

VIRTUA

# NURSING

2021 ANNUAL REPORT



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### ANNUAL REPORT EDITORS

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### ON THE FRONT COVER:

## **2021 NURSE EXCELLENCE AWARD WINNER FOR TRANSFORMATION LEADERSHIP, SARA MIGNANO FROM MARLTON ICU.**

From left to right: Caitlin Murray, ANM; Christine Pawiliczek, AVP; Sara Mignano, BSN, RN, CCRN; Gijo Mathew, Nurse Director; Donna Siegmeister, ANC; and Heidi Baur, Vice President/Chief Nursing Officer Voorhees Hospital and Marlton Hospital

# WELCOME TO THE 2021 NURSING ANNUAL REPORT

A CELEBRATION OF GRATITUDE AND INSPIRATION



**CATHERINE HUGHES**  
**MSN, MHA, RN, NEA-BC**  
**SENIOR VICE PRESIDENT**  
**CHIEF NURSING OFFICER**

Dear Nursing Colleagues,

As I write to you today it is 2022 and I am reflecting on the year we've just left behind. Despite our hopes for a return to normal and lots of positive thinking, 2021 turned out to be another year of coping with the coronavirus pandemic. Surviving one year was hard enough, but a second one was more than we ever thought we'd face.

I have so many grateful thoughts about your strong, heroic and extraordinary actions as you cared for our patients, community and each other through 2021. You were smart and resourceful, resilient and courageous as you faced demanding work amid shortages of many resources. You even worked outside of your regular roles to keep our communities safe. I met many of you in our

vaccination clinics and testing centers where your reach to our community went beyond the walls of our buildings and offices. I saw how you stepped up to cover shifts when help was needed so that your patients and colleagues would have the support they needed. I also saw how you celebrated the happy moments, the achievements, the Daisy Awards, PRISM and Beacon Awards. These celebrations and achievements are testament to how you upheld our standards — Commitment to Excellence, Relationship-Based Care, and High Reliability — despite continued months of hardship.

The pandemic has changed us all. We are not the same people we were a year ago, and I am proud to say that Virtua Nurses are better than ever! In the pages ahead you will see proof of that. I am inspired by the many accomplishments highlighted in our Annual Report. I know you will be inspired too.

I am honored to be the Chief Nursing Officer for Virtua Health, to work with nurses who consistently demonstrate passion for nursing and commitment to excellence. Thank you for all that you have done and continue to do. I look forward to 2022 with you and a year of celebrating us... Virtua Nurses!

**Virtua Nurses  
are better  
than ever!**

*Cathy*

# MEET VIRTUA'S NURSE EXECUTIVE TEAM!



**MELISSA ZAK**  
DNP, MBA, RN, NEA-BC  
VICE PRESIDENT,  
CHIEF NURSING OFFICER  
MOUNT HOLLY HOSPITAL &  
WILLINGBORO HOSPITAL



**HEIDI BAUR**  
MS, RN, NE-BC  
VICE PRESIDENT,  
CHIEF NURSING OFFICER  
VOORHEES HOSPITAL  
& MARLTON HOSPITAL



**KAREN MAGARELLI**  
DNP, MSN, RN  
VICE PRESIDENT,  
CHIEF NURSING OFFICER  
VIRTUA OUR LADY OF  
LOURDES



**RITA S. VETERANO**  
BS, MSHA, RN  
SENIOR VICE PRESIDENT  
INTEGRATED CARE  
MANAGEMENT & HOME  
HEALTH SERVICES



**ANNEMARIE PALATNIK**  
DNP, RN, ACNS-BC  
ASSISTANT VICE PRESIDENT  
CLINICAL LEARNING,  
ACADEMIC AFFILIATIONS &  
RESEARCH



**LISA C. FERRARO**  
RN, BSN, MBA  
SENIOR VICE PRESIDENT  
INTEGRATED OPERATIONS,  
POST-ACUTE SERVICES—LTC



**MARIANNE EVERETT**  
MSN, RN, NEA-BC  
ASSISTANT VICE PRESIDENT  
NURSING INFORMATICS &  
INSTRUCTIONAL DESIGN  
& TRAINING



**MARY MCCORMICK**  
MSN, RN  
VICE PRESIDENT  
EMERGENCY DEPARTMENT  
OPERATIONS

# MEET VIRTUA'S NURSE EXECUTIVE TEAM!

## MELISSA ZAK DNP, MBA, RN, NEA-BC

VICE PRESIDENT,  
CHIEF NURSING OFFICER  
MOUNT HOLLY HOSPITAL &  
WILLINGBORO HOSPITAL

I am sincerely grateful for all of those special moments that have affected so many patients, families and colleagues. Although many moments may have gone unseen during such trying times, the compassion, empathy, heartfelt care and partnership with all colleagues did not go unnoticed. Thank you, thank you and remember as John Lennon said, "When you see something beautiful and nobody noticed do not be sad. For the sun every morning is a beautiful spectacle and yet most of the audience still sleeps." Keep making those spectacular moments!

## MARY MCCORMICK MSN, RN

VICE PRESIDENT  
EMERGENCY DEPARTMENT  
OPERATIONS

When I think of all that Virtua's emergency departments accomplished in the past two years—and well before that—gratitude is the exact word that comes to mind. Whether it was stepping up as vaccinators or providing vulnerable community members with monoclonal antibody therapy, our E.D. teams rose to every challenge and did so with skill, determination and grace. We didn't just live through the pandemic, we led through the pandemic, and I am both proud and grateful.

## KAREN MAGARELLI DNP, MSN, RN

VICE PRESIDENT,  
CHIEF NURSING OFFICER  
VIRTUA OUR LADY OF  
LOURDES

Every day we celebrate you and your outstanding contributions to nursing. I applaud your poise, dedication and selflessness. The way you have all risen to the challenges we faced and really went above and beyond the call of duty has been nothing short of remarkable. I am grateful for your giving hearts, your serving nature and your promise that above all else and no matter what comes your way, you will put patients first and be the absolute best nurses that you could be. You are impeccable! Thank you for your unique and healing touch!

## RITA S. VETERANO RN, BS, MSHA

SENIOR VICE PRESIDENT  
INTEGRATED CARE  
MANAGEMENT & HOME  
HEALTH SERVICES

In 2021 we experienced yet another year of challenges and triumphs. Gratitude is a feeling with which we use words like "appreciate it" or use actions like a "thank you note" to express. Sometimes both never seem to meet the level felt in our hearts. This is one.

## MARIANNE EVERETT MSN, RN, NEA-BC

ASSISTANT VICE PRESIDENT  
NURSING INFORMATICS &  
INSTRUCTIONAL DESIGN &  
TRAINING

Reflecting on the significant nursing contributions in 2021 fills me with tremendous pride and gratitude. I am thankful to be part of a community that not only remains grounded in our professional values and caring culture during challenging times but inspires the world through demonstrated resiliency, selflessness, leadership, excellence and innovation. Thank you for choosing to be a Virtua Nurse.

## HEIDI BAUR MS, RN, NE-BC

VICE PRESIDENT  
CHIEF NURSING OFFICER  
VOORHEES HOSPITAL &  
MARLTON HOSPITAL

The Cambridge English dictionary defines gratitude as "a strong feeling of appreciation to someone or something for what the person has done to help you," and as I reflect on that definition, it does not go deep enough on the gratitude I feel toward the nurses and nurse leaders I get to represent every day. I am so grateful for your commitment to your patients, their families, the community and most of all your colleagues. Without that commitment, we would not have the excellent patient outcomes, satisfied patients and workplace we come to every day.

So thank you for all that you do every day to make Virtua and those who we serve a better place to be.

## ANNEMARIE PALATNIK DNP, RN, ACNS-BC

ASSISTANT VICE PRESIDENT  
CLINICAL LEARNING,  
ACADEMIC AFFILIATIONS &  
RESEARCH

I am most grateful for our nurses' incredible "spirit of inquiry." It is this ongoing curiosity about the best evidence to guide clinical decision making that results in positive patient outcomes and keeps getting us closer to zero harm. Thank you for all that you do and keep on asking the question "why!"

# NURSING PROFESSIONAL PRACTICE MODEL

BY MELISSA WEISSMAN, DNP, RNC-NIC, C-ELBW, CPNP-PC  
DIRECTOR OF CLINICAL PRACTICE & EDUCATION, MATERNAL-CHILD HEALTH

## Where We Started

A Nursing Professional Practice Model (PPM) provides a unifying framework, or roadmap for what Virtua Nurses believe about practice, collaboration, communication and professional development. The development of our new PPM began in June 2021 when we brought back TLC and Nursing Congress. Our previous PPM was designed around our STAR values but needed to be updated to match our new branding and be inclusive of our Lourdes colleagues.



In June, the clinical nurses were given draft pictures and ideas of what a potential new PPM could look like. Each of our five acute care facilities took time to work through the images and identify key words that defined nursing care at Virtua. In July, the group continued to work with the images to try to find a simpler way to define nursing care. Then in August, the group took a final look at an image that now only had seven key words/terms to define what nursing practice meant at Virtua. The group finally felt that this defined what they did every day in caring for patients and was something that they could speak to in a meaningful way. This final image then went to marketing to align with our Virtua branding.

## Where We Are Today

The final image you see here speaks to what drives our clinical nurses in caring for patients in all areas across Virtua. Our commitment to excellence serves as the foundation for our PPM, with additional nursing-centric components identified by Virtua nurses from all levels of practice. The PPM concepts provide guidance for all we do.



# RELATIONSHIP-BASED CARE (RBC)

BY DANIELLE GLOGOVSKY, DNP, RN, CMSRN, ADVANCED NURSE CLINICIAN



Virtua Colleagues and 2020 Nurse Excellence Winners  
Norma Bozarth and Christine Schlegel



Virtua Colleagues  
Heather Florian and Shane Lipscomb



**Additional training available on the VLS, search title: Relationship-Based Care**

Relationship-Based Care (RBC) is our evidence-based care delivery model at Virtua. The model promotes a caring and healing environment by focusing on our relationship with our self, our colleagues and our patients and families.

RBC is part of our Professional Practice Model and our Culture of “WE.” This is how we deliver care. Our Culture of “WE” includes the following Guiding Principles: Patient & Consumer Centric (WE practice relationship-based care is captured here); Continuous Learning and Innovation; Open Communication, Inclusive Teamwork, Purposeful Leadership; and Caring with Accountability.

Our Operating Model, High Reliability Organization (HRO), is the framework in which organizations take charge of culture, safety, improvement processes and continuous learning.

Organizations that embody the philosophy of RBC see an impact on patient safety and clinical quality, patient experience, employee engagement and satisfaction, and financial performance. Impact of this magnitude takes balance — balance of both the technical and relational aspect of care. The image below provides the four practices: attuning, following, wondering and holding, that can be utilized to improve the relational aspect of care.

In order for RBC to thrive, individuals within Virtua must learn the values and principles of RBC, commit to putting them into action, own their practice and eventually embody these values in all of their relationships. Now more than ever it seems appropriate to reflect on RBC and how we can reignite our spirit of caring by focusing on relationships and the care of self, care for colleagues and care for patients and families. We see you as a person.

## Attuning -

“tuning in” to ourselves and others is the doorway to human connection and caring.

**Wondering -**  
being genuinely interested in the person; learning about the person is fundamental to caring.



**Following -**  
listening to acknowledging, respecting, and acting on what you learn about the person; you follow by noticing and validating the person’s emotional as well as physical state.

## Holding -

creating a safe haven for healing; people feel accepted and cared for with dignity and respect. When you attune, wonder, and follow the person feels held in your care.

Kolorouts, M and Trout, M. 2012

Images courtesy of Creative Health Care Management



Creative Health Care Management, Inc., 2017

# MAGNET: THE ROAD TO RE-DESIGNATION!

BY LAUREN HODGES, MSN, RN, DIRECTOR OF MAGNET AND NURSING OUTCOMES

To nurses and healthcare professionals around the world, Magnet recognition represents the highest and most prestigious testimonial a healthcare organization can achieve for nursing excellence and quality patient care. Virtua Marlton, Mount Holly and Voorhees joined the ranks of 580 worldwide (32 in New Jersey) Magnet organizations in October 2018 after a five-year journey. It's hard to believe almost four years have passed since that phone call from the Magnet Program Office! Since October 2018, we have collectively endured what no one ever imagined — a pandemic of global proportions that all but halted any non-patient care activities. Yet somehow, Virtua nurses have managed to stay one step ahead of the pack. Our Nursing Sensitive Indicator scores are as high as they have ever been. Nursing research is still alive and well, and we've even managed to keep our shared governance structure and create a new robust Nursing Professional Practice Model that will carry us through our NEXT Magnet designation!

So where are we now? We are only several months away from submitting our second Magnet documents! Since 2018, Magnet altered their definition of an “organization,” so Virtua had to adapt to continue on the Magnet journey. Whereas during our first designation, Virtua applied as one system, now all three Magnet-designated hospitals will be submitting their own applications and documents, as well as having their own individual site visits. This has definitely given us the opportunity to stretch and grow as well as to showcase all of the truly wonderful work that is happening at each division! Each Magnet hospital has a Magnet team directly responsible for writing their hospital's document as well as preparing for a future visit from Magnet appraisers.

It's important to keep in mind the true value of being a Magnet-designated facility. Magnet organizations are expected to uphold five tenets that demonstrate excellence in nursing professionalism and patient outcomes: Transformational Leadership, Structural Empowerment, Exemplary Professional Practice, and New Knowledge and Innovations. COVID-19

certainly gave Virtua nurses the opportunity to participate in each of these tenets. Structural empowerment means that clinical nurses are involved in interprofessional decision making across the organization and are part of the processes that create new policies that improve patient care. As COVID-19 surged in the United States, Virtua nurses scoured every source of knowledge surrounding care of COVID-19 patients and were critical to establishing proning guidelines, knowing that a prone position would lead to an improved respiratory outcome. This spirit of inquiry very likely improved the outcome for many of our patients. New Knowledge and Innovations means that nurses are educated about evidence-based practice and research, enabling them to explore the safest and best practices for their patients. Because of the involvement of Virtua's clinical nurses during the pandemic, we saw windows being added to patient room doors, the use of baby monitors for added communication, and even IV pumps in the hallway, thanks to some very creative tubing solutions! This demonstrates how Virtua nurses have the knowledge and ability to find innovative solutions to nursing practice challenges, but also showcases how clinical nurses truly have a voice and a seat at the table.

Magnet designation is a testament to the countless contributions that nurses have made in their commitment to provide quality patient care through their professional nursing practice. Remember, Magnet status is only awarded to hospitals that deliver an extraordinary level of patient care, meet high levels of nursing excellence, and establish an environment that encourages professional development with an emphasis on teamwork. As Virtua Marlton, Mount Holly and Voorhees push forward with determination, we know that the high level of nursing excellence will be demonstrated in each document and fully on display at each site visit. We can look forward with confidence that 2022-23 will bring great news for our Magnet hospitals. Keep your eye out for ways to participate in Magnet activities!



# VIRTUA'S MAGNET TIMELINE



## THE JUST BREATHE TEAM!

**BREATHE, RESILIENCE, EMPATHY, ACCEPTANCE, TALK, HEAL, EMPOWER**

**BY CHRISTINE MORACA, DNP, MSN, RN-C, ADVANCED NURSE CLINICIAN**

The Just BREATHE initiative was established at Virtua Health to help provide knowledge and support to our nurses, clinicians and colleagues who experience unanticipated adverse clinical events. In 2018, the Joint Commission issued a safety advisory to provide support and recognition for these victims in healthcare organizations. This safety advisory, along with current evidence-based practice, acknowledges that healthcare providers involved in unanticipated adverse clinical events can result in stress and burnout. This phenomenon is known as “second victim.” The second victim may experience anxiety, a loss of confidence, difficulty concentrating and a feeling of incompetence, which may lead to guilt, grief, self-doubt and burnout. This may result in healthcare providers leaving the profession or worse.

The Just BREATHE team trains peer supporters to provide one-on-one colleague support and mitigate the symptoms of burnout. Implementation of this confidential peer support program, the Just BREATHE program, promotes healing and increases institutional awareness of the second victim phenomenon. For more information, please contact Chris Moraca, CMORACA@virtua.org.



# 2021 NURSES ON BOARDS

Catherine Hughes, MSN, MHA, RN, NEA-BC  
*Organization of Nurse Leaders, Board of Directors; Gloucester County Institute of Technology, Advisory Board for Health Careers*

Sue Politsky, PhD, RN, NEA-BC  
*Organization of Nurse Leaders Education Council*

JoAnne Phillips, DNP, RN, CNS, CPPS, NEA-BC, FCNS  
*Healthcare Technology Foundation Board of Directors*

Amy Glasofer, PhD, DNP, RN, NE-BC  
*American Professional Society for ADHD and Related Disorders Diversity, Equity, and Inclusion Task Force, 2021-Present*

Djuana Rivers, MSN, RN-BC  
*Connections Committee Greater Delaware Valley ANIA Chapter*

Lis Digneo, MHA, BSN, RN, CNOR  
*Secretary, AORN, Garden State Chapter 3105*

Matilda Adams, MPH, BSN, RN, NE-BC  
*Director — Bayshore Living Waters Ministries Vice President — BridgeUcation Kingdom Ministries, Inc.; Chapter President — North American Ghana Nurses Foundation, Member — Fred Asante Ministries, Inc.*

Kate Gillespie, MBA, RN, NE-BC  
*Chairwoman, Southern NJ ARC, and Chair of the Bio Med Committee; Past President NJSNA; IFN Board Trustee, 2021, Member of the Joint Protocol Strategic Committee — INPAC NJSNA*

Colleen Chiodo, MSN, RN, CNOR  
*Board Member, AORN, Garden State Chapter 3105, Scholarship Committee*

Karen Fonollosa, BSN, RN, CNOR  
*Chapter President, AORN, Garden State Chapter 3105*

David Meyer, BSN, RN, CNOR  
*Board Member/Membership Committee, AORN, Garden State Chapter 3105*

Michelle Weston, MSN, RN, CNOR  
*Board Member/Education Committee, AORN, Garden State Chapter 3105*

Robert J. Levin, MSN, RN, CNOR  
*Board Member, AORN, Garden State Chapter 3105*

Grace Squibb  
*Secretary, New Jersey/Bermuda PeriAnesthesia Association; President-Elect for 2022 NJBPANA*

Leslie Foran-Lee, MSN, RN, PCCN, AACN  
*Board Member and Secretary of the Southeastern Pennsylvania Chapter 9(SEPA) American Association of Critical Care Nurses*

Kathleen Judge, RN, APN-C, ACNS-BC, NP-C, CWON-AP, CCCN, NEA-BC  
*National WOCN Education Committee Board Member*


Rosemarie Reader, RN, CNOR  
*Board Member, AORN, Garden State Chapter 3105*

Karen Mansfield, PhD(c), MSN, RN, CNOR, CRNFA(e)  
*Board Member, AORN, Garden State Chapter 3105; Community Service Member; Board Member — Beyond Balance Therapeutic Riding Center*

Meg Coley, MSN, RNFA, CNOR  
*Chapter Vice President, AORN, Garden State Chapter 3105*

# CONGRATULATIONS PDAP 2021 RECIPIENTS!

## THE PROFESSIONAL DEVELOPMENT ADVANCEMENT PROGRAM

VOORHEES	MARLTON	MOUNT HOLLY	HEMECARE
<b>PDAP 3</b>			
<p>Darlene Berghaier Sierra Chambers Linda Edminster Bailey Giamboy Brianna Jedlicka Paula Konstantinides Eileen McCann David Meyer Jamie Shelton Deborah Doughten-Williams</p>	<p>Sarah Dolan Sarah Keller Nicholas Knights Kely Knowles Kevin Lyons</p>	<p>Karen Allen Michelle Boyle Erica DiPascale Elizabeth Donaldson Kathleen Happe Sarah Kelly Robin Ortutay Ashley Sawyer Julia Siler Carolyn Smith Anna Speaker Angela Travia Vanessa Williams Michelle Zakroff</p>	<p>MaryAlice Lynch</p>  <p>Home Care's MaryAlice Lynch is recognized by Cindy Dillon for achieving PDAP 3.</p>
<b>PDAP 4</b>			
<p>Crystal Barton Pamela Britland Dawn Caldarulo Melissa Rivera Gonzalez</p>	<p>Sara Mignano Carolyn Schmidt Felrita Watkins</p>	<p>Kelly Davis Jody Durbin Carolyn Faniro Kristen Fiore Suzanne O'Brien Tracy Orfe</p>	

**Are You Interested in Applying for PDAP for 2022?  
Have Questions About the Program?  
Reach Out to Christine Moraca.**

# VIRTUA NURSE DAY 2021



Maggie Lynch, Cathy Hughes, Jen Geckle, JoAnne Phillips, Ashley Boenisch, AnneMarie Palatnik, Andrea Racobaldo and Sue Politsky

Thanks to a Senate proclamation in 2016 that designated the fourth Thursday of every September as Virtua Nurse Day, we once again had the opportunity to celebrate our amazing profession. This year we had to be flexible given the pandemic and moved the celebration to November 18, when more of our outstanding nurses would be able to attend virtually. We had 753 nurses participate! Virtua utilized an exciting new virtual platform to provide a day of presentations, posters and vendors. Our host, Catherine Hughes, MSN, MHA, RN, NEA-BC, Senior Vice President/Chief Nursing Officer, kicked off the celebration with her inspiring opening remarks.

Many of the Virtua leaders took time during this celebration to recognize and thank the nurses for their resilience this past year and to offer guidance and support as we forge ahead. Nurses throughout the system presented 29 posters on Evidence-Based Practice, Research and Creative Solutions. Our keynote speaker, Donna Wright, MS, RN, NPD-BC, a nurse, educator, consultant and professional development specialist, lead the conversation on "Surviving to Thriving," which complemented our theme this year, Surviving to Thriving: Put Your Oxygen Mask on First... Promoting Resilience in Nursing. We hope to continue to celebrate our nursing profession in person on our next Virtua Nurse Day, September 22, 2022.

## CLINICAL LEARNING TEAM 2021 LEARNING BY THE NUMBERS



### 2021 Nursing Professional Development

- 6,185** Learners/Students
- 5,609** RN Participants
- 11,692.64** NPD Contact Hours
- 892.93** Nursing Instruction Hours

**Scholarships Awarded** — \$41,000

### Continuous Learning & Innovations Highlights

- Provided a two-day Nurse Executive/Advanced Nurse Executive Review Course
- Outcome: 83.3% of our nurse leaders are certified (N = 50)

### Provided the following Certification Review Courses:

- Nursing Professional Development Certification Review Course
- CEN Certification Review Course

### Other Professional Support

- OR Nurse Fellowship Program
- Heart Failure Program for Home Care
- AMSN and Behavioral Health Collaborations
- Rowan Affiliation and edu/accreditation collaborations
- OVID synthesis Early Adopter Leadership Session collaboration and beat testing
- AONL Assessments
- Resurrected the New ANC Orientation Sessions

### Nationally Recognized Speakers Included:

- Dr. Al Rundio
- Donna Wright

### Joint Providers

- Oncology Nursing Society of South Jersey
- Rowan University
- Rutgers University
- Rowan University – School of Medicine

# 2021 PRESENTATIONS

Kevin Lyons, RN; and Tiffany Morris, BSN, RN  
***Pleuroscopy in the OR***, AORN

Deborah Larsen, DNP, RN-BC, OCN, PCCN; and Myriam Joseph, DNP, RN, BA, CMSRN  
***Formalizing the Role of the Charge Nurse***, NJSFN

Joan Dacanay, MSN, RN-BC; Comfort Oseme, MSN, RN, CMSRN; and Roela Quibilan, BSN, RN  
***Optimizing the Implementation of Daily Shift Huddle to Enhance Staff Engagement***, 2021 New Jersey State Nurses/Institute for Nursing Professional Annual Convention

Anne Bertino-Lapinsky, DNP, RN  
***Nurse Supervisor Purposeful Rounding to Increase Safety Event Reporting in a Community Medical Center***, AONL

Myriam Joseph, DNP, RN, BA, CMSRN  
***Development and Evaluation of a Nurse Leader-Directed Heart Failure Multidisciplinary Rounding Initiative in a Community Medical Center***, Virtua's Doctoral Forum

Deborah Larsen, DNP, RN-BC, OCN, PCCN  
***Development and Evaluation of a Nurse Leader-Directed Fall Prevention Program in a Regional Medical Center***, Virtua Nurse Day-Innovations in Care; and Virtua's Doctoral Forum

Kimberly O'Malley, MSN, RN-BC, CBN; and Joseph Lombardo, BSN, RN, CMSRN  
***Increasing CLABSI Bundle Compliance***, Virtua Nurse Day-Innovations in Care

Donna Siegmeister, DNP, RN, NPD-BC, CCRN-K  
***Comfort Care/End of Life***, Virtua Nurse Day-Innovations in Care

Danielle Broder, MSN, RN, CMSRN, NEA-BC; Kimberly Edson, DNP, MBA, MS, RN, NEA-BC; and Kimberly O'Malley, MSN, RN, RN-BC, CBN  
***Creative Solutions for Patient Safety During COVID-19***, Virtua Nurse Day-Innovations in Care

Joan Dacanay, MSN, RN-BC, Comfort Oseme, MSN, CMSRN; and Roela Quibilan, BSN, RN  
***Optimizing the Implementation of Daily Shift Huddle to Enhance Staff Engagement***, Virtua Nurse Day-Innovations in Care

Christine Moraca, DNP, RN-C; Shirley Donato BSN, RN, IBCLC; and Rachel Sala, MS, BSN, RN, IBCLC  
***Conducting an In-Person Breastfeeding Success Clinical Skills Class for New Hire MCH, RN and PCTs During the COVID-19 Pandemic***, Virtua Nurse Day-Innovations in Care

Sharlene Dougan, MSN, BA, RN, CCRN; Tom Maxwell, MSN, MA, RN, NPD-BC; Christie Conn, BSN, RN; and Amy Melsi, BSN, RN  
***ICU Nursing Management of Obstetric Patients***, Virtua Nurse Day-Innovations in Care

Joan McBride, RN; Mary Ellen Dougherty, RN; Joyce Egert, RN; Lindsey Kernan, RN; and Carol Strekis, RN  
***COVID-19 Surge- Going the Distance***, Virtua Nurse Day-Innovations in Care

Donna Siegmeister, DNP, RN, NPD-BC, CCRN-K; Sara Mignano, BSN, RN, CCRN; Suong Nguyen, BSN, RN; and Dennis Diven, BSN, RN  
***Improving ED to ICU Handoff***, Virtua Nurse Day-Innovations in Care

Courtney Foody, DNP, RN, PPCN, NEA-BC; and Leslie Alexander  
***Virtua Angels: A Care that Never Quits***, Virtua Nurse Day-Innovations in Care

Jennifer Sneddon, DNP, MPH, APN-C, CIC; Isolina Vargas; Michael Guan; Mark Benemerito; and Darlene Jubah, MPH, BSN, RN, CIC  
***The Creation of a Web-Based Application to Support Contact Tracing at Virtua***, Virtua Nurse Day-Innovations in Care

Shannon Sims, BSN, RN; David Meyer, RN, CNOR; Ashley Low, BSN, RN, CNOR; and Colleen Chiodo, MSN, RN, CNOR  
***Improving Operating Room Workflow Efficiency to Reduce Surgical Costs***, Virtua Nurse Day-Innovations in Care

# 2021 PRESENTATIONS

Laura Gallego, BSN, RN, CCRN; Vida Lew, BSN, RN, CPAN; Kevin Lyons, BSN, RN, CCRN; Dolores Buonacuore, BSN, RN, CAPA; and Sandra Martin, BSN, RN, CAPA

***Nurse Initiative Driven Project Results in Increased Patient Satisfaction Scores***, Virtua Nurse Day- Innovations in Care

David Meyer, RN, CNOR; Shannon Sims, BSN, RN; Ashley Low, BSN, RN, CNOR; and Colleen Chiodo, MSN, RN, CNOR

***Patient Positioning in the Operating Room***, Virtua Nurse Day- Innovations in Care

Kelly Davis, BSN, RNC-LRN; Christine DiPascale, BSN, RN, RNC-LRN; Vanessa Williams, MSN, RNC-LRN; Lora Carberry, RNC-LRN, CPN; Joy Haines, RNC-LRN; and Donna O'Brien, RNC-LRN, NMTC

***Decreasing Infection Risk in Neonates by Implementing Two Person Central Line Tubing Changes Under Sterile Conditions***, Virtua Nurse Day- Innovations in Care

Colleen Chiodo, MSN, RN, CNOR; Karen Mansfield, MSN, RN, CNOR; and Michelle Weston, MBA, BSN, RN, CNOR

***Standard Perioperative Handoff***, Virtua Nurse Day- Innovations in Care

Domenica Dowling, BSN, RN, CMSRN; and Nicole Zegar, BSN, RN, CMSRN

***New Patient Acuity Tool Creates Equitable and Manageable Patient Assignments***, Virtua Nurse Day- Innovations in Care

Kimberly Seasholtz, MSN, RN, CMSRN; Adrianna DiPascale, BSN, RN; and Kimberly McCoy, BSN, RN  
***Creating Nursing Assignments Using a Patient Acuity Tool***, Virtua Nurse Day- Innovations in Care

Robin Ortutay, MSN, CAP; Tracy Orfe, BSN, RN; and Nicole McGough, BSN, RN

***Creation of Handoff Checklist Between the Pre-Procedural Area and OR Team***, Virtua Nurse Day- Innovations in Care

Barbara Dillon, MSN, RN

***Resuming Cancer Screenings in a COVID World***, Virtua Nurse Day- Innovations in Care

Anne Bertino-Lapinsky, DNP, RN

***The Effect of Purposeful Rounding by the Acute Care Supervisor on Safety Event Reporting***, Virtua Nurse Day- Innovations in Care

Tom Maxwell, MSN, MA, RN, NPD-BC

***Reducing Nurse Fatigue and Saving Personal Protective Equipment by Relocating Intravenous Pumps Outside the Patient Room During the COVID-19 Crisis***, Virtua Nurse Day- Innovations in Care

Ashley Boenisch, MSN, RN, CMSRN; and Alicia Foote, BSN, RN, PCCN

***Stop in the Name of Falls: Reducing Patient Falls by Increasing Bundle Awareness and Improving Patient Safety***, Virtua Nurse Day- Innovations in Care

Tabitha Young, BSN, RN

***Understanding Thrombolysis Procedures: Improving Patient Care***, Virtua Nurse Day- Innovations in Care

Jamie Agunsoy, MA, BSN, RNC-OB; Amy Melsi, MSN, RNC-OB; and Wendy Robertson, BSN, RN, CE

***The HyPED TEAM Project: Hypertension in Pregnancy in the Emergency Department. Triage, Engagement and Appropriate***, Virtua Nurse Day- Innovations in Care

Kelly Carbone, MSN, APN, PPCNP-BC; Kristin Fiore, BSN, RN, CPN; Suzanne O'Brien, BSN, RN, CPN; Jody Durbin, BSN, RN, CPN, CEN; Jennifer Catania, BSN, RN, CPEN; and Megan DiTore

***The Traffic Program for Pediatric Behavioral Health***, Virtua Nurse Day- Innovations in Care

Christine Moraca, DNP, RN-C; and Ann Coyle, BSN, RN-C-NIC, CPLC

***Peer Support for Second Victim with the Just BREATHE Initiative***, Virtua Nurse Day- Innovations in Care

Jennifer Redner, MSN, RN-BC, CMSRN

***Increasing Nursing Documentation Efficiency with Speech Recognition and Smart Tools***, Thomas Edison State University/W. Cary Edwards School of Nursing Virtual Educational Event

# 2021 PUBLICATIONS

## 2021 PUBLICATIONS

Chiodo, C., & Meyer, D. (2021).

**Improving communication throughout care to increase patient satisfaction.** *AORN JOURNAL*, 114(5), P7-P9.

Glasofer, A., & Dingley, C. (2021).

**Diagnostic and medication treatment disparities in African American children with ADHD: A literature review.** *Journal of Racial and Ethnic Health Disparities*. <https://doi.org/10.1007/s40615-021-01142-0>

Glasofer, A., Dingley, C. & Reyes, A. T. (2021).

**Medication decision making among African American caregivers of children with ADHD: A review of the literature.** *Journal of Attention Disorders*. <https://doi.org/10.1177%2F1087054720930783>

Glasofer, A., & Townsend, A. B. (2021).

**Determining the level of evidence: Experimental research appraisal.** *Nursing*, 51(1), 60-63.

Glasofer, A. & Townsend, A. B. (2021).

**Determining the level of evidence: Non-experimental research designs.** *Nursing*, 51(2), 62-65.

Glasofer, A. & Townsend, A. B. (2021).

**Determining the level of evidence: Non-research evidence.** *Nursing*, 51(3), 53-57.

Siegmeister, D., Pilon, K., Boenisch, A., Brownmiller, E., Foran-Lee, L., Larsen, D. A., Stahre, P., Epstein, H. B., & Glasofer, A. (2021).

**Clinical case report: prone positioning for non-intubated patients with COVID-19.** *Medsurg Nursing*, 30(3), 201.

Glasofer, A. & Dingley, C. (2021).

**Medication decision making among African American caregivers of children with ADHD: A review of the literature.** *Western Institute of Nursing: 2021 Annual Conference; Virtual*

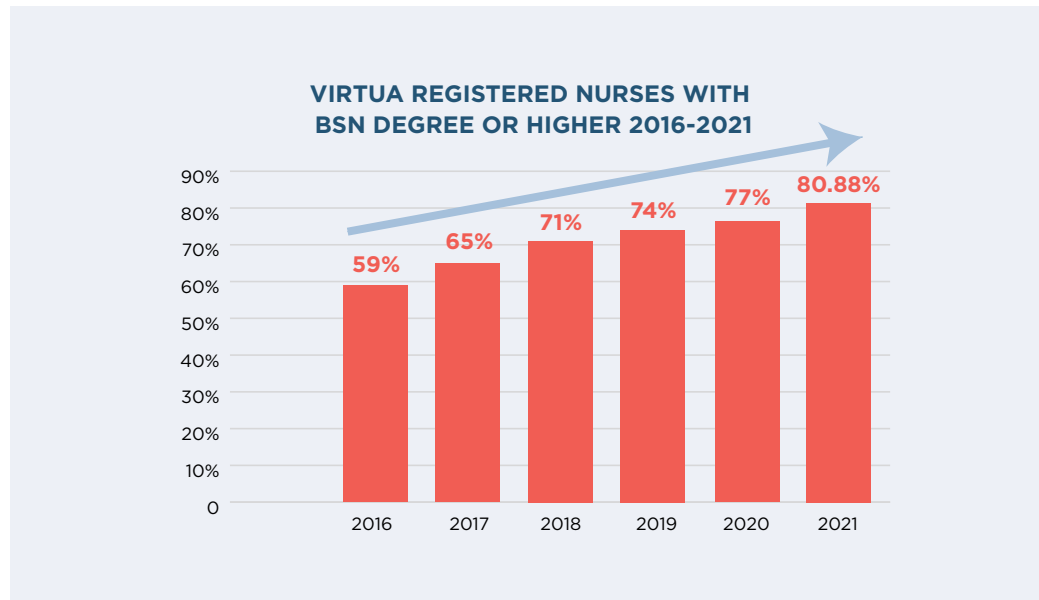
# 2021 NEW DEGREES

## Marlton

Pete A. Bish, DNP,  
Emergency Department  
Alaina Thomas, BSN, ICU  
Robert Latch, ASN, ICU  
Nissa Selbeau, BSN, PCU  
Kaitlyn Dugan, BSN, 3N  
Lisa Taylor, BSN, 3N  
Chelsea Price, BSN, 4S  
Emily Cottrell, BSN, 4S  
Gabriella Calvert, BSN, 4N  
Dana Rosario, MSN, 4S

## Mount Holly

Michelle Deonarain, MSN, 7 Stokes  
Stefanie Jarvis, BSN, 7 Stokes  
Kristen Kerstetter, BSN, 7 Stokes  
Susan Blight, MSN, MCH  
Carole Rosario, MSN, CRNP, PCU  
Floren Reola, BSN, PCU  
Chekwube Orabasili, BSN, PCU  
Emily Pyle, MSN, ICU  
Jason Seiberlich, MSN, ICU  
Carole Rosario, MSN, ICU  
Meghan Cox, MSN, NP,  
Labor and Delivery  
Tina Graves, MSN, NP,  
Labor and Delivery  
Carolyn Pare, MSN, PACU  
Carolyn Smith, MSN, PACU



## Virtua Our Lady of Lourdes

Amy Dow, MSN, APN-C, Cath Lab  
Meghan AffatatoPitzer, MSN, PCU  
Colleen Carr, BSN, ASU  
Sam Hoffman, BSN, OR  
Khara Morse, ASN, OR  
Kamisha Coleman, DNP, OR  
Lauren Harries, BSN,  
Stepdown Cardiac  
Comfort Oseme, MSN,  
Stepdown Cardiac  
Monica Hehl, BSN, Risk Safety  
Jaimie Pennington, BSN, CCU  
Danielle D'Anna, BSN, CCU  
Karen Bond, BSN, 3 EW  
Taylor Brandon, ASN, 3 EW

## Virtua Center Learning

Anne Bertino-Lapinsky, DNP,  
Howard Blvd

## Virtua Clinical Navigation

Joyce Egert, BSN,  
Clinical Navigation

## Virtua Willingboro

Haviya Ahmed, BSN, E2  
Lori Hahn, BSN, Float  
Nicole Farina, BSN, Float

## Voorhees

Lis Digneo, MSN, OR  
Caitlin Cross, BSN, 6A/B  
Kayleigh Dunn, MSN, 6A/B  
Maria Halpin, BSN, 6A/B  
Deyanna Sheriff, BSN, 6A/B  
Elizabeth Ngadiuba, BSN, 6A/B  
Christine Dagostino, BSN,  
Administrative Supervisors  
Deb Larsen, DNP, 5A/B  
Myriam Joseph, DNP, 6A/B  
Jeena Mistry, MSN, 7A  
Brianna Cotton, MSN, 7A  
Christyn Antonopoulos, BSN,  
Adult Emergency Department  
John Marz, BSN,  
Adult Emergency Department  
Robert Mann, DNP,  
Adult Emergency Department  
Richard Campbell, DNP,  
Adult Emergency Department  
Kelly Warren, MSN,  
Surgical Services



# 2021 NEW CERTIFICATIONS

## Mount Holly

Abby Leung, CMSRN, 7 Stokes  
 Michael Robbins, CMSRN, 7 Stokes  
 Craig Cooper, CCRN, ICU  
 Christina Melchiorre, CWCN, CCCN, Wound Center  
 Vickie Olkowski, CMSRN, 3 NE

## Mount Laurel

Kim Sorgentoni, Heart Failure Certification, Homecare

## Voorhees

Michael Pyle, CWCN, Enterostomal/WOC  
 Heidi Sheridan, CHT, Wound Center  
 Cheri Demaio, CHT, Wound Center

Youn Jang, CMSRN, 6A/B  
 Samantha Sherman, CMSRN, 6A/B  
 Miranda Konstantinides, CMSRN, JRI  
 Jeena Mistry, CMSRN, 7A  
 Kelly Warren, PALS, Surgical Services

## Marlton

Sara Mignano, CCRN, ICU  
 Robert Latch, CCRN, ICU  
 Taylor Zawacki, CCRN, ICU  
 Nicholas Knights, CCRN, ICU  
 Shane Lipscomb, AANP, 3N  
 Nicole Maulo, CMSRN, 3N  
 Jessica Vitarelli, CMSRN, 3N  
 Taylor Perry, CMSRN, 3N

## Virtua Our Lady of Lourdes

Chris Dang, CCRN, CCU  
 Danielle D’Anna, CCRN, CCU  
 Kelly Barber, CMSRN, 3 EW  
 Brooke Cerveney, CMSRN, 3 EW  
 Matthew Mazie, CMSRN, 3 EW  
 Emily Sanders, CMSRN, 3 EW  
 Cassidy Shute, CMSRN, 3 EW  
 Julia Ignaczewski, CCRN, Cath Lab

## Virtua Center Learning Team

Susan Politsky, Nurse Executive - Advanced, Howard Blvd

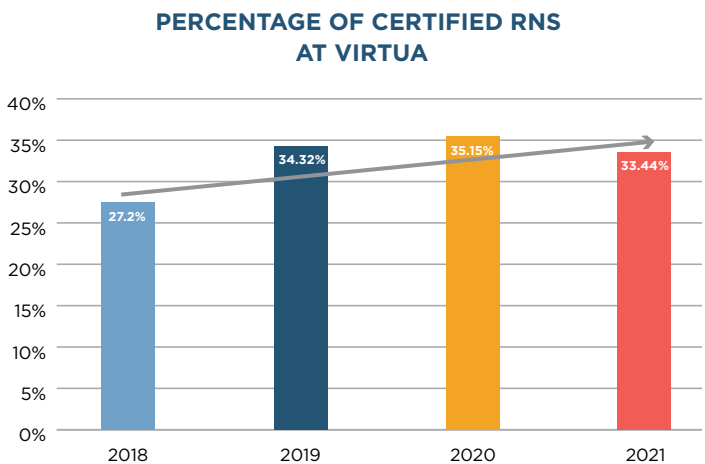
# BSN & SPECIALTY CERTIFICATION RATES – TRENDING UP!

BY LAUREN HODGES, MSN, RN, DIRECTOR OF MAGNET AND NURSING OUTCOMES

Congratulations to all those who have completed their BSN or who are on the path to completion! Virtua nurses at all Virtua hospitals now have a BSN or higher rate of over 80%. This is quite an accomplishment! We see that Virtua nurses have once again risen to the challenge given to them and displayed their determination to complete their educational goals. Virtua nurses are living up to the pursuit of excellence and continue to be a driving force of change in the nursing profession.

Without an established national target for certification rates, Virtua has set a goal of increasing the percentage of certified nurses by 1% annually. In 2021, Virtua nurses saw a small but predictable decrease in the number of certified nurses of about 1%. This may seem like a step backwards but instead, this demonstrates an extreme dedication toward maintaining excellence in nursing practice. Why? Through a two-year pandemic, many more Virtua nurses became eligible for certification without many options for certification review courses or ways to sit for their exams. This naturally lowered our certification rate - but only by about 1%... meaning that at the same time, currently certified nurses were busy putting in the work to maintain their certifications. This is clear evidence of Virtua nurses’ dedication towards achieving and maintaining a higher level of nursing practice. But keep in mind, our rate is still trending up! We fully expect to see our certification rates rebound in the upcoming year as our world opens up with each passing month.

As a reminder, Virtua has many ways to support nurses taking the next steps toward advancing their professional goals. With tuition reimbursement for eligible staff, partnerships with academic affiliations that offer discounts to Virtua employees, as well as many programs being available online or in hybrid settings, going back to school is affordable and attainable. For more information about these schools as well as tuition reimbursement, visit the Nursing Preferred Schools link on the Virtua Nurse SharePoint site. And don’t forget about the added benefit of certification - Virtua pays you a yearly certification bonus!



# 2021 NURSING UNIT AWARDS



**PRISM Award Recipients**  
 Voorhees 7A  
 Voorhees 5A/B  
 Mount Holly 4NW

**4 NW, Prism Award**  
 Kim Edson - Nurse Director; Brittany Emmel, RN; Raquel Robles, RN; Devon Schmolck, RN; Erica DiPascale, RN; Angela Travia, RN; Danielle Broder, ANM; Shawna Francis, RN; and Kim O'Malley, ANC



**Voorhees 7A, Prism Award**  
 Gary Koncewicz, Danielle Glogovsky, Jodie Gross, Aimee Reed, Jeena Mistry, Paula Konstantinides, Nicole Campbell, Tami Kyser, Donald Taylor, and Michelle Schmid

**Silver Beacon Awards**  
 NICU Voorhees



# 2021 NURSING ACHIEVEMENTS/AWARDS



**"Hello Good" Campaign Winner**  
 Mike Kirk

Kelly Warren, Independence Blue Cross Blue Shield "Celebrate Caring" Outstanding Nurse Award

Myriam Joseph, Virtua Healthcare Leadership Program Certificate

Sue Politsky, Commission on Collegiate Nursing Education (CCNE) Evaluator Training

# 2021 NURSING EXCELLENCE AWARDS

The following 33 nurses were nominated by their peers and selected from among nearly 4,000 nurses at Virtua Health. They earned recognition as the best-of-the-best in one of five categories: Exemplary Professional Practice, Structural Empowerment, New Knowledge, Innovation & Improvements, and Transformational Leadership.

The impact of these great nurses, combined with the high quality work and caring of their colleagues throughout Virtua Health, make us very proud of the entire nursing department.

## Exemplary Professional Practice

Pamela Britland, Voorhees  
 Cheri Demaio, Voorhees  
 Diane Groody, Virtua Home Care  
 Krista Kunkel, Mount Holly/VMG  
 Mary Majewski, Marlton  
 Grace McAleer, Mount Holly  
 Izabela Polley, VOLOL  
 Eileen Tate, Berlin- Virtua Health and Rehabilitation  
 Melissa Van Dorn, Willingboro

## New Knowledge, Innovation and Improvements

Gregg Burger, VOLOL  
 Alexandria Carr, Mount Holly  
 Jennifer Geckle, Virtua Center for Learning  
 Fridana Joaquin, VOLOL  
 Kim Paternoster, Virtua Home Care  
 Jamie Santiago, Voorhees  
 Jamie Turner, Mount Holly- Virtua Health and Rehabilitation

## Structural Empowerment

Ashley Boenisch, Virtua Center for Learning  
 Brianna Cotton, Voorhees  
 Nicole Farina, Willingboro  
 Sarah Kelly, Mount Holly  
 Tanya Lewis, Berlin- Virtua Health and Rehabilitation  
 Rebecca Naphys, Virtua Home Care  
 Heidi Sheridan, Voorhees  
 Taylor Vallen, VOLOL

## Transformational Leadership

Laurie Cookson, Willingboro  
 Martha Kent, Mount Holly- Virtua Health and Rehabilitation  
 Mike Kirk, Mount Holly  
 Maggie Lynch, Virtua Center for Learning  
 Eileen McCann, Voorhees  
 Tina Midiri, Willingboro  
 Agatha Reidy, Virtua Home Care  
 Jill Santiago, VOLOL  
 Sara Mignano, Marlton



Voorhees Wound Center Nurse Excellence Awardee, Heidi Sheridan, with Kathy Judge



Mount Holly Nurse Excellence Awardees, Mike Kirk, Sarah Kelly, Grace McAleer, Alexandria Carr



Voorhees Nurse Excellence Awardee, Pam Britland and Eileen McCann



Voorhees Wound Center Nurse Excellence Awardee, Cheri Demaio, with Kathy Judge



VOLOL Nurse Excellence Awardees



Virtua Home Care Nurse Excellence Awardee Agatha Reidy, with Karen Sinclair



Willingboro Nurse Excellence Awardees, top picture: Melissa Van Dorn, Nicole Farina, Laurie Cookson, and Melissa Zak



Voorhees Wound Center Nurse Excellence Awardee, Gregg Burger, with Heidi Baur



Zach Weidensaul, Laurie Cookson (Willingboro Nurse Excellence Winner), Kit O'Neal, and Mary McCormick



Nurse Excellence Awardee Rebecca Naphys with Denise Mealey



Virtua Home Care Nurse Excellence Awardee Kim Paternoster, with Dana McDonald



Virtua Home Care Nurse Excellence Awardee Diane Groody, with Cindy Dillon

# We're grateful for you.

We are pleased to celebrate the following colleagues as our 2021 Lasting Impact Project Honorees. Each honoree has been recognized by a grateful patient or community member with a philanthropic gift to Virtua Health. In addition to these individuals, many teams were recognized that included Virtua Health Nurses.



Shannon DiBlasio  
 BA-BSN, RN

The Lasting Impact  
 Project Honoree

Rel Arabit, RN

Theodora Belz, RN

Jenna Berry, RN

Brian Campana, RN

Debra Canale, APN

Victoria Clark, CNM

Jamieka Daniels, RN

Diane Farrington, RN

Demi Fasulo, RN

Nathifa Garcia, RN

Amy Johnson, RN

Gertrude Kosek, RN

Jennifer Lenzi, APN

Maryann McClarnon, RN

Paul Minnick, DNP, RN, NEA-BC

Shannon DiBlasio, BA-BSN, RN

Kathleen Ormsby, RN

Rachel Schlichtmann, RN

Jessica Schwarz, CNM

Mary Smith, RN

Brenda Stevenson, RN

Morgan Wardell, RN

# DAISY AWARD WINNERS 2021



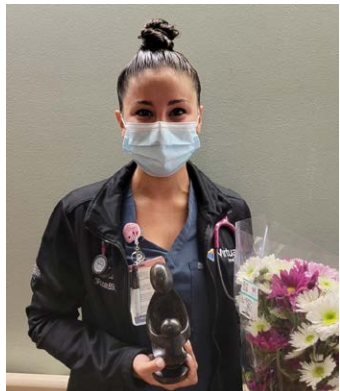
The DAISY Foundation was established in 1999 by the family of Patrick Barnes. Patrick died at the age of 33 related to complications from ITP. The Barnes family wanted to find a way to turn their grief into something positive and do something that would honor the wonderful person that Patrick was. DAISY is an acronym for Diseases Attacking the Immune SYstem and the award represents the excellence and extraordinary compassion of nurses. Each award winner is presented with a pin created by the DAISY foundation and a sculpture called “A Healer’s Touch” as a symbol of recognition from the Foundation.



Shirley Donato,  
Mount Holly, MCH



Andrew West,  
Mount Holly, 4 NE



Erica DiPascale,  
Mount Holly, 4 NW



Julie McDonald,  
Mount Holly, MCH



Jen Borcsik,  
Mount Holly, 2 North

Shirley Donato  
Mount Holly, MCH

Julie McDonald  
Mount Holly, MCH

Kathy Hudek  
Mount Holly, MCH

Jen Borcsik  
Mount Holly, 2 North

Erica DiPascale  
Mount Holly, 4 NW

Andrew West  
Nurse Leader Daisy  
Mount Holly, 4 NE

Sylvia Walsh  
Mount Laurel, HomeCare

Shelley Baird  
Mount Laurel, HomeCare

Kim Cassel  
Mount Laurel, HomeCare

Faye Sparacio  
Mount Laurel, HomeCare

Julie Baumgartner  
Daisy (2020)\*  
Voorhees, MB3/4

Lauren Calzonetti  
Daisy (2020)\*  
Voorhees, MB3/4

Joe Abat  
Daisy (2019)\*  
Voorhees, 6A/B

\*Celebration occurred after previous report



Julie Baumgartner, Voorhees, MB 3/4



Winners Sylvia Walsh and Shelley Baird, Mount Laurel, Home Care, with Donna Berry and Karen Sinclair

# VIRTUA NURSES IN THE COMMUNITY



## Virtua Our Lady of Lourdes Goes Red for Heart Disease Awareness Month

Joyce Haag, RN, Heart Failure Program; Carol McDougal, APN, Cardiology; Joan Dacanay, RN, ANM, 2EW; Kelly Barber, RN, ANM, 3EW; Comfort Oseme, RN, Nurse Director, 2EW; Justine Sgrillo, RN, Nurse Director, 3EW; Theresa Rowe, APN, Heart Failure Program; and Vikram Bathula, MD, Hospitalist



## 3EW Interventional Cardiology Goes RED

Justine Sgrillo, MSN, RN, Director; Kelly Barber, BSN, RN, ANM; and Brooke Cerveny, BSN, RN, Staff Nurse



## South Jersey Food Bank Drive

Mount Holly Assistant Nurse Managers: Capri Boardley, ANM 5 Stokes at Mount Holly; Ilissa Ramirez, ANM 7 Stokes at Mount Holly; Samira Harris, ANM, ICU at Mount Holly; Katie Fehlinger from CBS3 news; Ellen Robins, ANM, 2 North at Mount Holly; and Danielle Broder, ANM, 3NW/4NW at Mount Holly



## Community Pay It Forward

Michele Horn  
The Unforgotten Haven



## Holiday Gift Collection

2EW Cardiac/Transplant Unit Staff came together in the spirit of the holidays to help the less fortunate in the community we serve. Bobbette Malcolm, PCT; Shakira Carter, PCT; Liz Kelly-Terkay, RN; Nhi Quach, RN; Roela Quibilan, RN, ANM, 2EW; Comfort Oseme, MSN, RN, Nurse Director, 2EW; Malika Lee, PCT; Christina Janesky, RN; and Andrea Walker, RN

Cherry Hill  
Free Clinic Volunteer  
Laura Gibbs, ANM

Recovery Chair Donation  
for Breast Cancer  
Kara Marthins, RN

**HAVE PHOTOS OF  
OUR GREAT NURSES IN ACTION?**

Send pictures to [nursingnews@virtua.org](mailto:nursingnews@virtua.org)



**AHA Heart Walk October 2021**

Bob Uhrick, Michelle Uhrick, Donna Siegmeister, Diane Franecki, Khalessi (Diane’s dog), and Stephanie Runner



**Marlton PCU Heart Walk October 2021**

Stephanie Runner, Donna Siegmeister, Amy Cimprich, Diane Franecki, Khalessi, and Amy’s daughters



**In Loving Memory of Theresa Jaworski**, long standing RN from CCU (left Virtua in January 2020) who had been employed at Lourdes since 1987 and a heart nurse for many years, sadly passed away in 2021.

The CCU family (which included the CT surgery team as well as Respiratory Therapy) collected funds and supported her family with a GoFundMe page. With the funds they received separately from the GoFundMe page, they were able to collect \$1,000 toward an apple for the Tree of Life in the main hallway by the coffee shop. They also placed a sign on the lawn of Theresa’s home when she was nearing the end of her battle but still strong enough to look out the window to see how much her CCU family loved her and supported her.



**Special Circumstances, Extraordinary Compassion**

In light of the second wave, no visitation policy, a very distressed family wanting to see their Dad had an unconventional visit. This patient was on a ventilator in the open heart unit. The staff of CCU at VOLOL rallied and coordinated with the respiratory therapist to make this visit as special as it could be with the circumstances we faced. The leadership team is so proud of this staff for their energy and understanding and ability to find an alternative visitation during this stressful time

Despite the stress healthcare workers are facing amid ongoing crisis, this shows light and hope!

# NURSING INFORMATICS LIAISON PROGRAM

BY MARIANNE EVERETT, MSN, RN, NEA-BC, AVP OF NURSING INFORMATICS

The Virtua Information Technology (IT) Informatics Liaison Program continued to thrive in its third year. The Liaison program serves as an extension of the Clinical Informatics Team to improve end user adoption and satisfaction related to technology solutions through at-the-elbow support focused on workflow optimization, training, issue identification and resolution. Nurse Informatics Liaisons are partnered with a Clinical Informaticist mentor to assist them in their development of clinical informatics skills and knowledge.

COVID impacted liaison availability throughout the year; however, the Nursing Informatics Liaisons were still able to provide support throughout the organization in the following ways:

## Nursing Informatics Liaison Rounding/Support:

**359** Rounding Sessions complete

**1,536** Staff Member Encounters

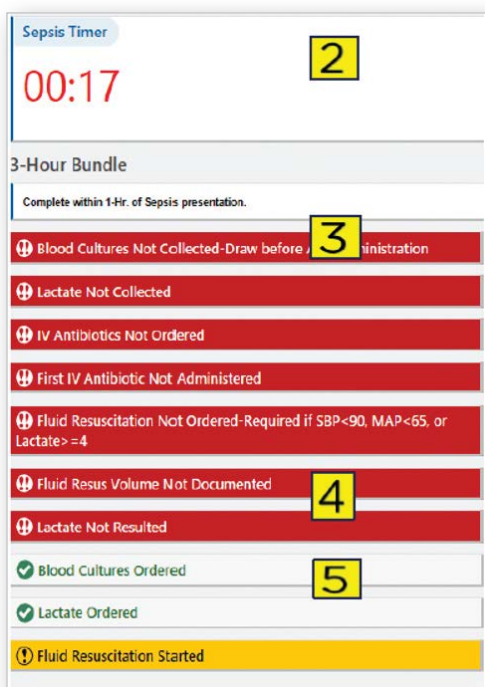
**18** Build Hours logged

**153** Project Hours completed

**2** Senior Clinical Informaticists served as Preceptors for 2 MSN in Informatics Students from Grand Canyon University. Both students were 2021 Graduates.

## Sample of Liaison Support Projects in 2021:

- Rover testing, classroom and go-live support
- Downtime form review and creation
- Assisting with IV pump replacement and upgrade project
- Assist Clinical Informatics with workflow diagrams for IV pump integration project
- Electronic report tool for Special Care Nursery/L&D
- Code Narrator optimization input
- Mapping Healthwise Videos to Patient Education Topics



## Leveraging Technology to Improve Sepsis Outcomes

Informatics led and informed a core group of Information Technology (IT) members to design, build, test, implement and support many optimizations based on sepsis evidence, nursing feedback, and external organizations' experiences.

### Examples from the many optimizations include:

- IV fluid bolus workflows, order sets, best practice alerts, and flowsheet improvements to standardize practice
- Patient lists used to centrally monitor three-hour and six-hour bundle compliance in real-time, alerting the care team of actions needed.
- Automated sepsis checklist to assist nurses and providers with awareness of potential sepsis, sepsis time zero, and completion of sepsis bundle compliance.

Sepsis bundle compliance increased to 76.9 in 2021 (goal=76). This was a 16.3% increase from 2020. Sepsis survivability increased to 87.8 in 2021 compared to 82 in 2020.



## New Technology Knowledge for Nurses

- 1,668** Nurses completed Epic training
- 290** Nurses attended training remotely online
- 104** Nurses attended Epic refresher and Thrive training sessions
- 865** Nurses trained on Rover
  - 5** Nurse Informatics Liaisons assisted with instructor led training classroom support

## 2021 IT Nurse Training Milestones & Accomplishments

**COVID-19 Mega Site Training and Support**— E-Learning based training created for clinicians that defined the workflow for documenting COVID vaccines using the new immunization clinic workflow.

**Epic Rover Training**— Began onsite from 10/12/2021 and continued through 2022. Classes occurred three days per week, with two to five sessions running per day.

**Midwifery, Birth & Wellness Center**— Initial training and refresher education provided to staff. On-call support provided during initial deliveries.



## System-Wide Rover Go-Live

Clinical Informatics in collaboration with Virtua IT, Nursing/Respiratory staff and leaders, successfully completed the Nursing mobile device (Rover) project. This was a significant innovation for Virtua hospital nurses, PCT, RTs, WOCNs, and VAD teams across the health system.

**898 devices** were deployed across the organization. This project increased accessibility to mobile applications needed to support technology-enabled care, improve efficiency, and improve patient outcomes. Patient and medication barcode overrides were drastically reduced across units using Rover due to this project increasing patient saves, which decreases harm to patients. System barcode medication **overrides average between 3.7%** without Rover. When Rover is used, **rates drop to 0.3%**.

# NURSE RESIDENCY PROGRAM SPOTLIGHT

**BY DANIELLE GLOGOVSKY, DNP, RN, CMSRN, ADVANCED NURSE CLINICIAN  
AND MAGGIE LYNCH, MN, NPD-BC, DIRECTOR, ACADEMIC AFFILIATIONS**

Virtua Health is proud to offer a Nurse Residency Program (NRP) tailored to meet the needs of newly licensed RNs. The first year of practice can be very challenging. The NRP was developed to support and guide new nurses as they face those challenges. Virtua has collaborated with the NJ Collaborating Center for Nursing and Vizient to create a robust program to facilitate a smoother transition from advanced beginner to competent professional. The program is designed to be completed within the first 12 months of practice. In 2021, 234 newly licensed nurses were invited to join the NRP.

## Highlights of the Program include:

- **A Variety of Session Topics:**

- » Management and Professional Role Development
- » Patient Care Coordination and Interprofessional Communication
- » Quality Improvement
- » Medication Safety
- » Management of the Changing Condition
- » Patient and Family Education
- » Conflict Resolution
- » Skin Integrity; Patient Care; and Resource Management
- » End of Life Care
- » Cultural Competence
- » Professional Advancement
- » Simulation Lab Skills Sessions

- **Evidence-Based Practice Resources and Tools**

- **Networking**
- **Mentoring**

The Virtua Nurse Residency Program facilitators would like to give a big thank you to all the leaders for their continued support of this program and to wish all of our future, current and past nurse residents success in their professional journeys. For more information on the NRP or to leave suggestions for future NRP programming, please feel free to view the SharePoint site: Nurse Residency Program — Home ([virtua.org](http://virtua.org)) or contact Maggie Lynch, [mdlynch@virtua.org](mailto:mdlynch@virtua.org).

## Nursing Gear at the Virtua Logo Shop

Have you visited the Logo Shop lately? Virtua's colors and brand are proudly on display on a number of new products, including masks, bags, clothing, lab coats and scrubs.

In addition, the Logo Shop promotes the professional development of the Virtua Nurse by donating 20% of every sale to the Virtua Nurse Scholarship Fund.

To learn more, visit the Logo Shop via the VINE or at [mjcorpstore.com/virtua](http://mjcorpstore.com/virtua)



**Limited Offer!** MJCorp is offering a 20% discount in honor of nurses. Use the code May2022 to apply the discount. The discount code lasts through June 15, 2022.



# Save the Date

**VIRTUA NURSE DAY**  
**SEPTEMBER 22, 2022**

**Virtua Health**

303 Lippincott Drive | Marlton, NJ 08053  
[www.virtua.org](http://www.virtua.org)

