# TABLE OF CONTENTS: NURSING ANNUAL REPORT 2018

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Message from the Vice President, Patient Services</td>
<td>1</td>
</tr>
<tr>
<td>CentraState Nursing Mission, Vision, and Philosophy</td>
<td>2</td>
</tr>
<tr>
<td>Transformational Leadership</td>
<td>3</td>
</tr>
<tr>
<td>1. Nursing Strategic Plan</td>
<td>3</td>
</tr>
<tr>
<td>2. Registered Nurse Credentials: Degrees/Certifications</td>
<td>4</td>
</tr>
<tr>
<td>Structural Empowerment</td>
<td>11</td>
</tr>
<tr>
<td>1. Nursing Units and Patient Care Areas</td>
<td>11</td>
</tr>
<tr>
<td>2. Nursing Committees</td>
<td>17</td>
</tr>
<tr>
<td>Exemplary Professional Practice</td>
<td>25</td>
</tr>
<tr>
<td>1. Professional Practice Model</td>
<td>25</td>
</tr>
<tr>
<td>a. Caring Science</td>
<td>25</td>
</tr>
<tr>
<td>b. Novice to Expert</td>
<td>25</td>
</tr>
<tr>
<td>c. Patient-Centered Care</td>
<td>26</td>
</tr>
<tr>
<td>d. Level I: Nursing Governance</td>
<td>26</td>
</tr>
<tr>
<td>e. Level II: Nursing Unit/Area Governance</td>
<td>26</td>
</tr>
<tr>
<td>f. Level III: RN Professional Governance</td>
<td>26</td>
</tr>
<tr>
<td>2. Nursing Awards and Achievements</td>
<td>27</td>
</tr>
<tr>
<td>3. Nursing Excellence Program Members</td>
<td>38</td>
</tr>
<tr>
<td>New Knowledge, Innovations, and Improvements</td>
<td>39</td>
</tr>
<tr>
<td>1. Nursing Research, Evidence-Based Projects and Innovations</td>
<td>39</td>
</tr>
<tr>
<td>Empirical Outcomes</td>
<td>40</td>
</tr>
<tr>
<td>1. Nurses with BSN and Higher Nursing Degrees</td>
<td>40</td>
</tr>
<tr>
<td>2. Critical Care Unit Nurses with Specialty Nursing Certification</td>
<td>41</td>
</tr>
<tr>
<td>Collage of Nurses' Week and Other Events</td>
<td>42</td>
</tr>
</tbody>
</table>
Dear Colleagues,

The American Nurses Association recognizes that RNs provide the highest level of quality care to patients and deserve recognition for their efforts to Inspire, Innovate and Influence every day. In support of this 2018 theme, CentraState is proud to recognize the significant contributions our nurses make every day to improve the health of our patients while also making great professional and educational strides that deserve recognition:

- Kimberly Balagot, BSN, BA, RN-BC, Theresa Brown, BSN, MEd, RN, SANE, CHC and Astrid Noseal, RN, were selected as our Nursing Excellence awardees during the 2018 Nurses Week.
- Kathleen Stanley, MSN, RNC, CNL was a finalist for the 2018 March of Dimes Nurse Educator award.
- Fifteen nurses attained professional nursing specialty certifications.
- Thirteen nurses completed their Master’s degrees in nursing, and eleven completed their Bachelor of Science degrees in nursing.
- Many nurses worked on research projects, presented on state-wide panels, lectured in internal and external programs.
- Nurses participated in the CSMC We Remember Bereavement Walk and walks for the American Society for Metabolic and Bariatric Surgery, Multiple Sclerosis, Alzheimer’s Disease, American Cancer Society, American Heart Association and raised funds for the Handicapped Scuba Diving Association.

You will read about other CentraState nurses who inspire, innovate and influence in this nursing annual report.

We recently submitted our Magnet survey, which included examples of transformational leadership, structural empowerment, exemplary professional practice and new knowledge, innovations and improvements. I am sure you will find examples of initiatives from your units in the document.

We look forward to our nurses sharing stories of quality patient care, research and innovation with the Magnet appraisers next year!

Sincerely,

Linda Geisler, DBA, MNEd, RN, NEA-BC, FACHE
Vice President, Patient Services
NURSING MISSION
Our mission is to support the organizational mission by consistently providing holistic, personalized, quality nursing care.

NURSING VISION
Our vision is to be recognized by the community as committed to providing the highest quality nursing care in a respectful, caring and healing environment.

NURSING PHILOSOPHY
We believe in . . .
• The caring art and human science that is nursing in our delivery of care across the continuum.
• Fostering a collaborative, interprofessional approach.
• Delivering compassionate, culturally sensitive, holistic care.
• The strength of our diversity.
• Achieving excellence in patient outcomes through continuous performance improvement using evidence-based practice.
• Following ethical principles to protect the health, safety and rights of our patients and colleagues.
• Patient and family education to promote an optimum level of health and wellness.
• Fostering open, respectful communication to enhance the patient experience, interpersonal understanding and healing.
• A culture that supports empowerment and accountability.
• Continuing education that fosters professional growth, competence and critical thinking.
• An environment that nurtures and supports accomplishments, self esteem and a love of nursing.
• Us.
Strategic Imperative 1: Growth and Development
• Oncology Unit moved from 4 East to 3 East Unit after renovations were completed. The new location has private rooms which will reduce cancer patient’s risk of infection, are quieter and will permit longer family visits.
• Observation Unit opened on 4 East in January to provide care for Emergency Department patients that require additional monitoring to determine their need for admission. Observation services generally do not exceed 24 hours.
• The ACE Unit was renamed the Statesir Family Acute Care for Elders Unit in thanks for a generous financial donation from the Statesir family.

Strategic Imperative 2: Community Involvement and Outreach
• Maternal Child staff held the annual “Walk to Remember” bereavement walk in October.
• Jean Ho, BSN, RN, Cancer Navigator and Maria Ramos, Lead Mammography Technician gave a 3-part series in Spanish that included breast health education, mammograms and follow-up for the Latina Breast Project in Freehold. The project was supported by a grant from the Susan B. Komen Foundation.
• Nurses and other staff were team leaders and participants in many community health events, such as Making Strides Against Breast Cancer, Paulette’s C of Blue Colorectal Walk, Walk to Fight Alzheimer’s Disease, March of Dimes March for Babies, National Wear Red for Women, Shoreline American Heart Walk, 11th Annual Cancer Survivors Day, and at various community and business-related health fairs.

Strategic Imperative 3: Physician Integration & Development
• An interprofessional task force of physician and nurse leaders from Maternal Child Services was created to identify changes to reduce CentraState’s primary Cesarean section rate. Physician and nurse leaders from Maternal Child Services successfully initiated evidence-based strategies from the Association of Women’s Health, Obstetric and Neonatal Nurses (AWHONN), American Congress of Obstetricians and Gynecologists (ACOG), and the New Jersey Hospital Association Perinatal Quality Collaborative. The primary Cesarean section rate decreased from 56 to 17 percent.
• The Laborist Program was established and provided maternity coverage 24 hours a day, seven days a week.
• A midwifery service was established for the maternity areas.

Strategic Imperative 4: Customer Satisfaction: Overall Percentiles
4th Qtr 2018
• Inpatient (Top Box Rate the Hospital): 68th percentile (NJ Peer Group)
• Outpatient: 93rd percentile (NJ Peer Group)
• Emergency Deptartm ent: 87th percentile (50k+ Peer Group)
• Ambulatory Surgery: 94th percentile (AHA 2 Peer Group)

Strategic Imperative 5: High Performance
• Ninety-nine percent of all employees were trained in the High Reliability Organization (HRO) concepts.
• The total number of serious safety events decreased by 79.7%, from 59 to 12 percent.
• Daily safety huddles were implemented and sustained throughout the year.
• There were zero MRSA infections.
• Catheter associated blood stream infections (CLABSI) decreased from 7 to 1 percent.
• C. diff infections decreased from 25 to 13 percent.
• Hemolyzed blood specimens in the Emergency Department decreased from 2.9% to less than 1 percent.
• Patient mobility on the 3 North ACE Unit increased from 14 to 46 percent.
• Anne Shelton, MSN, BSN, CCRN, Nurse Manager, CCU, was selected by the Health Research and Educational Trust (HRET) of the New Jersey Hospital Association and the Agency for Healthcare Research and Quality (AHRQ) to participate as a technical expert in a 2-year Safety Program for Intensive Care Units: Preventing Central Line-Associated Blood Stream Infection (CLABSI) and Catheter- Associated Urinary Tract Infection (CAUTI). This quality improvement program targets ICUs and infection rates.
Strategic Imperative 6: Renown

- CentraState Medical Center (CSMC) was awarded the Get with the Guidelines-Gold Plus achievement for hospitals by the American Heart Association and the American Stroke Association. CSMC also was named to the Target: Stroke Honor Roll Elite, for applying the most up-to-date, evidence-based treatment guidelines to improve patient care and outcomes. This was awarded for improving dysphagia screening orders to all CT of brain orders for stroke patients. By the end of 2018, 100% of acute stroke patients were screened for dysphagia.

- CSMC was awarded the 2018 Get with the Guidelines Heart Failure silver Plus Achievement Award from the American Heart Association.

- CSMC was awarded Chest Pain Center Accreditation from the American College of Cardiology

- Central Jersey Wound Treatment Center was accredited by The Joint Commission in Disease-Specific Certification.

- CSMC was the first Diabetes Prevention Program (DPP) in NJ to be awarded full recognition status from the Centers for Disease Control (CDC).

- Kim Kelly, RN, MS, NEA-BC, FACHE, vice president, clinical services, was appointed to a three-year term as Trustee on the Brookdale Community College Foundation Board of Trustees.

REGISTERED NURSE CREDENTIALS: DEGREES/CERTIFICATIONS

3 North ACE Unit
Edna Aguilar, BSN, RN-BC
Emanuela Barthelmy-Henry, BSN, RN
Jacqueline Blackwood, BSN, RN
Lisa Blissenbach, BSN, RN-BC
Maria Caleen, RN-BC
Michel-Ange Cenatus, BSN, RN
Chung Choi, BA, RN
Erin Cilino, BSN, RN-BC
Donna D’Allesio, BSN, RN
Meghan Daley, BSN, RN-BC
Debra Duke-Issifu, BSN, RN-BC
Karen Fabiny, RN-BC
Laura Fritsky, MBA, BSN, BS, RN
Jane Galus, MSN, RN, RN-BC
Maureen Gianna, RN-BC
Cathy Glowzenski, BSN, RN-BC
Patricia Green, BS, RN-BC
Joyce Gulapa, BSN, RN
Christina Haddad, RN
Tiffany Hochstein, BSN, RN
Brittany Horan, BSN, RN
Chelsea Kasper, BSN, RN
Barbara Musella, BSN, RN
Encarnacion Olavides, BSN, RN
Theresa Pearman, MSN, RN-BC
Alicia Pearsall, MSN, RN
Tanya Pickard, BSN, RN-BC
Suzanne Reddy, BSN, RN-BC
Maria Reyes, BSN, RN, CMSRN
Linda Reynolds, BSN, RN
Amanda Sanford, BSN, RN
Amy Schwartz, BSN, RN-BC
Kimberly Semilia, BSN, RN-BC
Iryna Shpott-Harhas, RN-BC
Nicole Speedalieri, BSN, BA, RN-BC
Victoria Torrillo, BSN, RN
Karla Vitug, BSN, RN
Hazen Yu, MBA, BSN, RN
Christina Zarnowski, MSN, RN-BC

3 East Oncology
Rose M. Brown, RN-BC, OCN, ONS
Naomi Rachel Brown, BSN, BS, RN
Monique Cappuzzo, BSN, RN
James Archival Cava, BSN, RN
Brianna Giordano, RN
Elana Joyce, MSN, RN, ANP-BC
Jacqueline Lavigne, MSN, RN-BC, AGPCNP-BC
Megan Lukens, BSN, RN, OCN
Laura Murray-Rivera, RN, OCN
Denise Rodman, RN, OCN

4 East Total Joint Center/Stroke Center
Concepta Akachi, BSN, RN
Patricia Barnosky, RN-BC
Bette Becker, BA, RN-BC
Lisa Beckerman, BSN, RN-BC
Johanna Biddle, BSN, RN-BC
REGISTERED NURSE CREDENTIALS: DEGREES/CERTIFICATIONS

Maryann Bonatakis, BSN, RN-BC
Claudia Brameyer, RN
Norma Concepcion, BSN, RN-BC
Marc Delcy, BSN, RN
Tabitha Encarnacion, RN
Rose Julewicz, RN-BC
Harpreet Kaur, BSN, BS, RN
Melissa Mae Mapa, BSN, RN-BC
Kelly McNulty, RN
Yolanda Melendez, BSN, RN
Sarah Moon, RN
Victoria Moon, RN-BC
Claudia Nogueira, RN-BC
Demetra Rotsides, MPH, BSN, RN-BC, BA
Meghan Ryan, BSN, RN
Ama Sika-Iddrisu, BSN, BS, RN
Charina Tallo, BSN, RN
Allison Tripple, BSN, RN
Toni L. Vaccarelo, BSN, RN
Jennifer L. Wiley, MSN, RN
Donna Williams, BSN, RN-BC

4 North Medical-Surgical Unit
Maeghan Adinolfi, BSN, RN
Mary Aguilar, BS, BSN, RN-BC
Jeffrey Anderson, MBA, BSN, RN
Kimberly Balagot, MSN, BA, RN-BC
Sheila Carcellar, BSN, RN-BC
Anett Daan, BSN, RN
Shital Dass, RN-BC
Daniella Davis, BSN, RN

Caitlin Gorman-Farinella, BSN, RN
Maya Jiries, RN-BC
Jacqueline Keich, BSN, RN
Nicole Labianca, RN
Leah Mendoza, RN-BC
Franciele Monteiro, RN
Christina Moscato, RN
Janeth Necessario-Rosete, BSN, RN-BC
Ana Nozadze, BSN, RN
Agneszka Ogorodnik, BSN, RN
Laura O’Reilly, RN-BC
Cassandra Ottens, BSN, RN
Alicia Pagalilauan, BSN, RN-BC
Janice Pascua, BSN, RN
Andrea Pascual, BSN, RN-BC
Donna Roe, BSN, RN-BC
Stephanie Rogers, BSN, RN
Lynn Rosenzweig, BSN, RN-BC
Jessica Rubino, BSN, RN
Alexandra Silva, RN
Karen Stanisce, BSN, RN-BC
Maribel Tablar, BSN, RN-BC
Jennifer Tennaro, BSN, RN
Stephanie Thomas, RN
Michelle Thompson, RN-BC
Alicia Vejar, BSN, RN
Jessica Zizza, RN-BC

Administrative Coordinators
Elizabeth Baker, BSN, RN-BC
Barbara Burgio, BSN, BS, RN
Beverly Denef, BS, MEd, MBA, RN
Charlotte Qualls, MA, RN, NA-BC
Joy Rende, MHA, BSN, RNC-MNN, NE-BC
Lisa Rivera, BSN, RN, LNCC
Mary Szuszkowski, BS, RN
Deborah Richardson MSN, RN-BC, AGPCNP

Am ambulatory Surgery/MAB/ Short Stay
Nicole Buccino, MSN, BS, RN, CCRN
Lori Burrows, BSN, RN
Leticia Butay, BSN, RN, CPAN
Sandra Colon, BSN, RN-BC
Beverly Dey, BSN, RN, CPAN
Maria Diaz, RN-BC
Maria Lynn Fangon, BSN, RN
Lucy Furmanec, BSN, RN-BC
Charlene Greenwood, RN
Alicia Hancock, BSN, RN-BC
June Mansfield, RN
Terri Lynn McNamara, RN-BC
Karen Mirynowski, BSN, RN
Carole Negron, RN
Marites Nieveras, BSN, RN-BC
Josephine Ramos, BSN, RN
Annabelle Reichert, RN
Eileen Rice, BA, RN-BC
Rita Richardella, RN
Arlene Riggio, BSN, RN, CCRN
Maria Schurott, RN
Laura I. Snell, RN
Eden Tanner, BS, RN
Joanne Wolfe, RN
Angelita Yu, BSN, RN
Audrey Zarrow, RN
Maria Zjawiony, BSN, RN

Behavioral Health Services
German Butay, BSN, RN-BC
Aleathea Cepeda, BSN, RN
Cheryl Anne Craig, BSN, BA, MA, RN-CNML
Lisa Davenport, RN-BC
Renie Ebreo, MSN, PMHNP-BC, RN-BC
Marina Ginzberg, BSN, RN
Edgar Ho, BSN, RN
Mikhail Karpov, BSN, RN
Nellie Macato, BSN, RN-BC
Carly Minniti, BSN, RN-BC
Linda Morton, RN
Kristen Moskal, BSN, RN
Cecilia Mullanaphy, BA, RN
Divina Quezada-Acosta, BSN, RN
Freddie Rodriguez, BSN, RN
Emily Rosenberger, BSN, RN-BC
Louella Rowe, BSN, RN-BC
Kelly Scheurer, BSN, RN
Louis Silvestri, BSN, RN-BC

Behavioral Health – ECT Services
Lara Casalbore, BSN, RN
Amber Frischer, BSN, RN
Crisann Maher, BA, RN
Vivian Stanger, RN

Cancer Care Services
Janine Eyd-Adonizio, BSN, RN
Sharon Lorfing, MSN, RN, CCRN, APNC, APRN

Cardiac Catheterization Lab
Joel Balanon, BSN, RN, CCRN
Jessica Bonazinga, BSN, RN
Kathryn Gazdek, BSN, RN
Wayne Germinario, RN, RT, CVRN, RCIS
Diana Paone, BSN, RN
Amy Quinlan, DNP, MSN, RN-BC, APRN, CVN, CCRN, RCIS
Jason Reha, RN
Jessica Teles, BSN, RN

Cardiology Services
Theresa Consolloy, BSN, RN, CCRN
Nicole DeNucci, BSN, RN
Michelle Mahler, BSN, RN-BC
Karen Morgan, MSN, RN-BC
Tricia Marceante, MSN, RN, APN-BC
Mary Jane Saada, BSN, RN, CCRN
Marcia Schaefer-Noto, MS, MSN, RN-BC, NE-BC
Madeline Tricarico, BSN, RN, CCRN
Girlie Vea, BSN, RN

Care Coordination
Christine Beyer, BA, RN, CEN, ACM
Ellen Clark, BSN, RNC, ACM
Jill Cohen, BSN, RN-BC, ACM
Minerva Duque, BSN, RN, ACM
Mariereine Guirguis, MSN, RN, CCM
Rosita Holloway, BSN, RN
Loretta Impastato, MSN, RN
Marie Jagich, BSN, RN, CCM
Alice Johnson, BSN, RN, CCM
Gloria Kleinknecht, RN
Joan Leimbach, BSN, RN, ACM
Rohini Mahase, BSN, RN, ACM
Laraine Mercereau RN, BSN
Amparo Murphy, RN
Lisa Popaca, MSN, RNC-OB, LCCF, ACM
Christine Siele, BSN, BS, RN-BC
Darian Touhey, MSN, RN, APRN-BC, ACM

Community Wellness
Judy Barros, MSN, RN, PNP-BC
Josephine Chilton, MSN, RN
Maryellen Dykeman, MSN, RN
Laura Giffen, MA, RN-BC, CCM
Bella Grevesen, BSN, RN
Melanie Lorentz, BS, RN
Annie Neuman, BSN, MSEd, RN
Kathleen Prybylski, RN, IBCLC

Critical Care
Brie Adamczyk RN
Shivaa Arjyal, BSN, RN-BC, CCRN
Annabel Bacani, RN, CCRN
Melanie Baccoli, MSN, BS, RN, CCRN
Tomasita Balisalisa, BSN, RN
Devin Bove BSN, RN
Jenna Clark, RN
Bianca Covitz BSN, RN
Theresa Consolloy, BSN, RN, CCRN
Nilda Dacono, BSN, RN, CCRN
Heather Daniels, BSN, BA, RN
Irene Decelie, MSN, RN
Nicole DelCore, BSN, BS, RN
Danielle Falzarano, BSN, RN-BC
Lisa Fishman, BSN, BS, RN
Frances Franco, BSN, CCRN
Jennifer Hulse, BSN, RN
Edward Jacoby, RN, CCRN
Julia Jo, BS, RN, CCRN
Rodelia Juan, BSN, RN, CCRN
Rani George, BSN, RN
Arlene Kennedy, BSN, RN
Amber Kilmer, RN-BC
Gina Innamorato, BSN, RN
Angelina Leung, BSN, RN, CCRN
Lauren Maskowitz, BSN, RN
Kelly McLaughlin, BSN RN
Kim Miles, BSN, RN
Christian Moon, RN
Nicole Murphy, BSN, RN
Amy N’Doeka, BSN, RN, CCRN
REGISTERED NURSE CREDENTIALS: DEGREES/CERTIFICATIONS

Emergency Department
Maria Amoroso, BSN, RN
Nicole Barone, BSN, RN
Jennifer Barton, RN
Donna Bates, BSN, RN
Kara Berg, BSN, RN
Agnes Bieniek, RN, CEN
Samantha Brinskelle, RN
Deborah Burg, MSN, RN
Nicole Cannon, BSN, RN, CEN
Patricia Cassidy, BSN, RN
Jeanette Cinco, BSN, RN
Kristen Connors, MSN, RN
Sarah Conway, BSN, RN
Leann Coppola, RN
Anita Dagadu, BSN, RN
Emily Demarco, MSN, RN
Annmarie Devito, BSN, RN
Donna Dolcemasco, BSN, RN
Orhan Donuk, BSN, RN
Danielle Dunnigan, BSN, RN
Pamela Flynn, MSN, RN
Leah Frangopolous, RN
Ariel Furlong, BSN, RN
Laurie Gambardella, MSN, RN
Karen Goglia, RN, CEN
Robert Gulbin, MPA, BA, BSN, RN
Martin Holleran, BSN, RN
Denise Hamill, BSN, RN, CCRN
Courtney Hulley, BSN, RN
Monique Ikan, RN
Vanessa Johnson, BSN, RN
Marcella Francesca Jones BSN, RN
Jodi Kipila, BA, RN
Darice Kluxen, BSN, RN
Margaret Kurczeski, BSN, RN, CEN
Melina Larouche, BSN, RN
Glenda Lawson, BSN, RN
Katherine Loori, BSN, RN
Debra Mattson-Zara, RN, CEN
Alyssa Mauro, BSN, RN, CEN
Margaret Mayer, BSN, RN
Chelsea McDermott, BSN, BS, RN
Amanda Miccio, BSN, RN
Victoria Nuccio, BS, RN
Evelyn Olson, BSN, RN
Maria Pahountis, BSN, BS, RN
Ychelle Patti, BSN, RN
Kenya Penca, BSN, RN, CEN
Sabrina Remo, RN
Megan Restua, BSN, RN, CEN
Erik Rosell, RN
Liz Salinas, RN
Elizabeth Seymour, BA, RN, CEN
Jeremy Sherman, BSN, BS, RN
Shawna Smarro, RN
Geraldine Sobolewski, RN
Jennifer Tallant, BA, RN, CEN
Abigail Trimble, BSN, BA, RN, CEN
Jennifer Varick, BSN, RN
Michelle Verona, BSN, RN-BC
Laura Webster, BSN, RN, CEN
Taylor Wedgeworth, RN
Elizabeth Wilk, BSN, RN, CEN
Meagan Witherell, BSN, RN, CEN
Danielle Zarantonello, BSN, RN
Carolyn Zuccarelli, BSN, RN

Endoscopy
Helen Bueti, BSN, RN, CGRN
Yolanda Donahue, RN, CGRN
Lynette Linga, BSN, RN

Float Pool
Colleen Anastasio, MSN, RN
Leah Banks, BSN, RN
Jaclyn Bergamo, BSN, RN
Patricia Boachie, BSN, RN
Devin Bove, BSN, RN
Kendie Castillo, MSN, FNP-BC
Maria Lyndsay Dalistan, BSN, RN, CCRN
Fernanda Lima de Freitas, BSN, RN
Eva Germino, BSN, RN-BC
Beverly Guliano, BA, RN
Delma Hodan, BSN, RN
Pricilla Hughes, BSN, RN-BC
Etleva Lleshi, RN
Lovelynn Nieves, BSN, BS, RN
Monique Raphael, BSN, RN
Susan Salcedo, BSN, RN
Grace Santos, BSN, RN-BC
Christine Scasney, RN
Karina Sventicky, BSN, RN-BC
Jane Szumowski, BSN, RN-BC

**HIM-CDIS Nurses**
Christine Butka, MSN, RN, CCDS, CEN
Rosalie Handoga RN, CCDS
Terre Heck, BSN, RN, CCDS
Joan Maciel, BSN, RN, CEN
April Scarcella, BSN, RN

**Infection Control**
Jacqueline Breuer, RN, CIC
Karyn Young-Engelman, RN, CIC

**Information Systems**
Susan Hager, RN
Laurie Huryk, MSN, RN
Anna McSorley, MS, BSN, RN
Monae Haskins, BSN, RN

**Interventional Radiology**
Sebastiana Benavides, BSN, RN-BC
Nadine Bowles Brown, BSN, RN
Debra Dafick, BSN, RN
Elizabeth Siegel, RN, CEN
Alisha Lasko, RN
Kelly McLaughlin, BSN, RN
Mary Van Der Net, BSN, RN

**IV Therapy**
Donna Betar, DC, BS, RN, CRNI
Carmen Canton, RN
Connie Lam, BSN, RN-BC
Glenda Ricker, RN, CRNI
Eileen Villacillo, BSN, RN, CRNI

**Labor, Delivery, Recovery, Postpartum**
Charlotte Abilheira, RN
Sheena Ackerman, BSN, RN
Shadiye Ahearn, RNC
Amanda Aloisi, BSN, RN
Debra Ayres, RN
Jennifer Barnes, BSN, RN
Raye Buscaino, BSN, BA, RN
Jena Campanella, BSN, BA, RN
Cynthia Cannizzaro, BSN, RN, HNBC
Danielle Cappelluti, BSN, BS, RN
Marci Clayton, RN
Marina Cordova, BSN, RNC
Debra Dafick, BSN, RN
Sarah Dalby, BSN, RNC
Theresa Faiella, RNC
Mary Foster, RNC
Jaymie Francisco, RN-BC
Sarah Freylicher, BSN, BA, RN
Patricia Hader, BSN, RN
Gabriele Hallbauer, BSN, RNC
Tiesha Freeman, RN
Shastity Kamatoy, BSN, RNC
Dawn Kline, BSN, MHA, RN-BC
Marina Kovaleva, BSN, RN
Nicole Lewis, BSN, RN
Mychelle Lima, BSN, RNC
Jennifer Lyons, BA, RN
Bobby Jo Maganza, BSN, BS, RN
Kim Martin, RN
Charlene Meza, BSN, RN
Sarah McKnight, RNC
Allison Murphy, RN
Lisa Musante, BSN, RN
Astrid Noseal, RN
Bolanle Odebode, RN
Suzanne O’Donnell, RN
Jessica Orne, BSN, RN
Mary O’Rourke, BSN, RN
Michelle Osetkowski, BSN, RN
Erin Phelps, BSN, RN
Tiffany Pomeroy, BSN, RN
Geralyn Rivera, BSN, RNC, HNC-BC
Terry Rosenberg, BSN, RNC
Merry Sanguino, MSN, RNC
Jennifer Sarapochillo, BSN, RN
Diane Savastano, MSN, RNC, C-EFM, IBCLC
Karen Shousha, BSN, RN
Kaitlin Shurgala, BSN, RN
Meghan Simonetti, BSN, RNC, C-EFM
Olga Simonovsky, RN
Lydia Sison, BSN, RNC
Anna Temchina, BSN, RN
Courtney Thomaier, BSN, RN
Alison Weyersberg, MSN, RNC

**Multiple Sclerosis Center**
Virginia Bird, RN-BC
Michele Emmons, BSN, RN, MSCN
Olga Simonovsky, RN
Gloria Smith, BSN, RN
Kim Tota, RN

**Novo Nordisk Diabetes Center**
Theresa Brown, BSN, MEd, RN, SANE, CHC
Virginia Carreira, DNP, RN, APN, CCRN, CDE
Theresa Duffy, MSN, RN, FNP-BC, CDE
Jennie Flanagan, BSN, RN, CDE

**Nursing Administration**
Ellen Ciacciarelli, MS, RN, ACGNP, CCRN, SCRN
Linda Geisler, DBA, MNEd, RN, NEA-BC, FACHE
REGISTERED NURSE CREDENTIALS: DEGREES/CERTIFICATIONS

Cathleen Janzekovich PhD, MA, RN-BC, NEA-BC
Kim A. Kelly, MS, RN, NEA-BC, FACHE
Barbara Yuhas, MSN, RN-BC, NE-BC

Observation Unit
Lita Abrazaldo-Richards, MSN, RN, APRN, FNP-BC
Annabelle Arimado, RN
Angelika Boissen, RN-BC
Crazetti Cusi, BSN, RN
Amy Dixon, RN
Anna Donaldson, BSN, BA, RN
DeAnna Maiorino, RN
Kaitlin McGowan, RN
Marie Nelson, BSN, RN
Carol Pacilio, RN
Consolacion Pilar, BSN, RN
Patricia Quaglia, RN
Marylen Schnettler, BSN, RN
Aryani Sohar, RN

Operating Room
Sophia Balsirow, RN, CNOR
Juanna Buergo, BSN, RN, CNOR
Lauri Calderone, RN
Diana Carney, RN, CNOR, RNFA
Lori Chavez, RN
James Dennis, BSN, RN
Kelsey Eugenio, RN
Allison Fiasconaro, BSN, RN
Lisa Floyd, RN, CNOR
Hanna Gerke, BSN, BS, RN, CEN
Dawn Hering, RN
Marie Ibarreta, BSN, RN, CNOR
Michelle Killian, BSN, RN
Hannah Lidberg, BSN, RN
Kelly Marinello, RN

Kristine Maticka, BSN, RN, CNOR
Beth Moncher, MSN, RN, CNOR
Radcillf Moral, RN, BSN
Dolores Mordas, BS, RN, CNOR
Rebecca Norton, MSN, BA, RN, CNOR
Piyusha Parekh, RN
Puja Patel, BSN, RN
Tatiana Puerta, BSN, RN
Kenneth Saunders Jr, MSN, RN, CNOR
Danielle Slipstein, RN
Greta Tedesco, BSN, RN, CNOR
Rosemarie Torcato, BSN, RN, CNOR

Post Anesthesia Care Unit (PACU)
Juvihlyn Apora, BSN, RN-BC
Virginia Argana, BSN, RN
Nancy Skrobola, RN, CCRN
Janice Bermes, BSN, RN
Randi Eriksson, RN, CPAN
Maureen Fawcett, RN
Mary Jane Fornecker, BSN, RN, CPAN
Donna Forte, RN
Beth Gutierrez, BSN, RN, CCRN
Recynthia Henderson-Jones, RN, CCRN
Laurie Jaffe, BSN, BS, RN, CCRN
Ellen Kane, BSN, RN, CPAN
Melissa Plastino, RN-BC
Michelle Kutner, MSN, RN-BC, FNP-BC
Monique Meagher, RN
Angela Post, BSN, RN, CPAN
Sheri Saker, MSN, RN, CCRN
Kathleen Spall-Amaty, BSN, RN
Allison Steinitz, BA, RN, CPAN
Jennifer Tulod, BSN, RN, CCRN
Anesha Wigangit, BSN, RN
Denise Zolnowski, BSN, RN, CCRN

Pediatrics
Christina Biondo, BSN, RN
Eileen Christie, MSN, RN-BC
Kathleen Clemente, RN-BC
Sandra Danias, BSN, RN
Kara Kendall, BSN, RN
Taryn Mattesky, BSN, RN
Katelyn McCarthy, BSN, RN
Claire Meyer, RN, CPN
Edily Peleo, BSN, RN
Judith Ralyea, RN
Cher Saccomagno, RN
Grace Swan, BSN, RN

Population Health
Alison Cleary, MSN, RN
Elaine Dymy, BSN, RN, CHC
Annie Neumann, BSN, RN
Gina Song, BSN, RN

Professional Development
Donna Baird, MPH, MSN, RN, NE-BC
Ruth Bluhuniak, BSN, RN, CDE
Fiesta Clanton, MSN, RN, ACNS-BC
Carole Eisenman, MSN, RN-BC
Nancy Engel, MSN, RN, ACNS-BC, APN-C
Annette Keller, MA, BSN, RN, CEN, CNL
Carol Robertiello, MSN, RN, ANP-BC, CCRN
Joan Sapienza, MSN, RN, ANP-BC, CCRN
Patricia Seaman, MSN, RN-BC, CCRN-K
Kathleen Stanley, MSN, RNC, CNL
Rosanne Wike, BSN, RN-BC
Progressive Care Unit (PCU)
Eleanor Balmaceda, BSN, RN, PCCN
Matthew Breault, MSN, BS, RN, PCCN
Roberta Carpenter, MSN, RN
Alexandrina Ceausu, BS, RN, PCCN
Veronica Ceci, BA, RN
Michaela Cirik, BSN, RN
Maureen Colandrea, MSN, RN-BN
Samantha Colangelo, BSN, RN
Kelly Collazo, BSN, RN
Janet Coonis, RN
Amanda Cotelo, BSN, RN
Lucita Cruz, BSN, RN
Alexa Dean, RN
Susan Devrous, MSN, RN, CPHQ, CNE, PCCN
Patricia Doherty, RN-BN
Cheryl Eitel, RN
Sherry Ervin, RN
Melissa Fryer, BSN, RN, PCCN
Dayna Galati, BSN, RN
Gina Grassi, RN
Michelle Healey, BSN, RN-BN
Grace Hluchy, BSN, RN
Martin Holleran, BSN, RN
Lee Wen-Mei Hsiung, BSN, RN-BN
Isabel Johanson, RN-BN
Jillian Kiwit, BSN, RN
Jonathan Mandato, BSN, RN
Samantha Mercy, BSN, RN
Renee Morris, RN
Daniel Nwaiwui, BSN, RN
Mabel Nwosu, BSN, RN
Veronica Paragas, BSN, RN
Kinjal Patel, BSN, RN
Jillian Pullen, BSN, RN, CCRN
Acela Rambaud, BSN, RN-BN
Elizabeth Rego, BSN, RN, PCCN
Tiara Remo, RN
Emily Schauer, BSN, RN
Kerry Stroud, MSN, RN, PCCN
Jacqueline Sullivan, BSN, BA, RN
Meghan Sullivan, RN, PCCN
Chaya Weisenfeld, MSN, RN
Dorota Zielinski, BSN, RN-BN
Quality and Performance Improvement
Augusta, Agalaba, MSN, MSHE, RN-BC, CPPS
Deborah Foley, MSN, RN, CEN, CPEN
Gina Kelly, BSN, RN
Nisha Tiwari, MSN, MHA, RN
Radiation Oncology
Jennifer Beukers, BSN, RN, OCN
Carol Hayes, BSN, RN, OCN
Revenue Integrity & Decision Support
Lynn Born, BSN, RN
Kathleen Dempsey, BSN, RN, CEN
SCN – LEVEL II NURSERY
Wendy Coakley, RNC
Rowena Dechavez, RNC-NIC
Rebecca Frey, BA, RN
Maria Garde, BSN, RN
Maria Lara, BSN, RNC
Susan Loftus, RNC
Lisa Morrell, MSN, RNC
Carole Reihiing, RNC-NIC, IBCLC
Esta Ross, BSN, BA, RN
Margaret Salamone, BSN, RNC
Josefina Tan, BSN, RN
Deborah Wallace, MSN, RN
Women’s Health Center
Jean Ho, BSN, RN
Wound Treatment Center
Ilyasah Byfield, MSN, RN, ANP-BC, CWS
Denise LaValle, BSN, RN, CWCA
Lauren Leimbach, BSN, RN
Janice Perrone, BSN, RN-BN, CWCA
Briana Rainey, BSN, RN
Diane Yacono, MSN, RN, ANP-BC, CWS
Rapid Admit Nurses
Michele Boyle, RN
Diana Cappiello, RN
Research
Jayne Craig, PhD, RN
Nayna Patel, BSN, RN-BN
4E Oncology Accomplishments
Elana Joyce, MSN, RN, ANP-BC, Nurse Manager, 4E Oncology and Total Joint/Stroke Center

• Chemotherapy safety measures were implemented that assure protective isolation, separation of linen, medical surveillance and a chemo patient holding area.

• Antineoplastic Agents: Nursing Considerations policy was revised to include weights within 24 hours, safe handling of Antineoplastics for ALL nursing units, an RN Competency for PO, SC and IM Antineoplastic agents.

• Revisions to Distress Screening (Psychological) for Cancer Patients were requested and approved. The purpose is to enhance the number of patients who we capture with a current cancer diagnosis to measure their psychosocial distress levels and to aide in referrals to the appropriate healthcare providers.

• Nurses continue working on Oncology Nursing Society (ONS) Certification and Chemo Certifications.

• The Oncology Unit staff is preparing for the unit to move to 3 East in 2019. The private rooms will help reduce the risk of infection, are quieter and will permit longer family visits.

4 East Total Joint Center/Stroke Center Accomplishments
Elana Joyce, MSN, RN, ANP-BC, Nurse Manager, 4E Oncology and Total Joint/Stroke Center

4 North Accomplishments
Jeffrey Anderson, MBA, BSN, RN, Nurse Manager, 4 North

• Kim Balagot, RN, won the Nursing Excellence Award for Medical Surgical Nursing.

• Mary Agular, RN, and Janice Pascual, RN were Daisy Award recipients.

• 4 North is the Bariatric unit for the hospital. We were surveyed and received the Center of Excellence in Metabolic and Bariatric Surgery (COEMBS) accreditation from the Surgical Review Corporation (SRC).

• The education level and professional excellence improved: 5 nurses entered the Nursing Excellence Program; 3 nurses graduated with BSN degrees; 2 nurses earned MSN degrees and 2 nurses achieved ANCC specialty certification in medical surgical nursing.

• Patient safety was vital as evidenced by zero hospital acquired infections (HAI); zero catheter acquired urinary tract infections (CAUTI); zero central line associated blood stream infections; zero hospital acquired C. diff. infections and zero hospital acquired methicillin resistant staff aureus infections.

Acute Care for Elders (ACE) Unit Accomplishments
Hazen Yu, MBA, BSN, RN-BC, Nurse Manager, ACE Unit

• 3 North was renamed the Statesir Family Acute Care for Elders Unit in appreciation for a generous monetary donation from the Statesir Family Foundation for renovations to accommodate needs of our elder patients. Nineteen of 23 rooms were renovated with vinyl plank flooring for easy cleaning and elimination of transition/tripping hazards, foot lights to illuminate the floor at night and bathrooms with motion activated lighting and toilets that are three inches higher.

• ACE Team Rounding now takes place from 10am-11am every Monday, Wednesday, and Friday.

• Staff and management worked collaboratively with the Health Awareness Center to promote elder care and follow up.

• A new overlay was obtained and placed on the patient white board in each room.

Ambulatory Services: Endoscopy, Jean Mehr Outpatient Infusion Services (OPIS), MAB, Minor Surgery, Short Stay Accomplishments
Nicole Buccino, BA, MSN, RN, Nurse Manager, Ambulatory Services

• The Infusion Department has built a successful relationship with the Progressive Care Unit (PCU) by treating their discharged patients with a diagnosis of CHF. IV Lasix was administered to over 96 outpatients. This prevents re-hospitalization and gives them a better quality of life.
• The Endoscopy Department continues to learn new procedures. One of them was for treating patients with Barrett’s esophagus.

• Nicole Buccino, RN, nurse manager, worked closely with the Radiology Department to help streamline their daily processes. Radiology patients began to use the PAT Department, prior to their procedures. The staff checks the patient charts, obtains labs, and assures the availability of what is needed in order to avoid any cancellations. This has been a positive experience for both departments.

• The SSU staff participated in the Memorial Day parade, and also the annual Paulette’s C of Blue Colorectal Run fundraiser.

• The Infusion Department continued to support the Annual Survivors Day, The Relay for Life, and the Paulette’s C of Blue Colorectal Run fundraisers.

Behavioral Health Services Accomplishments
Cheryl Anne Craig, MSN, BA, MA, RN-CNML, Administrative Director, Behavioral Health Services

• The nursing staff achieved results in the 90th percentile for nurse-sensitive indicators related to national Hospital Based Inpatient Psychiatric Services Indicators (Psychiatric Core Measures).

• Practices related to patient safety, including augmenting the suicide risk assessment, ligature risk assessment and rounding scope, were evaluated and re-structured.

• A measurement and auditing program was developed and implemented to ensure adherence to patient safety measures.

• Unit furnishings were redesigned to promote patient safety.

• The Alcohol Withdrawal Physician Order Set and CIWA-Ar was facilitated and included in electronic documentation.

• A Licensed Certified Alcohol and Drug Counselor (LCADC) was employed as a permanent member of the Behavioral Health Unit clinical team.

Cardiac Catheterization Laboratory (Cath Lab) Nursing Accomplishments
Kathryn Gazdek, BSN, RN, Nurse Manager, Cardiac Catheterization Lab

• The staff met and worked with Aarti Patel, MD, Interventional Cardiologist, assisting her in pacemaker and loop recorder insertions.

• In March, Kathy Gazdek, RN, attended the American College of Cardiology Conference in Orlando, Florida.

• In September, Wayne Germinario, RN, and Kathy Gazdek, RN, attended Flow to the Toe III, an Endovascular Seminar in Atlantic City for diagnosis and treatment of peripheral vascular disease (PVD).

Cardiac Services Accomplishments
Marcia Schaefer-Noto, MSN, MS, RN-BC, NE-BC, Director, Cardiac Services

• Cardiac Services participated in the Go Red for Women initiative in February with a month-long calendar of activities that included National Wear Red Day.

• The 2nd annual, “Paint to Your Heart’s Content,” an evening of relaxation and creativity was held to provide a fun evening while educating women and their friends about healthier living.

• Staff participated in the annual cardiology lecture for Freehold Regional High School District students. This included interprofessional presentations to introduce students to various health career options and a tour of the Cardiac Cath Lab.

• The Cardiac Rehabilitation Program achieved a three-year re-certification through the American Association for Cardiovascular and Pulmonary Rehabilitation.

• Cardiac Services staff members were company leaders for the CentraState team Cardiac Services/Cath Lab in the 2018 Shoreline American Heart Walk held in October.

• The staff participated in CentraState’s first Heart Failure Symposium in February, partnering with Radiology to provide a vascular screening program for the community, and initiating a “Supervised Exercise Therapy” (SET) program for patients with peripheral vascular disease.

Clinical Research Accomplishments
Jayne Craig, PhD, RN, Manager, Clinical and Nursing Research

• The fifth Annual Research Day was held in September.

• A nursing study, “Sun Protection Habits and Attitudes Among Healthcare Workers in a NJ Coastal Hospital” was completed with 94 participants.

• A nursing study, “Using Best Practices to Reduce Blood Sample Hemolysis in The Emergency Room” led to reduced hemolysis rates. Poster will be presented at 2019 ONL Research Day.

• A nursing study, “How Well Do Nurses Understand Breast Cancer? Examining Breast Cancer Truths and Myths in Registered Nurses Working in a Community Setting,” was completed; the poster was presented at the Making Strides for Breast Cancer, walk in October and the 2018 NJCOMO meeting in November.

• Fifteen new patients were added to pharmaceutical studies

Critical Care Unit Accomplishments
Annie Shelton, MSN, RN, CCRN, Nurse Manager, Critical Care Unit

• Annie Shelton, RN, continued participation on a Technical
Expert Panel, to participate in Preventing CLABSI and CAUTI for the AHRQ Safety Program for Intensive Care Units.

- All ICU patients with central lines and foley catheters were monitored in an effort to decrease unnecessary utilization and hospital acquired infections. The unit had two CAUTIs and zero central line infections. The Purewick catheter remains a reliable alternative to an indwelling catheter for females.

- In May, the Step-Down unit officially opened to accommodate up to nine patients who can be admitted from the inpatient units, ED, OR or CCU. Because the admission criterion is different from the CCU, the staffing ratio is one RN to four patients. Patients that require titratable drips or Endotools glucose management cannot be treated on the Step-Down unit and must be transferred to the CCU. Acuity also is considered since the staffing for 4 patients consists of an RN, PCT and a HUC.

- Gina Innamorato, RN, and Brianne O’Donoghue, RN were welcomed into the CCU Graduate Nurse Residency Program. Marielen Rodriguez, RN, is the primary preceptor for nurse residents as well as experienced RNs that transfer from Medical/Surgical areas. Three CCU PCTs will graduate in the next 6-8 months. We hope to transition them into existing RN positions in the critical care/step-down areas.

- NDNQI indicator data for the third quarter 2018 showed that CCU remains competitive in all categories with similar Magnet organizations around the country. Fifty-one percent of our nurses are nationally certified compared to the mean of 29.68 percent.

- A budget submitted in August was approved for the Step-Down unit, starting in January 2019. We look forward to expanding the unit and developing staff to meet the acute needs of our patients.

Emergency Department (ED) Accomplishments
Laurie Gambardella MSN, RN, Administrative Director for Observation and Emergency Services

- Deborah Burg, RN was promoted to Nurse Manager, Emergency Department and Observation Unit

- 94th percentile on Press Ganey Patient Satisfaction Survey
- An ED Pharmacist satellite program was initiated.
- An ED Monitor Tech Program was initiated.
- Held 9th Certified Emergency Nurse (CEN) Review class
- The ED was reaccredited by the American College of Cardiology as a Chest Pain Center. The award was based on the staff’s ability to assess, diagnose and treat patients with chest pain and for following ACC best practice guidelines for patients with acute coronary syndrome.

HIM-Clinical Documentation Integrity Accomplishments
Christine Butka, MSN, RN, CEN, CCDS, Manager, Clinical Documentation Integrity

The Clinical Documentation Improvement Integrity (CDI) team strives to improve the integrity, completeness and accuracy of documentation in medical records to reflect the high quality of care provided to our patients.

- Dr. John Brandeisky, DPM, MS, FACFAS took on the role of CDI Medical Advisor. April Scarcella, RN, and Joan Maciel, RN, started the role of Clinical Documentation Integrity Nurses.
- An effective process of communicating with physicians regarding documentation using the CDI Clarification Note was implemented.
- Expanded the volume of charts reviewed.
- Instituted Medical Executive Committee approved clinical definitions of high risk diagnoses.
- Revamped the CDI/Quality/Coding meeting into the CDI Steering Committee.
- Terre Heck, RN, and Christine Butka, RN, attended the Association of Clinical Documentation Improvement Specialists conference in San Antonio, TX.

Information Technology Nursing Accomplishments
Anna McSorley, BSN, MA, RN, Manager, Clinical Applications

- Staff education videos for specimen collection, plan of care and a CCU learning module were produced.
- The Observation Unit Standard of Care for Nurse Documentation and specific assessments for the Observation Unit patient were developed in Soarian. IT staff also assisted planning for and educating the Observation Unit staff about Soarian.
- Assessments were developed for patient care technicians (PCTs) to document in the electronic medical record about
patients’ ADLs and observation needs, such as personal care, elimination and safety precautions.

- The department transitioned the Family Medicine Residency Program electronic documentation to the Freehold Family Health Center, under the VNACJ Community Health Center (CHC) umbrella, at their new location on Park Avenue in Freehold Borough. This was a huge undertaking, as we not only physically moved the office, but we also moved all the patient data into the VNACJ CHC system.

Interventional Radiology (IR) Nurse Achievements

Elizabeth Siegel, RN, CEN, Nurse Coordinator, Interventional Radiology

- New education modules improved annual education for IR nurses. All radiology nurses became telemetry certified.
- Deb Dafick, RN, joined the Professional Practice Council and Mary Van Der Net, RN, joined the Palliative and Advanced Health Care Committee.
- Liz Siegel, RN, and Heather McGinn, PA, updated Soarian PICC line order entry to include parameters designed to improve patient safety, order clarification and interdepartmental communication.
- Nursing created a process to monitor and follow our inserted drainage catheters for improved post procedure management. This will likely decrease patient length of stay and improve patient satisfaction.
- Expanded moderate sedation to include Fentanyl and pre-medicating CCTA patients with a beta blocker (metoprolol) prior to procedure to control heart rate.

Maternal Child Health (MCH) Accomplishments

Dawn Kline, BSN, MHA, RN-BC, Director, Maternal Child Health

- LDRP implemented a C-section reduction initiative. The unit focused in coping with labor support, enhanced counseling of patients, and increased patient partnerships in labor and delivery management.

Observation Unit Accomplishments

Laurie Gambardella MSN, RN, Administrative Director for Observation and Emergency Services

- Deborah Burg, RN, was promoted to Nurse Manager, Emergency Department and Observation Unit.
- The average daily census increased from eight patients to twelve patients.
- To accommodate the increased census, the Observation Unit will move to 4 East and the Oncology unit will move to 3 East in early 2019. The exchange of locations will better benefit the types of patients treated in each unit.
- Observation Unit documentation was revised in the electronic medical records.

Operating Room Accomplishments

Kenneth Saunders, Jr., MSN, RN, CNOR, Nurse Manager, Operating Room

- The OR team performed their first ENT Navigation (image guided surgery) case with Dr. Gregory Smith and welcomed a new upper extremity orthopedic surgeon, Dr. Stacey Gallagher.
- The OR began holding daily unit safety huddles every morning.
- Ken Saunders, RN, OR Nurse Manager received an MSN degree from Kean University; several staff members are pursuing additional education.
- The OR fielded a team at the NJ Sharing Network 5K run to honor a team member’s family.
- The OR reached a significant milestone by performing 2000 robotic surgery cases.

Post Anesthesia Care Unit (PACU) Accomplishments

Mary Jane Fornecker, BSN, RN, CPAN, Assistant Nurse Manager

Sheri Saker, MSN, RN, CCRN, Assistant Nurse Manager

- Laurie Jaffe, RN, became a super-user for the Cheetah non-invasive hemodynamic monitoring system in PACU. The Cheetah measures cardiac output and fluid volume, produces trends, and reduces the risk of infection.
- Janice Bermes, RN, earned a BSN degree from Thomas Edison University. She also applied for the first time and achieved NEP Level II-Advanced.
- Monique Meagher, RN, created a poster on “Sleep Hygiene” for the Holistic Nursing Committee Skills Day Open House. She also applied for the first time and achieved NEP Level I-Proficient.
- Nancy Skrobola, RN, transferred from CCU and became a member of the PACU team.
- Melissa Plastino, RN, became the PACU representative to the Professional Practice Council.
- The majority of PACU nurses have CPAN or CCRN specialty nursing certifications.
Beth Gutierrez, RN, participated in the Walk for Parkinson’s Disease in Point Pleasant; Denise Zolnowski, RN, participated in the Paulette’s C of Blue Walk for Colon Cancer at CentraState.

Professional Development Department and IV Therapy Department Accomplishments

Fiesta Clanton, MSN, RN, ACNS-BC, Director, Professional Development

The Professional Development Department provides education and training to all nursing staff and serves as a resource for education and training to non-nursing departments, when needed. Department members include nurse educators, the Magnet program coordinator, the diabetes nurse educator, IV Therapy nurses and advanced practice nurses working nights in the Critical Care Unit.

• Annual programs offered include: Critical Care Course, Med/Surg Certification Review Course, CEN Certification Review Course, Preceptor Course, Preceptor Update, Basic Cardiac Monitoring, and the Sweet Retreat.
• PDD nurses chair or coordinate committees: Nursing Wound Committee, Nursing Standards Committee, Competency Committee, Diabetes Network Committee, Patient Education Committee, Professional Practice Council and Nursing Performance Improvement Committee.
• Renewed NJSNA providership of continuing nursing education programs through July 2020.
• IV Therapy nurses held monthly IV certification courses during orientation for newly hired registered nurses.
• APN working nights in CCU are a resource for all staff nurses.

Progressive Care Unit (PCU) Accomplishments

Maureen Coandrea, BSN, RN-BC, Nurse Manager

• PCU participated in the 1st Annual Cardiac Symposium that was held in February.

• Community: Kerry Stroud, RN, and Kelly Collazo, RN, presented at a heart failure education table at a health fair in Belmar Beach in July.
• Kelly Collazo, RN, participated in the Professional Practice Council Grand Rounds presentation on Heart Failure and Palliative Care.
• PCU staff participated in the American Heart Association Heart Walk.

• The Medical Career Explorers high school group toured the unit and exercised while wearing telemetry monitors so they could see their heart rhythm.
• Kelly Collazo, RN, Heart Failure Coordinator, worked with the Outpatient Infusion Services (OPIS) to receive approval for heart failure patients to receive IV Lasix, if needed post hospitalization.
• Samantha Colangelo, RN, was named co-chair of Nursing Workplace Environment Staffing Council (NWESC).

Radiation Oncology and Cancer Care Services Nursing Accomplishments

Barry S. Asch, MPA, RTT, Assistant Vice President, Cancer Services

• Janine Eyd-Adonizio, RN, Cancer Navigator and Kathy Poznanski, RN, Palliative Care Nurse, participated at Making Strides for Breast Cancer in October where they helped Jayne Craig, PhD, RN, present nursing research, “How Well Do Nurses Understand Breast Cancer? Examining Breast Cancer Truths and Myths in Registered Nurses Working in a Community Setting.”
• Breast cancer services were increased with a dedicated breast nurse navigator and a social worker.
• Staff participated in the 11th Annual Survivor Day Celebration.
• The department joined the Health Awareness Center and various community health care organizations for fundraising and also to provide more than 30 cancer prevention and support activities.
• Screenings for prostate, colorectal, skin, thyroid, and oral cancers were held throughout the year.

Star and Barry Tobias Health Awareness Center (HAC) Accomplishments; Includes Community Wellness and Population Health and Novo Nordisk Diabetes Center (NNDC)

Alison Cleary, MSN, RN, Manager, Population Health
Maryellen Dykeman, MSN, RN, CCE, TDTS, Manager, Community Wellness

• CentraState Medical Center became the first hospital in New Jersey to receive full recognition status from the CDC Diabetes Prevention Program (DPP). Several staff members were trained to offer the program.
• HAC received recognition from the American Diabetes Association to deliver the Diabetes Self-Management Education program.
• The department was awarded a New Jersey Health Disparity Prevention Grant to provide the Diabetes Prevention Program to under insured and uninsured residents of Freehold Borough.

• HAC partnered with Freehold Township Mayor’s Wellness Campaign to support efforts of the Community Supported Agriculture (CSA) program for distribution of locally grown organic vegetables to Freehold Township residents. Several other CentraState employees also participated. In 2018, the Mayor’s Wellness Campaign received the Health Care Quality Institute Award that designated Freehold as a “Healthy Town to Watch.” HAC programs that contributed to the award included Chronic Disease Self-Management, Diabetes Prevention, and Smoking Cessation.

• In support of the Community Supported Agriculture (CSA) program, Dr. Materia and the HAC staff developed recipe cards and made cooking demo videos to help local residents. The videos provide recipes and ideas for how to best utilize some of the out of ordinary vegetables that may be included in the box-share. The videos and recipe cards were uploaded to livelifewellnj.com and the Freehold Mayor’s Wellness websites. The staff partnered with the Freehold Mayor’s Wellness Campaign and Honey Organic Farms to bring the CSA box-shares to our community. The CSA program has multiple sites in New Jersey and Pennsylvania. CSMC is the first hospital that is engaged in their initiative.

• To expand Community and Senior Outreach, Brandon Eldershaw, Healthy Aging Wellness Coach, developed collaborations with community organizations to increase awareness of and bring programs to the senior population in our service areas. Live Life Well programs, such as Nutrition, Obesity Prevention, Matter of Balance, Memory, Chronic Disease Self-Management, Movement, Screenings and Health Coaching, were offered to senior residents living in Applewood Estates, Monmouth Crossing, several adult communities, and at senior centers.

• Maryellen Dykeman, RN, and Barbara Yuhas, RN, Co-chaired the National Medical Explorers Program for Boy Scouts to learn about a variety of healthcare careers through hands-on experiences and hospital tours. They were certified in Youth Protection Training a requirement for the Explorers program.

breast exams and mammography screenings with additional views plus biopsy, if needed. Transportation was also included. Of the 47 women who participated, 23 qualified for the grant. Two women needed biopsies with benign pathology results.

• 206 breast biopsy procedures were performed. To ease the patient’s burden, Jean Ho, RN, Breast Center Nurse Navigator, provided education, psychosocial and emotional support and guidance to all patients, but especially to the 60 women with positive pathology results.

• The Women’s Health Center conducted five “Ladies Night Out” breast exam/screening events, in addition to participation in 11 other community Health Fairs.

• Staff participated in the “Making Strides Against Breast Cancer” walk in Point Pleasant and the Susan G. Komen “More Than Pink” walk at Great Adventure.

• Jean Ho, RN, Breast Center Nurse Navigator continued to help facilitate a monthly Breast Cancer Support Group.

The Central Jersey Wound/Edema Treatment Center Accomplishments
Diane Yacono, MSN, RN, APN-BC, CWS, Manager, The Central Jersey Wound/Edema Treatment Center

• The Wound Treatment Center was renamed the Central Jersey Wound/Edema Treatment Center. The focus will include patients with chronic wounds as well as patients with chronic extremity edema. The nursing staff works collaboratively with physical therapists and a lymphedema therapist.

• Two new administrative assistants, Gale Drezner and Gail Maury, were welcomed in April to assist patients with scheduling, insurance reimbursement and reception duties.

The Star & Barry Tobias Women’s Health Center
Accomplishments
Jean Ho, BSN, RN, Breast Center Nurse Navigator

• The Women’s Health Center was awarded a $25,300 Susan G. Komen Grant for “The Latina Health Project,” to target the Hispanic underserved community. The Breast Center Nurse Navigator and other staff participated in four educational community events in the Freehold area and four events featuring mammography screening with breast exams at the Women’s Health Center. The grant covered education,
**Cancer Community Outreach Committee**
Chair: Elaine Dymyd, BSN, RN, CHC, Wellness Coach Coordinator
Co-chair: Maryellen Dykeman, MSN, RN, Manager, Community Health

Highlights from 2018 include:
- The Paulette Sea of Blue Run for Colorectal Cancer Awareness was held in May. Participated in the American Cancer Society (ACS) Relay for Life in Freehold. Continued collaboration with the NJ Cancer Education and Early Detection Screening (CEED) program and the VNA to refer patients. Committee members sponsored and participated in these and other programs.
- CentraState sponsored a survivor tent in the ACS Making Strides in October; approximately 60,000 people attended.
- CentraState continues to partner with ACS in the 80% by 18 Colorectal Screening Campaign and pledged to increase the number of colorectal screenings performed; approximately 100 take-home kits were distributed with a 96% return rate.
- The Health Awareness Center conducted twelve cancer screenings during the year; approximately 350 people were screened for thyroid, prostate, colorectal, skin and oral cancers.
- Collaborated with the Community Relations Coordinator, to review the Monmouth County Community Health Needs Assessment.
- Collaborated with Ocean Monmouth Health Alliance (OMHA) in an initiative to increase awareness and education about HPV by holding a community lecture and school-nurse workshop.

**Clinical Alarm Management Committee**
Chair: Cathleen Janzekovich, PhD, MA, RN-BC, NEA-BC, Assistant Vice President, Nursing

This committee focuses on reducing alarm fatigue and measuring staff response times to alarms in order to ensure compliance with The Joint Commission Standards.

Highlights from 2018 include:
- Staff response times to answer a clinical alarm is measured and compared to internal benchmarks. These alarms include: Bathroom Emergency Alarms, IV Pump Alarms, Ventilator Alarms, Cardiac Monitor Alarms and the Behavioral Health Seclusion Alarm. The staff response times for all of these alarms were below the targeted goals.
- Ligature Door Alarms were installed on the Behavioral Health Unit. Audits of staff response times are planned for 2019.
- Monitoring of Philips cardiac alarms continued and audited in an effort to determine whether the number of alarms sounding decreased thus reducing alarm fatigue. There was an 87% overall reduction in the number of red alarms that sounded due to the initiatives put into place in 2017. Some of the cardiac parameters were changed, such as decreasing the low SPO2 alarm from 85% to 80 percent.
- The chair alarm/battery posed a challenge for the nursing staff. The vendor was contacted and the staff was reeducated about how to handle this alarm.

**Chest Pain Committee**
Chair: Laurie Gambardella, MSN, RN, Administrative Director for Observation and Emergency Services

The committee ensures best practice guidelines are followed and evidence-based care is delivered to patients presenting to the Emergency Department with signs and symptoms of acute coronary syndrome. Highlights from 2018 include:
- Door to EKG: median time was 7 minutes (2018 goal was ten minutes)
- Door to delivery of TNKase: median time was 23 minutes (2018 goal was 30 minutes)

**Competency Committee**
Chair: Annette M. Keller, MA, BSN, RN, CEN, CNL, Nurse Educator, Observation and Emergency Services

The Competency Committee is a sub-committee of the Nursing Standards Committee. This committee oversees the processes for competency assessment. Highlights from 2018 include:
- The Competency Workshop was held in February to identify and update yearly competencies. Our theme “Casino Competency” added some fun and excitement with a roulette wheel and chocolate coin prizes!
• General and unit-specific yearly competencies were developed or revised for Patient Care Services and Clinical Services departments.

• A pilot to import competencies to a shared drive instead of maintaining individual competency books was expanded from 4 North to 4 East Total Joint/Stroke Center and was completed by the end of the year. The committee worked with IT Department so that competencies for 2019 can now be scanned into the Nursing Portal Competency drive for an individual unit. Workshop attendees voted to move forward with the competency drive based on the positive feedback from pilot units. Staff will have access from any computer. Unit educators also have the ability to keep their competencies in manuals on the unit.

• Members revised or reviewed orientation competencies: ORA/Anesthesia Technician, RN Orientation Competency has a new template and includes rotations with Respiratory Therapy, Holding/OR/PACU, Rapid Admit Nurse and Diabetes Nurse Educator.

• A new template for the RN Orientation Competency was approved to allow individual lecturers in orientation to validate that staff completed their topics. This fosters utilization of competencies with new staff.

Diabetes Network Committee
Chair: Ruth Bihuniak, BSN, RN, CDE, Inpatient Diabetes Educator
Co-Chair: Judith Ralyea, RN, Staff Nurse, Pediatric Unit

Highlights from 2018 include:
• One of the goals for 2018 was a smooth transition from using Novolog insulin to the Lilly Product--Humalog insulin--throughout the hospital. Committee members were taught the differences and brought the information back to their units. Posters were created with the collaboration of the committee members and utilized to in-service all staff members who use insulin. The transition went well and no issues ensued thanks to our champion members.

• A second goal was to ensure that clinical nurses understand the basal/bolus insulin regimen. They must correctly document when and why any insulin is held and who was notified. When blood glucoses are elevated, nurses must contact the physician to obtain more appropriate insulin orders or new parameters to ensure patient safety.

Controlled Substance Diversion Committee
Chair: Barbara Yuhas, MSN, RN-BC, NE-BC, Director, Medical Surgical Nursing Services

The Controlled Substance Diversion Committee reviews current processes and procedures to determine vulnerability in the areas of purchasing, dispensing, administering, documentation, and wasting of controlled substances. Highlights from 2018 include:
• The committee collaborated with the Pharmacy Department to make recommendations to improve dispensing of controlled substances.

• The committee monitored administration of controlled substances and the drug wasting practices of the nurses. CentraState nurses follow the best practices of administering controlled substances to one patient at a time. They limit the time between retrieving the medication and administering it to the patient to less than ten minutes.

• In June, Barbara Yuhas, RN, Director of Medical Surgical Nursing and Jeffery Anderson, RN, Nurse Manager, 4 North, participated in a panel discussion at the 4th Annual New Jersey Drug Diversion Conference, “New Jersey Responding to Drug Diversion in Healthcare Settings,” in Piscataway, NJ.

Education Advisory Committee
Chair: Fiesta Clanton, MSN, RN, ACNS-BC, Director, Professional Development

The Education Advisory Committee is an interprofessional committee that meets quarterly to review and coordinate evidenced-based, scholarly programs for staff of CentraState Healthcare System (CSHS) and the community. The committee members encourage the professional growth and development of the CentraState Medical Center (CSMC) nursing staff and other CSHS staff. Highlights from 2018 include:
• The committee members reviewed evaluations from CSMC nursing contact hour programs and discussed the monthly nursing updates from the computer information system.

• New programs presented by nursing, along with future programs planned by other departments for CentraState staff and for the community were highlighted.

• Library resources, customer service, patient education, and Health Awareness Center updates were discussed.

• Members from long-term care identified learning needs and educational accomplishments to the committee. Committee members offer suggestions for education and other presentations when needed.

• One objective of the committee is to make education programs easily accessible to all CSHS staff. This is partially met by providing new program content on the Learning Management System (LMS) that all CSHS employees can access. The Education Advisory Committee continued to explore opportunities to expand the use of LMS resources by all CSHS staff.
STRUCTURAL EMPOWERMENT: NURSING COMMITTEES

Fall Prevention Committee
Chair: Jennifer Wiley, MSN, RN, PCCN, Clinical Leader, Total Joint/Stroke Center

Highlights from 2018 include:

- The committee identified that although we classify patients as low, moderate, and high fall risk, based on the Johns Hopkins Fall Risk Assessment Tool, all patients received a yellow magnet on their doorframe indicating just that they were a fall risk. There was no differentiation of fall risk level. Committee members reviewed the literature and decided to use red magnets on the doorframe of patients who were high fall risk and kept the yellow magnets to use for moderate risk patients. Red socks were also purchased to be worn by all high fall risk patients. Additionally, a “Falling Man” icon was built for the electronic Patient Information Boards. A red icon is for high fall risk patients and yellow for moderate fall risk patients. The Falls Precaution Protocol policy was updated to reflect the revised interventions for our fall risk patients.

- The Tailoring Interventions for Patient Safety Tool (TIPS Tool) was implemented on all medical surgical units after a successful pilot on the Progressive Care Unit. The TIPS Tool is an evidenced-based tool used at the bedside to facilitate conversation with patients and family regarding fall risk factors and appropriate patient specific interventions.

- The committee identified that many units had a limited number of chair alarms available for patient use. Members worked with Value-Based Purchasing and Materials Management to test and purchase new chair alarms. All medical surgical units purchased enough chair alarms so that they are available for each patient.

- A holistic nursing welcome table was positioned in the entrance to the auditorium during Nurses Week festivities. Holistic nursing posters were displayed. Members distributed brochures describing holistic nursing. A raffle was held for many baskets of lovely holistic items that were donated to the committee.

- The Aromatherapy Policy was completely revised and approved by the Nursing Standards Committee. Lavender and lemon essential oils will be available after completion of an education packet for clinical nurses and a patient education flyer is done and approved.

Interprofessional Wound Committee
Chair, Diane Yacono, MSN, RN, APN-C, CWS, Manager, Wound Treatment Center

Highlights from 2018 include:

- Janice Perrone, RN, staff nurse, was certified as a certified wound care associate (CWCA) by the American Board of Wound Management.

- The Wound Treatment Center was renamed the Central Jersey Wound/Edema Treatment Center. The focus will include patients with chronic wounds as well as patients with chronic extremity edema. The nursing staff works collaboratively with physical therapists and a lymphedema therapist.

- Two new administrative assistants, Gale Drezner and Gail Maury, were welcomed in April to assist patients with scheduling, insurance reimbursement and reception duties.

- The wound team piloted the use of Kerecis, a graft made of omega 3 rich fish skin for tissue regeneration, and approved its use for appropriate chronic wounds to expedite healing.

Holistic Nursing Committee
Chair: Donna Baird, MPH, MSN, RN, NE-BC, Magnet Program Coordinator/Nurse Educator
Co-Chair: Karen Stanisce, BSN, RN-BC, Staff Nurse, 4 North

Holistic Nursing Committee (HNC) members integrate holistic nursing practices and the Caring Science Theory of Jean Watson, PhD, RN, to enhance patient care. Members educate staff about holistic nursing practices and holistic nursing modalities. They promote healing, caring environments and establish caring relationships for themselves and others. Highlights from 2018 include:

- The committee held a Holistic Nursing Committee Open House, during the 2018 spring and fall Nursing and Technical Skills Days. The theme was Change Your Life: Invest in Yourself. Reiki, guided imagery, progressive muscle relaxation, hand massage, focused breathing, meditation, intention setting, aromatherapy, chair yoga, sound healing were offered and the holistic nursing committee shared posters. Evaluations were positive and the programs were enjoyed by attendees.

Med Error Trending Committee
Co-Chair: Barbara Yuhas, MSN, RN-BC, NE-BC, Director, Medical Surgical Nursing Services

The Medication Error Trending Committee reviews and identifies medication error trends, develops actionable solutions to the errors and reduces barriers in medication administration. Pharmacy and nursing collaborate to improve processes surrounding administration, monitoring, and verifying during medication processes. Highlights from 2018 include:

- Barcode scanning on IV piggyback medications was identified as a potential cause for error. The barcode label was printed on a prepared patient label with the drug name and patient identification and affixed to the IV fluid bag. The vial with the add mixture system was attached to the IV bag and also had a barcode scan, but it was not activated. Several good catches by nurses found the contents of the vial did not match the drug that was listed on the patient label. Nursing requested that the barcode on the medication vial be the one to scan to verify the medication administration process.
Nursing/IT Committee
Co-Chair: Susan Hager, RN, Clinical Education Analyst, Information Technologies
Co-Chair: Diana Cappiello, RN, Rapid Admit Nurse, Emergency Services

The Nursing/IT Committee reviews, redesigns, tests, and approves all nursing electronic documentation, including workflows for assessments and alerts. All nursing involved project designs are reviewed by the committee, as are projects and changes in the systems that impact nursing process documentation. Members include a staff RN from each unit or department, a clinical leader, a Professional Development clinical educator, the director of Medical-Surgical Nursing, and Information Systems analysts. Highlights from 2018 include:

• Reviewed triggers for Patient Education Alerts: Smoking Cessation, Diabetes, CHF RN Teaching Plan, Stroke and Fall Risk.
• Reviewed plans for educational videos to be created as a resource tool for nurses: CCU Module eLearning video was approved and completed for use. In 2019, two other videos will be available for the Wells ED system, “How to use Wells” and “How to create a Home Medication List.”
• Reviewed and approved the new Plan of Care for Frail Elderly Syndrome.
• Reviewed and approved modifications to the template for the Critical Result Notification Alert Workflow that were brought to the committee by nursing management.

Nurse/Physician Collaborative Practice Committee
Co-Chair: Linda Geisler, DBA, MNEd, RN, NEA-BC, FACHE, Vice President, Patient Services

The Nurse/Physician Collaborative Practice Committee meets bi-monthly to discuss clinical practice issues that affect nursing and practitioners. Pharmacy and Information Technology are invited on an as needed basis. Nurses and physicians enjoy sharing their concerns and suggestions for improvement in a positive, supportive environment. Highlights from 2018 include:

• The committee discussed the role of Nursing Workplace Environment and Staffing Council which meets to improve the nursing workplace environment with staff nurse input. Appropriate staffing education and staff nurse suggestions were included.
• Informed consents for TPA and chemotherapy were made a requirement.
• Medication Reconciliation was discussed. A pharmacist was made available 7 days a week to complete the patient’s home medication list.
• Medication and IV shortages were discussed.
• Renovation of the Pharmacy and the switch of the Oncology and Observation Units were presented.
• High Reliability Organization principles and education were relayed.

Nursing Workplace Environmental & Staffing Council (NWESC)
Chair: Linda Geisler, DBA, MNEd, RN, NEA-BC, FACHE, Vice President, Patient Services

The Nursing Workplace Environmental & Staffing Council was developed in late 2018 in collaboration with the Organization of Nurse Leaders of New Jersey. CentraState is part of the second cohort with four New Jersey hospitals. The goal is to provide a formal collaborative structure that gives clinical staff nurses a respected voice in determining human and environmental resources needed to provide the best care to the patients they serve. A healthy work environment for nurses results in better patient outcomes and lower failure to rescue rates. It also improves nurse outcomes. Highlights from 2018 include:

• Council members began meeting for learning sessions at the New Jersey Hospital Association in September.
• The council’s composition was 49% management and 51% staff nurses.
• Topics for meetings included evaluating appropriate staffing, skilled communication, effective decision making, meaningful recognition, authentic leadership and true collaboration.
• Staffing issues that were addressed: API messaging, floating, per diem, informal availability list, education on nurse to patient ratio, budgeting, staffing matrix, considered alternate shift hours, bonus for staff to work night shifts, administrative coordinator frequent rounding, nurses attend open houses, and recruitment ideas.
• Council updates were posted on the Nursing Portal and in the Check-Up newsletter.

Nursing Quality and Performance Improvement Committee
Chair: Kristina Soto-Veintimilla, MSN, BS, RN, CSN, PI/NDNQI/Research Nurse

Members of the Nursing Performance Improvement (PI) Committee develop general and unit-specific nursing performance improvement indicators. They report quarterly on their monthly audit results and share ideas for action plans for improvement. Highlights from 2018 include:
• Universal PI projects for all inpatient units: Falls reduction; pressure injury prevention, and restraint usage; safe use of opioids; suicide and ligature risk assessment and monitored for safe use of opioids.

• 3 North Acute Care for the Elderly (ACE) Unit: Patient was out of bed at least daily; bed and chair alarms were in use.

• 4 East Total Joint/Stroke Center: Early mobility on the day of surgery of patients with elective total knee replacement and total hip replacement; Neuro checks done every 4 hours on the Stroke Patient.

• 4 East Oncology: Pain goal was discussed with the patient every 12 hour shift; pain score pre and post narcotic administration was documented; patient/caregiver education about isolation precautions.

• 4 North Surgical Unit: Auditing occurred to ensure the risk assessment for over-sedation and appropriate interventions are in place; shift to shift bed alarm communication.

• Behavioral Health Unit: Compliance with the Alcohol Use Disorders Identification Tool (AUDIT) Screening tool; face-to-face smoking use assessments; initiation of nicotine replacement order set; and sleeping medications administered between 2100 and 0200.

• Cardiac Catheterization Laboratory: Process for physical privacy was discussed with patient; documentation of pedal or radial pulses post procedure.

• Cardiac Services: Documentation of strength training for cardiac rehabilitation patients.

• Critical Care Unit: Two RN verification in ENDOTOOL for each finger stick glucose result; minimum vital signs acknowledged by the RN as per the CCU standard of care.

• Emergency Department: Pain score documented within one hour of pain medication administration; documentation of sepsis patient’s actual weight.

• Labor and Delivery (LDRP) and Special Care Nursery (SCN): Consents completed, signed, dated and timed by physician, nurse and patient; pain goal identified each shift and patient medicated based on score; patient care plans with long and short goals and individualized interventions; discharge instructions focus on parent(s) and newborn.

• Progressive Care Unit: Auditing occurred to ensure that the heart failure (HF) patient has an appropriate standard of care; auditing occurred to ensure all HF patients who have diabetes mellitus (DM) are educated regarding DM.

• Observation Unit: Pain score documented within one hour of pain medication administration; accurate documentation and placement of cardiac rhythm strips.

• Operating Room and PACU: Hand-off communication done appropriately; correct labeling of specimens; colon bundle checklist filled out completely at time of surgery.

• Post Anesthesia Care Unit (PACU): Incentive spirometer was initiated; pregnancy test was documented; POSS score was documented.

• Women’s Health Center: Post breast biopsy patient receives a follow up call from the nurse within 72 hours after the pathology report is received.

• Wound Treatment Center: New diabetic patient has Hgb A1C noted in the chart within two weeks; patient was screened for adherence to care plan.

**Nursing Research/EBP Committee**

Chair: Jayne Craig, PhD, RN, Manager, Research

The Nursing Research Committee reviews all nursing research proposals for studies to be conducted at CentraState Medical Center prior to submission to the IRB. Members foster nursing research and evidence-based practice (EBP) by guiding nurses to perform research to use evidence when making practice changes. Highlights from 2018 include:

- “The Inquisitor” research newsletter was posted on the Nursing Portal and earned nurses 12 contact hours for reading articles and responding to related post-tests.

- Evidence-based practice projects included 1) Chest tubes and clamping, 2) The question of drawing appropriate lab samples from patients on heparin and a subsequent policy change, 3) Linen usage at CentraState

**Nursing Standards Committee**

Chair: Patricia Seaman, MSN, RN-BC, CCRN-K, Nurse Educator, CCU and PACU

Highlights from 2018 include:

- Many changes were made to the Indwelling Urinary Catheter Care and Maintenance policy. Two RN Residents presented their evidence-based practice project on CAUTI prevention. Based on their findings, whenever an RN inserts an indwelling urinary catheter (IUC), a second RN is required to observe for aseptic technique and to “stop the line” if contamination occurs. The policy also calls for IUC removal if leakage is noted, followed by insertion of a new catheter. Processes for catheter care were updated and nurses and patient care technicians were educated on the changes.

- The Patient Services Policy Development and Management policy was updated. All policies that contain a “Nurse Protocol” will be reviewed annually. The policy titled “Signatures – Policy for the Delineation of” was combined with this policy. The owner of any policy for review at a Nursing Standards Committee meeting must contact the committee chairperson to ensure that the policy is on the agenda. In addition, Nursing Standards Committee minutes will be posted on the Nursing Portal.
The Patient Personal Property and Valuables policy was changed. A new documentation form, “Patient Personal Belongings Log” was reviewed. The log was amended based on recommendations from the Nursing Standards Committee. The new form is being used by the Emergency Department and all inpatient units.

The IV Maintenance and General Principles policy was updated. According to current evidence, changing an IV site should not be based on dwell time of the IV, because there is no known optimal dwell time. Therefore, the phrase “change the IV site if it extended beyond 96 hours” was removed.

Current literature states it is acceptable to perform tracheostomy care every twelve hours, and as needed. The Tracheostomy Care Policy was changed to reflect this change in practice.

The IV Guideline policy was updated to permit RNs working on units with remote telemetry to administer intravenous Cardizem.

Nursing Wound Committee
Chair: Rosanne Wike, BSN, RN-BC, Nurse Educator, 4 East Oncology and 4 East Total Joint and Stroke Center

Highlights from 2018 include:

• Committee members developed, tested, educated and implemented new pressure injury documentation screens in Soarian. The nurse is prompted to select the stage of the pressure injury, based on the wound description.

• Four wound prevalence studies were coordinated; unit specific results were reported through NDNQI.

• A hospital-acquired pressure injury (HAPI) action plan template was developed for completion whenever a HAPI is identified during a wound prevalence study.

• All nurses completed a mandatory education module, Prevention of Pressure Injury, for one contact hour in CentraState University.

• Two new Allevyn Life dressings (heel and sacrum) were made available not only for wounds, but also used as wound prevention dressings. Education was provided at a Nursing and Technical Skills Day station.

• Education on the use of Prevena and Veralfo wound vacuum assisted closure (VAC) systems was provided at a Nursing and Technical Skills Day station.

Patient Care Leadership
Chair: Linda Geisler, DBA, MNEd, RN, NEA-BC, FACHE, Vice President, Patient Services

The Patient Care Leadership Committee meets quarterly for nurses from all departments to share new processes, events in their area, and communicate about various issues. Nurse leaders from Nursing, Research, Professional Development, Wound Care, the Manor, Applewood Estates, Monmouth Crossing, Infection Control, Pastoral Care, Respiratory Therapy, Radiology, Sterile Processing, Dialysis, Nutrition, Care Coordination and the Stroke Coordinator are members. Information is shared from Medical Staff Committees, such as decisions made by Quality Council and the Medical Executive Committee. Nursing committee actions from Standards, Professional Practice and Nursing Performance Improvement are reported. Highlights from 2018 include:

• New Life Pak 20 defibrillators.

• Reviewed SBAR, Ticket-to-Ride, Safety Companion Protocol, Critical Lab Calls, improvement in insulin holds, a ligature free environment, CT bypass protocol, Code BERT, In-Demand Interpreters, and new policies.

• New chaplain trainees under Chaplain Sharon Douglas were introduced.

• Malnutrition diagnoses for appropriate patients were suggested by dieticians for consideration by physicians, new diets were recommended for dysphagia patients.

• Reviewed NDNQI data and hospital acquired infection (HAI) reports.

• 12 contact hours were made available to nurses who read the monthly Inquisitor (nursing research) newsletter and completed post-tests about the articles that were provided.

Patient Education Committee
Chair: Stephanie Loadholt, BSN, MS, RN, Orientation Coordinator/Nurse Educator

The Patient Education Committee supports interprofessional patient and family education by evaluating all patient education materials to assure that they are evidence-based and meet Joint Commission and other regulatory agency requirements. Highlights from 2018 include:
The committee reviewed and approved the OR brochure, “Instructions for Patients Undergoing Bowel Surgery: Enhanced Recovery after Surgery.”

The Patient Education policy was reviewed and updated. Several modifications were made.

The Ad Hoc Patient Education Committee continued evaluating the use of the Tigr Interactive TV videos to educate patients. The members worked with a Telehealth Services representative to replace some old programming with new ones for patients and visitors. The main menu on patient TV systems was updated.

Outpatient education on smoking cessation, stroke, falls, diabetes mellitus and heart failure were added to the Tigr programming in September.

Dieticians presented the Dietary Discharge Bag to the committee. The “Eating Well At Home” bag would be given to patients who are at risk for malnutrition upon discharge from CentraState. The bag would contain one or two dietary supplements that the patient was eating during the hospital, as well as written education from the Academy of Nutrition and Dietetics and coupons for high calorie food items.

Professional Practice Council
Chair: Alexandrina Ceausu, BS, RN, PCCN, Staff Nurse, Progressive Care Unit
Co-Chair: Maeghan Adinolfi, BSN, RN, Staff Nurse, 4 North Unit

Highlights from 2018 include:
• The council reviewed all Nursing Excellence Program (NEP) clinical ladder applications; 89 candidates were approved at one of the four NEP levels.
• The 2018 Nursing Excellence Award winners were selected.
• The members presented a Grand Rounds program for Nurses Week, “Palliative Care in Heart Failure Patients: A Case Presentation.”
• Members revised the New Resident Physician Orientation Program and presented it to the new family practice physician residents during their first full week at CentraState.

Restraint Utilization Committee
Chair: Cheryl Craig, BSN, BA, MA, RN, Administrative Director, Behavioral Health Services

Highlights from 2018 include:
• Current trends of restraint/seclusion use
• Strategies to insure and improve patient safety related to the use of restraint/seclusion
• Strategies to reduce the use of restraint/seclusion
• Organizational needs related to restraint/seclusion
• Reviewed the use of behavioral and medical restraint to identify trends and explore alternatives. These include strategies for early identification of escalating mood or behaviors and use of psychoactive medications to reduce anxiety, fear, thought disturbances and substance withdrawal symptoms.
• Reviewed initiation of physical holds. Provided education in the LMS and at Skills Days, huddles and staff meetings to reinforce physical holds as a form of restraint and the required documentation for the intervention.
• Reviewed cases and discussed opportunities to improve collaboration between disciplines and departments to address patterns of violent behaviors.
• Reviewed and adjusted the policy/practice of 1:1s and Security Department assistance with observations to ensure optimal safety for patients and staff when providing care to restrained patients in the ED, Behavioral Health Unit and medical settings.
• Reviewed new products, including a restraint that increases patient and staff safety during restraint interventions. Worked to reduce stigma associated with behavioral disturbances. Recommended discontinuing leather-like restraints and initiating nylon restraints when new product is available.
• Reviewed Behavioral Health Unit beds; identified new beds to increase safety of patients and staff when restraint intervention is required.
• Reviewed Joint Commission guidelines for use, observation and documentation of restraint interventions. The Restraint Policy also was reviewed and updated to meet all new and revised standards, as well as matching changes in the CSMC Levels of Observation Policy.

Cathy Janzekovich, PhD, RN, AVP, Nursing, attended a meeting to summarize unit-specific staffing guidelines and receive feedback.

The council reviewed and revised the NEP brochure that describes how to participate in the NEP. All members received copies to display on their units; additional copies are distributed during Nursing Orientation.
Safe Patient Handling Committee
Chair: Barbara Yuhas, MSN, RN-BC, NE-BC, Director, Medical Surgical Nursing Services

The Safe Patient Handling Committee establishes criteria and guidelines for lifting maneuvers, patient transfers, reduction of manual lifting and correct use of assist devices and equipment. Members explore practices within the medical center and senior services facilities. Highlights from 2018 include:

- The committee reviewed current policies and procedures related to handling patients safely and determined that gait belts would be implemented throughout the inpatient units. Gait belts were purchased and training occurred.
- Professional Development representatives, Patricia Seaman, RN, and Rosanne Wike, RN, developed a simulation training inservice that is offered five times a year for staff to demonstrate competencies on the safe lift devices.
- The committee continues to review all staff injuries related to safe patient handling to ensure we have the equipment needed to support the staff.

Stroke Advisory Committee
Chair: Kerry Stroud, MSN, RN, PCCN, FNP-BC, Nurse Practitioner, Stroke Coordinator

Highlights from 2018 include:

- CentraState was Awarded Gold Plus Target Stroke Elite status from American Heart and Stroke Association based on the 2018 Get with the Guidelines Stroke core measure results.
- Stroke risk factors and recognition of stroke were presented in multiple community venues.
- Completed policy and implementation of CT bypass for earlier treatment of ischemic stroke.
- Stroke Month! Educational tent cards were placed in public areas during May. A stroke information table with a stroke quiz was presented in the main lobby for one week and a stroke education table was also located in the in cafeteria.

Value Based Purchasing Committee
Chair: Cathleen Janzekovich, PhD, MA, RN-BC, NEA-BC, Assistant Vice President, Nursing

This interprofessional committee identifies best practices for staff to improve patient satisfaction. Highlights from 2018 include:

- A continued emphasis on bedside shift report.
- A continued emphasis on the effects of rounding.
- The hospital wide ICARE program was initiated by the Patient Experience Department. Employees received ICARE buttons and were rewarded with a star for their button when they provided exceptional patient care. Each department was asked to make up an acronym. For nursing, ICARE stands for Comfort, Acknowledgement (of questions and concerns), Room (trash, belongings, call bell, and Elimination (voiding, bowel movements).
- The Story Telling Program was developed by the Patient Experience Department. Patient Experience volunteers met and conversed with patients in an effort to find out more personal information about them in order for a connection to be made that goes beyond their healthcare experience.
- An employee suggested making a “Discharge To Do List/Checklist” for patients to follow once they are home. Topics included: When to Make a Doctor’s Appointment, When to Fill Your Prescriptions, and When to Return for an Outpatient Appointment. This checklist is still pending implementation.
- The HCAHPS “Communication with Nurses” overall score for the CentraState Medical Center nursing staff outperformed the CMS threshold. The Press Ganey overall top box nursing score was 80.3 and exceeded the threshold of 79.08 percent.
Professional Practice Model
The CentraState Professional Practice Model (PPM) has three levels that demonstrate how nurses practice, collaborate, communicate, and develop clinically and professionally to provide the highest quality care for our patients, their families, and the surrounding communities. Clinical nurses selected Jean Watson, PhD, RN, and Patricia Benner, PhD, RN, as the nurse theorists whose ideas best represent nursing at CentraState. Watson’s “Caring Science” philosophy and Benner’s “Novice to Expert” concepts are represented throughout the model. Each level of the model depicts a different element of professional nursing at CentraState.

Level I. CSMC-Nursing Governance Model
Level II. CSMC-Nursing Patient Care Model
Level III. CSMC-Nursing RN Professional Model
Each level is represented by circles that are created with dots to signify the influence and flow of people, information, technology, supplies and equipment.

Caring Science
Caring has been described by Jean Watson, PhD, RN, as the essence of nursing. Caring Science encourages all nurses to develop helping-trusting, human-caring relationships in all patient interactions. Nurses are asked to be open and present with their patients and to accept each person as he or she is at the moment. By genuinelly caring, nurses promote healing, health, individual and family growth, a sense of wholeness, and an inner peace that transcends the crisis and fear of disease, diagnosis, illness, traumas, or life changes. Nurses must care for themselves in order to care for others. Caring Science is reflected in our nursing mission and philosophy, in our nursing units and our plans of care.

Examples of “Caring Science” in 2018:
• The Holistic Nursing Committee (HNC) celebrated Caring Science by holding “Change Your Life...Invest in Yourself!,” a Holistic Nursing Open House during Nursing Skills Days. Participants enjoyed total body relaxation, chair yoga, sound and vibration healing, breathing techniques, coloring mandalas for relaxation and hand massage, and setting intentions.

Novice to Expert
The “Novice to Expert” framework of Patricia Benner, PhD, RN, has five stages that represent the growing competence of nurses as they add to their knowledge, skills, and education over time. Each stage increases in complexity and reflects how the nurse gradually develops skills and a greater understanding of patient care needs. Each nurse gains experience over time and can progress from beginner to competent practitioner to proficient practitioner, and may eventually become an expert in his or her chosen specialty.

Examples of “Novice to Expert” in 2018:
• The annual Nursing Excellence Awards gave recognition to clinical nurses and advanced practice nurses who exemplify the highest standards of nursing practice through clinical competency, professional development and improvement of patient outcomes.
• The Student Nurse Extern Program: Nursing students, about to enter their senior year in a BSN program, spent ten weeks of their summer at CSMC working with a preceptor in a nursing unit and received additional lectures and clinical learning experiences.
• The New RN Nurse Residency Program: An extended orientation for newly graduated registered nurses to ease the transition from student to professional nurse; experiences included lectures, hands-on demonstrations, shadowing and observation of various professionals, and increasing responsibilities in clinical care of patients.
• The number of clinical RNs in the Nursing Excellence Program (NEP), the clinical ladder for nurses: 89 RNs
• Clinical nurses who hold a national specialty Nursing Certification: 50%
• Percent of clinical nurses with Diploma as highest nursing degree: 11%
• Percent of clinical nurses with ADN as highest nursing degree: 17%
• Percent of clinical nurses with BSN as highest nursing degree: 65%
• Percent of clinical nurses with MSN as highest nursing degree: 7%
Patient Focused Care

“Patient Focused Care” means that the patient and family are at the center of all nursing decisions and actions. Patient care assignments are made according to the severity of each patient’s condition and the complexity of nursing care required. The patient and family are included in developing and implementing the plan of care. Patient care is individualized and includes educating the patient and family about care requirements after discharge. Our patients and families are the focus of each nursing unit and area of practice, no matter what the clinical specialty.

Level I. CSMC-Nursing Governance

The first level represents the shared governance of the Nursing Department. Nurse leaders and clinical nurses are members of the three key committees: Professional Practice Council, Nursing Standards Committee, and Performance Improvement Committee. These committees exchange information and participate in decision-making in collaboration with the Unit Practice Councils. The committees are supported by nursing management, professional development department and nursing committees. The nursing department is affected by organizational processes, strategic planning, and regulatory agencies.

Level II. CSMC-Nursing Patient Care

This level represents the nursing unit or patient care area. The patient and family are the focus of all nursing care and clinical decisions. Clinical nurses participate in their Unit Practice Council, practice according to their specialty standards and guidelines, and take part in evidence-based practice and research activities. The staff is supported by nurse managers, staff meetings, care coordinators, and unit-based educators. The Nursing unit is influenced by the three governance committees, plus members of other disciplines, administrative coordinators, multidisciplinary committees, resource nurses and internal consultants.

Level III. CSMC-Nursing RN Professional

Level III represents the individual registered nurses who practice at CentraState. The RN is identified as the Heart of Patient Care at CentraState. Each RN is influenced by achieving general and unit-specific nursing competencies, participating in the Nursing Excellence Program, attaining specialty certification, and by membership and participation in nursing organizations. RN practice is affected by upholding the ANA Code of Ethics, Specialty Scope and Standards of Practice and the New Jersey Nurse Practice Act. The nurse’s level of education, as well as involvement in evidence-based practice projects and nursing research, helps to shape his or her nursing practice. Professional nursing practice is also supported by nurse mentors and preceptors, continuing education, committee membership, and collaboration with other nurses and other disciplines. Practice is also influenced by nurse administrators, nurse managers and leaders, and nurse educators.
Nursing Excellence Awards
(Presented During 2018 Nurses Week)

Kimberly Balagot, BA, MSN, RN-BC, Clinical Leader, 4 North Unit
Medical Surgical Services Award

Theresa Brown, BSN, RN, MEd, CHC, Staff Nurse, Population Health, HAC
Extended Nursing Care Services Award

Astrid Noseal, RN, Staff Nurse, LDRP
Maternal Child Services Award

Award Runners Up:

Samantha Agosto, BSN, RN, Staff Nurse, Progressive Care Unit
Medical Surgical Services Award

Veronica Cecil, BA, RN, Staff Nurse, Progressive Care Unit
Medical Surgical Services Award

Honored for Dedication to CentraState

40 Years of Service
Geralyn Rivera, BSN, RNC, HN-BC

35 Years of Service
Rose Brown, RN-BC, OCN, ONS

30 Years of Service
Edna Aguilar, BSN, RN-BC
Brigid Bambrick, RN, CCRN
German Butay, BSN, RN-BC
Leticia Butay, BSN, RN, CPAN
Karen Fabiny, RN-BC
Michele Mahler, BSN, RN-BC
Kelly McLaughlin, BSN, RN
Marites Nieveras, BSN, RN-BC
Esta Ross, BSN, BA, RN
Lydia Sison, BSN, RNC
Dianne Sweeney, RN

25 Years of Service
Theresa Consolloy, BSN, RN, CCRN
Rowena DeChavez, RNC-NIC
Karen Mirynowski, BSN, RN
Angela Post, BSN, RN, CPAN

20 Years of Service
Maria Lynn Fangon, BSN, RN
Cathy Glowenski, BSN, RN-BC
Mayasouna Jiries, RN-BC
Connie Lam, BSN, RN-BC
Veronica Paragas, BSN, RN
Glenda Ricker, RN, CRNI
Donna Williams, BSN, RN-BC
Promotions/New Positions

Augusta Agalaba, MSN, MSHE, RN-BC, CPPS
Quality and Patient Safety Coordinator

Deborah Burg, MSN, RN
Nurse Manager, Emergency Department and Observation Unit

Michelle Healey, BSN, RN-BC
Clinical Leader, Progressive Care Unit

Nisha Tiwari, MSN, MHA, RN
Quality and Patient Safety Coordinator

Awards/Certifications

Mary Aguilar, BSN, BS, RN-BC, Staff Nurse, 4 North Unit
Award: Daisy Award for Exceptional Commitment to Patient Care

Jacqueline Blackwood, BSN, RN-BC, Staff Nurse, 3 North ACE Unit
Certification: Medical-Surgical Nurse, Board Certified (RN-BC)

Virginia Carreira, DNP, RN, CDE, APRN, CCRN, Diabetes Educator, Novo Nordisk Diabetes Center
Award: Hannelore Sweetwood Mentor Award from Sigma Theta Tau International (SSTI) Nursing Honor Society, Monmouth University.

Samantha Colangelo, BSN, RN, PCCN, Staff Nurse, Progressive Care Unit
Certification: Progressive Care Certified Nurse (PCCN)

Cheryl Anne Craig, BSN, BA, MA, RN-CNML
Certification: Certified Nurse Manager and Leader (CNML)

Melissa Fryer, BSN, RN, PCCN, Staff Nurse, Progressive Care Unit
Certification: Progressive Care Certified Nurse (PCCN)

Nicole Interrante, BSN, RN-BC, Staff Nurse, Cardiac Services
Award: Scholarship to attend the Preventive Cardiac Nurses Association Annual Symposium, Baltimore, MD

Laurie Jaffe, BSN, BS, RN, CCRN, Staff Nurse, PACU
Award: Daisy Award for Exceptional Commitment to Patient Care

Denise LaValle, BSN, RN, CWCA, Staff Nurse, Wound Treatment Center
Certification: Certified Wound Care Associate (CWCA)

Tracy Lee, BSN, RN, PCCN, Staff Nurse, Progressive Care Unit
Certification: Progressive Care Certified Nurse (PCCN)

Felice Janice Pascua, BSN, RN, Staff Nurse, 4 North Unit
Award: Daisy Award for Exceptional Commitment to Patient Care

Janice Perrone, BSN, RN-BC, CWCA, Staff Nurse, Wound Treatment Center
Certification: Certified Wound Care Associate (CWCA)

Kathleen Stanley, MSN, RNC-OB, CNL, Nurse Educator, Maternal Child Services
Award Finalist: 2018 March of Dimes Nurse of the Year, Nurse Educator

Kerry Stroud, MSN, RN-BC, PCCN, FNP-BC, Clinical Leader, Progressive Care Unit
Certification: Family Nurse Practitioner (FNP-BC)

Meghan Sullivan, RN, PCCN, Staff Nurse, Progressive Care Unit
Certification: Progressive Care Certified Nurse (PCCN)
2018 Graduates

Colleen Mary Anastasio, MSN, RN, Staff Nurse, Float Pool
**Degree Attained:** MSN, Monmouth University

Jeffrey Anderson, BSN, MBA, RN, Nurse Manager, 4 North Unit
**Degree Attained:** MBA, Thomas Edison State University

Janice Bermes, BSN, RN, Staff Nurse, PACU
**Degree Attained:** BSN, Thomas Edison State University

Kimberly Balagot, BA, MSN, RN-BC, Clinical Leader, 4 North Unit
**Degree Attained:** MSN, Thomas Edison State University

Robert Carpenter, MSN, RN, Staff Nurse, PCU
**Degree Attained:** MSN, Felician University

Maureen Colandrea, MSN, BS, RN-BC, Nurse Manager, Progressive Care Unit
**Degree Attained:** MSN, Thomas Edison State University

Debra Dafick, BSN, RN, Staff Nurse, LDRP
**Degree Attained:** BSN, Rutgers University

Carole Eisenman, MSN, RN-BC, Nurse Educator, Professional Development
**Degree Attained:** MSN, Chamberlain University

Danielle Falzarano, BSN, RN-BC, Staff Nurse, CCU
**Degree Attained:** BSN, Thomas Edison State University

Pamela Flynn, MSN, RN, Clinical Leader, Emergency Department
**Degree Attained:** MSN, New Jersey City University

Jane Galus, MSN, RN, CMSRN, Clinical Leader, 3 North ACE Unit
**Degree Attained:** MSN, Chamberlain University

Michelle Healey, BSN, RB-BC, Clinical Leader, PCU
**Degree Attained:** BSN, Chamberlain University

Brittany Horan, BSN, RN, Staff Nurse, 3 North ACE Unit
**Degree Attained:** BSN, New Jersey City University

Jenny Hulse, BSN, RN, Staff Nurse, CCU
**Degree Attained:** BSN, Kean University

Jillian Kiwit-Pullen, BSN, RN, Staff Nurse, 5 North PCU
**Degree Attained:** BSN, New Jersey City University

Melissa Mae Mapa, BSN, RN-BC, Staff Nurse, 4 East Total Joint/Stroke Center
**Degree Attained:** BSN, Thomas Edison State University

Kristine J. Maticka, BSN, RN, CNOR, Staff Nurse, Operating Room
**Degree Attained:** BSN, New Jersey City University

Katelyn McCarthy, RN, BSN, Staff Nurse, Pediatrics
**Degree Attained:** BSN, Ohio University

Karen Morgan, MSN, RN-BC, Staff Nurse, Cardiac Services
**Degree Attained:** MSN, Kean University

Amy N’Doeka, BSN, RN, CCRN, Staff Nurse, CCU
**Degree Attained:** BSN, Grand Canyon University

Nayna Patel, BSN, RN-BC, Clinical Research Department
**Degree Attained:** BSN, Thomas Edison State University

Theresa Diane Pearman, MSN, RN-BC, 3 North ACE Unit
**Degree Attained:** MSN, Wilkes University

Donna Roe, BSN, RN-BC, Clinical Leader, 4 North Unit
**Degree Attained:** BSN, Thomas Edison State University

Kenneth Edward Saunders, MSN, RN, CNOR, Nurse Manager, Operating Room
**Degree Attained:** MSN, Kean University

Jennifer Varick, BSN, RN, Staff Nurse, Emergency Department
**Degree Attained:** BSN, Wilkes University

Michelle Verona, BSN, RN-BC, Staff Nurse, Emergency Department
**Degree Attained:** BSN, Thomas Edison State University

Chaya Weisenfeld, MSN, RN, Staff Nurse, 5 North PCU
**Degree Attained:** MSN, Monmouth University
Hazen Yu, BSN, MBA, RN, Nurse Manager, 3 North ACE Unit  
**Degree Attained:** MBA, Thomas Edison State University

Alison Weyersberg, MSN, RNC, Staff Nurse, LDRP  
**Degree Attained:** MSN, Benedictine University

Christina Zarnowski, MSN, RN-BC, Staff Nurse, 3 North ACE Unit  
**Degree Attained:** MSN, Wilkes University

Dorota Zielinski, BSN, RN-BC, Staff Nurse, 5 North PCU  
**Degree Attained:** BSN, New Jersey City University

### Podium Presentations

**Program: 2018 Critical Care Course, CSMC**

- **Ruth Bihuniak, BSN, RN, CDE, Inpatient Diabetes Educator**
  - "Diabetes, DKA, HHA, Hypoglycemia"

- **Deborah Burg, MSN, RN, Nurse Manager, Emergency Department and Observation**
  - "Acute & Chronic Renal Failure, Dialysis, Electrolyte Imbalance;"  
  - "GI Bleed, Pancreatitis, Acute Liver Failure, Hepatitis"

- **Ellen Ciacciarelli, MS, RN, APN-C, CCRN, SCRN, Nurse Practitioner, Stroke Coordinator**
  - "Neuro A&P Review, PNS and CNS, Guillain-Barre, Myasthenia Gravis, Encephalopathy;"  
  - "Neuro Assessment, ICP Monitoring, Stroke, Coma States, Brain Death"

- **Ellen Ciacciarelli, MS, RN, APN-C, CCRN, SCRN, Nurse Practitioner, Stroke Coordinator**  
  - Patricia Seaman, MSN, RN-BC, CCRN-K, Educator, Critical Care Unit and Progressive Care Unit  
  - "Simulation: Code Stroke and TPA"

- **Carole Eisenman, MSN, RN-BC, Educator, 4 North Medical-Surgical Unit and Behavioral Health Services**
  - "Considerations of the Critically Ill Patient and Bariatric Patient"

- **Pamela Flynn, MSN, RN, Clinical Leader, Emergency department**
  - "Drug Overdose; Capnography"

- **Laurie Jaffe, BSN, BA, RN, CCRN, Staff Nurse, PACU**
  - "Respiratory Diseases, Respiratory Failure, Pneumonia, COPD"

- **Annette Keller, MA, BSN, RN, CEN, CNL, Nurse Educator, Emergency Department**
  - "Cardiology A&P, CAD, Acute Coronary Syndrome;"  
  - "Shock Syndromes"

- **Annette Keller, MA, BSN, RN, CEN, CNL, Nurse Educator, Emergency Department**  
  - Patricia Seaman, MSN, RN-BC, CCRN-K, Educator, Critical Care Unit and Progressive Care Unit  
  - "Simulation: Acute Coronary Syndrome/Artic sun"

- **Hemaxiben Maisuria, RRT, Registered Respiratory Therapist, Respiratory Department**
  - "ABG Interpretation, Oxygen Modalities;"  
  - "Mechanical Ventilation, Weaning, Terminal Extubation"

- **Hemaxiben Maisuria, RRT, Registered Respiratory Therapist, Respiratory Department**  
  - Patricia Seaman, MSN, RN-BC, CCRN-K, Educator, Critical Care Unit and Progressive Care Unit  
  - "Simulation Lab: Respiratory Failure, MRT"

- **Patricia Seaman, MSN, RN-BC, CCRN-K, Educator, Critical Care Unit and Progressive Care Unit**
  - "Heart Failure, Cardiomyopathy, Valve Diseases;"  
  - "Hypothermia Protocol;"  
  - "Endotool Overview, Endocrine System in Critical Care"

- **Vikranta Sharma, MD, Palliative Care and Hospice Physician**
  - "End of Life Care (Palliative Care and Hospice)"

- **Kathleen Stanley, MSN, RNC-OB, CNL, Educator, Maternal Child Services**
  - "Obstetric Emergencies"

- **Rosanne Wike, BSN, RN-BC, Nurse Educator, Oncology and Total Joint/Stroke Center**
  - "Hematology and Immunology, HIV, DIC"
EXEMPLARY PROFESSIONAL PRACTICE: NURSING AWARDS AND ACHIEVEMENTS

Program: “2018 Holistic Nursing Committee Spring and Fall Skills Day Open House: Change your Life... Invest in Yourself”

- Donna Baird, MPH, MSN, RN, NE-BC, Magnet Program Coordinator/Nurse Educator;
  “Color Me Relaxed: Mandala Station;”
  “Creating a Healing Collage”

- Sophia Balsirow, RN, CNOR, Staff Nurse, OR
  Recynthia Henderson-Jones, RN, CCRN, Staff Nurse, PACU
  “Affirmation Board: Letting Go, Affirmations for Life!”

- Shelly Botwinick, Community Health Instructor, Health Awareness Center
  “Binaural Beats” and “Chakra Energy Healing with Tuning Forks”

- Cindy Cannizzaro, BSN, RN, HN-BC, Staff Nurse, LDRP
  “Focused Breathing and Guided Imagery”

- Monique Meagher, RN, Staff Nurse, PACU
  “Sleep Hygiene”

- Mary Jane Saada, BSN, RN, CCRP, Cardiac Services
  “Hand Massage;” “Mindful Eating of a Raisin;”
  “Relaxation with Mini Beach Balls”

- Karen Stanisce, BSN, RN-BC, Staff Nurse, 4 North Medical-Surgical Unit
  “Reiki/Meditation”

Program: 2018 Medical-Surgical Certification Review Course

- Deborah Burg, MSN, RN, Nurse Manager, Emergency Department and Observation
  “Renal System”

- Ellen Ciacciarelli, MS, RN, APN-C, CCRN, SCRN, Nurse Practitioner, Stroke Coordinator
  “Neurological System”

- Fiesta Clanton, MSN, RN, ACNS-BC, Director, Professional Development Department
  “Professional Nursing Practice: Ethics, Research, Legal, and Cultural Issues”

- Carole Eisenman, MSN, RN-BC, Nurse Educator, 4 North Medical-Surgical Unit and Behavioral Health Services
  “Homeostasis, Fluid and Electrolytes, and Pain;” “Age-Related Changes and Pharmacology;” “Cardiovascular System;” “Respiratory System”

- Janice Perrone, BSN, RN-BC, Wound Treatment Center
  “Integumentary System”

- Maria Elena Rodriguez, MSN, RN, CCRN, Clinical Educator, Critical Care Unit
  “Endocrine System” and “Gastrointestinal System”

- Patricia Seaman, MSN, RN-BC, Educator, Critical Care Unit and Progressive Care Unit

- Kristina Soto-Veintimilla, MSN, BS, RN, Clinical Researcher
  “Psychosocial Issues”

- Rosanne Wike, BSN, RN-BC, Nurse Educator, 4 East Oncology and 4 East Total Joint/Stroke Center
  “Hematology/Oncology Systems” and “Musculoskeletal System”

Program: 2018 New Family Practice Physician Resident Orientation Program

- Donna Baird, MPH, MSN, RN, NE-BC, Magnet Program Coordinator/Nurse Educator

- Adina Ceausu, BS, RN, CCRN, Staff Nurse, Progressive Care Unit

- Nicole Interrante, BSN, RN-BC, Staff Nurse, Cardiac Services

- Victoria Moon, RN-BC, Staff Nurse, 4 East Total Joint/Stroke Center

- Mari len Rodriguez, MSN, RN, CCRN, Clinical Educator, Critical Care Unit
  “What Clinical Nurses Want You to Know”
Program: 2018 Nursing Grand Rounds: A Heart Patient’s Journey Through Palliative Care

- Meaghan Adinolfi, BSN, RN, Staff Nurse, 4 North Medical-Surgical Unit
- Jessica Bonazinga, BSN, RN, Staff Nurse, Cardiac Catheterization Lab
- Alexandrina Ceausu, BS, RN, PCCN, Staff Nurse, Progressive Care Unit
- Ellen Ciacciarelli, MS, RN, APN-C, CCRN, SCRN, Nurse Practitioner, Stroke Coordinator
- Kelly Collazo, BSN, RN, Cardiac Coordinator, Progressive Care Unit
- Deborah Dafick, BSN, RN, Staff Nurse Interventional Radiology and LDRP
- Donna Dolcemascoo, BSN, RN, Staff Nurse, Emergency Department
- Cathy Glowzenski, BSN, RN-BC, Staff Nurse, 3 North ACE Unit
- Glenda Lawson, BSN, RN, ED Coordinator, Emergency Department
- Alyssa Mauro, BSN, RN, CEN, Staff Nurse, Emergency Department
- Terri McNamara, RN-BC, Staff Nurse, Ambulatory Care/Short Stay Unit
- Vicki Moon, RN-BC, Staff Nurse, 4 East Total Joint/Stroke Center
- Katherine Poznanski, RN, Palliative Care Nurse, Cancer Care Services
- Monique Raphael, BSN, RN, Staff Nurse, Float Pool
- Maria Elena Rodriguez, MSN, RN, CCRN, Clinical Educator, Critical Care Unit
- Vikranta Sharma, MD, Hospice and Palliative Care Physician

Program: 2018 Nursing Leadership Retreat, CentraState Healthcare System

- Donna Baird, MPH, MSN, RN, NE-BC, Magnet Program Coordinator, Nurse Educator
  “CSMC Professional Practice Model and Magnet Redesignation Update”
- Ellen Ciacciarelli, MS, RN, APN-C, CCRN, SCRN, Nurse Practitioner, Stroke Coordinator
  “CT Bypass”
- Alison Cleary, MSN, RN, Manager, Population Health;
- Maryellen Dykeman, MSN, RN, Manager, Community Wellness
  “Population Health and Community Wellness”
- Jayne Craig, PhD, RN, Manager, Clinical Research
  “Nursing Research and Evidence-Based Practice”
- Karen Freeman, MSA, Vice President, Quality and Patient Safety
  “Quality and HRO Update”
- Laurie Gambardella, MSN, RN, Administrative Director, Emergency Department and Observation Unit
  “Chest Pain Center Reaccreditation”
- Linda Geisler, DBA, MNEd, RN, NEA-BC, FACHE, Vice President, Patient Services
  “Nursing/Vision/Philosophy,” “Annual Goals/Organizational Direction,” “Legislative Update” and “Phone Calls”
- Rebecca Norton, BSN, RN, CNOR, Nurse Educator, Operating Room
  “ERAS”
- Thomas W. Scott, MHA, FACHE, FABC, Chief Operating Officer
  “Organizational Status Update”

Program: 2018 Student Nurse Extern Summer Program, CSMC

- Donna Baird, MPH, MSN, RN, NE-BC, Magnet Program Coordinator, Nurse Educator
  “Patient Rights and Legal Aspects,” “Magnet and CSMC Professional Practice Model”
• Ruth Bihuniak, BSN, RN, CDE, Inpatient Diabetic Educator
  “Diabetes”

• Jacqueline Breuer, RN, CIC, Infection Control Coordinator
  “Infection Prevention”

• Ellen Ciacciarelli, MS, RN, APN-C, CCRN, SCRN, Nurse Practitioner, Stroke Coordinator
  “Stroke”

• Maureen Colandrea, BSN, RN-BC, Nurse Manager, PCU
  “Discussion with Nurse Manager”

• Jayne Craig, PhD, RN, Manager, Clinical Research
  “Nursing Research and Clinical Trials”

• Jacqueline Blackwood, BSN, RN-BC, Staff Nurse, 3 North ACE Unit;
  Daniella Davis, BSN, RN, Staff Nurse, 4 North Medical-Surgical Unit;
  Jenny Hulse, RN, Staff Nurse, Critical Care Unit
  “Discussion with Staff Nurse”

• Nancy Engel, MSN, APRN, CNS, Nurse Educator, 3 North ACE Unit

• Rebecca Norton, BSN, BA, RN, CNOR, Nurse Educator, Operating Room
  “A Day in the Life of an OR Nurse”

• Kathleen Stanley, MSN, RNC-OB, CNL, Nurse Educator, Maternal Child Services
  “Maternal Codes”

• Rosanne Wike, BSN, RN-BC, Nurse Educator, 4 East Oncology and 4 East Total Joint/Stroke Center
  “Improving Skin Care Outcomes”

Program: 2018 Sweet Retreat: Do You Know What You Don’t Know to Manage Care of the Diabetic Patient?

• Ruth Bihuniak, BSN, RN, CDE, Inpatient Diabetes Educator
  “DKA versus HHS: How to Tell Them Apart;” “Insulin and Anti-Hyperglycemia Agents: Do You Know What You Don’t Know;” and “Nursing Concerns with Insulin Pumps”

• Kelly Collazo, BSN, RN, Staff Nurse, Progressive Care Unit
  “Diabetes Heart Health”

• Zeeshan Kahn, MD, Family Practice and Gerontology Physician
  “Oral Anti-Hyperglycemic Agents: Cautions”

• Dharti Panara, MD, BS, Family Practice Physician Resident
  “Ominous Octet (Pathophysiology of Diabetes)”

• Emily Rosenberger, BSN, RN-BC, Behavioral Health Services
  “Psychological Effects of Diabetes”

• Jennean Schram, MS, RD, CDE, Dietician Instructor, Novo Nordisk Diabetes Center
  “Medical Nutrition Therapy and Type 1 Diabetes”

• Victoria Thomas, MS, RN, Staff Nurse, Health Awareness Center
  “Diabetic Neuropathy” and “Bariatrics and Diabetes”

• Diane Yacono, MSN, RN, ANP-BC, CWS, Manager, Wound Treatment Center
  “The Diabetic Foot”

Program: Explorers Program, Boy Scouts of America at CentraState Medical Center

• Mary Jane Saada, BSN, RN, CCRP, Staff Nurse, Cardiac Services
  “Cardiac Rehabilitation/Cardiac Services: Real World Career Experience Program.”
Program: Perinatal Loss in the Emergency Department

• Cindy Cannizzaro, BSN, RN, HN-BC, Staff Nurse, LDRP
  “The Compassionate Care of Patients Suffering Perinatal Loss in the ER”

Program: School Nurse Workshop

• Judy Barros, MSN, RN, APRN, Instructor, Health Awareness Center
  “ Pediatric ENT Assessment and Implications”

Program: The Latina Breast Project, Community Affairs and Resource Center

• Jean Ho, BSN, RN, Cancer Navigator, Star and Barry Tobias Women’s Health Center
• Maria Ramos, Lead Mammography Technician, Star and Barry Tobias Women’s Health Center
  “Autoconocimiento de los Senos Proyección a Las Comunidades Hispanas/Latinas”

Program: Wedgewood Gardens, Rehabilitation and Skilled Nursing Facility

• Mary Jane Saada, BSN, RN, CCRP, Staff Nurse, Cardiac Services
  “Heart Health Tips: An Educational Presentation for Residents and Staff”

Poster Presentations and Panel Discussions

Program: 4th Annual Drug Diversion Conference, New Jersey Safe Injection Practices Team

• Jeffrey Anderson, BSN, MBA, RN, Nurse Manager, 4 North Medical-Surgical Unit
• Barbara Yuhas, MSN, RN-BC, NE-BC, Director, Medical Surgical Department
  “Drug Diversion Experiences in Healthcare Settings: Identification, Response, and Impact”

Program: 34th Annual Symposium, Tri-State Society for Cardiovascular and Pulmonary Rehabilitation (TSSCVPR)

• Mary Jane Saada, BSN, RN, CCRP, Staff Nurse, Cardiac Services
  “The Inside Scoop on Diabetes...the Damage Beyond Your Fingertips”

Program: 2018 Care of the Older Adult Conference-LEARN-SHARE-CONNECT, ONL/NJ

• Hazen Yu, BSN, MBA, RN, Nurse Manager, 3 North ACE Unit
• Christina Zarnowski, MSN, RN-BC, Staff Nurse, 3 North ACE Unit
  “Improving Quality of Care for the Elderly Patient”

Program: Elder Care Conference hosted by Hackensack/Meridian Health System

• Jacqueline Blackwood, BSN, RN-BC, Staff Nurse, 3 North ACE Unit
• Iryna Shpott, RN-BC, Staff Nurse, 3 North ACE Unit
• Hazen Yu, BSN, MBA, RN, Nurse Manager, 3 North ACE Unit
• Christina Zarnowski, MSN, RN-BC, Staff Nurse, 3 North ACE Unit
  “Improving Quality of Care for the Elderly Patient”

Program: Explore Your Industry, Adelphi University, NY

• Katheryn Gazdek, BSN, RN, Nurse Manager, Cardiac Catheterization Unit
  Panel Discussion Participant: “Professional Nursing”

Program: New Jersey Library Association Conference, Atlantic City, NJ

• Christine Forbes, MLIS, RN, AHIP, Medical Librarian
  “A Medical Library Community Outreach Program: Enhancing Social Skills for Teens with Autism Spectrum Disorder”
EXEMPLARY PROFESSIONAL PRACTICE: NURSING AWARDS AND ACHIEVEMENTS

Program: New Jersey Council of Magnet Organizations, Annual Meeting, Princeton, NJ

- Christina Zarnowski, MSN, RN-BC, Staff Nurse, 3 North ACE Unit
  “Improving Quality of Care for the Elderly Patient”

Program: Viewing of Documentary, “Being Mortal,” CentraState Medical Center

- Katherine Poznanski, RN, Palliative Care Nurse

Participation in Professional and Community Organizations

Jeffrey Anderson, BSN, MBA, RN, Nurse Manager, 4 North Medical-Surgical Unit

Co-Founder: Conversation of Your Life, Monmouth County, NJ

Volunteer Nurse Coach: New Jersey Action Coalition

Elizabeth Baker, BSN, RN-BC, Senior Clinical Administrative Coordinator and Nurse Manager, Float Pool

Board Member: Board of Education, Bradley Beach, NJ

Donna Baird, MPH, MSN, RN, NE-BC, Magnet Program Coordinator, Nurse Educator

Member: American Holistic Nursing Association
Member: American Nurses Association
Member: Magnet Program Directors’ Committee, New Jersey Council of Magnet Organizations
Member: New Jersey State Nurses Association
Member: Organization of Nurse Leaders New Jersey
Member: Sigma Theta Tau, International, Honor Society of Nursing; Lambda Iota Chapter

Alexandrina Ceausu, BS, RN, PCCN, Staff Nurse, Progressive Care Unit

Member: American Association of Critical Care Nurses

Fiesta Clanton, MSN, RN, ACNS-BC, Director, Professional Development Department

Board Member: Chamberlain College of Nursing
Member: Education and Development Committee, NJ Council of Magnet Organizations
Member: New Jersey State Nurses Association
Member: Rater for Nursing, McMaster Online Rating of Evidence (MORE)

Maureen Colandrea, MSN, RN-BC, Nurse Manager, Progressive Care Unit

Member: Organization of Nurse Leaders New Jersey

Kelly Collazo, BSN, RN, Staff Nurse, Progressive Care Unit

Member: American Association of Heart Failure Nurses

Cheryl Anne Craig, BSN, BA, MA, RN-CNML, Administrative Director, Behavioral Health Services

Member: American Psychiatric Nurses Association
Member: New Jersey Hospital Association Behavioral Health Constituency Group
Member: New Jersey Hospital Association Behavioral Health Nursing Advisory Council
Member: NJ Psychiatric Nurses Association
Member: Organization of Nurse Leaders New Jersey

Nancy Engel, MSN, APRN, CNS, Nurse Educator, 3 North ACE Unit

Member: Geriatric Advanced Practice Nurses Association
Volunteer: Manalapan Day, Annual Event, Health Screening and Education

Laurie Gambardella, MSN, RN, Administrative Director, Observation and Emergency Services

Member: Mentoring Committee, Organization of Nurse Leaders New Jersey

Linda Geisler, DBA, MNEd, RN, NEA-BC, FACHE, Vice President, Patient Services

Advisory Board Member: Monmouth University School of Nursing
Advisory Board Member: Thomas Edison State University
Member: Advocacy Committee, Organization of Nurse Leaders New Jersey
Member: Board of Directors, Organization of Nurse Leaders New Jersey
Nicole Interrante, BSN, RN-BC, Staff Nurse, Cardiac Services
Volunteer: Team Captain, American Heart Walk
Volunteer: Certified Volunteer for New Jersey Sharing Network

Cathleen Janzekovich, PhD, MA, RN-BC, NEA-BC, Assistant Vice President, Nursing
Member: Advocacy Committee, Organization of Nurse Leaders New Jersey
Member: Advisory Board, Georgian Court College
Eucharistic Minister: Saint James the Less Church

Ellen Kane, BSN, RN, CPAN, Staff Nurse, PACU
Chair: Freehold Borough Board of Health, Freehold, NJ

Kim A. Kelly, BSN, MS, RN, NEA-BC, FACHE, Vice President, Clinical Services
Member: Board of Trustees: Brookdale Community College Foundation
Member: Organization of Nurse Leaders New Jersey

Annette Keller, MA, BSN, RN, CEN, CNL, Nurse Educator, Emergency Department
Member: American Association of Critical Care Nurses
Member: Association of Nursing Professional Development
Member: Emergency Nurses Association
Member: Sigma Theta Tau, International, Honor Society of Nursing
Board Member: Society for Healthcare Education and Training of New Jersey

Glenda Lawson, BSN, RN, ED Coordinator, Emergency Department
Member: Education and Development Committee, New Jersey Council of Magnet Organizations

Joan Leimbach, BSN, RN, ACM, Manager, Care Coordination
Board Member-at-Large: American Case Management Association, New Jersey Chapter

Michelle Mahler, BSN, RN-BC, Staff Nurse, Cardiac Services
Member: American Association of Cardiovascular and Pulmonary Rehabilitation
Member: Tri-State Society for Cardiovascular and Pulmonary Rehabilitation

Tricia Marceante, MSN, RN, APN-C, Nurse Practitioner, Women’s Heart Program
Member: New Jersey State Nurses Association (NJSNA)
Member: Preventive Cardiovascular Nurses Association (PCNA)

Katelyn McCarthy, RN, BSN, Staff Nurse, Pediatrics
Member: American Nurses Association ANA)
Member: New Jersey State Nurses Association (NJSNA)

Karen Morgan, MSN, RN-BC, Staff Nurse, Progressive Care Unit
Member: Sigma Theta Tau, International

Rebecca Norton, BSN, BA, RN, CNOR, Nurse Educator, Operating Room
Volunteer: Parker Clinic, Red Bank, NJ

Denise Rodman, RN, OCN, Staff Nurse, 4 East Oncology
Board Member: National Trainer; Medical Coordinator: Camp Quality, New Jersey

Mary Jane Saada, BSN, RN, CCRP, Staff Nurse, Cardiac Services
Member: American Association of Cardiovascular and Pulmonary Rehabilitation
Member: Faith Community Nursing, St. Catharine’s Parish Nursing Ministry
Member: Tri-State Society for Cardiovascular and Pulmonary Rehabilitation

Marcia Schaefer-Noto, MS, MSN, RN-BC, NE-BC, Director, Cardiac Services
Member: American Association for Cardiovascular and Pulmonary Rehabilitation
Associate: American College of Cardiology
Member: Organization of Nurse Leaders New Jersey
Member: Sigma Theta Tau International, Honor Society of Nursing, Upsilon RHO Chapter

Annie Shelton, MSN, BS, RN, CCRN, Nurse Manager, Critical Care Unit
Member: Communication and Growth Committee, New Jersey Council of Magnet Organizations
Member: Finance Committee, Organization of Nurse Leaders, New Jersey
Kathleen Stanley, MSN, RNC-OB, CNL, Nurse Educator, Maternal Child Services
Member: Association of Women’s Health, Obstetric and Neonatal Nurses
Member: Society for Healthcare Education and Training of New Jersey

Jennifer Wiley, MSN, RN, PCCN, Clinical Leader, 4E Total Joint/Stroke Center
Member: American Association of Critical Care Nurses
Member: American Organization of Nurse Executives
Member: Organization of Nurse Leaders of New Jersey

Irene De Celie MS, RN-BC, Staff Nurse, Float Pool
Article: “Cultural Competence and the Nursing Curriculum: An Interview with Dr. Tracey Long”
Nevada RN formation, August, September, October 2018

Dolores Mordas, BS, RN, CNOR, Nurse Educator, Operating Room;
Rebecca Norton, BSN, BA, RN, CNOR, Nurse Educator, Operating Room
Article: A Postprocedure Wrap up Tool for Improving OR Communication and Performance
AORN Journal; Volume 107, Issue 1; January 2018

Adjunct Faculty Positions
Linda Geisler, DBA, MNEd, RN, NEA-BC, FACHE, Vice President, Patient Services
Adjunct Faculty: Mentor to Nursing Students, MSN Program
School: Monmouth University

Annette Keller, MA, BSN, RN, CEN, CNL, Nurse Educator, Emergency Department
Adjunct Faculty: Mentor to MSN Nursing Student, Nurse Educator Practicum
School: New Jersey City University

Tricia Marceante, MSN, RN, APN-C, Nurse Practitioner, Women’s Heart Program
Adjunct Faculty: Site Supervisor, Primary Care
School: Monmouth University

Kathleen Stanley, MSN, RNC-OB, CNL, Nurse Educator, Maternal Child Services
Preceptor: MSN Student Capstone Projects
School: Benedictine University
Preceptor: MSN Student Capstone Projects
School: Grand Canyon University
The Nursing Excellence Program (NEP) is the professional clinical ladder for clinical registered nurses at CentraState. It was established over a decade ago and was revised in 2012 by the Professional Practice Council to correspond with components of the Magnet Model. The following registered nurses were approved for one of the four NEP levels in 2018:

### Level I, Proficient
- Monique Capuzzo
- Lisa Floyd
- Monique Meager
- Piyusha Parekh
- Brianne Pomponia
- Katherine Poznanski
- Megan Restua
- Danielle Slipstein
- Samantha Steffey
- Johanna Biddle
- Helen Bueti
- Deborah Burg
- German Butay
- Alexandrina Ceausu
- Eileen Christie
- Kelly Collazo
- Debra Datlick
- Meghan Daley
- Lisa Davenport
- Donna Deane
- Nicole Delcore
- Donna Dolcemascolo
- Yolanda Donahue
- Christina Ebel
- Theresa Failla
- Mary Foster
- Frances Franco
- Cathy Glowzenski
- Recynthia Henderson-Jones
- Laurie Jaffe
- Ellen Kane
- Darice Kluxen
- Glenda Lawson
- Angela Lee
- Tracy Lee
- Mychelle Lima
- Megan Lukens
- Crisann Maher
- Michelle Mahler
- Melissa Mapa
- Alyssa Mauro
- Leah Mendoza
- Carly Minitti
- Victoria Moon
- Karen Morgan
- Lisa Musante
- Amy N’Doeka
- Claudia Nogueira
- Beth O’Dwyer-Styles
- Angela Post
- Monique Raphael
- Carole Reihing
- Geralyn Rivera
- Denise Rodman
- Terry Rosenberg
- Emily Rosenberger
- Esta Ross
- Demetra Rotsides
- Louella Rowe
- Lydia Sison
- Madelaine Tricarico
- Alison Weyersberg
- Dorota Zielinski
- Denise Zolnowski

### Level II, Advanced
- Janice Bermes
- Norma Concepcion
- Heather Daniels
- Daniella Davis
- Janine Eyd-Adonizio
- Beth Gutierrez
- Kara Kendal
- Margaret Kurczeski
- Kristine Maticka
- Christina Moscato
- Agnes Ogrodnik
- Laura O’Reilly
- Alison Steinitz
- Alicia Vejar
- Johanna Biddle
- Helen Bueti
- Deborah Burg
- German Butay
- Alexandrina Ceausu
- Eileen Christie
- Kelly Collazo
- Debra Datlick
- Meghan Daley
- Lisa Davenport
- Donna Deane
- Nicole Delcore
- Donna Dolcemascolo
- Yolanda Donahue
- Christina Ebel
- Theresa Failla
- Mary Foster
- Frances Franco
- Cathy Glowzenski
- Recynthia Henderson-Jones
- Laurie Jaffe
- Ellen Kane
- Darice Kluxen
- Glenda Lawson
- Angela Lee
- Tracy Lee
- Mychelle Lima
- Megan Lukens
- Crisann Maher
- Michelle Mahler
- Melissa Mapa
- Alyssa Mauro
- Leah Mendoza
- Carly Minitti
- Victoria Moon
- Karen Morgan
- Lisa Musante
- Amy N’Doeka
- Claudia Nogueira
- Beth O’Dwyer-Styles
- Angela Post
- Monique Raphael
- Carole Reihing
- Geralyn Rivera
- Denise Rodman
- Terry Rosenberg
- Emily Rosenberger
- Esta Ross
- Demetra Rotsides
- Louella Rowe
- Lydia Sison
- Madelaine Tricarico
- Alison Weyersberg
- Dorota Zielinski
- Denise Zolnowski

### Level III, Expert
- Maeghan Adinolfi
- Patricia Barnosky
- Bette Becker
- Donna Betar
- Johanna Biddle
- Helen Bueti
- Deborah Burg
- German Butay
- Alexandrina Ceausu
- Eileen Christie
- Kelly Collazo
- Debra Datlick
- Meghan Daley
- Lisa Davenport
- Donna Deane
- Nicole Delcore
- Donna Dolcemascolo
- Yolanda Donahue
- Christina Ebel
- Theresa Failla
- Mary Foster
- Frances Franco
- Cathy Glowzenski
- Recynthia Henderson-Jones
- Laurie Jaffe
- Ellen Kane
- Darice Kluxen
- Glenda Lawson
- Angela Lee
- Tracy Lee
- Mychelle Lima
- Megan Lukens
- Crisann Maher
- Michelle Mahler
- Melissa Mapa
- Alyssa Mauro
- Leah Mendoza
- Carly Minitti
- Victoria Moon
- Karen Morgan
- Lisa Musante
- Amy N’Doeka
- Claudia Nogueira
- Beth O’Dwyer-Styles
- Angela Post
- Monique Raphael
- Carole Reihing
- Geralyn Rivera
- Denise Rodman
- Terry Rosenberg
- Emily Rosenberger
- Esta Ross
- Demetra Rotsides
- Louella Rowe
- Lydia Sison
- Madelaine Tricarico
- Alison Weyersberg
- Dorota Zielinski
- Denise Zolnowski

### Level IV, Mentor
- Mary Ann Bonatakis
- Nicole Interrante
- Lisa Morrell
- Janice Perrone
- Maria Elena Rodriguez
- Mary Jane Saada
- Christina Zarnowski
- Leanne Mendes
- Carly Minitti
- Victoria Moon
- Karen Morgan
- Lisa Musante
- Amy N’Doeka
- Claudia Nogueira
- Beth O’Dwyer-Styles
- Angela Post
- Monique Raphael
- Carole Reihing
- Geralyn Rivera
- Denise Rodman
- Terry Rosenberg
- Emily Rosenberger
- Esta Ross
- Demetra Rotsides
- Louella Rowe
- Lydia Sison
- Madelaine Tricarico
- Alison Weyersberg
- Dorota Zielinski
- Denise Zolnowski

- Leanne Mendes
- Carly Minitti
- Victoria Moon
- Karen Morgan
- Lisa Musante
- Amy N’Doeka
- Claudia Nogueira
- Beth O’Dwyer-Styles
- Angela Post
- Monique Raphael
- Carole Reihing
- Geralyn Rivera
- Denise Rodman
- Terry Rosenberg
- Emily Rosenberger
- Esta Ross
- Demetra Rotsides
- Louella Rowe
- Lydia Sison
- Madelaine Tricarico
- Alison Weyersberg
- Dorota Zielinski
- Denise Zolnowski
Nursing Research and Evidence-Based Practice

At CentraState, registered nurses are encouraged to identify areas for evidence-based practice studies and nursing research. After reviewing the literature, they participate in evidence-based practice studies and generate new knowledge through research. Nurses are mentored to become principal and co-investigators in research studies. All nursing research studies at CentraState must be approved by the Nursing Research Committee and the Institutional Review Board.

Fifth Annual Research Day

The fifth annual interdisciplinary research day was held in September. Posters about nursing and medical studies done throughout the year were on display in the medical center.

Completed Nursing Research Studies

How Well do Nurses Understand Breast Cancer? Examining Truths and Myths in Registered Nurses in a Community Hospital Setting

Nursing Research: Study Completed
Principal Investigator: Jayne Craig, PhD, RN, Manager, Clinical and Nursing Research
The purpose of the study was to ascertain the level of breast cancer knowledge among nurses working in a community setting.

Using Best Practices to Reduce Blood Sample Hemolysis in the Emergency Room

Nursing Research: Study Completed
Principal Investigator: Jayne Craig, PhD, RN, Manager, Clinical and Nursing Research
Other Key Personnel: Nayna Patel, RN, Research Nurse and Faith Conlon, RN, Research Nurse
The purpose of the study was to research the root of the problem contributing to hemolysis.

Nursing Research Results Rate of Hemolyzed Blood Specimens
Adult Patients, Emergency Department

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Blood Specimens, Rate, Emergency Department</td>
<td>2.11%</td>
<td>1.72%</td>
<td>1.70%</td>
<td>1.90%</td>
<td>1.50%</td>
<td>1.20%</td>
<td>0.97%</td>
<td>1.30%</td>
</tr>
</tbody>
</table>

Changes in technique and Equipment
October 2017 - January 2018

Post-Intervention
Pre-Intervention
Nurses with BSN and Higher Nursing Degrees

Patient care needs are complex. Critical thinking, clinical reasoning and excellent clinical skills are essential for clinical registered nurses. They also need competencies in leadership, health policy, system improvement, evidence-based practice, research, and teamwork in order to assure safe, high-quality, patient-focused care. In 2010 the Institute of Medicine recommended that 80% of clinical nurses should have a BSN or higher nursing degree by 2020. Preparation at BSN and higher levels of nursing education gives nurses the ability to collaborate and coordinate patient care across interprofessional teams of health professionals in multiple healthcare and community settings. At CentraState, the percent of RNs with BSN or higher degrees has been increasing annually. We are on the way to meeting the 2020 goal!
**Empirical Outcomes**

**Nurses with Professional Specialty Certification**

Professional nursing certification demonstrates that the nurse has achieved a higher level of competence in a specific nursing specialty. Early research by Patricia Benner, PhD, RN, identified that it takes approximately two years for a nurse to become competent in a specialty. That is why a registered nurse must practice for that length of time before becoming eligible to sit for a certification examination. Magnet organizations are required to achieve or maintain the target of 51 percent or greater certified registered nurses. CentraState supports RNs in achieving this goal by providing or reimbursing them for attending certification review courses, reimbursing nurses for passing their first certification examination and recognizing them during nurses week activities, and providing an hourly pay differential to certified nurses. The Critical Care Unit set and achieved a goal of increasing certified nurses by 1 percent annually.

**RNs with Professional Nursing Specialty Certification**

**Critical Care Unit 2016-2018**

<table>
<thead>
<tr>
<th>Percentage of Professional Certification</th>
<th>Q3 2016-Baseline</th>
<th>Q3 2017</th>
<th>Q3 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical Care Unit Certifications Achieved</td>
<td>45.45%</td>
<td>46.81%</td>
<td>51.06%</td>
</tr>
<tr>
<td>Goal: 1% Annual Increase</td>
<td>46.45%</td>
<td>47.45%</td>
<td></td>
</tr>
</tbody>
</table>
NURSES WEEK AND OTHER EVENTS
CentraState Healthcare System complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. CentraState Healthcare System does not exclude people or treat them differently because of race, color national origin, age, disability, or sex. For more information, please visit our website at centrastate.com/non-discrimination.

On the Cover: The 2018 Nursing Excellence Awards Recipients (left to right): Kimberly Balagot, BA, MSN, RN-BC, Clinical Leader, 4 North Unit - Medical Surgical Services Award; Astrid Noseal, RN, Staff Nurse, LDRP - Maternal Child Services Award; Theresa Brown, BSN, RN, MEd, CHC, Staff Nurse, Population Health, HAC - Extended Nursing Care Services Award.