

# NURSING



Hackensack  
Meridian  
*Health*

NURSING  
**2023**  
ANNUAL REPORT

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## MESSAGE FROM

**Regina Foley, Ph.D., MBA, RN**  
**Executive Vice President**  
**Chief Nurse Executive & Chief Clinical Transformation and Integration Officer**

Last February, I was proud to take the helm of our incredible nursing team at Hackensack Meridian Health. With over 35 years of service in roles varying from operating room nurse to chief hospital executive, I have always found inspiration in the teams around me and our shared goal of providing the best care to our patients. Our current nursing team of more than 8,600 strong is no exception. As evidenced in this report, with compassion, innovation and exceptional competence, 2023 was marked by nursing excellence across the Hackensack Meridian Health network.

Long hailed as a national leader in the delivery of quality nursing care, Hackensack Meridian Health has earned the prestigious Magnet® designation for nearly 30 years. This reflects our culture of continuous performance improvement, strong support for our nurses on their professional journeys, and collaborative decision making that allows the voice of the nurse to be heard. We are proud to have a Professional Practice Model that puts our patients at the center of our care, with evidence-based practices and research contributing to our high-quality outcomes. As you will see in the pages that follow, we are transforming health care for our patients and community.

With an overarching commitment to knowledge-sharing and true collaboration, our nursing team has been on the forefront of research and education. These academic achievements and quality improvement initiatives provide new and enhanced pathways to patient safety and improved care. The broad engagement in community service helps to demonstrate the heart and reach of our nurses as they work to improve

health care beyond the walls of our hospitals. Day-to-day and on their own time, our team is saving lives and setting the standard for nursing excellence. Our commitment to them is an environment that allows for growth, innovation and success. With a host of new initiatives, we are laser-focused on supporting our dynamic nursing team while also growing a pipeline of future nursing talent.

I am grateful to our nursing team for expertly caring for our patients and each other in 2023.



*Regina Foley*

BY THE NUMBERS

8,600+  
NURSES

18  
HOSPITALS

500  
OTHER PATIENT CARE LOCATIONS  
THROUGHOUT NEW JERSEY

ONE OF THE MOST RECOGNIZED HEALTH  
SYSTEMS IN THE COUNTRY FOR NURSING  
EXCELLENCE WITH  
7  
MAGNET® DESIGNATIONS

- **\$363,750** in nursing scholarships awarded to assist team members preparing to enter the nursing profession or Hackensack Meridian Health nurses seeking advanced degrees.
- **Over 1,500** Registered Nurse-Clinical Advancement Program participants.
- **Nearly 500** New Grad Nurse Residency Program graduates and over **825** nurse residents hired into the program.
- **Over 3,450** grateful patient referrals through our nursing philanthropy effort resulting in over half a million dollars in donations.



## TRANSFORMATIONAL LEADERSHIP

Through its esteemed Magnet Recognition Program®, the American Nurses Credentialing Center (ANCC) describes how today's health care leaders are required to transform their organization's values, beliefs and behaviors. These transformational leaders not only solve problems, fix broken systems and empower staff, they also revolutionize organizations to meet the future.

As one of the most recognized health care systems in the country for nursing excellence with seven Magnet® designations, Hackensack Meridian Health is proud of its trailblazing nurses, who have been consistently recognized for their innovative efforts and solutions to advance high-quality patient care.

### Nursing Teams Earn National Recognition

In 2023, three hospitals were honored by the Emergency Nurses Association (ENA) with its **Lantern Award**. Old Bridge Medical Center, Raritan Bay Medical Center and Bayshore Medical Center emergency departments were recognized by the ENA for their exceptional and innovative leadership, clinical practice, patient education and research efforts.

**Jane O'Rourke**, DNP, RN, NEA-BC, chief nursing officer, Old Bridge and Raritan Bay Medical Center's, shared, "The ENA Lantern Award is a very tangible symbol of our emergency teams' commitment to quality, safety, and a healthy work environment." Bayshore Medical Center chief nursing officer Heather Veltre, DNP, MS, RN, NEA-BC, noted, "The ENA Lantern Award reflect our efforts to advance emergency nursing as a profession and specialty practice through quality improvement, research and the evaluation of clinical outcomes





and additionally, our deep commitment to instill knowledge and competency through quality and accessible education and advocacy on behalf of patients.”

In September, Jersey Shore University Medical Center earned the **gold-level Beacon Award for Excellence on Cardiovascular Intensive Care (CVICU)** from the American Association of Critical-Care Nurses (AACN). Only 12 other nursing units at just six New Jersey hospitals have received a gold-level Beacon Award. The Beacon Award for Excellence — a significant milestone on the path to exceptional patient

care and healthy work environments — recognizes unit caregivers who successfully improve patient outcomes and align practices with AACN’s six Healthy Work Environment Standards. Units that achieve this three-year, three-level award with gold, silver or bronze designations meet national criteria consistent with the ANCC Magnet Recognition Program®, the Malcolm Baldrige National Quality Award and the National Quality Healthcare Award.

“As a six-time re-designated Magnet hospital, recognizing nursing excellence, I’m aware of the amazing care provided by



our outstanding nurses each and every day,” said **Ellen Angelo, DNP, MSN, R.N., CCRN, CENP**, chief nursing officer, Jersey Shore University Medical Center.

The gold-level Beacon Award for Excellence signifies an effective and systematic approach to policies, procedures and processes that include engagement of staff and key stakeholders; fact-based evaluation strategies for continuous process improvement; and performance measures that meet or exceed relevant benchmarks. Four other Hackensack Meridian Health hospital’s intensive care units have received silver Beacon Awards, including Hackensack University Medical Center, Riverview Medical Center, Old Bridge Medical Center and Raritan Bay Medical Center.

The Association of periOperative Registered Nurses (AORN) named Ocean University Medical Center as a **Center of Excellence in Surgical Safety: Prevention of Retained Surgical Items (RSI)**. With this award, AORN recognizes the medical center for its commitment to reducing the risk of surgical errors by advancing the education of its surgical team members in the prevention of near misses and the consequences of unintentionally RSIs.



The nursing team at Old Bridge and Raritan Bay Medical Center’s have been honored with **Lotus Recognition** from the Watson Caring Science Institute. This recognition was created to celebrate real-life examples of the values, philosophy, and human caring theory guided by Watson’s Caring Science and reflects the organization’s caring-healing culture for team members, patients, and communities. The hospital’s are the 4th and 5th in the nation to receive this recognition. In December, Palisades Medical Center also received this distinction, making it the 9th in the nation to be recognized. In 2022, Hackensack University Medical Center received the first-ever Lotus recognition.



The **AORN Center of Excellence in Surgical Safety: Smoke Evacuation** is a comprehensive approach to ensure a smoke-free environment wherever surgical smoke is generated to protect patient and worker safety. Healthcare facilities who complete the program receive the Go Clear Award™ for their commitment to a surgical smoke-free environment for their perioperative team and patients. The OR and Maternity OR at Southern Ocean Medical Center earned this award in 2023 and are now considered a Center of Excellence in Surgical Smoke Evacuation.



Watson Caring Science Institute is an international non-profit 501C(3) organization that advances the unitary philosophies, theories and practices of 'Caring Science', developed by the renowned Jean Watson, Ph.D., RN, AHN-BC, FAAN, LL (AAN). Caring Science is a transdisciplinary approach that incorporates the art and science of nursing and includes concepts from the fields of philosophy, ethics, ecology and mind-body-spirit medicine. The recognition focused on both hospitals' exemplary commitment to Watson's Caring Science culture and the 10 Caritas Processes®, which were exhibited through modalities as an integral part of patient care and healing. Available modalities include acupressure, aromatherapy, breathwork, guided imagery, hand massage, music, reflexology, Reiki, reflective listening, therapeutic environment, and yoga.



The post-acute Oak Tree facility earned a **5-Star rating from the Centers for Medicare and Medicaid Services (CMS) and accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF)**. Only 10 percent of post-acute facilities receive a 5-Star rating from CMS, based on annual health inspection, quality measures and staffing. The CARF accreditation is the highest level of accreditation that can be awarded to a rehabilitation program.



**Hackensack Meridian Health Nurses Leading the Way**



Ocean University Medical Center Chief Nursing Officer **Marie-Foley Danecker, DNP, MSN, RN, CCRN, NE-BC**, was selected for the 2025 Class of The Academy GE Fellows Program for Nurse Executives. The esteemed program provides, "The most prestigious experience

in the nation for high-potential leaders of the largest health systems." Marie was selected based on her superior track record, stated goals, and demonstrated leadership capabilities.



Southern Ocean Medical Center Chief Nursing Officer **Dawn Heath, DNP, MBA, MHA, FAONL**, was selected to serve on the new interdisciplinary Chief Nurse Advisory Board (CNAB). The CNAB was launched by Ingenovis Health, a leading healthcare talent

provider, in order to leverage collective expertise from across the healthcare industry. Ingenovis Health shared, "The Board's development comes in response to the ongoing need to foster an environment in which clinicians can thrive amid the daily challenges encountered in a post-pandemic world." The CNAB will share best practices to identify real-world

remedies for issues such as recruiting and retaining nurses and mitigating violence in the workplace.

The Institute for Nursing hosted its 2023 C.A.R.E.S. Award event in April, honoring outstanding nurses who are nominated by their colleagues. The awards recognize nursing excellence in five categories: C – Clinical Practice; A – Administration; R – Research; E – Education; and S – Support.

Raritan Bay Medical Center ICU nurse **Stephanie Esposito** was honored with the C.A.R.E.S. Award in the Clinical Practice category. Stephanie is a board-certified critical care nurse, pursuing an MSN and Adult-Gerontology Nurse Practitioner certification. When the ICU census went down post-pandemic, she was the first to volunteer to be cross trained in cardiac catheterization lab and interventional radiology to alleviate the burden of overworked staff in other units. She volunteered to go on medical missions in Hungary and Jordan and continues to serve the Colts Neck community church as a youth leader and Sunday School teacher. As an innovator, she created the "Little Star" initiative, which stems from the hospital's practice of playing "Twinkle, Twinkle Little Star" overhead when a baby is born. The initiative involves the maternity educator attending ICU unit huddles and advising on the needs of critically ill maternity patients. In her nomination, assistant nurse manager Kimberly Oquendo wrote, "Stephanie is unstoppable; she is the future of nursing."



Riverview Medical Center nurse manager **Margaret Valenti** was recognized with the C.A.R.E.S. Award in the Support category. Margaret is the nurse manager of the oncology unit and outpatient infusion unit. She leads by example, innovates programs based on patient experience and mentors registered nurses. She has also led various nurse initiatives to improve the care of oncology patients. An example of her initiatives includes increasing a nurse's knowledge of the signs and symptoms of death and dying and creating interventions that will support families during this difficult time. Margaret recently initiated a nurse mentorship program at Riverview and is currently a candidate for the Doctor of Nursing practice program at Monmouth University. "Margaret embodies the five Cs at Hackensack Meridian Health," wrote director of patient care Juvy Montecalvo-Acosta in Margaret's nomination. "She continues to inspire her team to provide evidence-based care and use research to assure patients at Riverview Medical Center receive the latest proven care models."



During the C.A.R.E.S. event, **Teri Wurmser, Ph.D., MPH, RN, NEA-BC**, vice president, Nursing Research, Grants and Academic Affairs and dean of the Hackensack Meridian Health School of Nursing and Wellness at Georgian Court University, received the NJSNA Roll of Honor award, which is the organization's most prestigious award recognizing members who have excelled in education, administration, and practice and have made significant contributions to nursing on a national and state level.



The Philippine Nurses Association (PNA) of New Jersey, Inc., Middlesex County Subchapter, held its 6th Gala and Recognition Awards in March, recognizing Filipino nurses during the pandemic. The PNA presented this award of recognition to Raritan Bay Medical Center assistant nurse manager **Jane Ramos**, MSN, RN, CCRN, for her tireless efforts and dedication during COVID-19.

JFK University Medical Center chief nursing officer **Lori Colineri**, DNP, RN, NEA-BC, was honored at the event with the PNANJ Legacy Award. She was recognized for her strong leadership, cohesive partnership and unwavering support of Filipino American nurses in New Jersey. Lori has influenced many PNANJ members to reach their highest potential. In addition to her constant mentoring and involvement with the organization, Lori has pioneered new innovative nursing programs that consistently promote a positive image of professional nursing throughout the state.

**Robert Henderson III**, BSN, RN, PMH-BC, HN-BC, CARN, serves as addictions nurse navigator for Behavioral Health at Raritan Bay Medical Center and Old Bridge Medical Center. He was honored by NJBIZ as a Nurse of the Year Healthcare Hero award recipient in 2023. Elevating patient care to the highest possible level through evidence-based clinical practice, Robert is a champion for patients with substance use disorders (SUD). He develops innovative approaches to support the needs of underserved populations, addressing disparities in care. He is dedicated to making a positive change in the perception and treatment of people with substance use disorders. He connects with community groups, establishing a 12-step fellowship group to provide

patients with the best tools for recovery. Robert is also a champion for clinical nurses in this field, conducting coffee talks to establish a safe space for nurses to share feelings, concerns, and ask questions in caring for patients with SUDs. He is a resource among nurses in challenging situations and is known for stepping in to ensure the patient feels their emotional needs are heard and addressed. To increase awareness among SUD teams, he established “Daily Tidbits” - disseminating daily information on SUDs that shed light and can influence perceptions among team members to positively impact patient care.

Hackensack University Medical Center vice president and chief nursing officer **Ramonita Jiménez**, DNP, MPA, RN, NEA-BC, completed the esteemed American Organization for Nursing Leadership (AONL) Nurse Executive Fellowship and earned the AONL Certificate in Executive Leadership. She serves on the Finance Committee for the Organization of Nurse Leaders-NJ.



**Denise Menonna-Quinn**, DNP, RN-BC, AOCNS, BMTCN, an education specialist at Hackensack, was honored with a 2023 Nursing Recognition Award from the National League of Nursing.



**Aimee Gabuya**, DNP, RN, CEN, PMH-BC, was a recipient of the 2023 DAISY Nurse Leader Award for Nursing Clinical Educators. Aimee serves as the clinical nurse educator for Carrier Behavioral Health at Raritan Bay Medical Center.



“Aimee’s dedication, empathy, compassion, energy, enthusiasm is consistently evident towards patients and staff alike. Right after the first wave of COVID, Aimee approached the Behavioral Health team wanting to do something to support all staff from all departments of the hospital,” **Nina Eckhouse**, BSN, RN, PMH-BC, director of Patient Care, Behavioral Health, wrote in the nomination. “What was developed was an informal sit down with the support of a psychiatrist and a therapist to give staff the opportunity to just listen or to emote. I had the honor to sit in on a couple of these sessions that she orchestrated and saw the positive impact this intervention had on the staff and for the folks that were offering the support....It was meaningful.”

**Recognizing 2023 Hackensack Meridian Health Nursing Award Winners**

In recognition of National Nurses Week, Hackensack Meridian Health celebrated nursing and health care excellence through its nursing award programs in 2023.

The Magnet®/Pathway to Excellence® Award Program was launched in 2020 to provide meaningful recognition to exemplary nurses across the network in award categories that align with the Magnet® model. 2023 Magnet®/Pathway to Excellence® Award Program network honorees include:

- Empirical Outcomes: **Maria Sherly Castro**, Raritan Bay Medical Center
- Exemplary Professional Practice: **Pamela Fake**, Hackensack University Medical Center
- New Knowledge and Innovation: **Maria Manzella**, Ocean University Medical Center
- Structural Empowerment: **Carter Kurtas**, Jersey Shore University Medical Center
- Transformational Leadership: **Eric Gossar**, Southern Ocean Medical Center

Launched in 2021, the **Clinical Partners Award Program** honors care partners across the network who play a vital role in the delivery of high quality services and care in award categories that align with the 5 C’s. 2023 Clinical Partners Award Program network honorees include:

- Collaborative: **Adam Dwyer**, Palisades Medical Center
- Compassionate: **Kayce Spader**, Southern Ocean Medical Center



- Connected: **Fredy Figueroa**, Jersey Shore University Medical Center
- Courageous: **Ramon Agtarap**, Bayshore Medical Center
- Creative: **Henry Stachniuk**, Raritan Bay Medical Center

The Exemplary Physician Partnership Award was launched in 2022 to recognize physicians who exhibit a steadfast commitment to collaboration with nursing and exemplify distinction in advancing partnerships to provide the highest quality of patient care. The 2023 network award winner was **Dr. Keith Pasichow**, JFK University Medical Center.


For a complete list of all 2023 network and campus winners, please see the appendix.

In 2023, Hackensack Meridian Health also introduced the inaugural Alfred John Schiavetti, Jr. Essence of Nursing Award. Through this new award program nurses were honored for their outstanding display of the Magnet® model components. The nurses who received the award at the Hackensack Meridian Health Board Summit in October were:

- **Sean Geoffroy**, RN, BSN, Hackensack Meridian Jersey Shore University Medical Center
- **Kelly Murphy**, MSN, RN-BC, Hackensack Meridian Southern Ocean Medical Center
- **Maria Sherly Castro**, DNP, RN-BC, CCRN, Hackensack Meridian Raritan Bay Medical Center

- Lauren Thomson, MSN, RN-BC, Hackensack Meridian Riverview Medical Center
- Pamela L. Fake, BSN, RN, ONC, Hackensack Meridian Hackensack University Medical Center

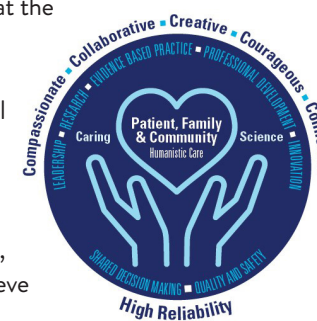
“Our nurses are instrumental in elevating patient care, as well as advancing innovation, collaboration and patient outcomes,” said **Robert C. Garrett**, FACHE, CEO, Hackensack Meridian Health. “Our nurses at Hackensack Meridian Health are transforming the way healthcare is delivered, and we are so proud of their unwavering commitment to providing high-quality, compassionate care to communities we serve. These five individuals exemplify what it means to be part of the Hackensack Meridian Health team, and I want to thank them for everything they do to provide outstanding care.”

This new award is named for longtime Hackensack Meridian Health Board of Trustees member, the late Alfred Schiavetti, Jr., who also served as the chairman of the Ambulatory Care Board and Academics and Research Committee. The award serves to honor his memory and the contributions he made to Hackensack Meridian Health, including his longtime commitment to the nursing profession, serving as a passionate advocate and champion for nurses. 



## EXEMPLARY PROFESSIONAL PRACTICE

Hackensack Meridian Health recognizes that the true nature of a Magnet® organization rests on the exemplary professional practice of its nursing team. A reflection of our Magnet® culture, transformational leaders join with empowered clinicians across the Hackensack Meridian Health system to elevate the practice of nursing. As the American Nurses Credentialing Center (ANCC) notes, however, exemplary professional practice is more than the establishment of strong nursing practice - it is what the practice of professional nursing can achieve. At Hackensack Meridian Health, our professional practice model is a framework that supports nurses in their everyday practice, focusing on excellence, collaboration, quality, safety and best practices to achieve exceptional results.



### Launch of Youth Suicide Prevention Training for Nurses

In September, Hackensack Meridian Health launched Adolescent Clinician Training for Suicide Prevention for Nurses (ACTS) with a grant from the Morgan Stanley Alliance for Children’s Mental Health and a partnership with The Society for the Prevention of Teen Suicide. The program will train non-behavioral health nurses to better assess, evaluate, and treat or refer suicidal patients with whom they come into contact. The initial phase will serve as a baseline for the expanded training of thousands of Hackensack Meridian Health nurses by 2025.

CEO **Robert C. Garrett** shared, “Hackensack Meridian Health is committed to addressing the growing behavioral health crisis, especially when it comes to our young people. By expanding access to care, better coordinating treatment and continuing to invest in our front line teams, we will more people find the path to recovery.”

Suicide is the second leading cause of death for youth, according to the Centers for Disease Control and Prevention (CDC). The CDC found that in the 10 years ahead of the COVID pandemic feelings of persistent sadness and hopelessness as well as suicidal thoughts and behaviors increased 40 percent among youth. The impact is even higher post-pandemic, caused in part by isolation and a growing reliance on technology and social media for social interaction. Suicide remains the second leading cause of death for youths. JAMA Pediatrics reported in early 2023 that New Jersey is among five states that saw an increase in suicide deaths among adolescents during the pandemic.

“Nurses are at the forefront of patient care, and key to successful outcomes as they not only provide extraordinary clinical care but also act as advocate, intermediary and counselor,” said **Regina Foley**, Ph.D., MBA, RN, Executive Vice President, Chief Nurse Executive and Chief Clinical Transformation and Integration Officer. “Our nurses recognize the unique and critical role they play in our patient’s lives, and we are thrilled to be able to offer them this vital resource to help address suicide prevention.”

**Enhanced Support for Hospice Patients and their Families**

Bayshore Medical Center implemented a new effort to better support hospice patients and their families. Nurse manager **Patricia Walker**, MSN, BSN, RN, OCN and Palliative Care APN **Ellen Davis**, DNP, APN, ACHPN, ACNP-C, worked together to examine how the team could enhance the patient and family experience when on hospice in the hospital. Chief Nursing Officer **Heather Veltre** shared, “We are always looking to improve the experience for our patients and their families when making the decision to transition to hospice. This is a difficult time for the patient, family and everyone involved.”

After brainstorming and research with the interprofessional team, Patty and Ellen created the hospice cart for patients that are transitioning onto in-patient hospice. This cart provides the patient and their families with a comforting and calming atmosphere during one of the most difficult times of their lives. Patty and Ellen assembled items they felt would offer the patients and families a healing and calming environment. The team’s goal was to not only support them emotionally and physically but make the feel of the room more like home. Patty shared, “I am excited for this project as it is important to me that our patients are able to have a peaceful environment surrounded by their loved ones.” The cart provides soft lighting, plants, calming pictures and a personal blanket for the patient to use during their hospice journey. In 2023, Bayshore implemented this on all units, receiving wonderful feedback from families that have lost their loved one on hospice.



**New Initiatives Offer Space and Support for Self Care**

The health and well-being of our team members is a top priority at Hackensack Meridian Health. Our nursing practice reflects this commitment and is built around Watson’s Theory of Human Caring, which guides us in providing holistic family and patient-centered care, and rests on our shared belief that essential to human caring is fully embracing self-care.

With strong support from leadership, a team of nurses at the Helena Theurer Pavilion at Hackensack University Medical Center created a Renewal Room on their unit. **Lucia Alves**, BSN, RN, PCCN, CCRN, a member of the Night Shift Council, **Kathy Cholewa**, BSN, CCRN, a team member of over 27 years, and **Allison Ramirez**, assistant nurse manager for night shift, created a space for staff to practice mindfulness and self-care in the Cardiothoracic Intensive Care Unit (CTICU). The Helena Theurer Pavilion has given the staff the space to be creative, connected, compassionate, collaborative, and courageous - our core beliefs at Hackensack Meridian Health.

CTICU nurse manager **Danielle J. Loftus-Koch**, MSN, RN, CCRN-K, shared, “I’m so proud of the team and the effort they make everyday to support one another and our patients. Thank you to these very special nurses and their team members who provide me with my ‘why.’ Why am I a nurse? Why do I love my job? Why do our patients do so well? Why are we the #1 cardiac surgery service line in New Jersey? They are the answer to every question.”



At Bayshore Medical Center, the Lavender Bag Project further embraces the importance of self-care. While Code Lavender - a rapid response protocol for caregivers experiencing acute stress - has been adopted across Hackensack Meridian Health and other hospitals nationwide, Bayshore expanded on this critical initiative to provide its team with lavender bags. The Lavender Bag Project was

created by the Bayshore Integrative Health and Wellness Committee and allows team members to decompress in private and in a space they feel comfortable.

As explained by Bayshore Magnet Program Director/ Professional Development and director of the Emergency Care Center, **Ingrid Astralaga**, Ph.D., RN, CEN, NEA-BC, “They are meant to be given to team members who have had an exceptionally rough shift, such as a patient loss, or to those team members who are going through a difficult time. The bags have a variety of items that can be used at home for self-care, with the intention being: a reminder to take care of themselves and that they are a valuable part of our Bayshore family.” The bags can be given by any team member to another and are available 24 hours a day, seven days a week.



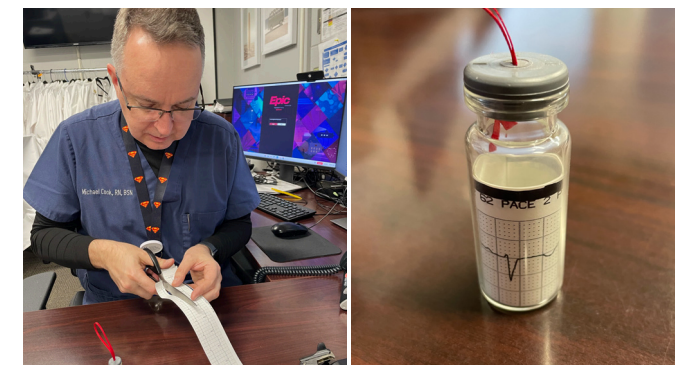
**Heartbeat in a Bottle Offers Families Comfort After Loss**

In 2018, Jersey Shore University Medical Center nursing supervisor **Michael Cook**, RN, BSN, CEN, lost his mother Charlotte. While she was cremated and no formal funeral or memorial service was held, Michael knew he wanted to do something to memorialize his mom. When Michael is not working, he is busy with his glass blowing hobby. He heard about handmade glass art memorials and decided to create beautiful glass orbs with his mother’s ashes artfully swirled into the handcrafted keepsake. He made one for himself, his father and each of his siblings.

During COVID-19, many people died without loved ones by their side during their final hours. It was absolutely heartbreaking for patients, families and our team members. Losing a loved one is one of the most difficult life experiences. Michael’s compassionate and creative nature kicked in. He heard about “Heartbeat in a Bottle,” a handmade gift that is given to grieving families when they lose a loved one. The gift is a printout of the patient’s heartbeat rhythm strip - electrocardiogram - cut to size and placed in a small bottle complete with a ribbon. He and his wife, Carol, went to work creating them.

“I have given them to patients’ families myself. You can see it means so much to them as they cradle it in their hands,” said Michael.

Michael wanted to give fellow nurses the opportunity to provide their patients’ loved ones with this extraordinarily meaningful gift. He put together step by step instructions and provided units with supplies needed to individualize each patient’s “Heartbeat in a Bottle.”



**Hackensack Meridian Health Nurses Committed to Educational and Professional Growth**

Encouraging academic advancement and national certifications is a pillar of nursing at Hackensack Meridian Health and a key driver in the creation of the Sheila Cancro Institute for Nursing Leadership and Practice Excellence. We applaud the many nurses across the network who celebrated academic and certification achievements in 2023.

**Jennifer Pedersen**, MSN, RNC-OB, C-EFM, CLC, clinical nurse educator, Maternal Child Health at Raritan Bay Medical Center, earned her Master of Science in Nursing (MSN) from Chamberlain University, graduating with High Distinction. Raritan Bay Assistant nurse manager **Shannon Marek** earned her MSN from Thomas Edison State University. In 2023, Shannon also was recognized with the Daisy Nurse Leader Award and is a member of the Sigma Theta Tau International Honor Society of Nursing. RN **Candice Whitman** completed her BSN and earned Medical Surgical certification. She is a member of the Sigma Theta Tau Honors Society.

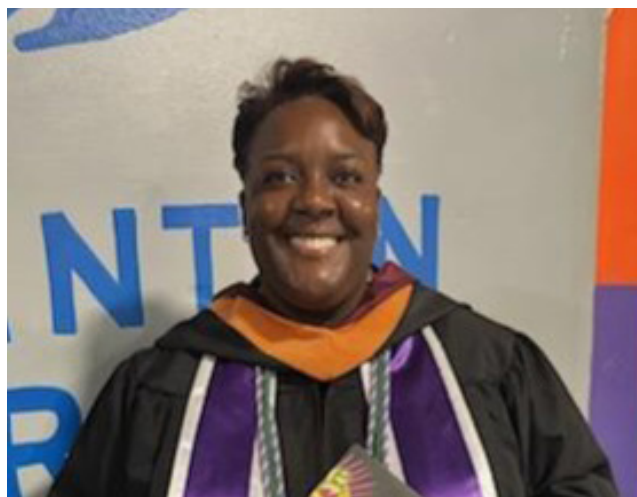
At Old Bridge Medical Center, **Daniel Muchnik** earned his Bachelor of Science in Nursing (BSN) from Chamberlain University. **Rincy Jacob** completed her adult-gerontology acute care nurse practitioner (AGACNP) certification.



Ocean University Medical Center assistant nurse manager **Ashely Meyer** completed her MSN - Nurse Executive. Ashley, who is a member of both the Emergency Nurses Association (ENA) and American Association of Critical Care Nurses (AACN), also was honored in 2023 with the Mosaic Award, recognizing the Emergency Department's V-BED throughput inter-professional team initiative. Also at Ocean, nurse **Jennifer Filardo** completed her MSN from Chamberlain University. She serves as a member of the Society of Gastroenterology Nurses and Associates (SGNA), American Nurses Association (ANA), and the New Jersey State Nurses Association (NJSNA), and was Chairperson for the medical center's blood drives with Vitalant in 2023. Assistant nurse manager **Ian Vimar Quintanilla** completed her MSN and serves as a member of the ANA, NJSNA and the American Association of Nurse Practitioners (AANP).



Riverview Medical Center assistant nurse manager **Marjorie Pierre Jerome** earned her MSN - Nursing Administration in March. Network director of Ambulatory Operations and Care Coordination, **Ann Stanley**, also earned her MSN - Nursing Administration, graduating from Thomas Edison State University.



JFK University Medical Center nurse **Kristen Myers** earned her MSN-FNP from William Paterson University. Kristen also holds Medical Surgical Board certification and is a member of the AANP, ANA, and NJSNA. Also at JFKUMC, nurse manager **Dinnah Bulosan** and senior nurse clinician **Patricia Anthony** both earned MSN - Adult Gerontology Nurse Practitioner degrees. Nurse **Meghan Ince** completed her BSN at William Paterson University. She is a member of the ANA and the New Jersey League for Nursing (NJLN). Also at JFK, RN care coordinator **Nicole Brown** earned her MSN and completed her Gerontological Nursing certification (GERO-BC).



At JFK JRI, nurse **Irene Radko**, MSN RN NE-BC, achieved her Nurse Executive Board Certification (NE-BC), and **Jennifer Bennett**, BSN, RN, CRRN, HNB-BC, completed the Hackensack Meridian Health-sponsored Integrative Healing Arts Program in Holistic Nursing (IHAP), as well as achieving her national certification in holistic nursing - HN-BC.

Palisades Medical Center nurse manager **Maria Ana Lopez**, NEA-BC, CEN, FNP-BC, earned her Doctor of Nursing Practice (DNP) from Rutgers - the State University of New Jersey. She serves as a member of ENA-NJ and ANA. Also at Palisades, nurse **Abigail Ferrer** completed her BSN and critical care nursing certification in 2023.

Ocean University Medical Center clinical nurse educator **Kristen Perri** earned her HN-BC in 2023. Kristen was also honored with the Florence Nightingale/Ginny Horner Nursing Excellence Award in 2023. She serves as a member of the Oncology Nursing Society (ONS), Central New Jersey Chapter.

At Carrier Clinic, **Princess Angel Opida** earned her Psychiatric Mental Health certification. She is also a member of the Philippine Nurses Association of New Jersey and a member of Carrier's Falls Committee.

Hackensack University Medical Center nurse manager **Jennifer Kopelman** earned her Certified Professional in Patient Safety (CPPS) in 2023 and maintained her certification in Obstetric and Neonatal Quality and Safety (C-ONQS). Hackensack NICU nurse **Kaelea Tully** earned her critical care nursing certification in July.



Also at Hackensack, education specialist **Harriet Sarkodie** completed her DNP from Thomas Edison State University. She is a member of the National League for Nursing.



**Ruchoma Domosh**, clinical coordinator of the Jersey Shore University Medical Center Child Evaluation Center, completed her post graduate certificate in Pediatric Primary Care Nursing Practice at the University of South Alabama. A certified pediatric nurse, Ruchoma is a member of the Society of Pediatric Nurses (SPN) and the National Association of Pediatric Nurse Practitioners (NAPNAP).

*For a list of all academic and certification achievements in 2023, please see the appendix.*

**Hackensack Meridian Health Nurses Take on Leadership Roles at State and National Organizations**

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

Ocean University Medical Center director of Infection Prevention **Nancy Kerr** was invited to become a member of the Society for Healthcare Epidemiology of America (SHEA), Public Policy and Government Affairs Committee, for a three-year term. Nancy also is a member of the Association of Professionals in Infection Prevention. Clinical Nurse Specialist **Maria Manzella** serves as Treasurer of the Jersey Shoreline Chapter of AACN. She is also a member of the American Holistic Nurses Association (AHNA), Coastal Chapter of NJ.



Ocean University Medical Center staff nurse **Elisabeth Margl** serves as Regional President of the Society of Gastroenterology Nurses and Associations (SGNA), Region #67, Ocean-Monmouth, NJ. In 2023, Elisabeth was also the recipient of OUMC's Physicians Choice Award. Christine Conner, director of Professional Development and the

medical center's Magnet Program, is President of the Jersey Shoreline Chapter of the AACN. She is also a member of ONL and ONL-NJ, AACN, Sigma Theta Tau (Lambda Delta Chapter), the ANA, NJSNA, and the NJ Council of Magnet Organizations (NJCOMO).



JFK Johnson Rehabilitation Institute clinical program manager **Christine Wade** serves on the Board of Directors of the New Jersey Association of Rehabilitation Nurses (NJARN). She is also a member of ONL-NJ, ARN, NJARN, NJSNA, the ANA, and the Brain Injury

Alliance of NJ. JFK University Medical Center nurse **Lisa Laird** serves as President of the New Jersey Infusion Nurses Society. She is also a member of the AACN and the Association for Vascular Access.

Hackensack University Medical Center Education Specialist **Linda Parry Carney** serves as a member of the Continuing Education Committee and Member Review Team for the NJSNA. She is also a member of the Borough of Bloomingdale, NJ Board of Health, and serves the Stephen Ministry as Education Coordinator. Education Specialist **Sandra Emmanuel** is a member of the ANA and NJSNA, and also serves as Vice President of the National Association of Indian Nurses of America.

Riverview Medical Center nurse manager **Diane Resnick** is a member of the NJSNA, ANA and the American Academy of Ambulatory Care Nursing, where she serves as an Ambulatory Certification Review Course instructor.

**Tanya Chervoni-Knapp**, lead Advanced Practice Nurse for the Center of Advanced Nursing Practice at Hackensack University Medical Center, is a member of the American Academy of Nurse Practitioners, the American Association of Critical Care Nurses, and Sigma Theta Tau Honor Society. She serves on the Editorial Board of the Journal of Radiology Nursing and is a Manuscript Peer Reviewer for the Journal of the American Association of Nurse Practitioners.



Hackensack Meridian Health quality nurse manager **Janet Lawrence** serves as a Board Member for Concerned Black Nurses of Central NJ. **Kelly Venditto**, network director of Team Member and Clinician Wellbeing, is chapter leader of the American Holistic Nurse Association. 🌱



*Expanding participation in state, regional and national professional organizations is an important initiative of the nursing strategic plan. For a complete list of individuals belonging to a professional organization in 2023, please see the appendix.*



## NEW KNOWLEDGE & INNOVATION

### Building Our Magnet Culture

The distinguished Magnet Recognition Program® is acknowledged as the gold standard of nursing excellence, with under 10 percent of hospitals in the United States receiving this prestigious designation from the American Nurses Credentialing Center (ANCC). Hackensack Meridian Health hospitals have been Magnet-designated for nearly 30 years. Magnet designation signifies our commitment to continually elevate patient care and serve as a model of care delivery and collaboration. Our rich Magnet culture supports our nurses on their professional journey and empowers them with greater autonomy at the bedside.



In 2022, five hospitals once again achieved Magnet designation. This includes Bayshore Medical Center - 2nd designation; Jersey Shore University Medical Center - 6th designation; Ocean University Medical Center - 6th designation; Riverview Medical Center - 6th designation; and, Southern Ocean Medical Center - 2nd designation. In addition to the five hospitals recognized in 2022, Raritan Bay Medical Center/Old Bridge Medical Center applied for its 5th designation in April 2023, JFK University Medical Center applied for its 1st designation in April 2023, and Hackensack University Medical Center applied for its 7th designation in February 2023. Hackensack was the first hospital in New Jersey to earn this designation six times and the second in the country.

Held in October 2023, the ANCC National Magnet Conference is recognized as not only the largest gathering of nursing professionals but also known for being one of the most powerful, impactful, and inspiring nursing events. This year the conference began with Hackensack Meridian Health representatives and conference attendees celebrating the five medical centers for their Magnet re-designations.

In addition, Jersey Shore University Medical Center was recognized in the International Forum of **Magnet4Europe** with its Twin Hospital, Klinikum, Germany. Magnet4Europe is an initiative between some of the world's leading universities

led by KU Leuven and the University of Pennsylvania School of Nursing. This first-of-its-kind project paired chosen hospitals in Europe with Magnet-recognized medical centers in the United States, including Hackensack University Medical Center, Raritan Bay Medical Center, Jersey Shore University Medical Center and Riverview Medical Center. Through the sharing of expertise for the delivery of nursing care globally, Hackensack Meridian Health is helping to develop, disseminate and enculturate Magnet principles to best position European hospitals.

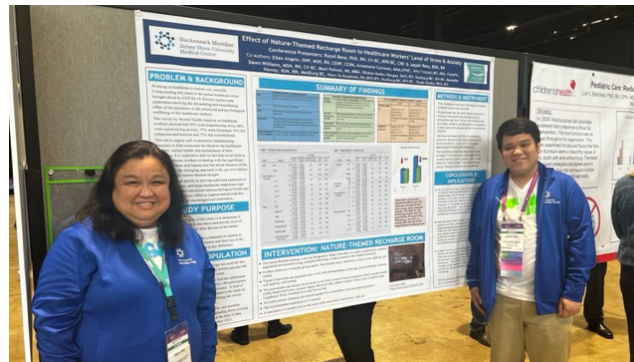
During the conference, several Hackensack Meridian Health nurses also presented their research.

**Susan Heffner**, BSN, RN CHPN, clinical nurse advocate at Riverview Medical Center, presented on the Impact of End of Life Nurse Navigator in Decreasing Readmissions. Her message about the impact of end-of-life education and support on patients and their families resonated deeply with the audience of nurses. Through her experience, Susan has seen how patients and their loved ones often struggle to navigate the complexities of end-of-life decisions, leaving them feeling overwhelmed and unprepared. To address this gap in care, Riverview Medical Center's leadership created the nurse advocate position, which Susan embraced wholeheartedly. As a clinical nurse advocate, she provides specialized guidance, support, and emotional care to patients and families throughout the end-of-life journey. As noted by conference attendee and Riverview's director of Patient Care Services, **Juvy Montecalvo-Acosta**, DNP, RN, ANP-BC, CWCN, "Susan's words are a reminder of the humanity and compassion we can bring to health care, and her message is a powerful motivator for all of us to make a difference in the lives of those we serve."



**Margaret Hopkins** and **Jasmine Hossain** from Hackensack University Medical Center presented virtually with a live question and answer session on the impact of the New Nurse Council on new nurse retention. Can you remember when you were new had over 100 attendees the day of the live session and highlighted the impact that clinical nurse leaders have as council chairs in our shared decision-making structure on improving nursing practice and the work environment.

Jersey Shore University Medical Center mother-son duo, **Rocel Besa**, Ph.D., RN, CV-BC, NPD-BC, CNE, CPPS and **Jasper Besa**, BSN, RN, presented a poster on the Effects of a Nature-Themed Recharge Room on Healthcare Care Workers' Stress and Anxiety, which showcased a three percent reduction in stress and a 40 percent reduction in anxiety in the 131 health care workers who participated in the study and used the recharge room for at least 10 minutes, regardless of the theme they had chosen.



The presentation was based on a study authored by several nurse leaders from Jersey Shore, which was published in the September issue of The Journal of Nursing Administration. The study delved into the difference in stress and anxiety before and after the use of JSUMC's nature-themed recharge room. The room was created to encourage team members to take time to rest and support their own wellness and resiliency. The study authors include Rosel and Jasper as well as **Ellen Angelo**, DNP, MSN, RN, CENP, CCRN; **Annamarie Cutroneo**, MHA, CPXP; **Amy Frieman**, MD, MBA, FAAHPH; **Dawn Williams**, MSN, RN, CV-BC; **Michele Dobler-Morgan**, BSN, RN, MedSurg-BC, HN-BC; **Danielle Howey**, BSN, RN, MedSurg-BC; **Mary Jo Kandrats**, BS, BSN, RN, MedSurg-BC, HN-BC; **Nicole Zastko**, BSN, RN; and, **Mani Paliwal**, MS, MBA.



**Hospital at Home Program Continues Expansion**

The Hospital at Home program was first piloted at JFK University Medical Center in 2022, expanded to Jersey Shore University Medical Center later that year, and launched at Hackensack University Medical Center in June 2023. This innovative program allows Hackensack Meridian Health to deliver high-quality acute care to eligible Medicare patients in the comfort of their own homes. The program was created during COVID-19 to help hospitals struggling with bed capacity.

In November 2020, the Centers for Medicare and Medicaid Services (CMS) released the Acute Hospital Care at Home waiver, allowing hospitals to provide acute services to patients in their homes. Patients receive daily care in their homes, including two nursing visits daily. Medications are delivered as needed, in addition to monitoring technology, home health support, rehabilitation visits, DME and food delivery. The Hospital At Home program leverages at-home visits,

telehealth and other technologies to provide hospital-level care to eligible patients in their homes. Patients who are otherwise healthy can comfortably connect with their care team through daily in-home nursing visits and physician check-ins via telehealth.

In 2023, Hackensack Meridian Health finalized a partnership with Medically Home, Inc. – a comprehensive provider of high-quality delivery services and virtual monitoring through a 24-hour, clinically integrated virtual command center. Expected to formally launch in March 2024, this partnership will enable us to build upon our home grown program and scale up both patient volume and the geography served. Medically Home is a national leader in Hospital at Home care, having cared for over 25,000 hospital at home patients. The Hospital at Home Design Intensive with Medically Home took place on the JFK University Medical Center campus in September, marking an important milestone in the program's continued expansion.

**Hackensack Meridian Health Quality Improvement Project- NJ Works to Improve Maternal and Behavioral Health**

To support continued population health improvement across New Jersey, the Department of Health (DOH) developed and implemented a hospital performance initiative called the Quality Improvement Program - New Jersey (QIP-NJ), which officially launched on July 1, 2021, as approved by the Centers for Medicare and Medicaid Services. QIP-NJ is envisioned to be a multi-year initiative with participating hospitals improving performance year-over-year until their individual targets align with the statewide goal for each measure. QIP-NJ is administered by DOH in conjunction with the Department of Human Services (DHS) as a Medicaid pay-for-performance initiative and is open to all acute care hospitals in the state.

The focus of the program is to advance statewide quality improvements in maternal health and behavioral health (BH). All acute care hospitals in New Jersey are eligible for QIP-NJ performance payments. Hospitals may earn QIP-NJ incentive payments through the achievement of performance targets on state-selected quality measures that demonstrate:

- improvements in maternal care processes
- reductions in maternal morbidity
- improvements in connections to BH services, and
- reductions in potentially preventable utilization for the BH population

Led by network director of Community Health Quality Improvement **Jenny Bernard**, DNP, MSN, AGNP-BC, and her team of nursing leaders, Hackensack Meridian Health's First Thirty/QIP-NJ program was recognized in 2023 for meeting 100 percent of all DOH maternal health metrics and 93 percent of the BH metrics, with a \$22 million earnings for the year.

Dr. Bernard also serves as a member of the State Quality Measures Committee, created to support this initiative. This Committee is by invitation only with just 16 members.

**Hackensack Meridian Health Nurses Lead Studies to Improve Outcomes and Care**

The American Nurses Credentialing Center (ANCC) notes that rigorous, high-quality nursing research creates an evidence base that advances nursing practice, shapes health policy, and contributes to improving nurse, patient, and system outcomes. To empower and amplify the voice of nursing and encourage nurse-led research, Hackensack Meridian Health created the new Doctoral Research Council in 2023. This will further strengthen and encourage nurse-led research, which was in abundance over the last year.



Nurse Scientist and Assistant Professor, Columbia University School of Nursing, **Amanda J. Hessels**, was the lead author of a study - "Impact of patient safety climate on infection prevention practices and healthcare worker and patient outcomes" - which was published in the *American Journal of Infection Control* (AJIC) in April 2023. The study aimed to determine the relationships among patient safety climate, standard precaution adherence, and health care worker exposures and healthcare associated infections (HAI). As noted, this was a multi-site, cross-sectional study including survey data from nurses on patient safety climate, observational data on adherence, and existing health care worker exposure and HAI data. The study concluded that a positive patient safety climate and adherence to standard precautions predict key HAI and occupational health outcomes.



A group of nurses from Hackensack University Medical Center had their work published in American Nurse in April 2023. The article - "Tips for thriving - not just surviving - on the night shift" - summarizes how Night Council leadership identified a need to help night shift team members have healthier lifestyles, with a focus on sleep, nutrition, exercise, and work-life balance. The article notes, "Understanding the uniqueness of working the night shift, the leaders applied the concepts of Watson's Theory of Human Caring and the organization's nursing professional practice model to identify a strategy to support their peers." A group of clinical nurses undertook a literature review to determine core topics that promote well-being and ultimately developed a resource guide to support night shift team members. As the article concludes, "A healthy nursing team increases productivity and engagement and improves patient outcomes." Authors include **Daniel E. Elmowitz**, MS, BSN, RN, PCCN; **Terri Spirito**, MSN, RN, CCRN; **Lucia Alves**, BSN, RN, PCCN, CCRN; **Cynthia Savastano**, BSN, RNC-MNN, IBCLC; **Denise M. Sepulveda**, BSN, RN, CCRN; **Margaret Hopkins**, BSN, RN, CCRN; and **Bridget Wertz**, DNP, RN, CCRN, NP-BC, NE-BC.

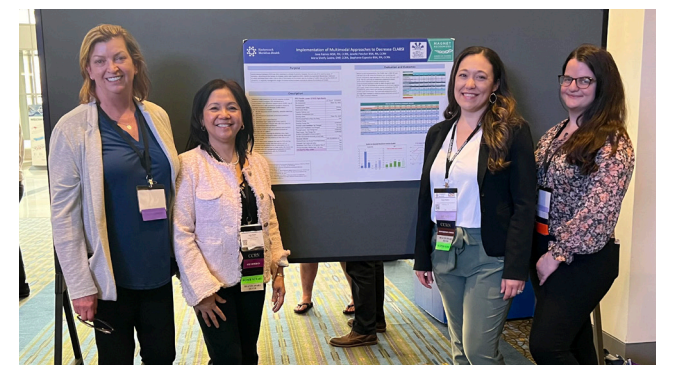
The article "Nurses' Perceptions of Infusion Therapy During the COVID-19 Pandemic" was published in the March/April 2023 edition of the Journal of Infusion Nursing. As noted in the article, nurses were faced with many challenges during COVID-19, including safely administering IV medications and solutions while protecting themselves from the virus. The article explores and describes nurses' perception of managing infusion pumps outside the ICU rooms of patients with COVID-19, concluding that during this unprecedented pandemic, nurses were innovative and figured out a way to care for patients who were critically ill. Authors include nurse scientist **Susan H. Weaver**, Ph.D., RN, CRNI®, NEA-BC, **Miriam McNicholas**, DNP, RN, CNL, NEA-BC, network director of Professional Practice and Clinical Policy, Old Bridge Medical Center nurse manager **Deborah Prinzo**, MSN, RN, MEDSURG-BC, and **Bridget Wertz**, DNP, RN, NE-BC, NP-BC, CCRN, co-Magnet Program Director at Hackensack University Medical Center.

Jersey Shore University Medical Center nurse leaders **Rocel D. Besa**, Ph.D., RN, CV-BC, NPD-BC, CNE; **Dawn Williams**, MSN, RN, CV-BC; and **Joyce Henn**, MSN, RN, NE-BC, had their article published in the March 2023 issue of Nursing Management. The article - "Leveraging the emeritus nurse expertise and experience when orienting new nurse managers" - focuses on how Jersey Shore's program capitalizing on the emeritus nurse manager's skills to orient new nurse managers helps accomplish critical organizational goals, including preparing new nurse managers to be successful in their role and retaining valued expertise and experience by extending the emeritus nurse career. This represented the first article published for both Dawn and Joyce.

**Nurses Embrace Culture of Knowledge Sharing**

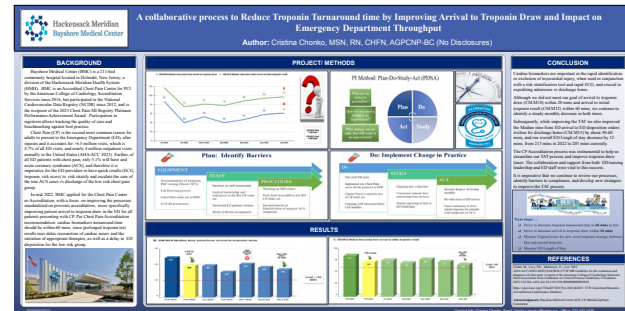
Through research, publications and presentations, Hackensack Meridian Health nurses recognize that effective knowledge sharing is not only critical to our organization, but to the future of health care. This work helps to enhance the quality of care, patient safety and outcomes, and serves to improve nurse satisfaction.

Raritan Bay Medical Center ICU nurses presented several poster projects at the American Association of Critical Care Nurses (AACN) National Teaching Institute (NTI) in May 2023. This includes - "Implementation of Multimodal Approaches to decrease CLABSI in the ICU" and "Implementation of Early Mobility in the ICU." Participating nurses included **Janelle Fletcher** BSN, RN, CCRN; **Stephanie Esposito**, BSN, RN, CCRN; **Tania Pereira**, BSN, RN, CCRN; and **Jane Ramos**, MSN, RN, CCRN.

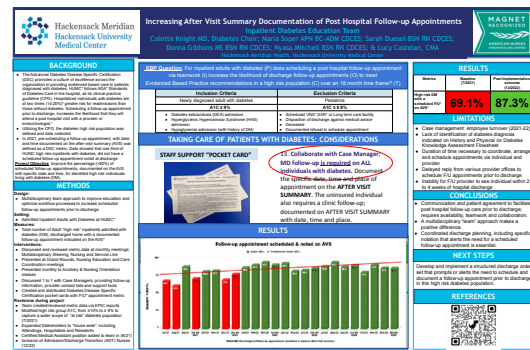


This talented group of nurses also presented their "A-F Liberation Bundle Performance Improvement Project" to the Hackensack Meridian Health Critical Care Council in 2023.

Bayshore Medical Center APN **Christina Chonka** was an ePoster presenter at the 2023 ACC Quality Summit in October. She presented “A Collaborative Process to Reduce Troponin Turnaround Time by Improving Arrival to Troponin Draw and Impact on Emergency Department Throughput.” Christina also led Bayshore to achieve Chest Pain Center accreditation.



**Donna Gibbons**, MSN, BSN, RN, CPT, CDCES, inpatient diabetes care and education specialist at Hackensack University Medical Center, presented a research poster at the National Diabetes Care and Education Specialist Conference in Texas. The presentation was based on a study completed by the Hackensack inpatient diabetes education team entitled “Increasing After Visit Summary Documentation of Post Hospital Follow-Up Appointments.”



Authors include Donna and **Colette Knight**, MD, Diabetes Chair; **Maria Soper**, APN BC-ADM CDCES; **Sarah Duesel**, BSN RN CDCES; **Nyasa Mitchell**, BSN RN CDCES; and, **Lucy Castelan**, CMA.

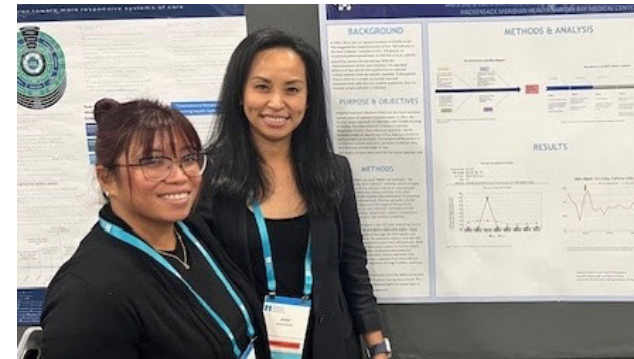
This team also successfully achieved Joint Commission Advanced Diabetes Disease Specific Care Certification in 2023.

**Maribelle del Mundo**, BSN, RN, Med-Surg-BC, Jersey Shore University Medical Center nurse manager and **Sheila Viti**, MSN, RN, Med-Surg-BC, assistant nurse manager, presented their project on “Bedside Mobility Assessment Tool (BMAT) for Fall Reduction & Increase Discharge to Home” at the 2023 NICHE CONFERENCE: “NICHE: The Changing Face of Elder Care” held in New Orleans. This project was the recipient of the NICHE Trailblazer Award.

Hackensack University Medical Center education specialist **Melanie Funt** was among several nurses across Hackensack Meridian Health who presented posters at the Institute for Healthcare Improvement (IHI) conference in December 2023. Melanie, along with nurse manager **Patricia Gardner**, assistant nurse manager **Stephanie Cosentino**, quality improvement specialist **Shada Ricafort** and nurse **Michal Ben Dov** presented “Pressure Injury Prevention: Prevention and Positive Outcomes.”

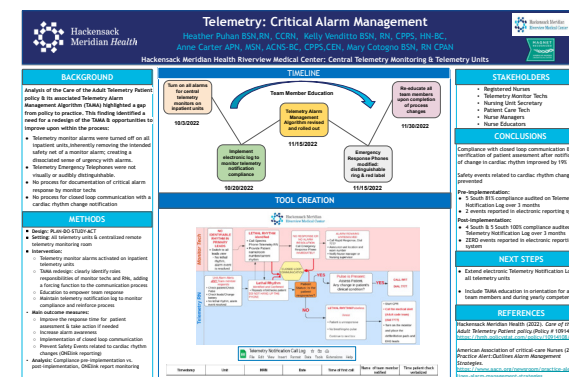


Also presenting at the IHI conference was Raritan Bay Medical Center nurse manager **Joan Marie Maranon** and assistant nurse manager **Kimberly Oquendo**. This team presented “A CAUTI Performance Improvement Initiative.” Joan Marie was recognized with the first place oral presentation during Quality Improvement Day for this initiative.

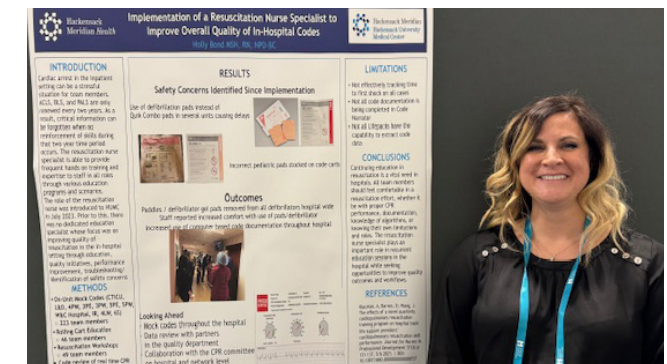


Joan Marie had a very busy 2023 as she was also honored with a 2023 AACN Circle of Excellence Award, a Hackensack Meridian Mosaic award for interprofessional team-based care - “No Catheter is the Best Catheter,” a Hackensack Meridian Synergy in Action Recognition Award for the “Little Star Initiative,” as well as presenting several posters during the AACN National Teaching Institute and Critical Care Exposition in May.

Riverview Medical Center quality improvement specialist **Anne Carter**, APN, MSN, ACNS-BC, CPPS, CEN, and network director of Team Member and Clinician Wellbeing **Kelly Venditto**, BSN, RN, CPPS, HN-BC, presented a poster featuring Riverview quality improvement initiative - “Telemetry Critical Alarm Management,” which was also authored by **Heather Puhan**, BSN, RN, CCRN, and **Mary Cotogno**, BSN, RN, CPAN.



Hackensack University Medical Center education specialist **Holly Bond** presented at the IHI conference, showcasing her project - “Implementation of a Resuscitation Nurse Specialist to Improve In Hospital Code Outcomes.” Holly also presented this during Quality and Safety Week at the medical center.



A team of nurses from Palisades Medical Center presented their research surrounding the medical center’s acquired pressure injury rates in comparison to national and local benchmarks. The team collected data highlighting two areas of concern: incontinence management and the assessment of dark skin tones. The poster presentation detailing this work was accepted by the Wound Ostomy Continence Nursing Society for the fall conference, and at the IHI forum. The highlight of the presentation has been the support of leadership and the collaboration of the nursing leadership team in decreasing these events.



The Palisades team included **Karen I. Francis**, MSN, RN, CWON-AP, APN, NE-BC, CMSRN; **Marina De Rosa**, BSN, ACM; **Fay Spragley**, DNP, MBA, ANP-BC, CCRN, NPD-BC; **Suzan Inci**, MSN, BA, APRN-BC; **Zoraida Bautista**, MSN, RN, APN, CCRN; **Badeiah Nammour**, DNP, RN; **Rodney Brown**; **Heather A. Veltre**, DNP, MS, RN, NEA-BC; and **Maria Brilhante**, MSN, APRN, CMSRN, NEA-BC.

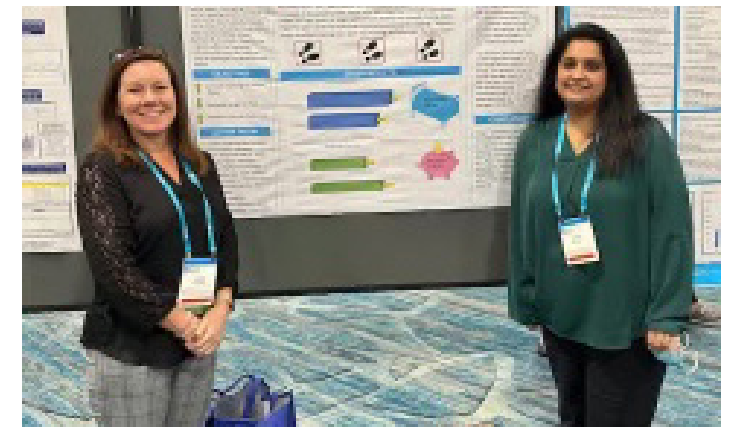
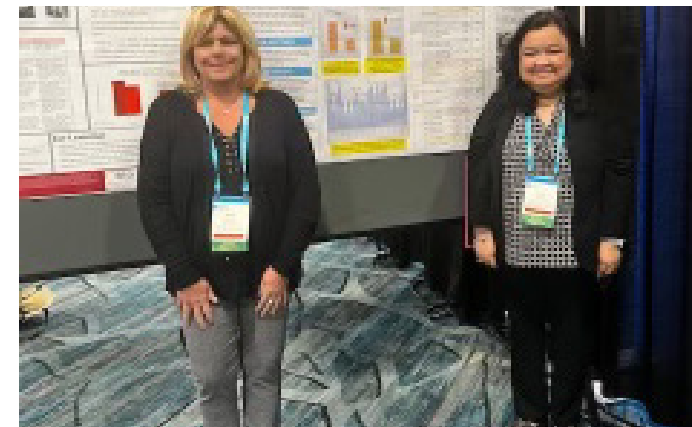
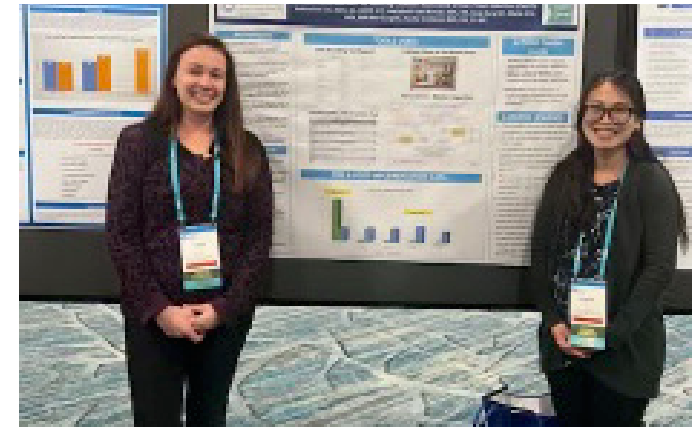
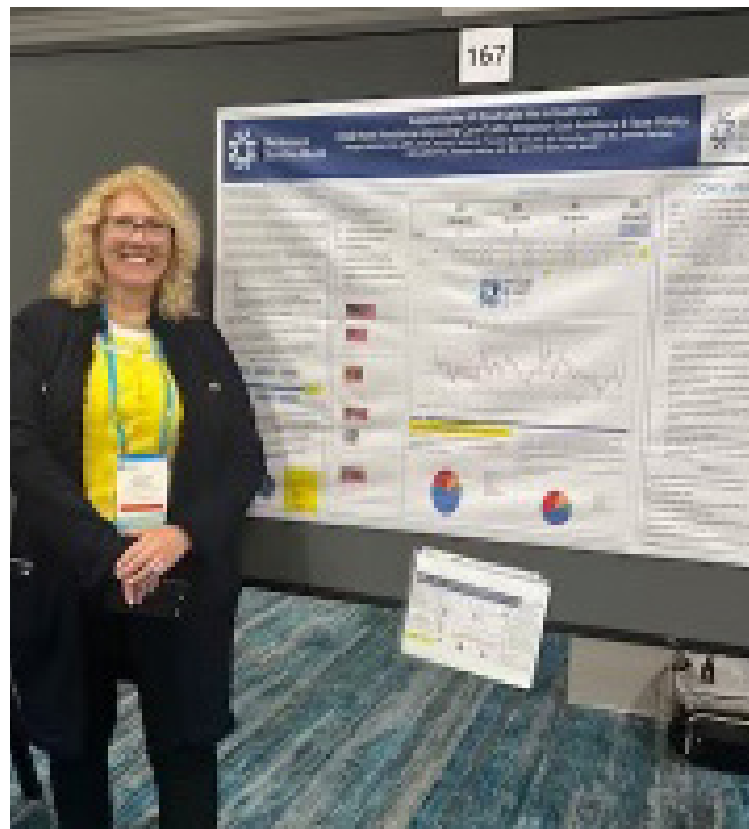
Jersey Shore University Medical Center was proud to have seven posters presented during the conference. This includes:

“Effect of Interaction with Therapy Dog on the Healthcare Workers’ Perceived Stress, Mood & Feeling of Burn-out,” authored by **Rocel Besa**, PhD, RN, CV-BC, NPD-BC, CNE, CPPS; **Ellen Angelo**, DNP, MSN, RN, CENP, CCRN; **Annamarie Cutroneo**, MHA, CPXP; **Amy Frieman**, MD, MBA, FAAHPH; **Dawn Williams**, MSN, RN, CV-BC; **Joyce Henn**, MSN, RN; **Jill Guy**, MSN, RN-BC, CPAN, CAPA; **Brandie Visinski**, MHRM; **Mani Paliwal**, MS, MBA; **Michael Rafter**, CSW; and **Jasper Besa**, BSN, RN.

“Improved Patient Outcomes with the Use of Mobility Techs” was presented by **Kristin DiSandro**, MSN, MHA, RN CCRN CPHQ NE-BC; and **Divya Mathur**, PT, DPT, MPA. This study was co-authored by Stephen Imburgio, MD; **Brian Walch**, MS, PT, MBA; **Matthew Lacontora**; **Maria Venegas**; and **Rocel Besa**.

“WHAT’S THE RISK? Postpartum Hemorrhage Risk Assessment Driving Preparedness and Lowering Hemorrhage Rates,” authored by **Jacqueline Cook**, MSN, RNC-OB, C-EFM, MedSurg-BC; **Annamarie Conte**, DNP, MSN, RN, CPN; **Angela Tcillo**, BSN, RN; and **Nadia Primus**, MBA, MSN, RN, CPPS.

“A Multi-Modal Approach in Reducing Catheter-Associated Urinary Tract Infection (CAUTI),” authored by **Katherine Lin**, MSN, RN, CPPS, CIC; **Mariebelle del Mundo**, BSN, RN, Med-Surg-BC; **Sheila Viti**, MSN, RN, Med-Surg-BC; and **Kasha Scotland**, BSN, RN, CV-BC.



“Supporting the IHI Quadruple Aim in Healthcare: CVAD Point Prevalence- Improving Care-CLABSI Mitigation-Cost Avoidance & Team Vitality,” authored by **Margaret Morales**, MA, APRN, ACNS, NEA-BC, NPDA-BC; **Timothy Bunkley**, BS, RN, Vcma Cac, MSN, RN; **Jennifer Garrison**, MSN, AGPCNP-C; and **Jennifer Olson**, DNP, RN-BC.

“Equity & Quintuple Aim Approach: Improving Outcomes for Partients with Dark Skin Through USGPV,” authored by **Jennifer Garrison**, APN, AGPCNP-C; **Margaret Morales**, MA, APRN, ACNS, NEA-BC, NPDA-BC; and **Jennifer Olson**.

“Implementing a Safety Solution to Mitigate Unplanned Extubations: A Multidisciplinary Approach,” authored by **Mari Stack**, BSRT, RRT-NPS; **Kaitlyn Swiger**, BS, RRT-NPS; **Meltem Karatas**, MD; **Paul Popovitch**, BS, RRT-NPS; and **Kaitlyn Philips**, DO, MS; **Angela Noxon**, BSN, RN, RNC-NIC; **Mandy Virola**, MSN, RN; **Margaret Morales**, MA, APRN; **Katrina Sweeney**, MSN, RN; and **Cathleen Ballance**, MD, MPH.

“As the largest segment of the health care workforce on the frontlines of patient care in various settings, nurses can influence positive changes that impact patient outcomes and the practice environment,” said **Rocel D. Besa**, Ph.D., RN, CV-BC, NPD-BC, CNE, CPPS, Magnet Program Director, Jersey Shore University Medical Center. “When nurses engage in scholarly work, they can identify more efficient and effective patient care options, address practice gaps, and influence patient outcomes and experiences.”

*Increasing nurse-driven research and evidence-based practice projects is a key goal of the nursing strategic plan. For a complete list of research projects, publications, presentations and quality improvement initiatives advanced in 2023, please see the appendix.*

# STRUCTURAL EMPOWERMENT

A core component of the Magnet Recognition Model® is structural empowerment, which focuses on how critical it is for health care facilities to get input from direct care nurses. Structural empowerment is built around four key characteristics, including shared decision making, influential nurses, lifelong professional development, and strong community partnerships. At Hackensack Meridian Health, our Magnet® culture fully embraces structural empowerment, ensuring nurses are provided with ample opportunity to engage, grow and influence.

## Enhanced Framework Supports Continuous Growth of Nursing Team

As Hackensack Meridian Health continues to look for ways to strengthen the current and future nursing workforce, an enhanced framework was developed to support the continuous professional development and growth of our nursing team. Through the integration of our three schools of nursing and the new Sheila Cancro Institute for Nursing Leadership and Practice Excellence, a host of programs and initiatives have been developed to help retain and grow our existing talent and build a robust pipeline of future nursing talent.

The **Hackensack Meridian Health School of Nursing and Wellness at Georgian Court** has continued to expand its programs since its inception in 2008. In 2021, the school launched a 14-month accelerated nursing B.S. to B.S.N that prepares professionals for a transition to nursing. Other successful programs include the RN to B.S.N. program, which makes earning a B.S.N. more accessible for working nurses (launched in 2020), and the Direct-Entry Master of Nursing program, the only one of its kind in New Jersey and one of only a few in the country (launched in 2022). Enrollment is up more than 100 percent since 2015, and by graduation, more than 90 percent of nursing graduates are employed. In 2023, the school had an NCLEX pass rate of 94 percent, with 132 graduates hired, nearly 63 percent at Hackensack Meridian Health facilities. Faculty contributed 17 articles to *Nursing Management*, three articles to the *Journal of the American Geriatrics Society*, four articles in the *Journal of Nursing Care Quality*, and two articles in *Clinical Simulation Nursing*.

At the **JFK Muhlenberg and Snyder School of Nursing** graduates earn a Diploma in Nursing and an Associate in

Science Degree from Union College. Articulation agreements to earn a B.S.N exist with Kean University, Rutgers University and Wagner College. The school offers four tracks for RN licensure: Generic Track; Accelerated Track; LPN to RN Transition Track; and, Pathways to BSN Track. In 2023, the school's 156 graduates had an NCLEX pass rate of 96.8 percent. The school's director of Student Engagement, Donna Murray, was recognized with the Nurse of Distinction Award in 2023 from the New Jersey League of Nursing. Full-time faculty member and PhDc Huifang Cheng received the 2023 National League for Nursing Nursing Education Scholarship Award.

**Middlesex College Associate in Science Nursing Program** prepares students for an entry level RN position. Students can complete the program within two years. The Associate Degree program is offered in association with Raritan Bay Medical Center at the Middlesex College Campus located in Edison. The school received re-accreditation from the Commission for Education in Nursing until 2030, and will soon complete its new Center for Simulation Excellence. The school's 44 graduates achieved a 100 percent pass rate on the NCLEX exam in 2023.

With the goal of hiring more graduates from the three schools of nursing and other schools in the region, Hackensack Meridian Health launched an **interview day program** in late 2023. The program involves hiring leaders from our hospitals conducting on-campus interviews with graduating nursing students. An event held in October at JFK Muhlenberg resulted in 37 students interviewed, with 94 accepting contingent offers. In November, an event at Georgian Court led to 19 student interviews with 94 percent accepting contingent offers. Additional events will take place at schools across the state in 2024.

To help grow the pipeline further, Hackensack Meridian Health introduced the **Earn While You Learn** program for current nursing students who want to work as Patient Care Technicians (PCTs) or certified home health aides at our facilities. The program allows current students to earn a wage in a part-time or per diem capacity while gaining on-the-job nursing experience that will serve to enhance their school curriculum and ability to pass the NCLEX. Students are able to work and learn on clinical teams with nurse leaders as they complete their courses, with the goal of transferring to an RN

role upon graduation. To date, 64 students have successfully completed the program and have gone on to nursing roles at Hackensack Meridian Health.

**NSPIRE** is an apprentice program designed to support newly-graduated, pre-NCLEX nurses in their transition to practice. The program offers a paid practice immersion curriculum between 4-12 weeks in a full- or part-time capacity until transitioning to the paid nurse residency program. NSPIRE nurses complete clinical immersions, shadow and are exposed to the clinical environments in which they work. The program was piloted at Bayshore Medical Center and Ocean University Medical Center and expanded in 2023 to JFK University Medical Center, Hackensack University Medical Center, Southern Ocean Medical Center, Raritan Bay Medical Center, and Old Bridge Medical Center. NSPIRE nurse graduate **Kaylee Hoffman** began her career as a PCT at Ocean, where she now serves as an RN. She chose

to participate in the program to broaden her knowledge and understanding of Hackensack Meridian Health. Kaylee shared, "I highly recommend the program. It opened so many doors for me and I have so many tools by my side as a new graduate nurse."



The **New Grad Nurse Residency Program** develops professionalism and independence among recently graduated nursing students and reinforces Hackensack Meridian Health's commitment to educate and retain our high-quality nursing staff. Nurses within this program provide delivery of nursing practices using the outcome-based practice model by demonstrating competency in clinical judgment, technical skills and an appropriate knowledge base. In 2023, 496 nurse residents graduated from the program, and 826 nurse residents were hired into the program.



Developed in 2023, the **Beyond the Residency Program** offers continued mentorship for nurse residency program graduates. Since its launch in May, 375 nurse residents have participated.

In 2023, Hackensack Meridian Health also launched its new **Lecture Workshop Series** for professional development. Ten workshops were held in 2023 with more than 400 nurses participating. Topics covered included nursing finance and budgeting, nurse leader resilience and work/life balance, nurse onboarding, peer interviewing, team building and trust/conflict resolution. Ten workshops are planned for 2024.

The new **ABSN Employment Bonus Program** provides financial relief for students seeking a career in nursing. Students can receive up to \$35,000 to help pay tuition or loans and alleviate the burden of debt as they advance their nursing education. In return, recipients must pledge to work at Hackensack Meridian Health in a full-time acute-care or home-care nursing role for a minimum of three years upon graduation. To date, 25 scholarships have been committed.

**Success with Nurse Residency Journal Club**

A new nurse residency journal club was launched in 2023. A requirement for graduation from the nurse residency program is committee participation. **Jocelyn Marx**, MSN, RN-BC, HNB-BC, manager Nursing Residency Program and **Sara Humeny**, MS, BSN, RN, NBC-HWC, HNB-BC, network Integrative Nurse Health Coach, developed the club to alleviate one of the barriers nurse residents faced when trying to participate in committees - finding the time to attend. The nurse residency journal club allows new nurses to learn about research in a less intimidating environment and at a convenient time for nurses working day and night shifts. In addition, as an ANCC Practice Transition Accreditation Program® (PTAP), peer support is a mainstay of the residency program.

During journal club, residents from across the Hackensack Meridian Health network join to provide each other support by cheering the speakers on, connecting in the chat about situations each has faced, and speaking directly to each other to share stories related to the chosen article. Jocelyn and Sara noted that the best part about the nurse residency journal club is that nurse residents pick the article, create the presentation, and present to their coworkers. Journal topics have included: barriers to self-care, challenges for new nurses, and mindful resilience. Peer support is palpable during journal club, and the chat explodes with advice to one another. The nurse residency journal club met every other month in 2023, with six nurse residents presenting throughout the year. The journal club is the largest committee at Hackensack Meridian Health, with representation from all hospitals, and a total of 589 attendees.



**Scholarship Awards Support Continued Development of Nurses**

Hackensack Meridian Health offers numerous scholarships to provide financial support for individuals returning to school to advance their education in nursing. Scholarships are awarded twice a year to assist team members preparing to enter the nursing profession, or nurses seeking advanced degrees. In 2023, a total of \$363,750 in scholarships were awarded.

Several Ann May fall scholarships were awarded to nursing team members at Ocean University Medical Center. These scholarship recipients were recognized in October and include RNs **Ambika Alagona**, **Carrie Martin**, **Linda Jean Wrigley**, and **Lisa Sullivan**, and PCTs **Gabriella Catalano**, **Jonathan Pang**, and **Leonardo Dosono Jr.**



JFK University Medical Center PCT **Yaritza Ponce** received the inaugural Jairam N. Kamath Scholarship in 2023, which will help her pursue a career in nursing. Yaritza currently serves as a PCT in the Brain Trauma Unit. She will apply the scholarship towards her tuition at the JFK Muhlenberg Harold B. and Dorothy A. Snyder School of Nursing, which she began attending in the fall.



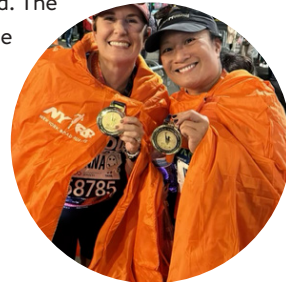
**Saving Lives On and Off Duty**

**Joyce Park**, ICU nurse at Hackensack University Medical Center, took lifesaving action on her way home from a family dinner. Joyce saw a vehicle up ahead zigzagging across the road. She saw him swerve off the road and hit a utility pole. After her husband stopped the car, Joyce rushed over to the car. She shared that the driver had no pulse and wasn't breathing. Joyce told her husband and the driver's wife to call 911 while she performed CPR.

"He came back to life after 30 seconds of CPR. He woke up screaming, 'I'm ok, I'm ok!'" Joyce continued to monitor the elderly man's vitals until the police and paramedics arrived. A team member for 10 years, Joyce is passionate about her work. In 2023, Joyce began the Doctorate Nurse Practitioner Program. Juggling studies, work and caring for her family keep her quite busy. Her goal is to build upon her critical thinking. "You make a big difference working in a hospital setting. I want to provide more in-depth care. I want to help more people get the best treatment they can under my care. Patient care is very fulfilling and rewarding to me," Joyce said.

Old Bridge Medical Center Perioperative Services nurse manager **Irene Bentley** helped to save a life at the NYC marathon held in November. The race had barely begun when Irene, who was just getting into gear on the westbound lanes, noticed a commotion on the other side. She looked over the barrier and saw a man slumped on the ground. Irene managed to jump over the barrier, hurting herself on the landing, and began to shout, "I'm a nurse." She joined two other nurses in tending to the victim. Irene yelled the man's name - reading

it off his racing bib - but he didn't respond. The three began to perform CPR. When Irene took over and began compressions, he opened his eyes. His pulse was back." Irene was doing what she does every day - helping to save someone's life. It's a calling she's been a part of since joining the hospital in 1995. "It was just instinct," Irene said. "There was no way I wasn't going to help."



**Nurses Extend Their Reach Beyond the Hospital**

**Denise Schwartz**, an RN in the Emergency Department of Ocean University Medical Center, has spent her vacation time over the last seven years serving underprivileged communities in the Dominican Republic with Waves in Health missions. "I typically spend seven to 10 days twice a year in the Dominican Republic. Once a year, we go into the countryside with a huge truck filled with supplies. The team will set up a mobile medical unit inside of a school. Classrooms are utilized for triage, pharmacy, routine check-ups and treatment rooms. It's run like a hospital. You would be surprised by how fast you can set up a location," said Denise. "I go with the early teams to divide and organize medications which are donated in vats and bags. It's all very organized. The next day we pack up and we're on our way to the next location."



People walk for miles and miles and stand in the heat to receive care, get medications and shop for food and clothing. "We see thousands of people during the time I'm there. We see some of the same people every visit. The children are growing, and people are getting older. They are so grateful to see us," said Denise. "Last year, a 114-year-old woman traveled by donkey to get care."

Dr. Jimenez, affectionately called Dr. Cool, treats patients in the community where he lives in Dajabon, Dominican Republic. "Over the years, I have had the pleasure of working side-by-side with Dr. Cool on many medical missions," shared Denise. "OUMC has donated items that would be discarded to my medical missions for the past five years now. One of the recently donated items, CPR infant and adult mannequins, were used by Dr. Cool to demonstrate CPR to the emergency medical technicians in his community."



Denise is grateful for OUMC. “**Sharon Madlinger** orders and stocks supplies in the Emergency Department. She does a really wonderful job saving everything for me. Last mission, there were seven boxes of supplies such as gauze, saline, tongue depressors, splints, slings – anything that was nearing expiration. We were able to donate trays and trays of surgical supplies to the hospitals there. I’ve also brought crutches and canes that went unclaimed in our lost and found,” said Denise.

“Everyone knows what I do, and they are eager to give me stuff to bring. It’s invigorating to see all of our donations be of great use to people living in the Dominican Republic,” said Denise. “I am very grateful to everyone at Ocean for being part of these missions. It’s as though OUMC is there with me providing care to the underprivileged residents of this community.”

Denise has inspired others like **Tom Fisher**, OUMC nurse supervisor. “Tom served in the military as a flight nurse paramedic and felt he should do more. So, he signed up for mission work,” said Denise. “I encourage others to get out of their comfort zone and just do it.”

A highly motivated individual, Denise attended nursing school while raising three young children. She has come full circle since earning her master’s degree. “I teach nursing school - first semester clinicals one day a week at Ocean County College,” she said. “It’s nice to give back to where I started.”

Hackensack Meridian Health is fortunate to have Denise as a team member for 19 years and counting. “Denise is a true hero. We are so very proud of her. OUMC’s donations have greatly impacted and helped her mission to provide support and care for the residents,” said **Theresa Lenahan**, nurse manager, Emergency Services, OUMC.

“It’s hard to describe the amount of joy I get from doing this work,” said Denise.

Jersey Shore University Medical Center Northwest 6 nurse **Danielle Payton**, RN, spent part of 2023 participating in a volunteer program in Zambia, Africa with the support of her leaders. Zambia is one of the world’s poorest and most indebted nations with a steady influx of refugees, the effects of HIV/AIDS, poverty, and corruption, as well as food shortages that leave the country in crisis. In Zambia, health care is neither accessible nor affordable. Thousands of children in Zambia live in a land where extreme poverty is the norm,

many children are orphaned by AIDS, health care is woefully inadequate, and public education is substandard and not free. Medical volunteer programs in Zambia support orphans, vulnerable children, youth, and young adults, and health care projects. Health care professional volunteers, working under the direction of the District Health Office, support the provision of healthcare in either the clinics or hospitals, which also helps improve access to medical care and treatment.

Danielle shared, “I have always felt that everyone should give back if they are fortunate enough and able. I started volunteering abroad with International Volunteer HQ right after highschool and I have been lucky enough to complete three service trips with them. I had an amazing experience on my recent trip to Zambia and was welcomed with open arms and warm smiles. Aside from the amazing wildlife, delightful food, and breathtaking waterfalls, I learned so much at the Maramba Clinic. I helped the midwife deliver babies and care for newborns in immense heat and uncomfortable conditions and administered vaccines to children who needed them. In the urgent care we treated patients with diseases such as HIV/AIDS, tuberculosis, anthrax and parasites and ran labs on people who may have never been to a doctor before. I had to adjust to working in an environment with a lack of proper medical supplies, medications, PPE, and almost zero infection control and I saw things that I otherwise never would have. It was an eye opening experience that left me eager to return and made me appreciate the amazing health care system that we have in the United States.”

Danielle’s ability to volunteer in Zambia is also a great example of the structural empowerment Magnet® component, which “refers to the existence of social structures at work that allow individuals to achieve their work goals through access to opportunities, relevant information, support and resources” (Kanter, 1977). Danielle’s manager, **Delasi Agbozo**, DNP, RN, Med-Surg-BC, enthusiastically supported Danielle’s participation. She adjusted the unit schedule, looked for coverage for work shifts during the two-week period, and approved paid time off. Delasi also ensured she did not schedule Danielle immediately ahead of or after her trip to ensure she had time to prepare, complete the immunization requirements and get some rest before returning to work.

Delasi shared, “It is written, ‘It is more blessed to give than to receive.’ We are so blessed with health, clean medical facilities, availability of medical personnel, medical equipment,

medicine and all the necessary amenities needed to maintain adequate health. Sometimes we take all these for granted, forgetting there are places in the world where clean drinking water, or Tylenol for a headache is reserved only for the rich. Standing on the principle of giving, it is important that we help those less fortunate than us. I am a strong believer in being an agent of change, and paying it forward. This is my reason for supporting Danielle in volunteering her time. I believe this is just the beginning.”



**Serving the Community with Care**

JFK University Medical Center Professional Practice Council Co-Chairs **Jim Ziemba**, MA, BSN, RN, CRRN and **Priti Bawa**, BSN, RN, CVRN-BC, spearheaded an overwhelmingly successful Winter Clothing Drive in conjunction with the Hackensack Meridian Nursing Congress. A total of 12 boxes full of new and gently used winter clothes were collected. The clothes were delivered to The Salvation



Army New Jersey Division for distribution to those in need.

Jersey Shore University Medical Center RN **John Meyers** provided Quality Improvement Project-NJ (QIP-NJ) mental health education, presenting Equity in Health Care in October, as well as co-presenting intervention classes for Jersey Shore. John also participated in the QIP-NJ coat drive, QIP-NJ diaper drive, and assembled wellness bags for the homeless. John has his psychiatric mental health nurse

certification and is expected to complete his Master’s degree in nursing administration in 2024.

Raritan Bay Medical Center nurse **Maria Sherly Castro**, DNP, RNBC, CCRN, serves as nurse planner and education chair for the AACN Central NJ Chapter. Sherly also volunteered her time at a flu clinic held at the Monroe-based Rossmoor Senior Community Center, and participated in the Sustainable Health and Wellness Fair at Branch Brook in Newark.



Jersey Shore University Medical Center nurse manager **Janet Lawrence**, who serves as a Board Member for Concerned Black Nurses of Central NJ, provided blood pressure screenings at Shrewsbury AME Church and during Community Day at Count Basie Park in Red Bank. She also participated in a diaper drive for underserved communities.

The HARP and Diabetes teams at Hackensack University Medical Center worked to address a challenge that arose during COVID-19 - providing on site, farm fresh fruits and vegetables to team members while ensuring proper social distancing requirements. Director of network sustainability **Bonnie Eskenazi** shared that the teams worked together to implement the first ever, weekly on site farm stand on the Hackensack campus. She said, “This effort helped to create a culture of health and wellness while increasing access to fresh, nutritious food, education on disease prevention, healthy eating, and healthy recipes for team members, visitors and the surrounding community.” In addition to the fresh food, there are also tables for blood pressure screenings and education materials. This year, they offered a complimentary jar of their own Hackensack Honey with every purchase. The farm stand team partners with Zone 7 - a New Jersey-based farm





fresh distribution service - and manages the stand with team members and volunteers.

Assistant Nurse Manager at Bayshore Medical Center, **Laci Van Demark**, serves as an EMT with Point Boro First Aid.

Hackensack University Medical Center education specialist **Judith Howes** is co-facilitator for the Leukemia/Lymphoma Society's support group - The New Norm - for stem cell transplant patients and their caregivers. Judith has served in this capacity for 16 years.

Network director of Community Health Quality Improvement **Jenny Bernard**, DNP, MSN, AGNP-BC, was appointed to the Hackensack Meridian School of Medicine as an Assistant Professor in the path of teaching in the Department of Medical Sciences. Dr. Bernard also participated in the Student National Medical Association,

Region IX's Community Health Fair event at Eva's Village in Paterson, where she shared a rich array of services and information for the community, including blood pressure screenings, vaccines, and community connections. To help support low-income mothers being discharged from Hackensack Meridian hospitals, Dr. Bernard led a newborn items drive - an annual event that started in 2023. She also identified a need for diapers for maternal health patients being discharged. She developed a diaper drive as a pilot, which resulted in a funding allocation to provide all low-income mothers with a supply of diapers on discharge from any Hackensack Meridian hospital. 🧩

*For a complete list of community service activities in 2023, please see the appendix.*

## NURSING LEADERS



**Regina Foley**  
Ph.D., MBA, RN  
Executive Vice President,  
Chief Nurse Executive & Chief Clinical  
Transformation and Integration Officer



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



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



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



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



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



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



**Francesca Martinez**  
MBA, MSN, RN  
Chief Nursing Officer,  
Pascack Valley Medical Center



**Cecelia Cetnar**  
MA, BSN, RN  
Vice President, Chief Nursing Officer,  
Riverview Medical Center



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



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



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



**Kara Kaldawi, Ph.D., RN, APN, GCNS-BC**  
Director, Joint Middlesex College  
Hackensack Meridian Health Nursing Program  
Middlesex College



**Coleen Kumar, Ph.D., RN, CNE**  
Dean  
Hackensack Meridian Health JFK Muhlenberg  
Harold B. and Dorothy A. Snyder Schools



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



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



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



**Alda Valenzuela**  
RN-C, MSN, CWS, C-NE, CDONA-LTC  
Vice President - Post Acute, Clinical,  
Hackensack Meridian Health



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



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

## NURSING ACCOMPLISHMENTS

### AWARDS AND RECOGNITION

First Name	Last Name	Title/Role	Campus/Entity	Award/Recognition
Rocel	Besa	Magnet Program Director	JSUMC	Elizabeth Kellogg Award Magnet/Pathway to Excellence Award - New Knowledge & Innovation - JSUMC JSUMC Courageous Award
Jazmin	Cascante	APN Clinical Lead Manager	Network	Bear's Den Winner - Project Lead: Decreasing LOS 2023
Maria Sherly	Castro	Staff Nurse	RBMC	Magnet/Pathway to Excellence Award - Empirical Outcomes - RBMC and Network Alfred John Schiavetti Jr. Essence of Nursing Award - Empirical Outcomes Elizabeth Kellogg Award Nominee Daisy Award
Leticia	Chin	Staff Nurse	HUMC	Daisy Award Everyone Needs a Nurse Scholarship - HMH
Jessica	Crowley	Manager, Professional Development	SOMC	Nurse Leader of the Year - HMH
Diane	Cusick	RN	BMC	DAISY Award
Stephanie	Esposito	Staff Nurse	RBMC	Institute For Nursing's Clinical Practice Award
Pamela	Fake	Staff Nurse	HUMC	Magnet/Pathway to Excellence Award - Exemplary Professional Practice - HUMC and Network Alfred John Schiavetti Jr. Essence of Nursing Award - Exemplary Professional Practice
Jennifer	Frialda	Staff Nurse	RBMC	DAISY Nominee
Aimee	Gabuya	Clinical Nurse Educator	RBMC	DAISY Nurse Leader Award for Nursing Clinical Educators - New Jersey League for Nursing and DAISY Foundation
Robert	Henderson III	Addictions Nurse Navigator	RBMC/OBMC	NJBiz Healthcare Heroes Nurse of the Year Magnet/Pathway to Excellence Award - New Knowledge & Innovation - RBMC
Jasmine	Hossain	Staff Nurse	HUMC	Compassionate Care Giver Award
Ramonita	Jimenez	VP, Chief Nursing Officer	HUMC	AONL Nurse Executive Fellowship AONL Certificate in Executive Leadership
Baljot	Kaur	Staff Nurse	JFKUMC	DAISY Award Good Catch Recognition NJLN Scholarship Award

COMMUNITY SERVICE

Lisa	Laird	Staff Nurse	JFKUMC	Synergy in Action Award
Nilda	Lopez	Staff Nurse	JFKUMC	DAISY Award
Maria	Manzella	Clinical Nurse Specialist	OUMC	Elizabeth Kellogg Award Magnet/Pathway to Excellence Award - New Knowledge & Innovation - OUMC and Network
Joan Marie	Maranon	Nurse Manager	RBMC	AACN Circle of Excellence Award Mosaic Award Synergy in Action Award
Shannon	Marek	Assistant Nurse Manager	RBMC	Daisy Nurse Leader Award Sigma Theta Tau International Honor Society of Nursing
Elisabeth	Margl	Staff Nurse	OUMC	Physicians Choice Award
Linda	Meier	Nurse Manager	JFKUMC	Elizabeth Kellogg Award
Emely	Menell	Staff Nurse	RMC	End of Life/Hospice Education Graduate
Denise	Menonna Quinn	Education Specialist	HUMC	National League of Nursing - Nursing Recognition Award
Ashley	Meyer	Assistant Nurse Manager	OUMC	Mosaic Award
John	Meyers	Nurse Navigator	JSUMC	Elizabeth Kellogg Award
Kelly	Murphy	Nurse Manager	SOMC	Al Schiavetti Essence of Nursing Award Synergy in Action
Nicole	O'Neil	Staff Nurse	RMC	DAISY Nominee
Kimberly	Oquendo	Assistant Nurse Manager	RBMC	Outstanding Achievement In Quality Improvement Award- First Place in Oral Presentation Mosaic Award DAISY Nurse Leader Nominee
Jennifer	Pedersen	Clinical Nurse Educator Maternal Child Health	RBMC	Graduated with High Distinction
Kristen	Perri	Clinical Nurse Educator	OUMC	Florence Nightingale/Ginny Horner Nursing Excellence Award
Dana	Perry	Staff Development Educator	Hackensack Meridian At Home	Magnet/Pathway to Excellence Award - New Knowledge & Innovation
Moses	Sackowitz	Manager, Clinical Data Management & External Reporting	HUMC	DAISY Nurse Leader Award for Nursing Clinical Educators
Allison	Toto	Clinical Nurse Specialist	RMC	Magnet/Pathway to Excellence Award - New Knowledge & Innovation - RMC
Margaret	Valenti	Nurse Manager	RMC	NJ League of Nursing - Nursing Leadership Award INA Leadership Award HMH recognition award for Nurse Philanthropy
Laci	Van Demark	Assistant Nurse Manager	BMC	Synergy Award
Rosemarie	Ventura	Staff Nurse	RBMC	DAISY Award
Candice	Whitman	BSN	RBMC	Sigma Theta Tau Honors Society
Valerie	Wortman	Assistant Nurse Manager	PMC	Collaborative Award
Gaea	Wyckoff	Access Triage Nurse Coordinator	Carrier	Magnet/Pathway to Excellence - Transformational Leadership Award - Carrier Outstanding Achievement in Quality Improvement Award - 2nd place Oral Presentation

First Name	Last Name	Title/Role	Campus/Entity	Community Service
Kelley	Abel	Staff Nurse	JFKUMC	Sharing Network 5K Celebration of Life Walk
Patricia	Anthony	Senior Nurse Clinician	JFKUMC	Walk against Brain Tumors
Allison	Becker	Staff Nurse	RMC	NAMI In Our Own Voice presenter
Jenn	Brown	Magnet Program Director	JFKUMC	Coach for Youth Sports, Woodbridge
Phillip	Castillo	Assistant Nurse Manager	JFKUMC	Miles For Minds
Maria Sherly	Castro	Staff Nurse	RBMC	Flu Clinic at Monroe Rossmoor Senior's Community Center Sustainable Health and Wellness Fair at Branch Brook, Newark
Leticia	Chin	Staff Nurse	HUMC	Breast Cancer Ride
Christine	Conner	Director of Professional Development and Magnet Program	OUMC	Making Strides Against Breast Cancer
Alexa	Cozzarelli	Staff RN	HUMC	Adopt a Family Sponsored Event
Diane	Doherty	Staff RN	JSUMC	New Jersey Brain Tumor Walk
Pamela	Egnatovich	Director of Patient Care	OUMC	Foodstock
Stephanie	Esposito	Staff Nurse	RBMC	Sunday School Teacher, Colts Neck Community Church Youth Leader, Colts Neck Community Church
Pamela	Fake	Staff Nurse	HUMC	Arthritis Walk
Jennifer	Filardo	Staff Nurse	OUMC	Chairperson, OUMC Blood Drives with Vitalant
Aimee	Gabuya	Clinical Nurse Educator	RBMC	Middlesex County College Carrier Day Mental Health Event, Woodbridge Township Mental Health Month Celebration by Carrier Behavioral Health at Raritan Bay Medical Center
Donna	Gibbons	Inpatient Diabetes Care & Education Specialist	HUMC	Diabetes Alert Day, American Diabetes Association, World Diabetes Day, International Diabetes Federation
Michelle	Golba-Norek	Manager, HMH Central EMS Training Center	JFKUMC	Metuchen YMCA - HO CPR, Opioids Sacred Heart Church - HO CPR, Stroke, Opioids South Amboy HS - HO CPR Opioids
Linda	Hassler	Director of Nursing Excellence	HMNR at Oak Tree	HealthCare Explorer Summer Program Director Monmouth Council Boy Scouts of America
Robert	Henderson III	Addictions Nurse Navigator	RBMC/OBMC	Member, Old Bridge Township Municipal Alliance Committee
Judith	Howes	Education Specialist	HUMC	Co-Facilitator - Leukemia/Lymphoma Society's Support Group (The New Norm) for Stem Cell Transplant Patients and Caregivers
Ramonita	Jimenez	VP, Chief Nursing Officer	HUMC	Vounteer Church Preschool Teacher Women's Group Facilitator Volunteer Bergen County Toy Drive
Nancy	Kerr	Director, Infection Prevention	OUMC	Brick Township Green Fair Church of the Epiphany Thanksgiving Food Drive
Janet	Lawrence	Nurse Manager	Network	Health Screenings - Red Bank Community Day Health Screenings - Shrewsbury AME Zion Church, Red Bank
Nilda	Lopez	Staff Nurse	JFKUMC	JDRF - Race for the Cure
Wendy	Mehalick	Director, Infection Prevention	RMC	Making Strides Against Breast Cancer American Cancer Society
John	Meyers	Nurse Navigator	JSUMC	QIP-NJ Coat Drive and Diaper Drive, Wellness Bags for Homeless
Sherry	Milstein	Staff Nurse	HUMC	Congregation Rinat Yisroel -Acts of Kindness Committee
Kelly	Murphy	Nurse Manager	SOMC	Teddy Bear Clinic
Kristen	Myers	Staff Nurse	JFKUMC	Organized and Ran the 2023 NICU Book Drive
Paula	O'Neill	Clinical Program Manager	RBMC/OBMC	Tips for Stress Management Presentation - South Amboy Senior Center
Linda	Parry Carney	Education Specialist	HUMC	Borough of Bloomingdale - NJ Board of Health Stephen Ministry Education Coordinator - St. Anthony of Padua Church, Butler
Kathleen	Peschetti	Staff Nurse	HUMC	Catechism Teacher
Ian Vimar	Quintanilla	Assistant Nurse Manager	OUMC	St. Dominic Church Community Thrift Shop



NEW CERTIFICATIONS

Ian Vimar	Quintanilla	Assistant Nurse Manager	OUMC	St. Dominic Church Community Thrift Shop
Diane	Resnick	Nurse Manager	RMC	Lunch Break, Red Bank Health Fair Red Bank Mayor's Wellness Day Congregation Torat El Sisterhood Vice President: Food Drive
Michele	Siegel	Nurse Manager	JFKUMC	Park Hotel Holiday Gift Collection
Diane	Stanaway	Nurse Navigator	OUMC	Susan Komen Race for the Cure
Ann	Stanley	Director, Ambulatory Operations and Care Coordination	Network	Pound the Pavement for Purple-Pancreatic Cancer Walk
Elena	Such	Staff RN	JFKUMC	Virtual Childbirth Education Classes Zumbathon to benefit breast cancer survivors - Woodbridge Community Center
Margaret	Valenti	Nurse Manager	RMC	The Tebow Foundation You Can Free Us William I Riker Symposium
Alda	Valenzuela	VP Post Acute, Clinical	Network, Post Acute	Annual Thanksgiving Drive - Philippine Nurses Association School Supplies Drive - Philippine Nurses Association
Laci	Van Demark	Assistant Nurse Manager	BMC	EMT - Point Boro First Aid
Kelly	Venditto	Director of Team Member & Clinician Wellbeing	Network	Team Member Wellness Days & Nights at RMC
Christine	Wade	Clinical Program Manager	JFK Johnson Rehabilitation Institute	BIANJ Conference Committee Parkinson's Foundation Moving Day volunteer Presented Nursing as a Career to the MedTech Club at Franklin High School
Sandra	Weber	Staff Nurse	HUMC	Assistant Coach - Mahwah Youth Track and Cross Country Eucharistic Minister - Immaculate Heart of Mary Church, Mahwah
Candice	Whitman	Staff Nurse	RBMC	Sharing Network 5K
Gaea	Wyckoff	Access Triage Nurse Coordinator	Carrier	Hospital Representative for Winter Clothing Drive for the Homeless
Jim	Ziemba	Staff RN	JFKUMC	Spearheaded Winter Clothing Drive for the Homeless

First Name	Last Name	Title/Role	Campus/Entity	New Certification
Wilhelmina	Alivia	Staff Nurse	RMC	HN-BC (Holistic Nurse)
Patricia	Anthony	Senior Nurse Clinician	JFKUMC	Adult Gerontology Acute Care Nurse Practitioner (AGACNP)
Rocel	Besa	Magnet Program Director	JSUMC	Certified Professional in Patient Safety (CPPS)
Sydney	Biel	Staff Nurse	RMC	ONS/ONCC Chemotherapy Immunotherapy Administration Certificate
Nicole	Brown	RN Care Coordinator	JFKUMC	Gerontological Nursing Certification (GERO-BC)
Dinnah	Bulosan	Nurse Manager	JFKUMC	Advanced Practitice Registered Nurse (APRN)
Noemi	Cajigal	Staff Nurse	JFKUMC	International Board Certified Lactation Consultant
Anna Rosa	Coronel	Oncology Nurse Navigator	HUMC JTCC	ONS/ONCC Chemotherapy Immunotherapy Administration Certificate
Michele	Coyle-Dobbin	Staff Nurse	RMC	HN-BC (Holistic Nurse)
Alexa	Cozzarelli	Staff Nurse	HUMC	Cardiac-Vascular (CV-BC)
Jessica	Crowley	Manager, Professional Development	SOMC	Nurse Executive (NE-BC)
Pamela	Egnatovich	Director of Patient Care	OUMC	Nurse Executive (NE-BC)
Abigail	Ferrer	Staff Nurse	PMC	Critical Care Registered Nurse (CCRN)
Morgan	Gaiamo	Staff Nurse	RMC	HN-BC (Holistic Nurse)
Lauren	Ignarra	Assistant Nurse Manager	RMC	HN-BC (Holistic Nurse)
Rincy	Jacob	Staff Nurse	OBMC	Medical-Surgical (MEDSURG-BC) Adult Gerontology Acute Care Nurse Practitioner (AGACNP)
Melanie	Kerekes	Nurse Practitioner	RMC	Wound Care (WCC)
Jennifer	Kopelman	Nurse Manager	HUMC	Certified Professional in Patient Safety (CPPS)
Nilda	Lopez	Staff Nurse	JFKUMC	Certified Medical-Surgical Registered Nurse (CMSRN)
Princess Angel	Opida	Staff Nurse	Carrier	Psychiatric-Mental Health Nursing Certification (PMH-BC)
Kristen	Perri	Clinical Nurse Educator	OUMC	HN-BC (Holistic Nurse)
Ian Vimar	Quintanilla	Assistant Nurse Manager	OUMC	Family Nurse Practitioner (FNP-C)
Marie Chante	Ramos	Staff Nurse	OBMC	Critical Care Registered Nurse (CCRN)
Linda	Richardson	Staff Nurse	RMC	ONS/ONCC Chemotherapy Immunotherapy Administration Certificate Advanced Cardiovascular Life Support (ACLS) Telemetry Nurse Specialist
Eileen	Rivera	Staff Nurse	RBMC	HN-BC (Holistic Nurse)
Felicia	Vargas	Staff Nurse	RMC	Medical-Surgical (MEDSURG-BC)
Candice	Whitman	Staff Nurse	RBMC	Medical-Surgical (MEDSURG-BC)
Valerie	Wortman	Assistant Nurse Manager	PMC	Trauma Nursing Core Course (TNCC)
Elena	Yuryeva	RN Community Based Care Management	JSUMC ACO	Certified Case Manager (CCM)





**EDUCATIONAL ACHIEVEMENTS**

First Name	Last Name	Title/Role	Campus/Entity	Educational Achievements
Patricia	Anthony	Senior Nurse Clinician	JFKUMC	MSN
Georgette	Bell	Staff Nurse	Hospice South	BSN, Chamberlain University
Dinnah	Bulosan	Nurse Manager	JFKUMC	MSN - Adult Gerontology Nurse Practitioner
Ruchoma	Domosh	Clinical Coordinator	JSUMC Child Evaluation Center	Post Graduate Certificate Pediatric Nurse Practitioner - Primary Care, University of South Alabama
Abigail	Ferrer	Staff Nurse	PMC	BSN
Jennifer	Filardo	Staff Nurse	OUMC	MSN, Chamberlain University
Iveliz	Hernandez	Nurse Coordinator	HUMC	MSN - Nurse Educator
Meghan	Ince	Staff Nurse	JFKUMC	BSN, William Paterson University
Shannon	Marek	Assistant Nurse Manager	RBMC	MSN, Thomas Edison State University
Ashley	Meyer	Assistant Nurse Manager	OUMC	MSN - Nurse Executive
Daniel	Muchnik	Staff Nurse	OBMC	BSN, Chamberlain University
Kelly	Murphy	Nurse Manager	SOMC	MSN
Kristen	Myers	Staff Nurse	JFKUMC	MSN-FNP, William Paterson University
Jennifer	Pedersen	Clinical Nurse Educator Maternal Child Health	RBMC	MSN, Chamberlain University
Ian Vimar	Quintanilla	Assistant Nurse Manager	OUMC	MSN
Harriet	Sarkodie	Education Specialist	HUMC	Doctor of Nursing Practice (DNP) - Thomas Edison State University
Ann	Stanley	Director, Ambulatory Operations and Care Coordination	Network	MSN - Administration, Thomas Edison State University
Felicia	Vargas	Staff Nurse	RMC	BSN, Chamberlain University
Kelly	Venditto	Director of Team Member & Clinician Wellbeing	Network	BSN
Candice	Whitman	Staff Nurse	RBMC	BSN
Cheryl	Woolf	Staff Nurse	SOMC	BSN

**PUBLICATIONS AND PRESENTATIONS**

First Name	Last Name	Title/Role	Campus/Entity	Publications/Presentations
Kelley	Abel	Staff Nurse	JFKUMC	New Nurse Council, Professional Practice Council and Nurse Educators - RN-CAP Program presentation
Patricia	Anthony	Senior Nurse Clinician	JFKUMC	JFKUMC Critical Care Consortium - brain tumors presentation
Rocel	Besa	Magnet Program Director	JSUMC	"Effect of Nature-Themed Recharge Room to Healthcare Workers' Level of Stress and Anxiety"- 2023 ANCC National Magnet & Pathway to Excellence Conference, October 12-14, 2023, Chicago, Illinois "Effect of Interaction with the Therapy Dog on Healthcare Worker's Stress, Mood & Feeling of Burn out" - Institute for Healthcare Improvement Dec 10-14, 2023 Orlando, Florida Magnet4Europe American Nurse Journal TV Author Spotlight, Jun 24, 2023 Journey of a Novice Magnet Program Director - American Nurse Journal, January 2023 Leveraging on the Emeritus Nurse's Expertise for Nurse Managers Orientation - Nursing Management, March 2023 Magnet for Europe: Fostering Partnership and Collaboration - American Nurse Journal, June 2023 Effects of Nature-Themed Recharge Room to Healthcare Workers' Level of Stress and Anxiety - Journal of Nursing Administration, September 2023
Holly	Bond	Resuscitation Nurse Specialist	HUMC	Poster Presentation- Quality and Safety Week at HUMC- Implementation of a Resuscitation Nurse Specialist to Improve In Hospital Code Outcomes Poster Presenter- Institute for Healthcare Improvement - Implementation of a Resuscitation Nurse Specialist to Improve In Hospital Code Outcomes
Nicole	Brown	RN Care Coordinator	JFK University Medical Center	Awarded LPN students their student awards in graduation ceremony
Jazmin	Cascante	APN Clinical Lead Manager	Network	QIP-NJ Program National Presentation, National Association for Healthcare Quality Next Conference. Decreasing Hospital Readmissions: Addressing SDoH and Disparities in the Behavioral Health Population. September 11-13, 2023. Interdisciplinary Association for Population Health Science. Reducing Health Inequities for Maternal Health Underserved Patients. October 2-5, 2023. Interdisciplinary Association for Population Health Science. Reducing the Impacts of the Opioid Crisis on the Behavioral Health Underserved Population. October 2-5, 2023. American College of Emergency Physicians. Addressing Substance Use Disorder to Decrease Hospital Readmissions and Improve Behavioral Health Patient Outcomes. October 9-12, 2023. American Public Health Association. The Impact of an Evidence-Based Model in Underserved Behavioral Health Patients. November 12-15, 2023.
Maria Sherly	Castro	Staff Nurse	RBMC	Poster Presenter NTI 2023: Implementation Of Catheter is the Best Catheter Poster and Podium Presenter AACN Central NJ Critical Care Symposium 2023: Implementation of a Visual Noise warning Device in Intensive Care Unit Podium and Poster Presenter, "Implementation of a Visual Noise Warning Device in Intensive Care Unit" - 2023 AACN Central NJ Chapter Critical Care Symposium Poster Co-Presenter, "Implementation of No Catheter is the Best Catheter" - 2023 AACN Central NJ Chapter Critical Care Symposium Poster Co-Presenter 2023, NTI "Implementation of No catheter is the Best Catheter"
Tanya	Chervoni-Knapp	Lead Advanced Practice Nurse for the Center of Advanced Nursing Practice	HUMC	Editorial Board Member-Journal of Radiology Nursing Article: The Isotope Shortage, May 2023- Journal of Radiology Nursing Manuscript Peer Reviewer- Journal of the American Association of Nurse Practitioners - 2023
Leticia	Chin	Staff Nurse	HUMC	NICU Mentoring Group, NICU UBC, New Nurse Council, and Workplace Environment Council - Self-Care presentation
Gloria	Clark	Quality Improvement Specialist	RMC	IHI Published Poster: Safe Specimen Handling: Barcode Scanning Compliance
Alexa	Cozzarelli	Staff Nurse	HUMC	Presented Unit Updates to Staff Advisory Board
Teresita	Dimaano	Staff Nurse	HUMC	VALIDATE Research Study - Podium Presenter, Annual Research Day HUMC
Ruchoma	Domosh	Clinical Coordinator	JSUMC Child Evaluation Center	Presenter, Exploring the Mental Health Needs of CYSHCN, TeamPeds Experts Live, virtual
Sandra	Emmanuel	Education Specialist	HUMC	Moderator of Panel Discussion on Unconscious Bias for the National Association of Indian Nurses of America Clinical Excellence Conference held in Chicago
Stephanie	Esposito	Staff Nurse	RBMC	Poster Presentation at AACN's NTI in Philadelphia: Implementation of a No Catheter Is the Best Catheter Initiative in the Intensive Care Unit Poster Presentation at AACN's NTI in Philadelphia: Implementation of Early Mobility in the Intensive Care Unit April 2023 Critical Care Nurse Abstract Publication: Implementation of a No Catheter Is the Best Catheter Initiative in the Intensive Care Unit (co-author) April 2023 Critical Care Nurse Abstract Publication: Implementation of Early Mobility in the Intensive Care Unit (author)

RESEARCH AND QUALITY IMPROVEMENT PROJECTS

First Name	Last Name	Title/Role	Campus/Entity	Research/Quality Improvement Projects
Patricia	Anthony	Senior Nurse Clinician	JFKUMC	Trident EF-32-nurse clinician
Allison	Becker	Staff Nurse	RMC	Development milestones for pediatric patients in outpatient setting
Rocel	Besa	Magnet Program Director	JSUMC	Effect of Nature-Themed Recharge Room to Healthcare Workers' Level of Stress and Anxiety Effect of Interaction with the Therapy Dog on Healthcare Worker's Stress, Mood & Feeling of Burn out
Holly	Bond	Resuscitation Nurse Specialist	HUMC	Implemented removal of the paddles from the Lifepack 20 defibrillators after identifying safety concerns during mock codes
Jenn	Brown	Magnet Program Director	JFKUMC	Shared Governance Council Health survey
Anne	Carter	Quality Improvement Specialist	RMC	Telemetry Critical Alarm Management
Leticia	Chin	Staff Nurse	HUMC	Member of Transitions of Care Council - Won Bear's Den Challenge - Patient Empowered Discharge Process
Gloria	Clark	Quality Improvement Specialist	RMC	Barcode Scanning Compliance Improvement
Anna Rosa	Coronel	Oncology Nurse Navigator	HUMC JTCC	Nursing Day 2023 (Volunteered assisting Management in making each day a theme) Special days for Nurses and staff assisted Nurse Manager. Part of the Surprise and Delight team.
Lori	Corrigan	STaff	JSUMC	Updating Pulmonary Evaluation Form
Michele	Coyle-Dobbin	Staff Nurse	RMC	Musically Mindful
Alexa	Cozzarelli	Staff Nurse	HUMC	Added a section to the bottom of the daily Charge report sheet where nurses/PCTs would be responsible to check off if Intake and Output and daily weights were completed to increase compliance per shift. The Utilization of the Unit Specific Orientation Bundle on New Graduate Nurses; I principle investigator for this research
Teresita	Dimaano	Staff Nurse	HUMC	VALIDATE Study (Additional Measures Used on Covid19 Endoscopes) Sub-Investigator
Pamela	Egnatovich	Director of Patient Care	OUMC	Early Mobility - OUMC
Stephanie	Esposito	Staff Nurse	RBMC	The Little Star Initiative (Collaborative Initiative bridging ICU and Maternity)
Nicole	Funghini	Access Triage Nurse Coordinator	Carrier	Pilot Program for medical clearance and secret shopper for hand hygiene surveillance
Melanie	Funt	Education Specialist	HUMC	Co-Participant - "Pressure Injury Prevention: Prevention and Positive Outcomes" which was accepted for Poster presentation at the Institute for Healthcare Improvement conference in December 2023.
Aimee	Gabuya	Clinical Nurse Educator	RBMC	Psychiatric Mental Health Nursing Academy
Donna	Gibbons	Inpatient Diabetes Care & Education Specialist	HUMC	Supported inpatient Diabetes Team- 2023 HUMC JCAHO Advanced Diabetes DSC Certification Co-Lead Inpatient Diabetes Champions Nursing Research Poster- Increasing After Visit Summary Documentation of Post Hospital Follow-up Appointments
Michelle	Golba-Norek	Manager HMH Central EMS Training Center	JFKUMC	Improving the provision of mental health services to emergency medical responders
Cheryl	Halpin	Manager/Case Management	JFKUMC	Discharge to home initiatives Mobility project Stroke assessments
Linda	Hassler	Director of Nursing Excellence	HMNR at Oak Tree	Co-Investigator, Simulation Integration to Promote Competency Based Education (Rutgers University IRB) Primary Investigator, Urinary Tract Infections in Home Care Women (Rutgers University IRB).
Robert	Henderson III	Addictions Nurse Navigator	RBMC/OBMC	CIWA-AD education and auditing for improvement
Judith	Howes	Education Specialist	HUMC	Data collection - patients who finish their treatment for Radiation and whether they are following through with their follow up appointments.
Nancy	Kerr	Director, Infection Prevention	OUMC	HAI reduction
Jennifer	Kopelman	Nurse Manager	HUMC	The Joint Commission's Gold Seal of Approval for Advanced Certification in Perinatal Care (ACPC).
Janet	Lawrence	Nurse Manager	Network	Diaper Drive for under served communities.
Deborah	Lombardo	Nursing Director	Carrier	Fall Prevention Restraint reduction
Nilda	Lopez	Staff Nurse	JFKUMC	Orthopedic unit certification Bedside report
Maria	Manzella	Clinical Nurse Specialist	OUMC	Principal Investigator: Examination of the Awareness of Healthcare Providers on the Use of Music as an Intervention
Joan Marie	Maranon	Nurse Manager	RBMC	A CAUTI PERFORMANCE IMPROVEMENT INITIATIVE- 1st place Oral presentation in Quality Improvement Day - May 12, 2023

Wendy	Mehalick	Director, Infection Prevention	RMC	TAP Strategy to Prevent CAUTI and CLABSI Quadruple AIM Improving Patient Outcomes by Reducing Post Operative Surgical Site Infections
Denise	Menonna Quinn	Education Specialist	HUMC	Responsible for streamlining the School of Nursing Tracking Forms for safety and quality.

PROFESSIONAL ORGANIZATIONS

First Name	Last Name	Title/Role	Campus/Entity	Organization	Office (if held)
Kelley	Abel	Staff Nurse	JFKUMC	AACN	
Patricia	Anthony	Senior Nurse Clinician	JFKUMC	American Association Neuroscience Nurses AANP	
Rollynda	Barga	Staff Nurse	HUMC	SPN Association of Child Neurology Nurses	
Allison	Becker	Staff Nurse	RMC	ANA NJSNA	
Jenny	Bernard	Director of Community Health Quality	Network	Institute of Health Improvement National Patient Safety Foundation AANP NAHQ American Public Health Association Member ANA NJSNA Interdisciplinary Association of Public Health Science	State Quality Measures Committee - HMH Representative
Rocel	Besa	Magnet Program Director	JSUMC	ONL-NJ ANPD ANA NJSNA	
Jenn	Brown	Magnet Program Director	JFKUMC	NJ Council of Magnet Organizations	Kean Nursing Advisory Board
Nicole	Brown	Care Coordinator	JFKUMC	ANA STTI	
Dinnah	Bulosan	Nurse Manager	JFKUMC	ANA AANP ASPAN	
Kayla	Burciar	Clinical Nurse Specialist	OUMC	ENA	
Charry	Butler	Access Triage Nurse Coordinator	Carrier	ANA	
Anne	Carter	Quality Improvement Specialist	RMC	NACNS ENA	
Jazmin	Cascante	APN Clinical Lead Manager	Network	AANP ANA	
Phillip	Castillo	Assistant Nurse Manager	JFKUMC	AORN	
Maria Sherly	Castro	Staff Nurse	RBMC	AACN	AACN, Central NJ Chapter - Nurse Planner and Education Chair
Madhusri	Chattopadhyay	MDS Director	JFK Hartwyk at Oak Tree Rd	American Association of Post-Acute Care Nursing	
Tanya	Chervoni-Knapp	Lead Advanced Practice Nurse for the Center of Advanced Nursing Practice	HUMC	American Academy of Nurse Practitioners AACN STTI	
Leticia	Chin	Staff Nurse	HUMC	STTI - Sigma Phi Pi Chapter of Chamberlain University NJSNA - Region 3	Incoming Co-Chair - Transitions of Care Council
Cristina	Chonko	Nurse Practitioner	BMC	ACC AANP AAHFN	

Donna	Ciufo	VP, Nursing Education, Professional Practice, Leadership Development	Network	ONL-NJ	ONL-NJ - Board Member
Linda	Coleman	Staff Nurse	RMC	ONS AHNA	
Christine	Conner	Director of Professional Development and Magnet Program	OUMC	ONL ONL-NJ AACN AACN Jersey Shoreline Chapter STTI (Lambda Delta Chapter)	Jersey Shoreline Chapter of AACN - President
Anna Rosa	Coronel	Oncology Nurse Navigator	HUMC JTCC	ONS ANA ANCC	
Lori	Corrigan	Staff Nurse	JSUMC	AACN	
Alexa	Cozzarelli	Staff Nurse	HUMC	ANA	
Jessica	Crowley	Manager, Professional Development	SOMC	ONL-NJ STTI AMSN	
Diane	Cusick	Staff Nurse	BMC	ENA	

GLOSSARY

Glossary - Professional Development Organizations
AAAAI - American Academy of Allergy, Asthma, and Immunology
AAACN - American Academy of Ambulatory Care Nursing
AACN - American Association of Critical Care Nurses
AAHFN - American Association of Heart Failure Nurses
AANP - American Association of Nurse Practitioners
ACC - American College of Cardiology
ACHE - American College of Healthcare Executives
AHNA - American Holistic Nurses Association
ALSN - Association for Leadership Science in Nursing
AMSN - Academy of Medical-Surgical Nurses
ANA - American Nurses Association
ANIA - American Nursing Informatics Association
ANNA - American Nephrology Nurses Association
ANPD - Association For Nursing Professional Development
AONL - American Organization of Nurse Leaders
AONN - Academy of Oncology Nurse & Patient Navigators
AORN - Association of periOperative Registered Nurses
APIC - Association for Professionals in Infection Control and Epidemiology
APNA - American Psychiatric Nurses Association
ARN - Association of Rehabilitation Nurses
ASPAN - American Society of PeriAnesthesia Nurses
ASRN - American Society of Registered Nurses
ASTNA - Air & Surface Transport Nurses Association
AVA - Association for Vascular Access
AWHONN - Association of Women's Health, Obstetric and Neonatal Nurses
CBSBD - The Certification Board for Sterile Processing and Distribution
CNJNE - Consortium of New Jersey Nurse Educators
ENA - Emergency Nurses Association
ENRS - Eastern Nursing Research Society
FNAP - Forum of Nurses in Advanced Practice
GAPNA - Gerontological Advanced Practice Nurses Association
HPAE - Health Professionals and Allied Employees
HPNA - Hospice and Palliative Nurses Association
ILCA - International Lactation Consultant Association
INS - Infusion Nurses Society
NACNS - National Association of Clinical Nurse Specialists
NADONA - National Association of Directors of Nursing Administration
NAHQ - National Association for Healthcare Quality
NANN - National Association of Neonatal Nurses







Hackensack  
Meridian *Health*

343 Thornall Street  
Edison, NJ 08837