Pathway to Excellence journey.

Lisa and Rocel called the trip a wonderful opportunity and experience. They shared that Hackensack Meridian's German partners learned a lot from our processes and were inspired to continue on with their Magnet journey.





## NURSES EXTEND THEIR REACH BEYOND THE HOSPITAL

Sisters and Hackensack Meridian nurses **Jamie DeLaura** and **Alyssa Dunnigan** ran the TCS New York City Marathon in early November as a part of the Tackle Kids Cancer Running Team. Both serve as nurses at the Joseph M. Sanzari Children’s Hospital, and their joint passion for pediatric care and cancer research fueled their 26.2 mile quest. Alyssa was the first to join the Tackle Kids Cancer Running Team to support pediatric cancer research. Jamie followed and volunteered to be part of the team when she learned a runner had to drop out.

“I was with my sister, my best friend and we raised money together,” said Jamie. “This was my first marathon. I’ve always been someone who enjoys running but I just had a baby so there hasn’t been much time.” Alyssa has run half marathons in the past. She credits her manager **Kim Ludwig** with getting her involved. “Kim’s a big runner. She thought it would be cool to run a PICU team,” she shared.

Both sisters were inspired to go into nursing as the result of great nursing care their family members received when they were younger. Approximately 13 years ago, their dad had a heart transplant following a heart attack. He ended up in a coma for eight weeks, so they spent a lot of time with nurses. In addition, their 12-year-old cousin was diagnosed with leukemia and received treatment at the Joseph M. Sanzari Children’s Hospital. Jamie and Alyssa both knew pediatrics was where they wanted to be. Jamie’s first position was in Hackensack UMC’s Mother/Baby unit until a position in Pediatric Oncology became available. Today, Jamie is in the Reuten Clinic for Pediatric

Hematology and Oncology. Alyssa also started out in Hackensack’s Mother/Baby unit during her first year and then moved to Pediatric ICU. Alyssa recently celebrated her five-year anniversary and Jamie is coming up on 10 years. Together, they exemplify how compassionate and caring our Hackensack Meridian team members are and how devoted our team is to the network mission.



JFK University Medical Center pediatric emergency department nurse manager **John Napolitano**, MSN, RN, regularly volunteers in the community. He participated in the Tot Trot with the Edison/Metuchen YMCA at Metuchen High School, manned an educational booth at the Metuchen Street Fair, and took part in Healthy Kids Day/Walk with a Doc at Spring Lake Park in Edison.



**Elizabeth “Lizzie” Martinez**, Oncology nurse breast navigator at Ocean University Medical Center serves as a patient advocate for David’s Dream & Believe Cancer Foundation. She also volunteered this year with the Susan G. Komen Walk, along with OUMC breast rehab specialist, **Devon Fanelli**.

Staff nurse at JFK University Medical Center **James Ziemba** belongs to several professional organizations, including the American Nurses Association, the Association of Rehabilitation Nurses, and Sigma Theta Tau. He also volunteers in the community, including participating in the Arthritis Foundation Jingle Bell Run, which is said to be the longest-running, holiday-themed 5K race in the country with the goal of conquering arthritis.

Hackensack University Medical Center nurse coordinator and medical-surgical specialist **Serpouhi Vartivarian** leads nursing research day at Hackensack UMC. Her busy schedule also includes fundraising to support Ramsey Juniors, and belonging





to the American Nurses Association, New Jersey State Nurses Association, the Academy of Medical-Surgical Nurses, and the Organization of Nurse Leaders - NJ. Serpouhi is also enrolled in a Doctor of Nursing Practice program.



**Elena Such, RN** at JFK University Medical Center, became a High Reliability certified trainer in October. Hackensack Meridian launched its High Reliability Train-the-Trainer program in 2022 to further strengthen the safety culture and provide team members with the education and tools

needed to train their colleagues on high reliability principles and concepts. Elena also volunteered with the March of Dimes, Middlesex County Community Baby Shower, and Jacob's Well Community Church. Elena participated in the Miles for Mind fundraiser to support JFK Johnson Rehabilitation Institute, and additionally provided virtual childbirth education classes to community members.

Clinical program manager at JFK Johnson Rehabilitation Institute **Christine Wade** also participated in the Miles for Minds 5K, and also serves as a conference committee member and nursing contact hour application writer for the Brain Injury Alliance of New Jersey.

Hackensack University Medical Center RN **Joe Reissner** serves as Captain of the Dumont Fire Department. Southern Ocean Medical Center RN **Angie Roche** serves as Captain, President, Trustee and as a volunteer EMT for the Waretown First Aid Squad. Riverview Medical Center director of Infection Prevention **Wendy Mehalick** serves as team leader for Making Strides Against Breast Cancer. Home care RN **Maria Gildegarda Torres** is the NorthEast Chapter President for the College of the Holy Spirit North America Foundation, a position she has held since 2016.

*For a complete list of community services in 2022, please see the appendix.*



## HELPING TO COMBAT HUMAN TRAFFICKING

In September, Hackensack University Medical Center nurses joined Hackensack Meridian CEO Bob Garrett at the United Nations Headquarters in New York. Mr. Garrett participated in a United Nations panel to develop uniform global standards to help health care providers identify and aid victims of human trafficking, protocols that have now been sent to the World Health Organization for adoption. Hackensack University Medical Center nurses joined Bob at this important event. This includes: **Ramonita Jimenez**, VP, Chief Nursing Officer; **Elizabeth Polanco**, adm. director, Nursing; **Jennifer Kopelman**, nurse manager, High-Risk Antepartum; **Marion Lortz**, RN, Mother Baby; **Alice Kazekjian**, adm. director, ETC/PedsED; **Julie Giordano**, nurse manager, ETD; **Lauren Marti**, supervisor, PedsED; **Matthew Holmes**, supervisor, ETD; **Jessica Cardona Garcia**, RN, ETD; **Nidhi Shah**, asst. nurse manager, ETD; and **Claudia Douglas**, Magnet/Research.

Among its efforts to combat human trafficking, Hackensack Meridian launched a program in 2021 that uses two separate digital platforms and electronic medical records to screen patients for food and housing insecurity, transportation, mental health and caregiver stress. All the information from the



screening goes directly into the patient’s medical record. More than 500,000 patients have been screened and over 1.5 million referrals have been made to social service agencies. In 2023, screening for human trafficking was added to further expand Hackensack Meridian’s reach in this important area.

## SCHOLARSHIP AWARDS SUPPORT CONTINUED DEVELOPMENT OF NURSES

Hackensack Meridian offers numerous scholarships to provide financial support for individuals returning to school to advance their education in nursing. Scholarships are awarded twice a year to assist team members preparing to enter the nursing profession, or HMH nurses seeking advanced degrees. In 2022, 152 scholarships were awarded for a total of \$390,250.

This includes **Lisa Kelly-Mannino**, clinical nurse educator at Riverview Medical Center, who received the Sally Hetzler and Dr. Stephen J. Swartz nursing scholarships. Lisa also completed her Master of Science in Nursing (MSN) at Fairleigh Dickinson University in 2022. Hackensack University Medical Center RN **Edith Marino** was awarded the Patrick DeGennaro Scholarship, and completed her MSN at Chamberlain University.







## SECTION 5

# NURSING LEADERS





**Theresa Brodrick**  
RN, Ph.D.  
Executive Vice President,  
Chief Nurse Executive



**Theresa Colarusso**  
MPA, BSN, NEA-BC, CPPS  
Vice President Quality Initiatives  
& System Improvement



**Marie Foley Danecker**  
DNP, MSN, RN, CCRN, NE-BC  
Vice President and Chief Nursing Officer  
Ocean University Medical Center



**Ellen Angelo**  
DNP, MSN, RN, CCRN  
Vice President and Chief Nursing Officer  
Jersey Shore University Medical Center



**Donna Ciuffo**  
DNP, RN, RNP-BC, NE-BC, CCRN  
Vice President, Nursing Education,  
Professional Practice and  
Leadership Development



**Susan Giordano**  
R.N., BSN, MBA, NE – BC, FACHE  
Chief Nursing Officer  
Pascack Valley Medical Center



**Maria Brilhante**  
MSN, APRN, NEA-BC, CMSRN  
Chief Nursing Officer  
Palisades Medical Center



**Lori Colineri**  
DNP, RN, NEA-BC  
Chief Nursing Officer,  
JFK University Medical Center



**Rebecca D. Graboso**  
DNP, R.N., FNP-BC, CNRN  
Vice President, Nursing/Chief Nurse  
Executive, Riverview Medical Center



**Lisa Guinta**  
MSN, RN-BC  
Magnet Program Director



**Valarie McPherson**  
RN, MSN, MBA, NEA-BC  
Chief Nursing Officer,  
Mountainside Medical



**Alda Valenzuela**  
RN-C, MSN, CWS, C-NE, CDONA-LTC  
VP of Nursing, Hackensack  
Meridian Quality Care



**Dawn Heath**  
DNP, MBA, MHA, BSN, CCRN-CSC  
Vice President & Chief Nurse Executive  
Southern Ocean Medical Center



**Jane O'Rourke**  
DNP, RN, NEA-BC  
Vice President and Chief Nursing Officer,  
Raritan Bay Medical Center and  
Old Bridge Medical Center



**Heather Veltre**  
DNP, MS, BSN, BN, RN, NEA-BC  
Chief Nursing Officer  
Bayshore Medical Center



**Ramonita Jiménez**  
DNP, MPA, RN, NEA-BC  
Chief Nursing Officer,  
Department of Patient Care,  
Hackensack University Medical Center



**Shaun Sweeney**  
MSN, RN-BC  
Vice President and Chief Nursing Officer,  
Carrier Clinic



**Teri Wurmser Ph.D.**  
MPH, RN, NEA-BC  
Vice President of Nursing Research,  
Grants and Academic Affairs;  
Dean, Hackensack Meridian Health  
School of Nursing and Wellness at  
Georgian Court University



# SECTION 6

# NURSING

# ACCOMPLISHMENTS



## AWARDS

Name	Title/Role	Campus/Entity	Award/Special Honor
Sherr Ann Arabit	Professional Development Educator	OBMC/RBMC	NJ League of Nursing/Daisy Foundation -Nurse Leader Award for Clinical Education
Jaime Avallone	Clinical Education Specialist	HUMC	HUMC Nursing Excellence Award for Professional Development
Janessa Baquerizo	RN	RBMC	Daisy Award Sigma Theta Tau International Honor Society of Nursing
Victoria Berner	Nurse Manager	OUMC	Kellogg Award
Kelly Bogdany	Nurse Manager	SOMC	Nominations for the Nurse Leader of the Year, Pay it Forward Award, and the Kellogg Award
Joseph Bunuan	Nurse Manager	OBMC	Mosaic Award -ICU
Phoebe Carumba	Nurse Manager	RMC	Kellogg Award
Phillip Castillo	RN	JFKUMC	President's Honor, Chamberlain University We C-You Award: Connected
Cristina Chonko	APN	BMC	Top 25 ePoster at the 2022 ACC Quality Summit for: "Intake and Output Measure and Documentation for Heart Failure Patients, a Multidisciplinary Team Approach"
Rowena Cruz	RN	RBMC	DAISY Award
Dawn Dawson	RN	OUMC	DAISY Award
Ellen Demaisip-Vergara	RN	RBMC	DAISY Award
Ruchoma Domosh	Clinical Coordinator	K. Hovnanian Children's Hospital	Academic Award, Wilmington University
Stephanie Esposito	RN	RBMC	DAISY Award
Roda German	Nurse Manager	JFKUMC	Healthcare Hero Award
Susan Hairston	Assistant Nurse Manager	RBMC	Dean's List - Chamberlain University
Linda J. Hassler	Nursing Excellence Director	HMNR	NJSNA DIVA
Michael Henderson	RN Specialist	JFKUMC	President's Honors, Chamberlain University
Margaret Hopkins	RN	HUMC	NANN Mentor of the Year
Jasmine Hossain	RN	HUMC	HMH Magnet Award for Structural Empowerment
Darcia Johnson	RN	SOMC	Florence Nightingale Award
Lisa Kelly-Mannino	Clinical Nurse Educator	RMC	Sally Hezler Scholarship Dr. Stephen Swartz Scholarship
Amy LaRocca	APN	OUMC	Lifesaver Award (2x) Good Catch Team Award
Danielle Loftus	Nurse Manager	HUMC	HUMC Clinical Nurse Leader - Nurse's Week
Joan Marie Maranon	Nurse Manager	RBMC	Bear's Den - "Tame the Cords" Project Nurses.org - Nursing Unit August Winner Mosaic Award - ICU DAISY Award HMH Hall of Famer

## AWARDS

Name	Title/Role	Campus/Entity	Award/Special Honor
Edith Marino	RN	HUMC	Patrick DeGennaro Scholarship
Wendy Mehalick	Director of Infection Prevention	RMC	HMH Magnet Award for Empirical Outcomes
Ashley Meyer	Assistant Nurse Manager	OUMC	HMH Magnet Award for Exemplary Professional Practice
Juvy Montecalvo-Acosta	Director Patient Care - Magnet Program/ Professional Development/ Wound Care/Vaccine	RMC	Institute for Nursing - Diva Awardee HMH Hall of Fame Leader
Lauren Mulrooney	Nurse Manager	SOMC	Nurse Leader of the Year-HMH SOMC Hall of Famer - HMH Marquios Who's Who in America
Christina Necci	RN	HUMC	We "C" You Award - Creative
Emma Nelson	RN	SOMC	DAISY Award Novice Nurse Award
Paula O'Neill	Clinical Program Manager	RBMC/OBMC	Changemaker, HMH RBMC/OBMC Institutional Excellence in Holistic Nursing Practice Award, American Holistic Nurses Association
Kimberly Oquendo	Assistant Nurse Manager	RBMC	Nurses.org - Nursing Unit August Winner Daisy Award Mosaic Award - ICU
Paula Perry	RN	OBMC	DAISY Award
Shannon Pilsbury	RN	OBMC	OBMC Preceptor of the Year HMH Magnet Award for New Knowledge and Innovation DAISY Award
Lisa Pomerantz	Education Specialist	SOMC	Rich Hader Pay it Forward Award
Marie Chante Ramos	RN	OBMC	HMH Magnet Award for Exemplary Professional Practice We "C" You Award: Creative
Jane Ramos	Assistant Nurse Manager	RBMC	Nurses.org - Nursing Unit August Winner Daisy Award Mosaic Award - ICU Bear's Den - "Tame the Cords" Project ICU Silver Beacon
Vera Reiner	Clinical Nurse Educator	OUMC	National Honor Society/Distinctive Honors, Sigma Theta Tau
Estephania Sarroca	RN	RBMC	DAISY Award
Elena Such	RN	JFKUMC	High Reliability Certified Trainer
Nicole Tesoroni	Education Specialist	SOMC	Florence Nightingale Award
Margaret Valenti	Interim Director of Patient Care Services	RMC	HMH Magnet Award for Transformational Leadership
James Ziemba	RN	JFKUMC	Excellence in Nursing 2022 - NJ Monthly/DAISY Foundation Partnership

## COMMUNITY SERVICE

Name	Title/Role	Campus/Entity	Community or Military Service
Kelley Abel	RN	JFKUMC	Autism Awareness Walk
Jamie Angeline	Oncology Nurse Navigator	JSUMC	Making Strides
Patricia Anthony	Sr. Nurse Clinician	JFKUMC	Walk Against Brain Tumors
Sherr Ann Arabit	Professional Development Educator	OBMC/RBMC	NJ Sharing Network - 5K Run
Priti Bawa	RN	JFKUMC	Know Your Numbers Presentation, Metuchen Library
Victoria Berner	Nurse Manager	OUMC	Phenomenal Women Under 40 - Girl Scouts of the Jersey Shore
Kelly Bogdany	Nurse Manager	SOMC	Race for the Prevention of Suicide Relay for Life, Superior Mesenteric Artery Foundation
Joseph Bunuan	Nurse Manager	OBMC	NJ Sharing Network - 5K Celebration of Life
Phillip Castillo	RN	JFKUMC	Miles for Minds 5K
Maria Sherly Castro	RN	RBMC	AACN, Central NJ Chapter - Coat Drive Donated to Broadway House, Newark NJ Blood Drive for Red Cross Critical Care Symposium
Sarah Cerreto	RN	HUMC	ZERO Prostate Cancer Walk
Rowena Cruz	RN	RBMC	5K for Ukraine, Excelcare Blood Donation, New York Blood Center
Tricia D'Aloia Gandolfo	RN	RMC	Monmouth County Vocational School District College Open House 2022
Rosemarie Daley	Director, Patient Care Services	JFK Johnson Rehabilitation Institute	Miles for Minds 5K
Ayesha Daryani	Assistant Nurse Manager	JFKUMC	Lung Cancer Walk Breast Cancer Walk
Sharon DelGuercio	RN	JFKUMC	Toys 4 Tots
Ellen Demaisip-Vergara	RN	RBMC	Donate for Life Walk
Carol DiCosmo	RN	RBMC	Monmouth Medical Center Community Covid Vaccination - vaccination administration and education
Michele Doebler-Morgan	RN	JSUMC	HPAE - Union Self-Care Day - participated in the planning of this day
Eileen Eloee	Nursing Supervisor	SOMC	Toys 4 Tots (Marine Corp League)
Stephanie Esposito	RN	RBMC	Sunday School Teacher and High School Youth Leader, CNCC
Roda German	Nurse Manager	JFKUMC	Making Strides Against Breast Cancer - American Cancer Society
Jodelle Gold	Director Advanced Practice Providers NP Program	JFKUMC	American Heart Association GoRed Provided several virtual education sessions on Living with Heart Failure to community
Linda J. Hassler	Nursing Excellence Director	HMNR	National Council BSA - Health Care Subject Matter Expert Nurse Residency Advisory Board, University Hospital, Newark, NJ



## COMMUNITY SERVICE

Name	Title/Role	Campus/Entity	Community or Military Service
Tommie Lou Judson	RN Educator	Community Outreach	Organize monthly health education programming for community Lacey Food Pantry Organized flu and COVID vaccine clinics for community
Kara Kaldawi	Director, Nursing Education	RBMC	Lung Force Walk - support research for The American Lung Association NAMI Walk - support and educate individuals with Mental Illness
Joseph Katz	RN	JFKUMC	Member of the Edison First Aid Squad #2 (Raritan Valley EMS)
Amy LaRocca	APN	OUMC	Lupus Awareness Walk
Danielle Loftus	Nurse Manager	HUMC	AHA Heart Walk
Elizabeth "Lizzie" Martinez	Oncology Nurse Breast Navigator	OUMC	Susan G. Komen Walk Volunteer Patient Advocate - David's Dream & Believe Cancer Foundation
Barbara McGoey	RN	HUMC	Allergy Center AIR Express Volunteer, COVID vaccine sites and wellness fairs throughout Bergen County
Wendy Mehalick	Director of Infection Prevention	RMC	Making Strides Against Breast Cancer - Team Leader
Stephanie Minervini	Nurse Manager	RMC	Donate 4 Life, AHA
Juvy Montecalvo-Acosta	Director Patient Care - Magnet Program/ Professional Development/ Wound Care/Vaccine	RMC	Alzheimer's Walk - Alzheimer's Association
Lauren Mulrooney	Nurse Manager	SOMC	Light it up Blue - Autism NJ Bowling - Big Sister/Big Brothe
John Napolitano	Nurse Manager	JFKUMC	Tot Trot with the Edison/Metuchen YMCA at Metuchen High School Metuchen Street Fair Healthy Kids Day/Walk with a Doc at Spring Lake Park in Edison
Paula O'Neill	Clinical Program Manager	RBMC/OBMC	5K Celebration of Life-Team Captain, New Jersey Sharing Network Mitchel Vassar Vision Awareness Day-Resource Table
Shalimar Ortega	RN	RBMC	Toys 4 Tots
Linda Parry Carney	Education Specialist	HUMC	Borough of Bloomingdale Board of Health, President
Joanne Pasinski	RN	HUMC	NICU Strong Walk
Jane Ramos	Assistant Nurse Manager	RBMC	Born to Run Coat Drive for Newark Broadway House
Joe Reissner	RN	HUMC	Captain, Dumont Fire Department
Javen Remo-Intia	Nurse Navigator	JFKUMC	TCS New York City Marathon, Tackle Kids Cancer
Diane Resnick	Nurse Manager	RMC	Vice President, Congregation Torat El Sisterhood Various community drives including food donations to Jewish and Family Services
Angie Roche	RN	SOMC	Waretown First Aid - Captain, President, Trustee and Volunteer EMT

## COMMUNITY SERVICE

Name	Title/Role	Campus/Entity	Community or Military Service
Estephanie Sarroca	RN	RBMC	5K for Ukraine, Excelcare
Kathryn Shinn	RN	SOMC	American Cancer Society: 50 mile Stroller Challenge
Elena Such	RN	JFKUMC	March Of Dimes Virtual Childbirth Education Classes Middlesex County Community Baby Shower, Jacob's Well Community Church Miles for Mind
Jenny Tang	RN	RMC	Volunteer Member, Medical Reserve Corp, Monmouth County Health Department Assisted in COVID and Monkeypox vaccine clinics for adults, children and homebound adults
Leoncio Toledo	RN	JFKUMC	Stop Soldier Suicide St. Jude Childrens Hosp. Fund raising Soup Kitchens
Maria Gildegarda Torres	RN	HMH Home Care, Monmouth	CHS North American Foundation, Inc. - including PGH Fire Emergency Drive, Holy Spirit Social Center (Poinsettia) Feeding Program (for the Kariton people), The Odette Disaster Relief Fund, The Indigenous Peoples Mission Schools, The Scholarships and Grants-in-Aid Program for the 5 schools under the SSpS School System. Through the Mother Josepha Prayer Weavers, Funding the food kitchen at the Poinsettia Convent, Manila, Assisting the SSpSAP (Pink sisters) in Texas.
Margaret Valenti	Interim Director of Patient Care Services	RMC	Clean Ocean
Alda Valenzuela	VP, Post Acute, Clinical	Network - Nursing Administration	Philippine Nurses Association - Monmouth County Sub-Chapter Thanksgiving Food Drive and Back Pack School Supply Donation
Laci Van Demark	Assistant Nurse Manager	Bayshore Medical Center	EMT with Point Boro EMS
Serpouhi Vartivarian	Nurse Coordinator Medical- Surgical Specialist	HUMC	Ramsey Juniors - fundraisers to support town NGOs
Laurette Vilardi	Nurse Manager	RMC	Board of Health, Little Silver - President of Board
Christine Wade	Clinical Program Manager	JFK Johnson Rehabilitation Institute	Miles For Minds 5K, sponsored by HMH Parkinson's Moving Day, HMH and Parkinson's Foundation BIANJ Conference Committee member BIANJ Nursing contact hour application writer ARN 60% Rule advocacy committee member
James Ziemba	RN	JFKUMC	Jingle Bell Run, Arthritis Foundation

## EDUCATIONAL ACHIEVEMENTS

Name	Title/Role	Campus/Entity	Educational Achievement
Roberta Bernard	RN Care Manager	Shrewsbury	BSN
Victoria Berner	Nurse Manager	OUMC	MSN - Chamberlain University
Melanie Cardona	Assistant Nurse Manager	JFKUMC	DNP - Walden University
Phillip Castillo	RN	JFKUMC	BSN
Maria Sherly Castro	RN	RBMC	DNP - Rutgers University
Genesis Cebrian	Assistant Director of Nursing	Red Bank	BSN - Chamberlain University
Rosemarie Daley	Director, Patient Care Services	JFK Johnson Rehabilitation Institute	DNP
Nicole Damiano	Clinical Nurse Specialist	HMNR at Brick	MSN
Ayesha Daryani	Assistant Nurse Manager	JFKUMC	Bachelor's
Dawn Dawson	RN	OUMC	BSN - Chamberlain University
Tara DeMiceli	Director Patient Care, Trauma Services	JSUMC	MSN - Capella University
Ruchoma Domosh	Clinical Coordinator	K. Hovnanian Children's Hospital	MSN in Nursing Leadership - Wilmington University
Susan Hairston	Assistant Nurse Manager	RBMC	BSN - Chamberlain University
Michael Henderson	RN	JFKUMC	BSN
Tammi Kahn	Manager of Clinical Practice	Hospice Wall	BSN - Chamberlain University
Joseph Katz	RN	JFKUMC	Bachelor's
Lisa Kelly-Mannino	Clinical Nurse Educator	RMC	MSN - Fairleigh Dickinson University
Danielle Loftus	Nurse Manager	HUMC	MSN - Grand Canyon University
Edith Marino	RN	HUMC	MSN - Education - Chamberlain University
Katherine Martinez	RN	PMC	Bachelor's
Katrina Michalik	RN	JSUMC	MSN - Walden University
Deborah Morreale	RN	SOMC	Bachelor's
Louann Nanashko	Oncology Nurse Navigator	SOMC	BSN
Joanne Pasinski	RN	HUMC	DNP
Danielle Regan	RN	SOMC	Master's in Nursing Informatics - Chamberlain University
Vera Reiner	Clinical Nurse Educator	OUMC	MSN Nursing Education Chamberlain University
Angie Roche	RN	SOMC	Associates - Ocean County College
Geri Samuel	RN	JFKUMC	Associates
Caroline Santoro	RN	RBMC	MSN-Family Nurse Practitioner - Fairleigh Dickinson University
Geraldine Traina	RN	RMC	BSN
Kelly Warantz	Quality Improvement Specialist	JSUMC	MSN in Leadership and Management



## NEW CERTIFICATIONS

Name	Title/Role	Campus/Entity	New Certification
Priti Bawa	RN	JFKUMC	CVRN-BC
Melanie Cardona	Assistant Nurse Manager	JFKUMC	Nurse Executive - Board Certified
Phoebe Carumba	Nurse Manager	RMC	Medical Surgical National Certification
Christie Ciaccio	RN	RBMC	C-EFM
Carol DiCosmo	MSN RN, C-EFM,C-ONQS	RBMC	C-ONQS , Obstetrics and Neonatal Quality and Safety
Michelle Golba-Norek	Director of HMH Central EMS Training Center	JFKUMC	Lean Six Sigma
Margaret Hopkins	RN	HUMC	HNB-BC
Magdalena Jagielka-Canabe	RN	RBMC	Medical Surgical Certification
Kimberleigh Jones	RN	HUMC	Maternal Newborn Nursing Certification
Jennifer Kopelman	Nurse Manager	HUMC	NCC Certification in Inpatient Antepartum Nursing (C-IAP), IHI Basic Certificate in Quality and Safety
Ivana Kostovalova	RN	OBMC	ACLS
Maria Ana Lopez	Nurse Manager	PMC	FNP-BC
Elizabeth "Lizzie" Martinez	Oncology Nurse Breast Navigator	OUMC	HN-BC Holistic Nurse
Katherine Martinez	RN	PMC	CBSBD CRCST
Jolee Matone	Assistant Nurse Manager of ICU/PCU	PMC	CCRN
Frances McLaughlin	RN	JSUMC	MSCN
Maureen Melody	RN	JFKUMC	CVRN-BC
Katrina Michalik	RN	JSUMC	AGACNP-BC
Kelly Murphy	Nurse Manager	SOMC	TNCC ENLS
Christina Necci	RN	HUMC	Certified Emergency Nurse (CEN)
Emma Nelson	RN	SOMC	Medical Surgical Certification
George Olschewski	RN	HUMC	TCRN
Micki Patrick	Nursing Director	Network - Nursing Administration	GE Fellowship Academy
Lisa Pomerantz	Education Specialist	SOMC	NPD-BC
Danielle Regan	RN	SOMC	ANCC Nursing Informations Certification
Diana Reid	APN	SOMC	CHFN
Javen Remo-Intia	Nurse Navigator	JFKUMC	Adult Progressive Care Nursing PCCN
Joanne Ro	RN	HUMC	Certified nephrology nurse
Estephanie Sarroca	RN	RBMC	Holistic Integrative Nursing Certification
Shani Siegfried	ANM	SOMC	Certified Medical Surgical RN (CMSRN)
Nicole Tesoroni	Education Specialist	SOMC	CEN
Leoncio Toledo	RN	JFKUMC	CPAN
Alda Valenzuela	VP- Post Acute, Clinical	Network - Nursing Administration	Nurse Executive, Advanced - NEA-BC
Serpouhi Vartivarian	Nurse Coordinator, Medical Surgical Specialist	HUMC	Gerontology Certification (GERO-BC)
Lori Wagner	RN	JFKUMC	Cardiovascular RN
Kelly Warantz	Quality Improvement Specialist	JSUMC	Certified Professional in Healthcare Quality

## PROFESSIONAL ORGANIZATIONS

Name	Title/Role	Campus/Entity	Professional Organization	Office Held
Kelley Abel	RN	JFKUMC	AACN	
Lisa Aker	RN	RMC	ANA NJSNA	
Diana Ambar	RN	JFKUMC	ENA	
Jamie Angeline	Oncology Nurse Navigator	JSUMC	ONS	
Patricia Anthony	Sr. Nurse Clinician	JFKUMC	AANN	
Reginaldo Antonio	Director of Nursing	Willows at Holmdel	PNA-NJ ANA NADONA	
Sherr Ann Arabit	Professional Development Educator	OBMC/RBMC	ANPD AACN CNJNE	
Jaime Avallone	Clinical Education Specialist	HUMC	ANPD	
Victoria Berner	Nurse Manager	OUMC	AONL	
Marianne Blair	APN	HUMC	AANP	
Kelly Bogdany	Nurse Manager	SOMC	AACCN NJAN ONL-NJ	
Laura Brenner	Assistant Nurse Manager	JFK Johnson Rehabilitation Institute	ARN NJSNA New Jersey State Board of Nursing	
Joseph Bunuan	Nurse Manager	OBMC	AACN AACN - Central New Jersey Chapter	
Melanie Cardona	Assistant Nurse Manager	JFKUMC	ENA	
Anne Carter	Quality Improvement Specialist	RMC	ENA NACNS	
Phoebe Carumba	Nurse Manager	RMC	ONL	
Phillip Castillo	RN	JFKUMC	AORN	Chairperson - JFKUMC OR Unit Based Council; Co-Chair JFKUMC Professional Practice Council
Maria Sherly Castro	RN	RBMC	AACN Central NJ Chapter - AACN	AACN, Central NJ Chapter Educator
Genesis Cebrian	Assistant Director of Nursing	Red Bank	STTI	
Sarah Cerreto	RN	HUMC	STTI SUNA	STTI Board of Governors SUNA Chapter President

## PROFESSIONAL ORGANIZATIONS

Name	Title/Role	Campus/Entity	Professional Organization	Office Held
Tanya Chervoni-Knapp	APN Supervisor	HUMC	AACN AANP STTI	
Gabrielle Cheskowich	Instructor	JFK Muhlenberg School of Nursing	ENA ANA STTI	
Cristina Chonko	APN	BMC	AAHFN ACC AANP	
Christie Ciaccio	RN	RBMC	AWHONN	
Doris Colello	Patient Safety and Quality Coordinator	BMC	NAHQ	
Mary Jo Conley	RN	HUMC	WOCN Society NPIAP Dermatology Nurses Society	Director, Board of Directors WOCN Society WOCN Society Liaison to the NPIAP
Christine Conner	Director Professional Development/Magnet	OUMC	AACN ONL-NJ NJCOMO STTI	Jersey Shoreline Chapter of AACN, President
Anthony Corso	RN	SOMC	AMSRN	
Jessica Crowley	Manager, Professional Development	SOMC	ONL-NJ AMSN STTI CNJNE	
Rowena Cruz	RN	RBMC	ASPAN	
Tricia D'Aloia Gandolfo	RN	RMC	NJSNA	
Rosemarie Daley	Director, Patient Care Services	JFK Johnson Rehabilitation Institute	ONL-NJ ANA ARN	
Ayesha Daryani	RN	JFKUMC	ONS	
Sharon DelGuercio	RN	JFKUMC	STTI	
Ellen Demaisip-Vergara	RN	RBMC	PNA	
Tara DeMiceli	Director Patient Care, Trauma Services	JSUMC	ENA	
Carol DiCosmo	RN	RBMC	AWHONN STTI	
Ann Dimaira	Administrative Supervisor	RMC	NJSNA	
Michele Doebler-Morgan	RN	JSUMC	AHNA AHNA - Coastal Chapter of NJ	



## PROFESSIONAL ORGANIZATIONS

Name	Title/Role	Campus/Entity	Professional Organization	Office Held
Ruchoma Domosh	Clinical Coordinator	K. Hovnanian Children's Hospital	APNA SPN NAPNAP	
Lisa Doster	Nurse Manager	VHS Homecare and Hospice	HPNA STTI	
Bridget Dowd	RN	OUMC	AVA ANA ONS	
Stephanie Esposito	RN	RBMC	AACN	
Marie Foley-Danecker	Chief Nursing Officer	OUMC	ONL-NJ AACN AACN Jersey Shoreline Chapter	Board Member AACN Jersey Shoreline Chapter
Roda German	Nurse Manager	JFKUMC	ANCC ONS	
Annette Girau	RN	RBMC	ENA	
Michelle Golba-Norek	Director of HMH Central EMS Training Center	JFKUMC	ANA	
Jodelle Gold	Director Advanced Practice Providers NP Program	JFKUMC	AAHFN PNA-NJ FNAP AANP	Annual Meeting Committee planner for AAHFN
Linda J. Hassler	Nursing Excellence Director	HMNR	ANA NJSNA Region 6 NLN ONS STTI GAPNA	
Michael Henderson	RN	JFKUMC	ENA	
Margaret Hopkins	RN	HUMC	NANN AACN ANA NJSNA AHNA	President of Region 2 of NJSNA
Jasmine Hossain	RN	HUMC	NANN	
Magdalena Jagielka-Canabe	RN	RBMC	ANA ANCC APNA	
Rency John	RN	OBMC	AACCN	
Darcia Johnson	RN	SOMC	ANA NJSNA	
Kimberleigh Jones	RN	HUMC	AWHONN	
Tammi Kahn	Manager of Clinical Practice	Hospice Wall	HPNA ANA	

## PROFESSIONAL ORGANIZATIONS

Name	Title/Role	Campus/Entity	Professional Organization	Office Held
Kara Kaldawi	Director Nursing Education	RBMC	STTI NJSNA ANA	President Elect Alpha Tau (STTI)
Lisa Kelly-Mannino	Clinical Nurse Educator	RMC	OWCN	
Michael Kelton	Nurse Educator	JFKUMC	AACN	
Nancy Kerr	Director Infection Prevention	OUMC	Northern NJ APIC Southern NJ APIC SHEA	
Jennifer Kopelman	Nurse Manager	HUMC	ACHE ANA ONL-NJ AWHONN STTI	
Ruthann Kosick	RN	JSUMC	AACN AWHONN HPAE	
Mary Jo Kandrats	RN	JSUMC	AHNA	
Beth Kwiatkowski	RN	SOMC	NJSNA	
Amy LaRocca	Advanced Practice Nurse	OUMC	ANCC	
Danielle Loftus	Nurse Manager	HUMC	ANA TNS NJSNA STTI	
Maria Ana Lopez	Nurse Manager	PMC	ANA ENA	
Sharon A Lyden	RN	JSUMC	ANNA NJNA	
Cheryl Marchal	Manager of Clinical Education	HUMC	ANA ANPD	
Edith Marino	RN	HUMC	ENA	Unit Based Council chair Pediatric ED
Elizabeth "Lizzie" Martinez	Oncology Nurse Breast Navigator	OUMC	OCN AONN AHNA	
Katherine Martinez	RN	PMC	CBSBD	
Jolee Matone	Assistant Nurse Manager of ICU/PCU	PMC	AACN	
Barbara McGoey	RN	HUMC	ANA AAAAI	
Frances McLaughlin	RN	JSUMC	NJNA ANA STTI	

## PROFESSIONAL ORGANIZATIONS

Name	Title/Role	Campus/Entity	Professional Organization	Office Held
Wendy Mehalick BS, RN-BC, CIC	Director of Infection Prevention	RMC	ONL-NJ APIC	
Maureen Melody	RN	JFKUMC	AACN	
Ashley Meyer	Assistant Nurse Manager	OUMC	ENA- NJ	
Katrina Michalik	RN	JSUMC	ANA ONS	
Stephanie Minervini	Nurse Manager	RMC	AONL AACN	
Deborah Morreale	RN	SOMC	ONL AACN Jersey Shoreline Chapter of AACN	
Lauren Mulrooney	Nurse Manager 4ms	SOMC	AONL ANA NJSNA	NJSNA Region 6 Secretary NJSNA Mentor
Kelly Murphy	Nurse Manager	SOMC	ENA	
Mackenzie Murphy	Injury Prevention Instructor	HUMC	ENA Society of Trauma Nursing PTS	
Louann Nanashko	Oncology Nurse Navigator	SOMC	ONS HPNA	
John Napolitano	Nurse Manager	JFKUMC	ENA ANA	
Christina Necci	RN	HUMC	ENA	
Christina Necci	RN	HUMC	ENA	
Paula O'Neill	Clinical Program Manager	RBMC/OBMC	AHNA STTI	
George Olschewski	RN	HUMC	ASTNA NJENA ENA	
Linda Parry Carney	Education Specialist	HUMC	ANA NJSNA ANPD STTI	NJSNA - Committee on Continuing Education and Review Team 1
Joanne Pasinski	RN	HUMC	ANA AACN ANN NANN American Association of Colleges of Nursing	Ambassador, AACN
Micki Patrick	Nursing Director	Corp Nursing	ONL-NJ ANA	
Tania Pereira	RN	RBMC	AACN AACN Central NJ Chapter	



## PROFESSIONAL ORGANIZATIONS

Name	Title/Role	Campus/Entity	Professional Organization	Office Held
Paula Perry	RN	OBMC	AACN	
Paula Perry	RN	OBMC	AACN	
Allison Pianoforte	Clinical Nurse Educator	BMC	ONL-NJ NJENA	Monmouth University Professional Nurses Association - DNP representative
Shannon Pilsbury	RN	OBMC	AACN	HMH NKI Co-Chair
Shannon Pilsbury	RN	OBMC	AACN	
Lisa Pomerantz	Education Specialist	SOMC	ANA NJSNA AACN	
Rita Poss-Brant	Administrative Supervisor	SOMC	AONL ONL-NJ ACHE	Member of the Research Committee and the Marketing Committee, ONL-NJ
Jane Ramos	Assistant Nurse Manager	RBMC	AACN AACN Central Jersey Chapter PNA	Treasurer -AACN Central Jersey Chapter
Danielle Regan	RN	SOMC	ANA ANIA NJSNA	
Diana Reid	APN	SOMC	AAHFN ANA NJSNA	Education Committee, AAHFN
Javen Remo-Intia	Nurse Navigator	JFKUMC	AACN	Heart Failure Nurse Champion/JFKUMC Heart Failure Team
Diane Resnick	Nurse Manager	RMC	AAACN ANA NJSNA"	Instructor, AACN Ambulatory Nursing Certification Test
Armie Joy Reyes	RN	JSUMC	NJSNA ASRN	
Jill Riely	RN Oncology Nurse Navigator	OUMC	ONS AONN	
Joanne Ro	RN	HUMC	ANNA	
Derrick Rodriguez	Nurse Practitioner	HUMC	AACN AMSN ANA NJSNA	
Geri Samuel	RN	JFKUMC	ENA ANA	
Caroline Santoro	RN	RBMC	AHNA AANP	
Estephanie Sarroca	RN	RBMC	ASPAN	

## PROFESSIONAL ORGANIZATIONS

Name	Title/Role	Campus/Entity	Professional Organization	Office Held
Shannon Scott	Clinical Nurse Education Specialist Maternal Child Health	RMC	AWHONN	Chair, Perinatal Education Committee
Shani Siegfried	ANM	SOMC	ONL-NJ STTI	
Elena Such	RN	JFKUMC	AWHONN	
Kathleen Sullivan	Clinical Nurse Specialist	JSUMC	ANPD STTI	
Jana Tancredi	Research Nurse Coordinator	HUMC	AACN	
Nicole Tesoroni	RN	SOMC	ENA	
Maria Gildegarda Torres	RN	HMH Home Care, Monmouth	ANA	
Barbara Urban	Director of Safety and Quality, Post-Acute	Oak Tree	APIC NADONA	
Alda Valenzuela	VP- Post Acute, Clinical	Network - Nursing Administration	PNA NJSNA	PNA - Executive Board
Laci Van Demark	RN	BMC	STTI NSLS	
Orlene Van Duyne	Clinical Nurse Specialist	OUMC	CNJNE STTI ANA NJSNA ANNA	President- CNJNE
Serpouhi Vartivarian	Nurse Coordinator, Medical Surgical Specialist	HUMC	ANA NJSNA ONL-NJ AMSN	
Serpouhi Vartivarian	Nurse Coordinator Medical-Surgical Specialist	HUMC	ANA NJSNA AMSN ONL-NJ	
Laurette Vilardi	Nurse Manager	RMC	AONL ASPAN	
Christine Wade	Clinical Program Manager	JFK Johnson Rehabilitation Institute	ONL-NJ ARN NJARN NJSNA ANA	NJARN, Board of Directors, past president

## PROFESSIONAL ORGANIZATIONS

Name	Title/Role	Campus/Entity	Professional Organization	Office Held
Susan Weaver	Nurse Scientist	Ann May Center for Nursing	ANA AONL ALSN ENRS INS NJSNA ONL-NJ STTI"	Presidential Advisor - INS Congress on Policy and Practice - NJSNA ANA Member Assembly Representative - NJSNA
Fran Wingel	Clinical Nursing Support Education Coordinator	Network - Nursing Administration	NLN STTI	
Cheryl Woolf	RN	SOMC	ASPAN	Co-Chair Ambulatory Council SOMC
Alexa Yabut-Corso	RN Educator	SOMC	NLN ASPAN	
James Ziemba	RN	JFKUMC	ANA ARN STTI	
Luiza Zuraw	RN	JFKMUC	ILCA	





## PUBLICATIONS & PRESENTATIONS

Name	Title/Role	Campus/Entity	Publications & Presentations
Kelley Abel	RN	JFKUMC	RN CAP Program presented to Professional Practice Council & Nursing Research Council
Sherr Ann Arabit	Professional Development Educator	OBMC and RBMC	Poster Presentation presented in ONL NJ Annual Conference April 2022 with MS3 co-investigators Poster Presentation presented in HMH Annual Research Conference Dec 2022 Abstract Accepted for Podium Presentation on 2023 NICHE Conference in New Orleans-Implementation of Supervised Walking Program for Older Adults in an Acute Care Hospital
Jaime Avallone	Clinical Education Specialist	HUMC	Co-Presenter at 2022 HUMC Research Day for Nursing Research Day - Role of Professional Development "Retaining Novice Nurses" - American Nurse Journal, September 2022
Marianne Blair	APN Critical Care	HUMC	Chapter author in Understanding Crisis in Critical Care 1st Edition, By Ronaldo Collo Go MD
Anne Carter	Quality Improvement Specialist	RMC	"Podium Presentation ""How Low Can You Go? Achieving Goal Zero in Sepsis Mortality"" at the National Association of Clinical Nurse Specialist, Baltimore, Md.
Maria Sherly Castro	RN	RBMC	Poster Presenter for ONL NJ Conference, April 2022 at Princeton, NJ Poster Title: Implementing a Visual Noise Warning Device in Intensive Care Unit
Tanya Chervoni-Knapp	APN Supervisor	HUMC	Journal of Radiology Nursing-Columnist for Management and Leadership section: "Staffing Shortage Pandemic" June 2022 and "How to Retain Staff and Build Team Engagement" October 2022.
Christine Conner	Director Professional Development/ Magnet	OUMC	The Impact of a Proactive Clinical Resource model on Rapid Response Events (Poster presentation) ONL-NJ: Co-presenter April 28-29, Princeton, NJ Tackling Sepsis: An Innovative Approach to Improving Bundle Compliance in the ED (Poster presentation): ONL-NJ: Co-presenter April 28-29, Princeton, NJ
Anthony Corso	RN	SOMC	A New ERA of Fall Prevention: Automating the Hendrich II Model® @ Zynx National Forum Presenter
Rosemarie Daley	Director, Patient Care Services	JFK Johnson Rehabilitation Institute	Utilizing a Nurse Driven C-Difficile Protocol/Algorithm in the Reduction of Hospital Acquired Clostridium Difficile- Presenter to Aspen University
Carol DiCosmo	RN	RBMC	Poster Presentation: TAKING THE FIRST STEP TO INCORPORATE EVIDENCE INTO PRACTICE - ONL of NJ 50th Anniversary Conference, April 28,2022
Michele Doeblor-Morgan	RN	JSUMC	Night Council - Presentation on Self-Care via zoom 10/19/2022 JSUMC Nurse's Week 5/10-11/2022 Tea Cart Rollout
Eileen Eloe	Nursing Supervisor	SOMC	Virtual Schwartz Rounds Presenter Emotional Impact of Initial Round of COVID
Marie Foley-Danecker	Chief Nursing Officer	OUMC	"Impact of a Proactive Resource Model on Rapid Response Events – Selected for Poster Presentation at HMH Research Day - December 2022 Impact of a Proactive Resource Model on Rapid Response Events – ONL NJ Annual Conference, Poster Presentation – April 2022
Roda German	Nurse Manager	JFKUMC	Advanced Care Planning/Presenter - 3 West Nurses
Michelle Golba-Norek	Director of HMH Central EMS Training Center	JFK	Presenter- Critical Care - Adult Trauma
Jodelle Gold	Director Advanced Practice Providers NP Program	JFK University Medical Center	Co-presenter and presentation coordinator for HMH virtual CME with Beryl Sowah, APN; Javen Intia, RN; Laura McCann, MSW; and guest Dr. Connie White-Williams, PhD, (first author of AHA position paper on social determinants of health and heart failure). Presentation entitled: Heart failure and social determinants of health: the heart of person centered care. Presented at the American College of Cardiology Scientific Sessions ACC.22 - second place winner - for an abstract and poster on Heart failure nursing champions.

## PUBLICATIONS & PRESENTATIONS

Name	Title/Role	Campus/Entity	Publications & Presentations
Linda J. Hassler	Nursing Excellence Director	HMNR	Co-author, three chapters in Ackley and Ludwig's Nursing Diagnosis Handbook, 13th edition, (2023), Chronic Confusion, Impaired Memory and Wandering; Co-author, NJSNA Position Paper on Medication Administration by Unlicensed Assistive Personnel (2022), Manuscript Reviewer Geriatric Nursing Journal
Margaret Hopkins	RN	HUMC	Presenter; NANN's 38th Annual Conference: NANN in Vegas!; Retaining Novice NurSEs Through a Dedicated New Nurse Council RISE Study; Las Vegas, NV "Retaining Novice Nurses" - American Nurse Journal, September 2022
Jasmine Hossain	RN	HUMC	Presenter; NANN's 38th Annual Conference: NANN in Vegas!; Retaining Novice NurSEs Through a Dedicated New Nurse Council RISE Study; Las Vegas, NV "Retaining Novice Nurses" - American Nurse Journal, September 2022
Ginamarie Iovino-Sparano	RN	RMC	Graduated Cohort 6 of The Integrative Healing Arts Academy program; co-presenter - "The Soul Sisters!" - Musically Mindful - presented at The Jumping Brook Country Club Poster also presented at Research Day at Middlesex Community College
Magdalena Jagielka-Canabe	RN	RBMC	Presentation in FDU to the class about SSRI medication
Kara Kaldawi	Director, Nursing Education	RBMC	"The Impact of Clinical Coaching Education on Faculty's Coaching Behavior" Teaching and Learning in Nursing, 17(2022), 22-26.
Joseph Katz	RN	JFK	Hospital Skills day - Zoll competency. Unit based Skills day - Trans-Venous Pacemaker
Nancy Kerr	Director, Infection Prevention	OUMC	Poster "Evaluation of Colorectal and Hip/Knee Arthroplasty Surgical Site Infections at Ocean University Medical Center" at ID Week
Mary Jo Kandrats	RN	JSUMC	Magnet presenter for NW2 on topic of Aromatherapy Organized initial Tea Cart roll out to units for Nurses Week 2022 Presented to Safety Huddle on the purpose of Tea Time Presented to Nurse Residency via zoom 10/19/22 on self care Organized Self- Care day for Nurses 5/5/22
Joan Marie Maranon	Nurse Manager	RBMC	Presenter- "No catheter is the best catheter" initiative, HMH CAUTI reduction meeting Presenter- Early mobility, HMH Nursing Congress quality council meeting Co-presenter, Journey to A2F Bundle implementation, HMH critical care council
Barbara McGoe	RN	HUMC	Publishing Perspectives: Getting Your Project Published; Co-Presenter at the Nursing Research & Innovation Council's Annual Research Day, held 5/5/22 at HUMC North "Co-author of the following: Type I hereditary angioedema associated with SERPING1 gene mutation; Polymyalgia Rheumatica after mRNA Covid-19 Vaccination; Elevated Baseline Serum Tryptase and Hereditary Alpha Tryptasemia (HAT); Anaphylactic Reaction to Omeprazole After Negative Pantoprazole Allergy Testing, all published in Annals of Allergy, Asthma & Immunology Vol. 129 Issue 5 Supplement S86-S87, November, 2022. Co-author of the following: Chronic mucocutaneous candidiasis with IL17RC gene mutation: Poster presentation at the National Meeting of The Clinical Immunological Society. Charlotte, NC, March 2022. Co-author of the following: Mevalonate Kinase Deficiency with Recurrent Soft Tissue Swelling and A Retrospective Review of Immediate Hypersensitivity of Skin Testing and Graded Challenge to TMP-SMX for IgE Mediated Sulfonamide Allergy. Both were poster presentations at the Annual Meeting of the American Academy of Allergy, Asthma, and Immunology. Phoenix, AZ. February 2022.
Juvy Montecalvo-Acosta	Director Patient Care - Magnet Program/ Professional Development/ Wound Care/ Vaccine	RMC	Acosta, J. (2022) Poster Presenter. It Takes Two to Tango:The Effect of a Two RN Assessment in HAPI Reduction. Annual Research Day, HMH, Edison, NJ. December 7, 2022. Acosta, J. (2022) Podium Presenter. It Takes Two to Tango:The Effect of a Two RN Assessment in HAPI Reduction. NER WOCN Conference, Pennsylvania, December 2, 2022. Acosta, J, Guzman, M., Mccue, K (2022) Poster Presenter. "Stop the Pressure, Measure It" a performance improvement project initiative to standardize staff nurse weekly wound assessment, measurement, and documentation. WOW Conference, Hollywood, Florida, September 10-12, 2022.
Paula O'Neill	Clinical Program Manager	RBMC/OBMC	(2022, Feb). The renewal room for self-care. Beginnings, 42(1). 16-17.
Kimberly Oquendo	RN	RBMC	CAUTI Initiative presentation- No Catheter is the Best Catheter. Presented on Zoom to Network CAUTI Reduction Meeting.

## PUBLICATIONS & PRESENTATIONS

Name	Title/Role	Campus/Entity	Publications & Presentations
Joanne Pasinski	RN	HUMC	SPS 5/22-Poster presentation, 2022 Nursing Research poster presentation, September VON, 2022 Poster presentation Oncology Certified Nurse (OCN) Review, chapter author
Tania Pereira	RN	RBMC	Presented ICU Liberation Bundle Compliance at HMH Critical Care Council
Jane S Ramos	Assistant Nurse Manager	RBMC	Bear's Den - "Tame the Cords" - Presidents Council
Diana Reid	APN	SOMC	Improving Compliance with Daily Weights moderated poster presentation, June 2022 - Orlando Florida Annual AHFN Meeting
Joe Reissner	RN	HUMC	Stop the Bleed Course - community and law enforcement organizations
Javen Remo-Intia	Nurse Navigator	JFKUMC	1.) Faculty Member and co-presenter for a CME Session/Activity entitled: Heart Failure and Social Determinants of Health: The HeArt of Person-Centered Care at Office of CME HMH JFKUMC via Live Internet Zoom Video Conferencing on 3/31/2022 2.) Speaker/Presenter on topic: Chest Pain or Heart Attack to Five Branches Senior Center in Iselin NJ on 4/8/2022.
Caroline Santoro	RN	RBMC	Presenter of Music as an Intervention to HMH NP Residents
Estephanie Sarroca	RN	RBMC	HMH Annual Nursing Research Conference - Poster Presentation - Journaling to Joy
Shannon Scott	Clinical Nurse Education Specialist Maternal Child Health	RMC	Co-presenter HMH Perinatal Nursing Academy lectures to HMH obstetric RNs enrolled in Perinatal Nursing Academy: Perinatal Safety and Quality February 17, 2022 via Zoom; June 13, 2022 at JFKUMC; October 12, 2022 at JFKUMC. Intrapartum Nursing Care and Operative Delivery Vacuum and Forceps assisted delivery March 28, 2022 at JSUMC Rosa Nursing Education Classroom; Antenatal Care Intrapartum Nursing Care and Operative Delivery Vacuum and Forceps assisted delivery July 26, 2022 and November 29, 2022 JFKUMC Social Hall. Hypertensive Disorders in Obstetric Patient Review & Simulation at HOPE Tower JSUMC Simulation Lab April 11, 2022 and August 22, 2022 Maternal and Fetal Physiology, EFM Pattern Determination September 12, 2022, December 7, 2022 JFK University Medical Center Principles of Instrumentation, EFM Pattern Determination, Antenatal Testing May 12, 2022. Riverview Medical Center, Blaisdell Building, Navesink Conference Room
Kathryn Shinn	RN	SOMC	Magnet Co-Chair for 4MS
Elena Such	RN	JFKUMC	Baby Friendly Education Board in English/Spanish co-presented and created with Caitlin Paz for staff and inpatient
Eileen Sussman	Perioperative Education Specialist	HUMC	Improving Perioperative Communication During the COVID-19 Pandemic, AORN Journal, April 2022
Jana Tancredi	Research Nurse Coordinator	HUMC	Fata, MF, Klinkhammer, B, Talati, T, Yousafzai, OK, Glotzer, TV, Jamal, SM, Landers, DB, Parrillo, JE, Lafi, LM, Tancredi, J, Turi, ZG, Hollenberg, SM. Comparison of the Hemodynamics of Shock in the First versus the second wave of the COVID pandemic. J Am Coll Cardiol 2022; Jamal, SM, Landers, DB, Turi, ZG, Hollenberg, SM, Glotzer, TV, Tancredi, J, Parrillo, JE. Neurocardiogenic syncope during Head-up tilt table (HUTT) testing in patients with post-acute sequela of COVID-19 (PASC): A prospective evaluation. J Am Coll Cardiol 2022; Klinkhammer, B, Fata, MJ, Hollenberg, SM, Safi, LM, Landers, DB, Turi, ZG, Talati, T, Yousafzai, OK, Glotzer, TV, Tancredi, J, Parillo, JE. Prognostic value of echocardiographic assessment of left ventricular function in patients with COVID-19 complicated by shock. J Am Coll Cardiol 2022; Hollenberg, S, Parrillo, JE, Fata, M, Klinkhammer, B, Jamal, S, Landers, D, Turi, ZG. Serial Studies in COVID Patients with Left Ventricular Dysfunction. AJRCCM 2022.
Maria Gildegarda Torres	RN	HMH Home Care, Monmouth	Speaker-"Current Updates in Wound Care Practices & Infection Control, Jan 25, 2022 (9-12) WEBINAR, Audience-National University College of Allied Health Nursing Graduates, students & professors (School based in MetroManila, Philippines)



## PUBLICATIONS & PRESENTATIONS

Name	Title/Role	Campus/Entity	Publications & Presentations
Margaret Valenti	RN Interim Director of Patient Care Services	RMC	NJCOMO Presenter of End of Life Hospice Committee
Alda Valenzuela	VP-, Post Acute, Clinical	Networking - Nursing Administration	Mind the gap conference - planner
Serpouhi Vartivarian	Nurse Coordinator, Medical Surgical Specialist	HUMC	Lead Nursing Research Day at HUMC
Christine Wade	Clinical Program Manager	JFK Johnson Rehabilitation Institute	2022 ARN Rehabilitation Nursing Conference, Panel discussion co-presenter, podium, San Diego, California Hackensack Meridian JFK Johnson Rehabilitation Institute, Best Practices for Rehabilitation of Persons with Spinal Cord Injury/Dysfunction, planning committee, co presenter of "Sexuality and Intimacy in Spinal Cord Dysfunction", presenter of "Interdisciplinary Management of Medical Complications," conference planner, conference moderator Hackensack Meridian JFKUMC JFK Johnson Rehabilitation Institute, Stroke and Neurovascular Clinical update & Current Development in Stroke Recovery & Rehabilitation: Update 2022, co-presenter, "Journey from Acute to Rehab
Susan Weaver	Nurse Scientist	Ann May Center for Nursing	<p>Poster Presentation. Clinical nurses' view of staffing during the pandemic. Association for Leadership Science in Nursing 2022 International Conference, Cleveland, OH, November 3-5, 2022.</p> <p>Podium Presentation. From Dawn to Dusk: Understanding the night shift work environment. New York Sigma Upsilon Chapter Educational Webinar, October 13, 2022.</p> <p>Keynote Presentation. Research your Passion: What is YOUR question to improve practice and outcomes? Atlantic Health System Nursing Research Conference, Morristown, NJ, September 19, 2022.</p> <p>Poster Presentation. Nursing Work Environment Staffing Councils Make a Difference. Organization of Nurse Leaders New Jersey Annual Meeting, Princeton, NJ, April 28-29, 2022.</p> <p>Podium Presentation. Leading from Dusk to Dawn: Emotional Intelligence and Leadership Style of Administrative Supervisors. 34th Annual ENRS Scientific Sessions, Providence, RI, April 1, 2022.</p> <p>Paper Presentation. Licensed Practical Nurse Workforce in New Jersey. 34th Annual ENRS Scientific Sessions, Providence, RI, April 1, 2022.</p> <p>Podium Presentation, Clinical nurses' perceptions of the night shift nurse work environment. Sigma Theta Tau Creating Healthy Work Environments. Virtual Presentation, March 31-April 1, 2022.</p> <p>Weaver, S., de Cordova, P., Vitale, T., Hargwood, P., &amp; Salmond, S. (2022). Experiences and perceptions of nurses working night shift: a qualitative systematic review. <i>JBIE Evidence Synthesis</i>. doi:10.11124/JBIES-21-00472</p> <p>Weaver, S.H., Miele-Berg, L., &amp; Spirito, T. (2022). Fall Back Celebration for Night Shift Staff. <i>New Jersey Nurse</i>, 52(4), 13.</p> <p>Skarbek, A., Mastro, K. A., Kowalski, M. O., Caruso, J., Cole, D. A., de Cordova, P. B., Johansen, M. L., Vitale, T. R., &amp; Weaver, S. H. (2022). Nursing Work Environment Staffing Councils: An Alternative to Mandatory Regulated Staffing Ratios. <i>Journal of Nursing Administration</i>, 52(7/8), 419-426.</p> <p>Weaver, S.H. (2022). State of the Society. <i>Journal of Infusion Nursing</i>, 45(4), 191-192.</p> <p>Weaver, S., de Cordova, P. B., Ravichandran, A., &amp; Cadmus, E. (2022). Nursing Activities and Job Satisfaction of the Licensed Practical Nurse Workforce in New Jersey. <i>Journal of Nursing Regulation</i>, 13(1), 13-21.</p> <p>Malinit, C., Gabuya, A., Taylor, K., Paliwal, M., &amp; Weaver, S. H. (2022). Council fosters engagement in Research and Shared Governance. <i>Nursing Management</i>, 53(3), 6-10.</p> <p>Weaver, S.H. (2022). INS members make a difference. <i>INSider</i>, 5(3), 3-4.</p> <p>Weaver, S.H., &amp; Cadmus, E. (2022). Nursing Workforce News from the New Jersey Collaborating Center for Nursing. <i>New Jersey Nurse</i>, 52(2), 12.</p> <p>Weaver, S.H. (2022). Role-specific Education for Administrative Supervisors. <i>New Jersey Nurse</i>, 52(2), 14.</p> <p>Weaver, S.H. (2022). Keep Calm and Research On. <i>INSider</i>, 5(2), 3-4.</p> <p>Weaver, S.H. (2022). Celebrate National IV Nurse Day. <i>INSider</i>, 5(1), 5-6.</p> <p>Weaver, S.H. (2022). Medication Administration by Unlicensed Assistive Personnel. <i>New Jersey Nurse</i>, 52(1), 13.</p> <p>Weaver, S.H. (2022). Help INS Celebrate National IV Nurse Day. <i>New Jersey Nurse</i>, 52(1), 11.</p>

## RESEARCH & QUALITY IMPROVEMENT PROJECTS

Name	Title/Role	Campus/Entity	Research or Quality Improvement Project
Kelley Abel	RN	JFKUMC	Allevyn in Critical Care - Co Investigator
Jamie Angeline	Oncology Nurse Navigator	JSUMC	The National Accreditation Program for Breast Centers
Marianne Blair	APN	HUMC	ABO Blood Types and Inflammatory Markers in COVID 19 PNA - Co Investigator
Kelly Bogdany	Nurse Manager	SOMC	CLABSI Prevention in the CCU ICU Liberation Implementation
Maria Sherly Castro	RN	RBMC	Principle Investigator: Implementing a Visual Noise Warning Device In Intensive Care Unit (Quality Improvement Project)
Cristina Chonko	APN	BMC	Improving the documentation of intake and output and daily weight for Heart failure patients. Multiple AMI and STEMI Quality Improvement projects. Multiple HF related Quality Improvement Projects. ACC Heart failure V4 Accreditation designation for BMC.
Mary Jo Conley	RN	HUMC	Chair, WOC Nurse Council for HMH
Anthony Corso	RN	SOMC	SOMC NICHE Mini Series
Rosemarie Daley	Director, Patient Care Services	JFK Johnson Rehabilitation Institute	Utilizing a Nurse Driven C-Difficile Protocol/Algorithm in the Reduction of Hospital Acquired Clostridium Difficile- Principle Investigator
Michele Doebler-Morgan	RN	JSUMC	Effect of Nature-Themed Recharge Room to Healthcare Workers' Level of Stress and Anxiety - Co Investigator Nurses Week - Integrative Health and Wellness Council
Bridget Dowd	RN	OUMC	Immediate RN Intervention with New Chemo Call Bell Activation in Outpatient Setting
Stephanie Esposito	RN	RBMC	The Little Star Initiative
Pamela Fake	RN	HUMC	Perceived Mental Health: Impact of Post-Operative Outcomes in Joint Replacement Surgery - Co Investigator
Michelle Golba-Norek	Director of HMH Central EMS Training Center	JFKUMC	Decrease NC/NS Classes
Jodelle Gold	Director Advanced Practice Providers NP Program	JFKUMC	Led team as the HF Coordinator for the American College of Cardiology Heart Failure re-accreditation. Led team as the HF coordinator in obtaining the American Heart Association Get with the Guidelines Bronze and Silver+ award, along with Javen Intia, RN, leading as the nurse navigator.
Margaret Hopkins	RN	HUMC	EBP on retaining novice nurses EBP to validate the effectiveness of Perinatal Loss education
Jasmine Hossain	RN	HUMC	Principle investigator: Retaining Novlce NurSEs Through a Dedicated New Nurse Council RISE Study
Ginamarie Iovino-Sparano	RN	RMC	Completed and presented a quality improvement project for the Women's Center at RMC. The goal of the project was to increase patient satisfaction and increase NRC scores.

## RESEARCH & QUALITY IMPROVEMENT PROJECTS

Name	Title/Role	Campus/Entity	Research or Quality Improvement Project
Mary Jo Kundra	RN	JSUMC	Introduced idea of Tea Time Effect of Nature-Themed Recharge Room on Healthcare Workers' Level of Stress And Anxiety - Co-Investigator
Danielle Loftus	Nurse Manager	HUMC	Enhanced Recovery After Surgery (Cardiac)
Maria Ana Lopez	Nurse Manager	PMC	Service Excellence Committee- Emergency Department
Joan Marie Maranon	Nurse Manager	RBMC	No catheter as the best catheter" initiative for Cauti prevention A2F bundle compliance Sepsis bundle compliance
Edith Marino	RN	HUMC	Effect of simulation training on ESI assignment accuracy in Peds ED nurses
Wendy Mehalick	Director of Infection Prevention	RMC	Targeted Assessment for HAI Prevention
Ashley Meyer	Assistant Nurse Manager	OUMC	ED throughput initiative
Stephanie Minervini	Nurse Manager	RMC	Same Day Discharge
Juvy Montecalvo-Acosta	Director Patient Care - Magnet Program/ Professional Development/ Wound Care/ Vaccine	RMC	Hospital Acquired Pressure Injury Prevention Pain Documentation Alaris Pump and Epic Integration Restraint Documentation Compliance
Lauren Mulrooney	Nurse Manager	SOMC	Leader chair for New Nurse - improved participation and agenda, steady consistent improvement in HCAPS, throughput, reduction in HAPI's, Cauti's and CLABSI's, overall quality and safety improvements
Kelly Murphy	Nurse Manager	SOMC	Pull to infinity in the emergency department
Kimberly Oquendo	RN	RBMC	CAUTI initiative
Joanne Pasinski	RN	HUMC	CLABSI Unplanned Extubation Standardization of novice neonatal nurse orientation program
Tania Pereira	RN	RBMC	ICU Liberation Bundle performance improvement
Shannon Pilsbury	RN	OBMC	ABCDEF Bundle Auditor and Champion Co-investigator: Fatigue, sleepiness, and sleep quality in day and night shift clinical nurses and administrative supervisors and night shift team members Co-investigator: Nurses' Attitudes, Perceptions and Involvement in Research: A Multisite Study
Jane S Ramos	RN	RBMC	CLABSI Early Mobility



## RESEARCH & QUALITY IMPROVEMENT PROJECTS

Name	Title/Role	Campus/Entity	Research or Quality Improvement Project
Diana Reid	APN	SOMC	Daily weight and I&O compliance for HF patients Door to Needle time for STEMI patients Risk score for chest pain patients and TIMI score for NSTEMI
Javen Remo-Intia	Nurse Navigator	JFKUMC	CPS TELEpharmacy & Nursing Collaboration - Improving Patient Outreach Collaborating with Telepharmacy - Principle Investigator
Diane Resnick	Nurse Manager	RMC	Riverview Family Health Center Quality Project - develop a PDCA for Self Home Blood Pressure Monitoring and Education
Jill Riley	Oncology Nurse Navigator	OUMC	Facilitator of TJCC Colorectal Certification Committee
Derrick Rodriguez	Nurse Practitioner	HUMC	Bedside reporting initiative
Shannon Scott	Clinical Nurse Education Specialist - Maternal Child Health	RMC	Member of HMH Network Obstetric Specialists creative team producing HMH Perinatal Nursing Academy
Kathleen Sullivan	Clinical Nurse Specialist	JSUMC	Alaris Network Interoperability Project at JSUMC
Leoncio Toledo	RN	JFKUMC	Chart checks PI projects
Maria Gildegarda Torres	RN	HMH Home Care, Monmouth	Ongoing Wound Cart Project - Lead Nurse
Margaret Valenti	Interim Director of Patient Care Services	RMC	End of Life Hospice Committee RN Mentor Committee Nurse Philanthropy RMC
Susan Weaver	Nurse Scientist	Ann May Center for Nursing	Principal Investigator: Experiences and perceptions of nurses working night shift: a qualitative systematic review. Principal Investigator: Nurse staffing during the pandemic
Fran Wingel	Clinical Nursing Support Education Coordinator	Network - Nursing Administration	Prevention of CAUTI & CLABSI
Kirsten Zabilowicz	Manager, Patient Safety and Quality	OUMC	"Spinning The Wheel of Mortality": Effective Mortality Review Design and Implementation at an Academic Community Medical"; Kirsten Zabilowicz, RN, BS, Cara Kellner, RN, BSN, Marguerite Demaio, RN, Jennifer Harper, RN, BSN, Riddhi Desai, MHA, Janette O'Donnell, RN, BSN, Rajan Gurunathan, MD, FACP

## GLOSSARY - PROFESSIONAL DEVELOPMENT ORGANIZATIONS

AAAAI - American Academy of Allergy, Asthma, and Immunology
AAACN - American Academy of Ambulatory Care Nursing
AACN - American Association of Critical Care Nurses
AAHFN - American Association of Heart Failure Nurses
AANP - American Association of Nurse Practitioners
ACC - American College of Cardiology
ACHE - American College of Healthcare Executives
AHNA - American Holistic Nurses Association
ALSN - Association for Leadership Science in Nursing
AMSN - Academy of Medical-Surgical Nurses
ANA - American Nurses Association
ANIA - American Nursing Informatics Association
ANNA - American Nephrology Nurses Association
ANPD - Association For Nursing Professional Development
AONL - American Organization of Nurse Leaders
AONN - Academy of Oncology Nurse & Patient Navigators
AORN - Association of periOperative Registered Nurses
APIC - Association for Professionals in Infection Control and Epidemiology
APNA - American Psychiatric Nurses Association
ARN - Association of Rehabilitation Nurses
ASPAN - American Society of PeriAnesthesia Nurses
ASRN - American Society of Registered Nurses
ASTNA - Air & Surface Transport Nurses Association
AVA - Association for Vascular Access
AWHONN - Association of Women's Health, Obstetric and Neonatal Nurses
CBSBD - The Certification Board for Sterile Processing and Distribution
CNJNE - Consortium of New Jersey Nurse Educators

ENA - Emergency Nurses Association
ENRS - Eastern Nursing Research Society
FNAP - Forum of Nurses in Advanced Practice
GAPNA - Gerontological Advanced Practice Nurses Association
HPAE - Health Professionals and Allied Employees
HPNA - Hospice and Palliative Nurses Association
ILCA - International Lactation Consultant Association
INS - Infusion Nurses Society
NACNS - National Association of Clinical Nurse Specialists
NADONA - National Association of Directors of Nursing Administration
NAHQ - National Association for Healthcare Quality
NANN - National Association of Neonatal Nurses
NAPNAP - Pediatric Nurse Practitioner Association
NJAN - New Jersey Association of Nurse Anesthetists
NJSNA - New Jersey State Nurses Association
NLN - National League for Nursing
NPIAP - National Pressure Injury Advisory Panel
NSLS - National Society of Leadership and Success
ONL-NJ - Organization of Nurse Leaders of New Jersey
ONS - Oncology Nurses Society
PNA - Philippine Nurses Association
PTS - Pediatric Trauma Society
SHEA - Society for Healthcare Epidemiology of America
SPN - Society of Pediatric Nurses
STTI - Sigma Theta Tau International Honor Society of Nursing
SUNA - Society of Urologic Nurses and Associates
TCNS - Transcultural Nursing Society
WOCN - Wound, Ostomy and Continence Nurses Society



Hackensack  
Meridian *Health*