



Message from

## Sheila Glennon Kempf, PhD, RN, NEA-BC

Vice President, Patient Care Services

Chief Nursing Officer



Dear Nursing Staff:

**I am both proud and thrilled to present the 2021 Annual Nursing Report.** This year has been an unbelievable year filled with ups and downs. Just when we thought we were coming out of the pandemic, it struck again in a new form. Luckily, it was not as virulent. Through it all, you not only persevered, you thrived! The extraordinary accomplishments highlighted in this report attest to that fact!

Once again, you have proven that you are resilient, industrious, compassionate, courageous, and innovative. You provide our patients with the highest level of care and respect, and we appreciate the high caliber of work you consistently produce each day, despite any challenges or barriers you may encounter.

As you read through this report you will find plenty of reasons to take pride in your work and reward yourselves for a job very well done! We could not have done it without you.

John F. Kennedy once said, "We must find time to stop and thank the people who make a difference in our lives." I would like to take the time to thank all of you who have made a difference in my life; you have changed me forever. Please take the time to thank each other for the teamwork you have experienced. Without your focus on teamwork, most of this would not have been possible.

I am humbled to be working with such a remarkable group of professionals. Your extraordinary work ethic, despite the unanticipated challenges, is greatly appreciated. I thank each of you for not only "showing up" for work but for embracing each day with passion and skill.

Once again, please remember to take care of yourselves in the same way as you take care of your family, your co-workers, and your patients! You deserve it.

On behalf of our leaders, our support staff, and our patients, I thank you for the dedication and passion you provide every day!

Message from  
**James Demetriades**  
Chief Executive Officer

**As we reflect on the past year**, we are immensely proud of the dedication, innovative clinical approaches, and excellent patient care that are the hallmark of nursing at Penn Medicine Princeton Health.

Achieving redesignation of the hospital as a Magnet® recognized organization is further evidence that we have created a strong culture of challenging ourselves to continuously meet higher standards of quality care and patient experience. This honor — the gold standard for nursing excellence — is even more impressive when we consider that Princeton Medical Center (PMC) was commended for 11 *exemplars*, or exemplary professional practices. The hospital excelled in four nursing-related clinical outcomes and was also commended for exemplary performance in four nursing-related patient experience measures: patient engagement, patient education, courtesy and respect, and careful listening.

As our nurses focus more on research, they are proactively redefining clinical pathways through studies that have a direct, meaningful impact on the quality of patient care and clinical outcomes.

Additionally, nurses at Princeton House Behavioral Health continue to inspire us with their efforts to impact the overall patient experience, provide a sense of dignity, and aid in the healing process. For example, as a result of an effort led by Stacy Horowitz, RN, a Penn CARES grant has been awarded for the Princeton House Wellness Wardrobe to help purchase personal care items, clothing, and slip-on shoes for patients who enter treatment without the basic necessities.

Looking to the future, as more care moves outside the four walls of the hospital, nursing will be an essential part of our ability to provide more complex care for patients who are experiencing higher acuity conditions. Nursing will enable us to expand the services we offer in specialties such as oncology and cardiology.

As a part of Penn Medicine, we aspire to do more and to be more. We have recommitted to being a high-reliability organization, and to empowering all nurses to use their voices every day to ensure that we continue to excel as an unrivaled healthcare provider and as an employer.



# Contents

- 5**  
A History of Excellence
- 6**  
Nursing-Sensitive Indicators
- 7**  
Nurses Work to Improve Nurse-to-Provider Relationship and Reduce New Nurse Turnover with Interdisciplinary Mentorship Program
- 8**  
Princeton Medical Center Introduces Two New Nursing Resource Roles
- 9**  
Penn Medicine Princeton Medical Center Submits Third Magnet Document and Prepares for Site Visit
- 10**  
Critical Care Unit Earns Second AACN Silver Beacon Award
- 11**  
Nursing Professional Development Council Launches Nursing Grand Rounds
- 12-13**  
Nursing Shared Governance
- 14**  
Penn Medicine Princeton's Nurse Residency Program Receives Reaccreditation
- 15**  
Nursing Assistant Education and Orientation Program Launched
- 16**  
Nurses and Interprofessional Team Work to Prevent Heart Failure Readmissions
- 17**  
NICU Launches AngelEye to Keep Parents Connected to Their Babies
- 18**  
Nurses and Interprofessional Team Work to Prevent Heart Failure Readmissions
- 20-23**  
IRB
- 24**  
Princeton Health Acknowledges Patient Safety Through Good Catch Program
- 25**  
CARE Program
- 26**  
Penn Medicine Nursing Clinical Excellence Awards
- 27**  
Princeton Health Nursing and Clinical Support Staff Excellence Awards
- 28**  
DAISY Winners
- 30-31**  
New Certifications
- 32**  
New Degrees
- 33**  
Poster Presentations
- 34-36**  
Podium Presentations
- 38-39**  
Published Articles

# A History of Excellence



**The dedicated nurses at Penn Medicine Princeton Health** have been providing care to patients and the community for over a century. In the past decade, landmarks have included moving to a new, state-of-the-art facility in 2012; partnering with Penn Medicine in 2018; and navigating the COVID-19 pandemic. Through it all, our nurses have demonstrated a dedication to creating an excellent patient experience, driving optimal clinical outcomes, developing new knowledge and innovation, and advancing their own professional development.

Princeton Medical Center (PMC), the acute-care hospital division of the Princeton Health system, is a three-time ANCC Magnet® designated hospital, most recently navigating through the application process this year. Earning Magnet® designation reaffirms the hard work and dedication of the entire staff at PMC, and recognizes PMC's excellence in nursing services.

Nurses at Princeton Health have also contributed to initiatives that led to numerous unit- and hospital-level recognitions, such as The Joint Commission's (TJC) Advanced Certification for Total Hip and Knee Replacement, TJC Joint Commission Disease Specific Certification for Perinatal Care, designation, and the American Association of Critical-Care Nurses (AACN) Beacon Award, among many others.

Princeton Health is dedicated to continuing to move the organization forward in our pursuit of excellence.

## FACTS & FIGURES

### Nursing

#### Nursing Leadership

% BSN or Higher **100.0**  
% Certified **85.7**

#### Direct Care Nurses

% BSN or Higher **81.1**  
% Certified **54.7**

#### Non-Direct Care Nurses

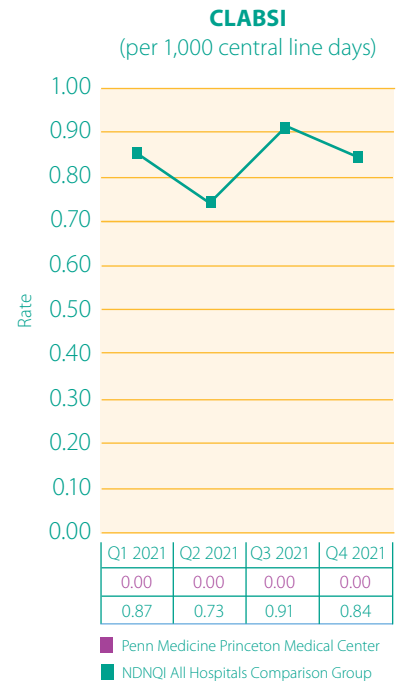
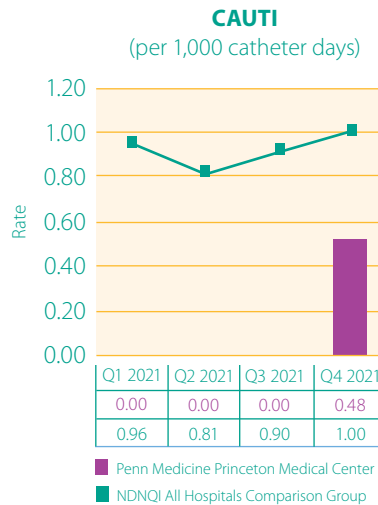
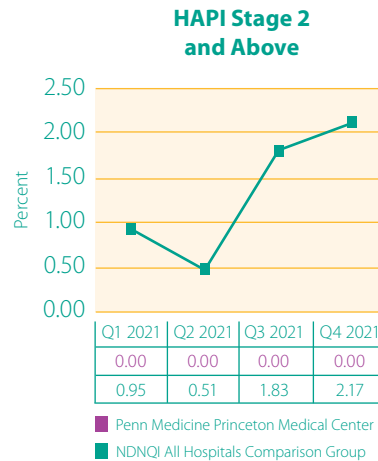
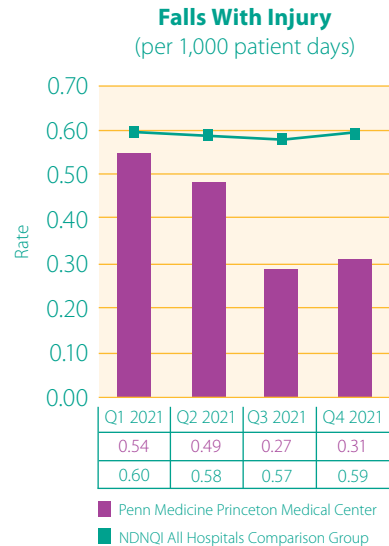
% BSN or Higher **80.6**  
% Certified **75.81**

### Hospital

**319** Licensed Beds  
**184** Average Daily Census  
**4.75** Average Length of Stay (days)

# Nursing-Sensitive Indicators

**Eligible units at Penn Medicine Princeton Medical Center (PMC)** participate in the National Database of Nursing Quality Indicators (NDNQI) for reporting of nursing-sensitive indicators. NDNQI provides a national benchmark for PMC to compare to on a quarterly basis. In 2021, PMC outperformed the NDNQI All Hospitals comparison group for all four quarters in the categories of falls with injury, hospital-acquired pressure injuries (HAPI) stage 2 and above, catheter-associated urinary tract infections (CAUTI), and central line-associated blood stream infections (CLABSI). With the support of our wound care and infection control nurses, PMC reported zero HAPI Stage 2 and above and zero CLABSI incidents for all of 2021, which ranks in the top decile for NDNQI in all comparison groups.



Source: National Database of Nursing Quality Indicator (NDNQI)

# Nurses Work to Improve Nurse-to-Provider Relationship and Reduce New Nurse Turnover with Interdisciplinary Mentorship Program

**The specialty of obstetrics takes years of clinical experience to master**, and over the course of the last few years, hospitals struggled to fill vacant registered nurse positions with experienced personnel, leading managers to hire new graduates and nurses new to the specialty. Physicians rely on the nurses' assessment and communication skills to keep patients safe during each shift, and training new hires takes time and resources.



With a growing number of novice nurses, unfamiliarity and inexperience can result in communication breakdowns and poor collaboration. Such negative work/life experience is proven to drive down new nurse job satisfaction and cause high new nurse turnover rates. This clinical practice problem impacts stakeholders at every level, including patients who are at risk of medical errors associated with communication breakdowns.

Evidence-based practice was evaluated to address this problem and resulted in the development of an interdisciplinary mentorship program. program was designed to improve communication and collaboration among nurses and physicians working in the Maternal Child Health Department.

After signing an initial contract, nurse enrollment in the mentorship program begins on their scheduled orientation start date. The obstetrics providers willing to participate receive mentorship training and are then paired with novice labor and delivery (L&D) nurses. Over the course of the program, the mentor regularly meets with the mentee to informally debrief about specific didactic concepts nurturing a supportive working relationship. The physicians act as mentors to teach new nurses critical elements of obstetrical care. Pre- and post-participation surveys are used for both the mentor and mentee to score elements of job satisfaction related to inter- and intra-professional relations. Nurses report the development of a supportive working relationship early in their employment that has led to improved clinical confidence and job satisfaction.

Nearly a year after the program began, the results indicate that the unit has improved relationships among nurses and physicians. Most recently, the program has expanded to include novice nurses on the Mother Baby Unit. This growth is a testament to the hard work and dedication both the nurses and physicians have put forth.



# Princeton Medical Center Introduces Two New Nursing Resource Roles

**Throughout the first quarter of 2021**, a series of CNO town halls and exercises held to gain feedback for the 2021-2025 Nursing Strategic Plan showed a need for additional resources to support clinical nurses during their work day at Penn Medicine Princeton Medical Center (PMC).

One major theme identified was that the time-consuming process of admitting patients from the Emergency Department (ED) to the inpatient units could be better supported to provide for more efficient throughput, better patient experience, and increased nurse satisfaction. In the spring of 2021, a trial was held for a new position: admissions nurse. This nurse would assist both the ED nurse and the inpatient nurse by completing a majority of the “Admissions Navigator” documentation in the electronic record before the patient left the ED. By completing this lengthy documentation before the patient was transported to their assigned bed, the admissions nurse would be able to provide for a smoother transition, alleviating the workload for nurses on both sides of the process

and providing the patient with a sense of confidence that the admissions process was progressing in a timely manner. The trial was successful, and two full-time admissions nurse positions were added to the float pool.

The second major theme related to nursing resources was that there was a need to better support nursing staff during clinical emergencies. During a Code Blue or Rapid Response Team (RRT) call, nurses from the Critical Care Unit (CCU) and Telemetry Unit were designated to respond to the

emergency notification. This required them to leave their assigned unit if the emergency occurred on another floor, which, while effective in providing safe care to the patient, at times placed a strain on the CCU and Telemetry while their nurse was off the unit. The decision was made to replace that process with a new team of clinical emergency response nurses. These positions are staffed 24 hours a day, seven days a week, and respond to all RRTs and codes (Blue, Stroke, STEMI, and Sepsis) on the inpatient units and in the ED.

Additional responsibilities of the clinical emergency response nurses include:

- Respond to requests for assistance from direct caregivers in assessing and stabilizing a patient’s condition.
- Round daily with charge nurses to identify patients that are of concern (i.e., sepsis, COVID, supplemental O2 use, <48 hours post RRT/Code event, <24 hours CCU downgrades).
- Assist with transfer to a higher level of care as needed.
- Analyze RRTs and codes identifying possible failure to rescue (FTR) cases, adverse drug reactions (ADR), and patient safety-related events.
- Identify educational opportunities for clinical staff and assist with code cart education and mock codes.

Both the admissions nurse and the clinical emergency response nurse roles have been well received by the nurses and the entire interprofessional team.





# Penn Medicine Princeton Medical Center Submits Third Magnet Document and Prepares for Site Visit



**In 2021, Penn Medicine Princeton Medical Center (PMC)** marked a major milestone in its journey to achieve a third American Nurses Credentialing

Center (ANCC) Magnet Recognition Program designation, which recognizes an organization for meeting the ANCC's standards for nursing excellence of professional practice, leadership, innovation, nurse satisfaction, clinical outcomes, and patient experience. On July 30, 2021, PMC nurses, leaders, and support staff gathered in the area outside of the Chapel to participate in submission of the application document. The document covered PMC's accomplishments between August 2017 and August 2021. With a crowd cheering her on, the Chair of the Nursing Professional Development Council, Jane Clark, BSN, RN, "pushed the button" to submit the document electronically to ANCC.

While awaiting the ANCC's decision on the application, a group of dedicated Magnet Champions was formed to begin the work of preparing PMC for the next step — the site visit — if the document received approval. The Magnet Champion group consisted of nurses from across the organization. Members met monthly to review key educational

points related to Magnet designation, which they then brought back to their respective units to educate and engage their colleagues in the process.

PMC was notified in mid-November that the document had been approved and that PMC would move to site visit, scheduled to take place virtually on January 5-7, 2022. A kickoff fair was held on December 8, 2021. All were invited to participate in the celebration. The biggest hit of the fair was Magnet Wheel of Fortune, where participants answered Magnet-related questions for a chance to be entered in a giveaway. Over 100 nurses participated in the event.

Preparations for the site visit continued throughout the month of December, and included rounding on the units, preparation meetings for nurses and interdisciplinary team members, and a mock site visit conducted by partners from the Hospital of the University of Pennsylvania, Penn Presbyterian Medical Center, Pennsylvania Hospital, Chester County Hospital, and Lancaster General Hospital.

*Editorial Note: The virtual site visit was held as scheduled on January 5-7, 2022. The rigorous site visit consisted of meal sessions, meetings with special groups, and unit tours. Thanks to the tremendous efforts of our nurses, nurse leaders, and interprofessional team members, PMC was notified on March 17, 2022, that a third ANCC Magnet Recognition Program designation had been awarded.*

## THANK YOU TO OUR MAGNET CHAMPIONS

|                         |                      |
|-------------------------|----------------------|
| Claire Abdill           | Taylor LaCorte       |
| Jeannie Arena           | Wendy Luca           |
| Cassidy Bergeron        | Lauren Malinowski    |
| Taylor Chanillo         | Patricia Mazzella    |
| Anna Clark              | Juliet Marx          |
| Kristyn Compitello      | Jordan Mento         |
| Donna Covin             | Kristen Ochoa        |
| Amanda Cucarese         | Patricia O'Donnell   |
| Katie Dajczak           | Rita Okyere          |
| Sophia Desrosiers       | Megan Parise         |
| Christina DeValue       | Maria Corabeth Reyes |
| Kelly Duffy             | Lavanya Reddy        |
| Chrystal Estevez        | Tracy Rocco          |
| Marie Ferreira          | Amanda Ross          |
| Krista Fitzgerald       | Alyssa Ryan          |
| Bernadette Flynn-Kelton | Maria Saia           |
| Alexis Fuentes          | Cordelia Schore      |
| Nicole Goldstein        | Carol Schwab         |
| Jackie Graciani         | Shelby Semple        |
| Jillian Grassano        | Lauren Schmid        |
| Sarah Grassi            | Kinjal Shukla        |
| Jessica Gural           | Sheryl Smolensky     |
| Allison Healy           | Sue Straszynski      |
| Hubert Hsu              | Kelsey Sum           |
| Barbara Johannes        | Corinne Timberman    |
| Candice Jones           | Christine Trusiani   |
| Vanessa Kariger         | Mary Vasselli        |
| Nowai Keleekai-Brapoh   | Hannah Whiteside     |
| Dina Kenyon             | Ellen Winkle         |
| Tina Khiani             | Allison Yiacas       |
| Alyson Klingler         | Jaclyn Zimmerman     |

# Critical Care Unit Earns Second AACN Silver Beacon Award



**Princeton Medical Center  
Laura and Gordon Gund  
Critical Care Unit** was awarded their second Silver Beacon award in November 2021. The American Association of Critical-Care Nurses (AACN) grants the prestigious Beacon Award to hospital units that demonstrate a standard for excellence in patient care, achieving high patient

outcomes, high levels of patient and staff satisfaction, and a positive work environment with high morale and staff retention.

Beacon units must meet defined criteria in the following five categories:

- Leadership structures and systems
- Staffing and staff engagement
- Communication
- Educational development
- Evidence-based practice and outcomes

Units applying for the award submit a unit profile to AACN. If the profile is accepted, they complete five additional categories with evidence of standards and processes demonstrating improved outcomes to complete the application. Completion of the application takes about a year, and review by AACN can take up to five months.

The Laura and Gordon Gund Critical Care Unit received a Silver Beacon award on their first application in 2018. The award is designated for a period of three years, so plans for the second application began in February 2020. A group of 12 Critical Care Unit staff nurses met with Manager Mindy Tanpiengco, RN, BSN, CCRN, and Clinical Nurse Leader Donna Covin, RN, MSN, CNL, to organize staff nurses into a writing team. The team consisted of Amy Assadourian, BSN, RN, CCRN; Lorna Barron, BSN, RN, CCRN; Christian Catiis, BSN, RN, CCRN; Kim Giese, BSN, RN, PCCN; Gary Greenfeder, BSN, RN, CCRN, WCC; Mayda Federovitch, BSN, RN, CCRN; Kristin Mantel, BSN, RN, CCRN; Patricia Mazzella, BSN, RN; Marlene Smith, BSN, RN, CCRN; Rachael Peters, BSN, RN; Janet Viscomi, MSN, RN, CCRN; and Megan Yellareddigari, BSN, RN, CCRN.

The nursing team completed and submitted the unit profile and organized the remaining five categories into sections to begin writing. But in March 2020, the pandemic reached Penn Medicine Princeton Health and work on the application was delayed. As the initial surge of COVID-19 cases began to recede, the writing team adjusted their timelines and continued to pursue an October submission date. The completed document was submitted in July 2021, and the designation was awarded four months later.



# Nursing Professional Development Council Launches Nursing Grand Rounds

## The Nursing Professional Development Council at Penn Medicine

**Princeton Health** is dedicated to advancing the professionalism of nurses within the organization. This has traditionally taken the form of providing support for career advancement, higher education, and professional nursing certifications. The council felt, however, that they could be doing more. In late 2020, an idea was proposed to begin hosting a series of Nursing Grand Rounds, one-hour, virtual presentations on topics of interest, held at set intervals throughout the year. Continuing education credits would be awarded for those who attended and completed the survey afterwards. During the council's regularly scheduled meetings, members would submit proposals for topics and identify resources within and outside of the organization to present on them.

In light of the events of 2020, the Professional Development Council determined that the first Nursing Grand Rounds would be a panel discussion on resiliency. The panel featured Kelly LaMonica, DNP, RNC-OB, EFM, Nurse Manager LD; Sophia Desrosiers, MA, MSN, RN, Clinical Nurse Specialist Telemetry; and the Reverend Matthew Rhodes, PsyD, Director Religious Ministries, who shared insights and resources on promoting wellness and resiliency within nursing. The virtual event, held on January 29, 2021, was attended by almost 100 Princeton Health nurses.

The original plan had been for Nursing Grand Rounds to be held quarterly, but due to the popularity of the events and feedback received on the surveys, the Professional Development Council set a goal to start working toward hosting Nursing Grand Rounds monthly by 2022.

## 2021 FEATURED NURSING GRAND ROUNDS

January

Topic: **Resiliency**

Presenters

**Kelly LaMonica**, DNP, RNC-OB, EFM  
**Sophia Desrosiers**, MA, MSN, RN  
**The Rev. Matthew Rhodes**, PsyD

April

Topic: **Taking the "Pressure" Off: Discussions Around Wound Care and a Case Study Review**

Presenters

**Connie Johnson**, MSN, RN, WCC, LLE, OMS, DWC  
**Taylor LaCorte**, BSN, RN, WCC

May

\*Nurses Week Special Presentation\*

Topic: **Time is Brain: Case Studies in Stroke**

Presenters

**Phil Tran**, BSN, RN  
**Jeannine Booth**, BSN, RN, CEN

September

Topic: **Emotional Intelligence**

**Kathleen G. Burke**, PhD, RN, NPD-BC, CENP, FAAN

December

Topic: **Advancing Health and Healthcare through Nurse-Led Innovation**

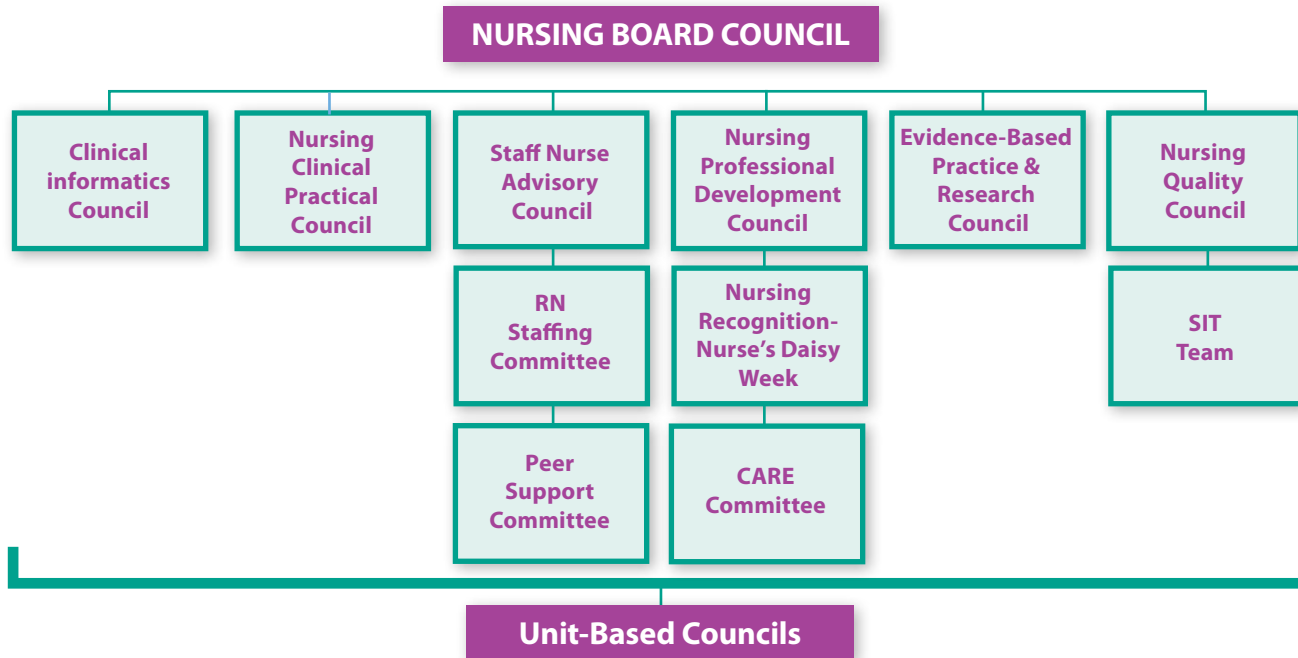
Presenters

**Marion Leary**, MSN, MPH, RN

# Nursing Shared Governance

All nurses at Penn Medicine Princeton Health are invited to participate in organizational shared decision making through the Nursing Shared Governance Councils. The councils are made up of clinical nurses and nurse leaders from across the organization, providing for a diverse perspective and broad representation of the healthcare system.

Throughout 2021, the Shared Governance Councils worked to revise their charters, set new goals, and firm up the reporting structure of the organizational chart. The result was a well-defined organizational structure that promotes communication of knowledge and ideas between councils, units, and departments. Work on the structure is ongoing, as needs throughout the organization drive the formation or repurposing of councils and their subcommittees.



## COUNCIL HIGHLIGHTS

### Council

### Chair & Co-Chair

### Accomplishments

Nursing Professional  
Development

**Jane Clark**, BSN, RN

- Development of Nursing Grand Rounds Lecture Series
- Planning Professional Development Day 2021
- Planning Certified Nurses Day 2021

Nursing Clinical Practice

**Rachel Darbee**, BSN, RN  
**Christine Trusiani**, BSN, RN-BC

- Support in creation of new IVC Council Policy
- Revision of Blood Administration Policy
- Revision of Level of Observation Policy

Nursing Quality

**Sydney Doyle**, BSN, RN  
**Alexus Fuentes**, BSN, RN, ONC

- Development of Ambien Ordering and Administration Guidelines
- Completion of ECRI Institute Fall Prevention Self-Assessment
- Oversight of trial of new product for infection prevention – Cleanis Commode Liners

Clinical Informatics  
Council

**Hubert Hsu**, BSN, RN  
**Javed Vahora**, BSN, RN

- Patient-Centered Nurse Reporting
- 21st Century Cures Act education
- Alaris interoperability project oversight and education

Evidence-Based  
Practice & Research

**Liza Gross**, BSN, RN  
**Sheryl Smolensky**, MSN, RN, OCN

- Selection of Johns Hopkins EBP Model
- Planning Penn Medicine Research Day 2021
- IRB application support

Staff Nurse  
Advisory Council

**Deb Lord**, BSN, RN, SCRNP  
**Jordan Mento**, BSN, RN

- Creation of CNO Newsletter
- Integration of RN Wellness Committee into shared governance

Nursing Board Council

**Sheryl Smolensky**, MSN, RN, OCN  
**Christine Trusiani**, BSN, RN-BC

- Review and dissemination of RN Survey
- Strategic plan development and support
- Charter updates and approval
- Organizational chart redesign

# Penn Medicine Princeton's Nurse Residency Program Receives Reaccreditation

**All new-to-practice registered nurses (RNs) at Penn Medicine Princeton Health** begin their nursing careers as part of the Penn Medicine Nurse Residency Program. The program utilizes the Vizient/AACN curriculum to offer a comprehensive, evidence-based program that runs the course of their first year as registered nurses. The program consists of a series of seminars and learning experiences designed to develop the clinical and leadership skills necessary for a newly graduated RN to become a successful part of the interprofessional healthcare team.



In March 2021, the Penn Medicine Nurse Residency Program participated in a system-wide Commission on Collegiate Nursing Education (CCNE) evaluation across seven Penn Medicine entities. CCNE is an independent accrediting agency, contributing to the improvement of the public's health. As part of this mission, CCNE is the standard-setting accrediting organization in the area of nurse residency and fellowship programs. Over 130 participants from across the health system and University of Pennsylvania School of Nursing contributed to the evaluation, which consisted of 21 interviews over two and a half days.

In November 2021, the CCNE Board of Commissioners found that all accreditation standards and key elements met with zero compliance concerns. The Nurse Residency at Penn Medicine received successful continued accreditation for 10 years, the maximum term granted.



# Nursing Assistant Education and Orientation Program Launched

## In 2021, the departments of Nursing and Education

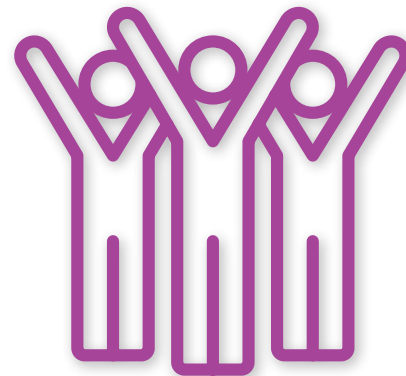
recognized there was an opportunity to provide higher quality care to our patients by improving the foundational knowledge and clinical skill sets for the unlicensed assistive personnel (UAP) staff. UAP is a term that comprises our nursing assistant, companion, patient care technician, and mental health associate teams. These groups are frequently quite diverse in their backgrounds, including nursing students, individuals with no prior background in healthcare, and new employees with years of nursing assistant experience acquired elsewhere.

The New Jersey Board of Nursing requires individuals working in UAP roles to receive education on the *UAP Core Curriculum*. So, in the summer of 2021, the Nursing Professional Development Team,



with input from clinical nurse content experts, created an expanded Nursing Assistant Orientation and Education Program to satisfy both needs.

The four-day program runs during every new employee orientation cycle. The course includes a full review of body systems, and focuses on the importance of communication and transcultural and diversity considerations for patient care, as well as time in the Simulation and Education Center's patient simulation room for hands-on skill practice. All of the education provided is taught by content experts from within Penn Medicine Princeton Health, including our professional development specialists, clinical nurse specialists, and clinical nurses from the units. Since its first session, the program has received very positive evaluations from its graduates, who comment that the program offered an excellent review of vital information and made them feel more prepared to start their new role.



# Clinical Nurses Use Evidence-Based Practice to Drive Policy Change



**Nursing practice at Penn Medicine Princeton Health** is guided by evidence-based practice (EBP), and nurses are encouraged to use EBP to introduce new practices or revise existing ones. In March 2021, several nurses on the Critical Care Unit (CCU) began the process of revising the intravenous catheter (IVC) policy to reflect the latest EBP.

The existing policy required nurses to change IVCs every 96 hours, even if they were still fully functioning and the surrounding skin was unaffected. This practice was guided by Centers for Disease Control and Prevention (CDC) recommendations from several decades ago that indicated changing IVC at most every 96 hours would prevent complications. Patients and nurses alike were dissatisfied with this practice, as it resulted in frequent needle sticks for patients who remained in the hospital for extended periods of time.

During bedside shift report, Andre Angelia, BSN, RN, CCRN, and Jordan Mento, BSN, RN, discussed their dissatisfaction with the policy and learned that not all hospitals still used the CDC guidance to drive their IVC policy. Angelia then began reviewing the literature to determine if this was still the best practice, and found there was a lack of recent evidence to support scheduled IVC changes. Angelia evaluated 24 articles and publications

as part of his literature review and found that changing IVCs only when clinically indicated, as opposed to every 72-96 hours, does not increase the chance of complications. In fact, the American Association of Critical Care Nurses (AACN) published a report in the early spring of 2021 supporting a change in practice to only change IVCs “as clinically indicated” during a patient’s admission. Angelia shared this finding with Loran Barron, BSN, RN, CCRN, and Sara Devlin, BSN, RN, to bring to the Unit Based Council (UBC) for further validation regarding a possible policy change.

With agreement from the CCU UBC and the literature review in hand, Angelia presented his proposed change to the Nursing Clinical Practice Council, the shared governance council responsible for reviewing and approving all policies related to nursing practice. The council agreed with Angelia’s recommendations, and work began to draft a new IVC policy that would outline the indications for changing an IVC. With the support of Kristyn Compitello, MSN, RN, CMSRN, CPN, RNC-MNN, Professional Development Specialist, Angelia completed drafting the policy and began to seek the required approvals.

The new policy was approved by the interprofessional Infection Control Committee in July 2021 and by the Nursing Clinical Practice Council in August 2021. Education on the new practice was disseminated to all nursing staff in September 2021, and the new policy “went live” at the end of that month.



# NICU Launches AngelEye to Keep Parents Connected to Their Babies

**Parents of premature newborns receiving care in the Neonatal Intermediate Care Unit (NICU)** want to spend as much time as possible with their baby, but that is often a challenge, even in the best of times. During the COVID-19 pandemic, NICU visitation was limited to protect the safety of these vulnerable newborns. While the nursing and medical staff frequently communicated with families, the circumstances were still often frustrating for both parents and the staff.



In March 2021, Penn Medicine Princeton Medical Center (PMC) joined with Pennsylvania Hospital (PAH) and Chester County Hospital (CCH) in implementing AngelEye, a live-stream video system that allows families to watch their infants grow and thrive in the NICU at any time. The virtual system provides clinical benefits as well, including promoting bonding and milk production.



Along with the live-stream video function, the AngelEye system also provides a secure portal where nurses can send messages to family members to provide updates on their newborn. Nursing staff will frequently use the messaging system to notify family of milestones such as when the infant is transitioned into an open crib or has gained weight.

Since obtaining the AngelEye technology, the NICU nurses at PMC have been able to provide families with an added sense of comfort in knowing that their babies are being well cared for around the clock.

*AngelEye was generously donated to PMC by the Super Hero Project as part of efforts to help with bonding between parents, families, and NICU babies.*

# Nurses and Interprofessional Team Work to Prevent Heart Failure Readmissions



**At a meeting of the Heart Failure (HF) Committee**, a review of readmission metrics from 2020 noted that HF readmissions had declined from the usual 15% or so to 8.8% during the initial wave of the COVID-19 pandemic. Conversation within the committee immediately centered on questions about why fewer patients were readmitted.

A small subgroup, including nurses Brielle Hamilton, MSN, RN, CCRN; Charul Yadav, MSN, APRN; Deanna Gomez, MSN, RN; Kari Mastro, PhD, RN, NEA-BC; and Karyn Book, MSN, RN, was then formed with the goal of determining if the readmission data was accurate; what had effectively kept these patients out of the hospital; and/or if they had, in fact, survived the pandemic.

Data from the electronic medical record (EMR) was pulled to track the HF population that had been admitted to the hospital from December 2019 through February 2020 (immediately prior to the initial wave of COVID), to see if they were readmitted through July 2020 (three months following the wave). Excluding patients who expired, or were transitioned to hospice, it was confirmed that the readmission rate had dropped to 8.8% during the initial wave of COVID-19 (March 2020 through May 2020). In order to determine why these patients were so successful in remaining at home, and to get a sense of their confidence in doing so, Hamilton, Yadav, and Gomez completed a telephone survey with patients included in the study.

The Self-Care for Heart Failure Confidence Index and Caregiver Self-Care for Heart Failure Index were the two instruments used in the telephone interviews, with the addition of a few questions aimed at identifying key behaviors that assisted the patients in remaining healthy at home, such as use of telemedicine, dining outside

the home, exercise, and other self-care behaviors. Patients were also asked if they had been referred to the hospital and refused to go out of fear or another obstacle during the pandemic. Most participants reported a fear of COVID as a strong motivator for remaining at home. Patients who spoke English and were discharged (either home or to independent living) were included in the telephone survey.

The team was surprised to find that though patients were successful in avoiding readmission, they and their caregivers reported drastically low levels of confidence in self-care for heart failure. Telemedicine was remarkably successful in helping patients remain home, despite the higher-than-average mean age of the participants.

Following the study, completed in 2021, tremendous efforts were put forth to design a community outreach program to support HF patients and their caregivers. Based upon the strategies and behaviors they reported as helpful, and the findings surrounding where they felt the least confidence, programming was designed to meet their needs. Hamilton; Yadav; Deb Millar, RN; and Craig Gronczewski, MD met, along with nurses from the Community Outreach Department, to design and launch the program to the community. Offerings include diet education, palliative care information sessions, medical Q/A sessions, support group offerings, exercise and mobility information, and more.

The study has since been published in *Nursing Management*, and poster presentations have been made at Penn's research conference and upcoming at NYU Langone in June 2022.



# Nursing Highlights



# IRB

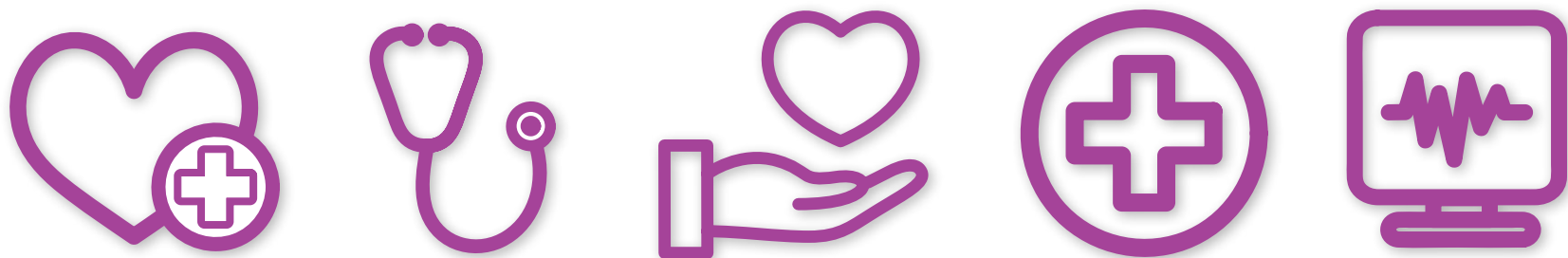
| Study Title   | Study Status    | PI & Co-PIs  | Description  |
|---|-----------------|--|--|
| <p><b>Bereavement Care Education in Perinatal Loss: The Impact on Maternal Satisfaction</b></p>   | <p>Complete</p> | <p><b>Susan Straszynski</b>, DNP, RNC-OB, C-EFM, CPLC</p>  | <p>This is an <b>Evidence-Based Practice</b> project focused on perinatal loss, in which nurses were educated on the care of patients whose babies die prior to or at the time of birth.</p>   |
| <p><b>The Effects of a Multiprofessional Prone Positioning Team on Pressure Injuries, Skin Integrity, Oxygenation, and FIO2 Requirement in SARS-CoV-2 Infected Acute Respiratory Distress Syndrome Patients</b></p> | <p>Complete</p> | <p><b>Karyn Book</b>, MSN, RN<br/> <b>April Em</b>, PT, DPT<br/> <b>Monika Koganti</b>, MD<br/> <b>Nicholas Giordano</b>, PhD, RN<br/> <b>Connie Johnson</b>, MSN, RN<br/> <b>Jennifer Mac</b>, BSN, RN, CCRN<br/> <b>Kari A. Mastro</b>, PhD, RN, NEA-BC<br/> <b>Karen Sylvester</b>, MSN, RN, CEN<br/> <b>Mindaline Tanpiengco</b>, BSN, RN, CCRN<br/> <b>Janet Viscomi</b>, MSN, RN, CCRN<br/> <b>Anna Westrick</b>, MD</p> | <p>This is a <b>Research Study</b> in which a new intervention was put into place to ensure that patients did not develop pressure injuries.</p> <p>Results of this study were so remarkable that they were published in a peer-reviewed publication ahead of print and have been presented locally and nationally with continued interest.</p>  |
| <p><b>Examining Trends in Heart Failure Admissions at One Academic Medical Center During the SARS-CoV2 Pandemic</b></p>   | <p>Complete</p> | <p><b>Karyn Book</b>, MSN, RN<br/> <b>Nicholas Giordano</b>, PhD, RN<br/> <b>Deanna Gomez</b>, BSN, RN<br/> <b>Craig Gronczewski</b>, MD, MBA<br/> <b>Brielle Hamilton</b>, MSN, RN, CCRN<br/> <b>Sheila Kempf</b>, PhD, RN, NEA-BC<br/> <b>Kari A. Mastro</b>, PhD, RN, NEA-BC<br/> <b>Lisa Motavalli</b>, MD, FAAC<br/> <b>Charul Yadav</b>, BSN, RN</p>   | <p>This is a <b>Research Study</b> that identifies factors contributing to a reduction in readmissions during the COVID-19 pandemic and describes the behaviors, treatments and self-care strategies that patients used to manage their heart failure symptoms at home.</p> <p>This study was submitted for publication and has also been accepted for presentation at a national conference. Additionally, the results of this study are informing a new program Princeton Health has developed in the community to support patients with heart failure care at home.</p> |

| Study Title  | Study Status   | PI & Co-PIs   | Description   |
|--|----------------|---|---|
| <p><b>The Effects of a Multidimensional Patient-and Family-Centered Diabetes and Eating Disorder Protocol (D&amp;EDP) on the Patient’s Ability to Manage their Diabetes and Eating Disorder Safely</b></p> | <p>Ongoing</p> | <p><b>Robbi Alexander</b>, PhD, APN, PMHNCNS-BC<br/> <b>Lauren Firman</b>, BSN, MHA, RN, CNML<br/> <b>Kari A. Mastro</b>, PhD, RN, NEA-BC<br/> <b>Corinne Timberman</b>, BSN, RN, PMHN-BC</p>                       | <p>This is a <b>Research Study</b> that examines the effectiveness of a patient- and family-centered diabetes and eating disorder care program that is currently in place at Penn Medicine Princeton Medical Center’s Eating Disorder Unit (EDU). During the patient’s inpatient stay in the EDU, they receive standard of care treatment for their diabetes and eating disorder in which they learn how to manage their diabetes while gaining insight and building skills to foster their recovery. While they are a patient on the EDU, they will participate in individual sessions with a multiprofessional team in which a diary card will be used to better identify patterns across the physical components and psychological of their recovery. As they improve their ability to manage their diabetes and eating disorder independently, their diabetes distress level will be measured using the T1-DDS questionnaire. Once a patient demonstrates increased knowledge to manage their diabetes and eating disorder, they are discharged to a lower level of care.</p> |
| <p><b>Evaluation of New Graduate Nurse Preparedness: A National Study</b></p>  | <p>Ongoing</p> | <p><b>Nicholas Giordano</b>, PhD, RN<br/> <b>Sheila Kempf</b>, PhD, RN, NEA-BC<br/> <b>Kari A. Mastro</b>, PhD, RN, NEA-BC<br/> <b>Rosemary Polomano</b>, PhD, RN, FAAN<br/> <b>Beth Smith</b>, MSN, RN, NPD-BC</p> | <p>This is a <b>Research Study</b> that examines the preparedness of new graduate nurses who participate in a 12-month residency throughout the Vizient/AACN Nurse Residency Program. This study evaluates national data responses of new graduate nurses to the Casey-Fink Graduate Nurse Experience Survey, Nurse Residency Program Progression Survey, and Overall Program Evaluation Survey.</p>  |



| Study Title  | Study Status   | PI & Co-PIs   | Description   |
|--|----------------|---|---|
| <p><b>The Effects of the COVID-19 Pandemic on New Graduate Nurse Perceptions of Preparedness to Provide Safe Patient Care: Learning in a Virtual vs. Traditional In-Person Environment</b></p> | <p>Ongoing</p> | <p><b>Andre Angelia</b>, BSN, RN, CCRN<br/> <b>Karyn Book</b>, MSN, RN<br/> <b>Kelly Gallagher</b>, MSN, RN, NPD-BC<br/> <b>Nicholas Giordano</b>, PhD, RN<br/> <b>Allison Healy</b>, MSN, RN-C<br/> <b>Sheila Kempf</b>, PhD, RN, NEA-BC<br/> <b>Wendy Luca</b>, MSN, RN, ONC<br/> <b>Kari A. Mastro</b>, PhD, RN, NEA-BC<br/> <b>Rosemary Polomano</b>, PhD, RN, FAAN<br/> <b>Beth Smith</b>, MSN, RN, NPD-BC</p> | <p>This is a <b>Research Study</b> that examined the effects of the COVID-19 pandemic on newly licensed nurses participating in the Vizient/AACN Nurse Residency Program and their perceptions of preparedness to provide safe patient care. This study looks at the difference in the March 2020 (mid-pandemic) newly licensed nurses participating in the Vizient/AACN Nurse Residency Program responses to the Casey-Fink Graduate Nurse Experience Survey, Nurse Residency Program Progression Survey and Overall Program Evaluation Survey as compared to March 2019 (pre-pandemic).</p> |
| <p><b>Exploring Best Practices in the Treatment of Severe and Enduring Anorexia Nervosa</b></p>  | <p>Ongoing</p> | <p><b>Robbi K. Alexander</b>, PhD, APN, PMHCNS-BC<br/> <b>Rebecca G. Boswell</b>, PhD<br/> <b>Mindy Parisi Cummings</b>, PhD</p>  | <p>This is a <b>Research Study</b> that explores the treatment needs and best practices for individuals with severe and enduring anorexia nervosa (SE-AN). This study uses an interview approach to gather information directly from patients to understand their treatment experiences and responses to treatment. The information gathered will help to inform treatment for patients with SE-AN.</p>   |
| <p><b>NWESC Members and the Healthy Work Environment (ONL-NJ)</b></p>  | <p>Ongoing</p> | <p><b>Kari A. Mastro</b>, PhD, RN, NEA-BC</p>   | <p>This is a <b>Research Study</b> that describes the clinical nurses and nurse managers/leaders in New Jersey, who are members of the Nursing Workforce Environment Staffing Council, perceptions of the health of the work environment and job enjoyment prior to and at one, two, and three years after implementation of the council.</p> <p>This study has been submitted for publication in a peer-reviewed journal.</p>  |

| Study Title   | Study Status | PI & Co-PIs  | Description  |
|---|--------------|--|--|
| <b>Management of Glycemic Variation in Patients with Diabetes Mellitus Undergoing Orthopedic Surgery</b>                        | Ongoing      | <b>Rina Patel</b> , DNP-S, RN-BSN  | This is an <b>Evidence-Based Practice</b> project in which a new standard practice to Princeton was implemented and evaluated for ensuring that glucose levels in the blood remain stable for patients who have diabetes and undergo orthopedic surgery. |
| <b>U.S. Clinician Well-being Study</b>  | Ongoing      | <b>Linda H. Aiken</b> , PhD, RN<br><b>Karyn Book</b> , MSN, RN                                       | This is an international <b>Research Study</b> in which Penn Medicine Princeton Health is paired with a hospital in Denmark and is mentoring them to become a Magnet hospital.   |
| <b>The Development, Implementation, and Evaluation of a Vascular Access Management Program</b>                                  | Complete     | <b>Danielle Kane</b> , MSN<br><b>Kari A. Mastro</b> , PhD, RN, NEA-BC                                | This is an <b>Evidence-Based Practice</b> project in which a new standard practice to Princeton was implemented and evaluated. This practice uses a new device to ensure ease of placement of vascular access for patients needing surgery.              |
| <b>Effects of Targeted Interventions to Reduce the Length of Stay of Behavioral Health Patients in the Emergency Department</b> | Ongoing      | <b>Kerri Celaya</b><br><b>Craig Groncaewski</b> , MD, MBA<br><b>Kari A. Mastro</b> , PhD, RN, NEA-BC | This is a <b>Research Study</b> that evaluated the effect of new strategies to ensure that behavioral health patients in the emergency department receive timely care.   |



# Princeton Health Acknowledges Patient Safety Through Good Catch Program

**The Good Catch Program** recognizes staff members who have identified issues or situations that have the potential to result in patient harm. Often, matters that involve a “good catch” have the potential to negatively impact more than just one patient. By identifying these matters and determining their root cause, mechanisms can be put in place to prevent harm from occurring in the future. Recognizing and rewarding staff who identify these issues also promotes a culture of security, where every staff member feels empowered to speak up about potential safety issues.

Each month, an interprofessional team reviews all of the good catch safety reports and selects a winner to receive a \$100 prize. The winner is determined by a majority vote on which of the submitted good catches had the most widespread impact, prevented the most serious harm, or demonstrated the highest level of awareness to potential safety events. All staff are eligible to win the prize.

In 2021, nine nurses were nominated for a Good Catch Award.



## GOOD CATCH AWARD RECIPIENTS

**Marcie Gobosak**, BSN, RN  
Post-Anesthesia Care Unit (PACU)  
May

**Robin Raunig**, BSN, RN, CAPA  
Pre-Admissions Testing (PAT)  
June

**Jeannine Booth**, BSN, RN, CEN  
Clinical Decision Unit (CDU)  
August

**Claire Abdill**, BSN, RN, PMHN-BC  
Medical Neurology Oncology  
(MNO) Unit  
September

**Phil Tran**, BSN, RN  
Quality, Risk Management  
October

**Kristin Mantel**, BSN, RN, CCRN  
Critical Care Unit (CCU)  
October

**Cecilia Villaruz**, BSN, RN, CCRN  
Critical Care Unit (CCU)  
October

**Juliet Marx**, MSN, RN, ONC  
Surgical Care Unit  
November

**Sydney Steward**, BSN, RN  
Surgical Care Unit  
November



# CARE Program

**The Clinical Advancement and Recognition of Excellence (CARE) Program** is a robust career advancement ladder that places emphasis on professional development for clinical nurses who wish to grow and advance while remaining at the bedside in a clinical setting. The program evaluates nurses' scope of influence and impact throughout the organization. The greater a nurse's reach of influence or impact, the higher they advance in recognition.

Nurses are divided into four tiers of clinical practice. Clinical Nurse 1 (CN1) is considered a novice nurse with less than 15 months of experience. Clinical Nurse 2 (CN2) is any nurse with at least 15 months of experience. Transition from CN1 to CN2 is a required advancement. Clinical Nurse 3 and 4 incorporate that expanding scope of influence and are elective advancement tiers for nurses who desire additional professional development.

Each clinical nurse tier has its own job description and code, so nurses who advance are actually promoted to new roles within the organization. Clinical nurses are provided the opportunity to apply for advancement throughout the year at quarterly intervals.

The following nurses advanced in the CARE program in 2021:



## CARE PROGRAM RECIPIENTS

### CN3

**Kelly Clark**, BSN, RN

**Esmeralda Nogue-Doyle**, BSN, RNC-OB, C-EFM

**Lavanya Reddy**, RN, CCRN

**Shelby Semple**, MSN, RN, C-EFM

**Megan (Verba) Yellareddigari**, BSN, RN, CCRN

### CN4

**Sheryl Smolensky**, MSN, RN, OCN

# Penn Medicine Nursing Clinical Excellence Awards

**Nurses at Penn Medicine Princeton Health** are recognized annually for their contributions to the organization through the Penn Medicine Nursing Clinical Excellence Awards. Each award represents an aspect of clinical excellence. Nominations are read and voted on by nursing peers and leaders.

## 2021 PENN MEDICINE NURSING CLINICAL EXCELLENCE AWARD WINNERS

**Lillian Brunner  
Award  
for Exemplary  
Practice**



**Jordan Mento**  
BSN, RN  
Float Pool

**Dianne Lanham  
Award  
for  
Leadership**



**Debbie Brian-Taft**  
MSN, RN, CPAN  
Surgical Services

**Helen McClelland  
Award for  
Research and  
Innovation**



**Christine Trusiani**  
BSN, RN  
ACE Unit

**Rosalyn J. Watts  
Award for  
Community Patient/  
Family Relationships**



**Joyce Hertzog**  
DNP, APN, AGPC-C  
Palliative Care

**Victoria L. Rich  
Award for  
Transformational  
Leadership**



**Daphne Berei**  
MSN, RN, NEA-BC  
ACE Unit

**Diane  
Corado  
Award**



**Sheila Troiano**  
BSN, RN  
Princeton House Wing 6

# Princeton Health Nursing and Clinical Support Staff Excellence Awards

During Nurses Week each year, the dedicated nurses and support staff of Princeton Health are recognized for their embodiment of the behavioral expectations (BE standards) of professionals and caregivers defined by the organization. Awards are also given in recognition of excellence in preceptorship and exceptional leadership. The highest honors are to be recognized as the Princeton Health Nurse of the Year and Support Staff Person of the Year. The nominations for these awards are read and voted on by nursing peers and leaders.

## 2021 PRINCETON HEALTH NURSING AND CLINICAL SUPPORT STAFF EXCELLENCE AWARDS WINNERS

### Nurse Winners

#### BE Compassionate



**Rebecca Drexler**  
BSN, RN  
Float Pool

#### BE Present



**Phil Tran**  
BSN, RN  
Quality & Regulatory Affairs

#### BE Empowered



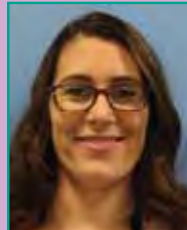
**Maria Gould**  
MSN, RN  
NICU

#### BE Collaborative



**Jenna Magid**  
BSN, RN-BC  
ACE Unit

#### BE Accountable



**Amy Assadourian**  
BSN, RN, CCRN  
Critical Care Unit

#### Preceptor Award



**Alexis Casano**  
BSN, RN, PCCN  
Telemetry

#### Leadership Award



**Kay Dajczak**  
RN  
Occupational Health

### Support Staff Winner



**Lena Campbell**  
ACE Unit



**Alexis Goetz**  
CMA  
PMPH Specialist Staff



**Ryan Clark**  
Specialist Staff



**Samantha Bobchin**  
Telemetry



**Christina Shaprio**  
Telemetry



**Jeanette Cicio**  
CMA  
Specialist Staff



**Dr. Siddiq Faisal**  
MD, MPH  
Occupational Health



**Dr. David Herman**  
MD, FACP  
Infection Disease

# DAISY Winners

The **DAISY Foundation's DAISY Award®** for Extraordinary Nurses recognizes and honors nurses for the outstanding work they do for patients and families every day. Any nurse at Penn Medicine Princeton Health can be nominated by a patient, family member, or co-worker. The nominations are read by a team of nurse peers, and a winner is selected monthly. The 2021 DAISY Award® winners for Princeton Health are as follows:



February  
**Veronique Raczkiewicz**  
BSN, RN  
CCU



March  
**Sarah Costello**  
RN  
SCU



April  
**Marissa Harris**  
BSN, RN, PMHN-BC  
EDU



May  
**Anna Kipp**  
BSN, RN  
ACE



July  
**Brielle Benedetto**  
BSN, RN  
ACE



September  
**Amy Kane**  
RN  
MNO



October  
**Jeannie Arena**  
MSN, RN  
Emergency



November  
**Lorna Barron**  
BSN, RN, CCRN  
CCU



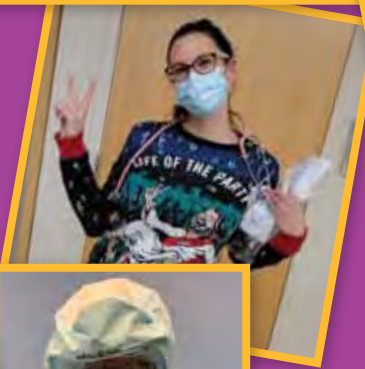
December  
**Jill Patel**  
BSN, RN  
SCU

*January, June and August—no winner*





# Nursing Highlights



# New Certifications

## Claire Abdill

*Credentials:* BSN, RN, PMHN-BC

*Unit:* MNO

*New Certification:* **Psychiatric Mental Health Nursing**

*Organization:* American Nurses Credentialing Center (ANCC)

## Andre Angelia

*Credentials:* BSN, RN, CCRN

*Unit:* CCU

*New Certification:* **Critical Care Nursing**  
*Organization:* American Association of Critical Care Nurses

## Hope Brembt

*Credentials:* BSN, RN, PCCN

*Unit:* Telemetry

*New Certification:* **Progressive Care Certified Nurse**

*Organization:* American Association of Critical Care Nurses

## Jose Bueno-Ventura

*Credentials:* RN, PCCN

*Unit:* CCU

*New Certification:* **Progressive Care Certified Nurse**

*Organization:* American Association of Critical Care Nurses

## Paddy Chehanske

*Credentials:* BSN, RN, EFM-C

*Unit:* Nursing Administration

*New Certification:* **Six Sigma Green Belt**

*Organization:* Villanova University

## Brittany Cislak

*Credentials:* BSN, RN, CNOR

*Unit:* Operating Room

*New Certification:* **Certified Perioperative Nurse**

*Organization:* The Competency and Credentialing Institute

## Kathleen Cooney

*Credentials:* BSN, RN, CRRN

*Unit:* Acute Rehab

*New Certification:* **Certified Rehabilitation Nurse**

*Organization:* Association of Rehabilitation Nurses

## Michelle Dassa

*Credentials:* BSN, RN-BC

*Unit:* MNO

*New Certification:* **Medical Surgical Nursing**

*Organization:* American Nurses Credentialing Center (ANCC)

AND

Psychiatric Mental Health Nursing

## Catherine Heron

*Credentials:* BSN, RN, CNOR

*Unit:* Operating Room

*New Certification:* **Certified Perioperative Nurse**

*Organization:* The Competency and Credentialing Institute

## Hubert Hsu

*Credentials:* MSN, RN-BC

*Unit:* MNO

*New Certification:* **Informatics Nursing**

*Organization:* American Nurses Credentialing Center (ANCC)

## Danielle Jordan

*Credentials:* BSN, RN, PMHN-BC

*Unit:* Eating Disorder Unit

*New Certification:* **Psychiatric Mental Health Nursing**

*Organization:* American Nurses Credentialing Center (ANCC)

## Taylor LaCorte

*Credentials:* BSN, RN, WCC

*Unit:* Wound Care

*New Certification:* **Wound Care Certification**

*Organization:* National Alliance of Wound Care and Ostomy

### Sujana Mallipattu

*Credentials:* BSN, CPAN

*Unit:* PACU

*New Certification:* **Certified Post-Anesthesia Nurse**

*Organization:* American Society of PeriAnesthesia Nurses

### Esmeralda Nogue Doyle

*Credentials:* BSN, RNC-OB, C-EFM

*Unit:* LD

*New Certification:* **Intermediate Fetal Monitoring**

*Organization:* Association of Women's Health Obstetric and Instructor Certification Neonatal Nurses

### Donna Post

*Credentials:* BSN, RN, CBN

*Unit:* Bariatric Surgery/Certified Bariatric Nurse

*New Certification:* **American Society for Metabolic and Bariatric**

*Organization:* Surgical Services Surgery

### Caroline Rivera

*Credentials:* BSN, RN-PED BC

*Unit:* NICU

*New Certification:* **Pediatric Nursing**

*Organization:* American Nurses Credentialing Center (ANCC)

### Alyssa Ross

*Credentials:* MSN, RN

*Unit:* Emergency Department

*New Certification:* **Certified Emergency**

**Medical Technician**

*Organization:* National Registry of Emergency Medical Technicians

### Jacqueline Seay

*Credentials:* PMHN-BC

*Unit:* Princeton House - Women's Unit

*New Certification:* **Psychiatric Mental Health Nursing**

*Organization:* American Nurses Credentialing Center (ANCC)

### Brandonlee Tran

*Credentials:* BSN, RN, CCRN

*Unit:* CCU

*New Certification:* **Critical Care Nursing**

*Organization:* American Association of Critical Care Nurses

### Christine Trusiani

*Credentials:* BSN, RN-BC

*Unit:* ACE

*New Certification:* **Gerontology Nursing**

*Organization:* American Nurses Credentialing Center (ANCC)

### Jessie Twerdak

*Credentials:* BSN, RN-BC

*Unit:* ACE

*New Certification:* **Gerontology Nursing**

*Organization:* American Nurses Credentialing Center (ANCC)

### Ellen Winkle

*Credentials:* MSN, RNC-OB, C-EFM, EBPC

*Unit:* Nursing Education

*New Certification:* **Evidence-Based Practice**

*Organization:* Accreditation Board for Specialty Nursing Certification

### Samantha Zion

*Credentials:* BSN, RN, PMHN-BC

*Unit:* Eating Disorder Unit

*New Certification:* **Psychiatric Mental Health Nursing**

*Organization:* American Nurses Credentialing Center (ANCC)

# New Degrees

## Allison Benziger

*Credentials:* MSN, RN-BC  
*Unit:* Nursing Administration  
*New Degree:* **MSN**  
*Month:* June  
*School:* Drexel University

## Anna Maria Clark

*Credentials:* BSN, RN  
*Unit:* Infection Control  
*New Degree:* **BSN**  
*Month:* August  
*School:* The College of  
New Jersey

## Richard Folmer

*Credentials:* BSN, RN  
*Unit:* MNO  
*New Degree:* **BSN**  
*Month:* May  
*School:* Drexel University

## Weihong Gong

*Credentials:* BSN, RN  
*Unit:* MNO  
*New Degree:* **BSN**  
*Month:* May  
*School:* Grand Canyon  
University

## Deanna Gomez

*Credentials:* MSN, RN-BC  
*Unit:* Telemetry  
*New Degree:* **MSN**  
*Month:* February  
*School:* Chamberlain University

## Andrea Griffith-Layne

*Credentials:* BSN, RN  
*Unit:* Princeton House  
Outpatient- North Brunswick  
*New Degree:* **BSN**  
*Month:* December  
*School:* Chamberlain University

## Hubert Hsu

*Credentials:* MSN, RN-BC  
*Unit:* MNO  
*New Degree:* **MSN**  
*Month:* May  
*School:* Rutgers University

## Tracy Kapoor

*Credentials:* MSN, RN  
*Unit:* Emergency Room  
*New Degree:* **MSN**  
*Month:* June  
*School:* Chamberlain University

## Alex Lepera

*Credentials:* BSN, RN  
*Unit:* Operating Room  
*New Degree:* **BSN**  
*Month:* May  
*School:* The College of  
New Jersey

## Lauren Noble

*Credentials:* BSN, RN  
*Unit:* Outpatient  
*New Degree:* **BSN**  
*Month:* November  
*School:* Grand Canyon  
University

## Ashley Palmisano

*Credentials:* MSN, RN, ONC,  
CURN  
*Unit:* Center for Pelvic Wellness  
*New Degree:* **MSN**  
*Month:* November  
*School:* Walden University

## Alyssa Ross

*Credentials:* MSN, RN  
*Unit:* Emergency Room  
*New Degree:* **MSN**  
*Month:* August  
*School:* Stevenson University

## Shelby Semple

*Credentials:* MSN, RN, C-EFM  
*Unit:* Labor & Delivery  
*New Degree:* **MSN**  
*Month:* August  
*School:* Walden University

## Sheryl Smolensky

*Credentials:* MSN, RN, OCN  
*Unit:* Radiation Oncology  
*New Degree:* **MSN**  
*Month:* April  
*School:* Capella University

## Donna Starling

*Credentials:* BSN, RN  
*Unit:* Care Coordination  
*New Degree:* **BSN**  
*Month:* May  
*School:* The College of  
New Jersey

## Keoduangchay (KT) Titre

*Credentials:* BSN, RN  
*Unit:* Radiology  
*New Degree:* **BSN**  
*Month:* December  
*School:* Thomas Edison University

## Javed Vahora

*Credentials:* BSN, RN  
*Unit:* CCU  
*New Degree:* **BSN**  
*Month:* August  
*School:* Walden University

## Maria Valades

*Credentials:* MSN, RN, CEN,  
CPEN, HNC  
*Unit:* Emergency Room  
*New Degree:* **MSN**  
*Month:* August  
*School:* University of Phoenix

## Charul Yadav

*Credentials:* MSN, APRN  
*Unit:* Telemetry  
*New Degree:* **MSN**  
*Month:* May  
*School:* Seton Hall University



# Poster Presentations

## Reducing Anesthesia Use for Pediatric Magnetic Resonance Imaging: The Effects of a Patient- and Family-Centered Intervention on Image Quality, Healthcare Costs, & Operational Efficiency

Author(s):

**Kari Mastro**, PhD, RN, NEA-BC

Conference: Penn Medicine 5th Annual Nursing Research Conference

Location: Philadelphia, PA

## Heart Failure Readmission Reductions During the SARS-CoV2 Pandemic: Behaviors, Treatments and Self-Management Strategies Used by Patients and Caregivers at Home

Author(s):

**Craig Cronczewski**, MD  
**Brielle Hamilton**, MSN, RN, CCRN  
**Sheila Kempf**, PhD, RN, NEA-BC  
**Kari A. Mastro**, PhD, RN, NEA-BC  
**Charul Yadav**, MSN, APRN

Conference: Penn Medicine 5th Annual Nursing Research Conference

Location: Philadelphia, PA

## The Outcomes Associated with a Pressure Injury Prevention Prone Positioning Protocol on Pressure Injuries in SARS-CoV-2 Infected Acute Respiratory Distress Syndrome Patients: A Multi-Center Observational Study

Author(s):

**Karyn Book**, MSN, RN  
**April Em**, RT  
**Connie Johnson**, MSN, RN, WCC, OMS, LLE, DWC  
**Monika Koganti**, MD  
**Jennifer Mac**, BSN, RN, CCRN  
**Kari A. Mastro**, PhD, RN, NEA-BC  
**Lopa Patel**, DNP, RN  
**Karyn Sylvester**, MSN, RN, CEN  
**Mindaline Tanpiengco**, BSN, RN, CCRN  
**Janet Viscomi**, MSN, RN, CCRN  
**Anna Westrick**, MD

Conference: Symposium on Advanced Wound Care

Location: Las Vegas, NV

Conference: Northeast Region WOCN Conference

Location: Virtual

Conference: NY Nursing Research Conference

Location: New York, NY

Conference: Organization of Nurse Leaders-  
New Jersey Conference

Location: Virtual

## Implementation of an ERAS® Program Significantly Reduces Postoperative Opioid Utilization, Nausea and Vomiting in Colorectal Surgery Patients

Author(s):

**Nowai Keleekai-Brapoh**, PhD, RN, NPJ-BC

(external):

**Florise Altino-Pierre**  
**Christina Angelino**  
**Bridget Cassidy**  
**Nathalie de Leon**  
**Kirk Kerr**  
**Lauren Krause**  
**Karen Suczewski**

Conference: ERAS USA 4th Annual Congress

Location: New Orleans, LA

# Podium Presentations

## **The Outcomes Associated with a Pressure Injury Prevention Prone Positioning Protocol on Pressure Injuries in SARS-CoV-2 Infected Acute Respiratory Distress Syndrome Patients: A Multi-Center Observational Study**

*Presenter(s):*

**Judith Ann Kelly**, BSN, RN, WCC, OMS

*Conference:* Penn Medicine 5th Annual Nursing Research Conference

*Location:* Philadelphia, PA

## **Enhanced Recovery After Surgery (ERAS) & Bariatric Surgeons Targeting Opioid Prescriptions (BSTOP)**

*Presenter(s):*

**Donna Post**, BSN, RN, CBN

*Conference:* Metabolic & Bariatric Surgery Quality Improvement Program Webinar Presentation

*Location:* Virtual

## **A Day in the Life of the Bariatric Clinical Reviewer**

*Presenter(s):*

**Donna Post**, BSN, RN, CBN

*Conference:* 2021 American College of Surgeons Quality and Safety Conference

*Location:* Virtual

## **Enhanced Recovery After Surgery & Bariatric Surgeons Targeting Opioid Prescriptions—Our Centers Journey and Success**

*Presenter(s):*

**Donna Post**, BSN, RN, CBN

*Conference:* 2021 American College of Surgeons Quality and Safety Conference

*Location:* Virtual

## **Strategies to Optimize Compliance with Time Out**

*Presenter(s):*

**Brenda Andino**, RN  
**Maria Saia**, BSN, RN

*Conference:* Penn Medicine Nurse Residency Program

*Location:* Virtual

## **Fall Prevention for Patients Taking Central Nervous System Medications in the Hospital Setting**

*Presenter(s):*

**Francois Ashun**, BSN, RN  
**Edmond Ongoro**, BSN, RN  
**Nabina Park**, BSN, RN  
**Jaclyn Zimmerman**, BSN, RN

*Conference:* Penn Medicine Nurse Residency Program

*Location:* Virtual

## Urinary Retention and Catherization in Post-Partum Patients

Presenter(s):

**Atalya Barosy**, BSN, RN  
**Nicole Bulawin**, BSN, RN

Conference: Penn Medicine Nurse Residency Program

Location: Virtual

## Preventing Skin Breakdown in Incontinent Patients

Presenter(s):

**Hannah Brown**, BSN, RN  
**Kelsie Cavorley**, BSN, RN  
**Annalise Kipp**, BSN, RN  
**Evey Le**, BSN, RN

Conference: Penn Medicine Nurse Residency Program

Location: Virtual

## Impacting Unplanned Extubation in the Critical Care Unit

Presenter(s):

**Sarah Devlin**, BSN, RN  
**Julia Vanzini**, BSN, RN

Conference: Penn Medicine Nurse Residency Program

Location: Virtual

## Standardizing Nursing Shift Report with Synthesis of Information to Improve Patient Outcomes

Presenter(s):

**Jessica Gural**, BSN, RN

Conference: Penn Medicine Nurse Residency Program

Location: Virtual

## Improving Confidence of Care in Patients with Behavioral Health 1:1 Sitters

Presenter(s):

**Julianna Lubbe**, BSN, RN  
**Lauren Valdes**, BSN, RN

Conference: Penn Medicine Nurse Residency Program

Location: Virtual

## Inpatient Diabetes Education

Presenter(s):

**Megan Parise**, RN  
**Alyssa Ryan**, BSN, RN  
**Sarah Woodill**, BSN, RN

Conference: Penn Medicine Nurse Residency Program

Location: Virtual

## Postpartum Education

Presenter(s):

**Mikaela Cruz**, BSN, RN  
**Emily Schwager**, BSN, RN

Conference: Penn Medicine Nurse  
Residency Program

Location: Virtual

## Prevalence of Falls in Oncology Patients

Presenter(s):

**Zack Reiser**, BSN, RN

Conference: Penn Medicine Nurse  
Residency Program

Location: Virtual

## The Importance of Early Ambulation in Post-operative Spine Patients

Presenter(s):

**Sarah Costello**, BSN, RN  
**Amber Defuria**, BSN, RN

Conference: Penn Medicine Nurse  
Residency Program

Location: Virtual

## Commit to Sit

Presenter(s):

**Elisabeth Hand**, BSN, RN  
**Suzie LaManna**, BSN, RN

Conference: Penn Medicine Nurse  
Residency Program

Location: Virtual

## Post-operative Urinary Retention

Presenter(s):

**Chaneka Lawrence**, BSN, RN

Conference: Penn Medicine Nurse  
Residency Program

Location: Virtual

## Improving Communication During RN: PCT Hand-off Report

Presenter(s):

**Ronnie Raczkiwicz**, BSN, RN

Conference: Penn Medicine Nurse  
Residency Program

Location: Virtual

## Medications Containing Animal Products

Presenter(s):

**Javed Vahora**, RN

Conference: Penn Medicine Nurse  
Residency Program

Location: Virtual Virtual

## Job Stress and Preceptorship in Nurse Residents

Presenter(s):

**Gina Chiaroloanzio**, BSN, RN  
**Ruth Rosario**, BSN, RN  
**Lauren Schmid**, BSN, RN  
**Hannah Whiteside**, BSN, RN

Conference: Penn Medicine Nurse  
Residency Program

Location: Virtual



# Nursing Highlights

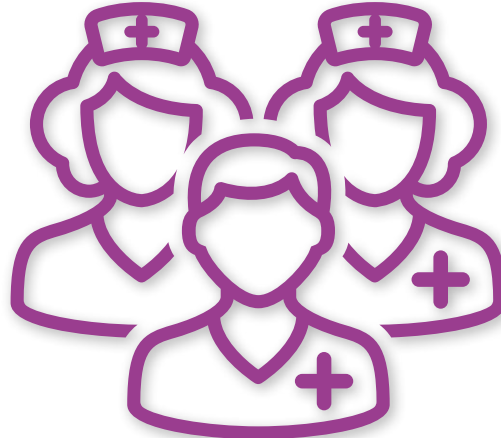


# Published Articles

| Title  | Journal   | Author  |  |
|--|---|---|--|
| <p><b>An evaluation of traditional vs. virtual nurse residency programs on new graduate nurses' perceptions of preparedness to provide safe patient care</b></p>               | <p>Journal for Nurses in Professional Development</p> | <p><b>Book, K.A.<br/>Angelia, A.J.<br/>Gallagher, K.<br/>Giordano, N.A.<br/>Healy, A.<br/>Kempf, S.G.</b></p> | <p><b>Luca, W.<br/>Mastro, K.A.<br/>Polomano, R.<br/>Renkema, A.<br/>Smith, B.A.</b></p>                       |
| <p><b>Heart failure readmission reductions during the SARS-CoV2 pandemic: behaviors, treatments and self-management strategies used by patients and caregivers at home</b></p> | <p>Nursing Management</p>                             | <p><b>Giordano, N.<br/>Gronczewski, C.<br/>Hamilton, B.</b></p>   | <p><b>Kempf, S.<br/>Mastro, K.A.<br/>Yadav, C.</b></p>   |
| <p><b>A statewide innovation: nursing workplace environment and staffing councils make a difference</b></p>  | <p>Journal of Nursing Administration</p>              | <p><b>Caruso, J.<br/>Cole, D.<br/>DeCordova, P.<br/>Johansen, M.</b></p>                                      | <p><b>Mastro, K.A.<br/>Skarbek, A.<br/>Vitale, T.<br/>Weaver, S.</b></p>                                       |
| <p><b>Pressure injury outcomes of a prone-positioning protocol in patients with COVID and ARDS</b></p>   | <p>American Journal of Critical Care</p>              | <p><b>Book, K.A.<br/>Em, A.<br/>Johnson, C.<br/>Giordano, N.A.<br/>Koganti, M.<br/>Mac, J.</b></p>            | <p><b>Mastro, K.A.<br/>Patel, L.<br/>Viscomi, J.<br/>Sylvester, K.<br/>Tanpiengco, M.<br/>Westrick, A.</b></p> |
| <p><b>Vaccine hesitancy among registered nurses and the effect on patients and the public</b></p>  | <p>New Jersey Nurse</p>                               | <p><b>Bily, J.S.<br/>Mastro, K.A.<br/>Moronski, L.</b></p>  |  |



| Title  | Journal                                | Author  |
|--|--|---|
| <p><b>Implementing a midline catheter program in an acute care hospital: process and outcomes</b></p>                            | <p>Journal of Infusion Nursing</p>     | <p><b>Fernandes, N. Gilpin, C. Keleekai-Brapoh, N. Richards, A.</b></p>                             |
| <p><b>A multicenter study of animal-assisted activity and anxiety among older adults hospitalized in acute care settings</b></p> | <p>Applied Nursing Research</p>        | <p><b>Abate, S. Bersick, E. Cole, D. Keleekai-Brapoh, N. Kowalksi, M. Panfile, P. Smith, C.</b></p> |
| <p><b>School nursing intervention for COVID-19 related mental health issues in the school health office</b></p>                  | <p>British Journal of Child Health</p> | <p><b>Chaiko, M.G. Doyle, S. Ehasz, E. Forbes, G. Ochinegro, G. Perron, T.</b></p>                  |





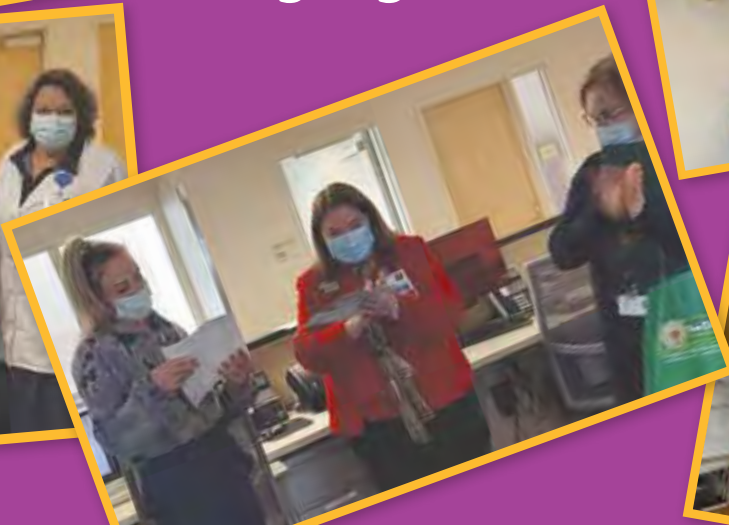


# Nursing Highlights



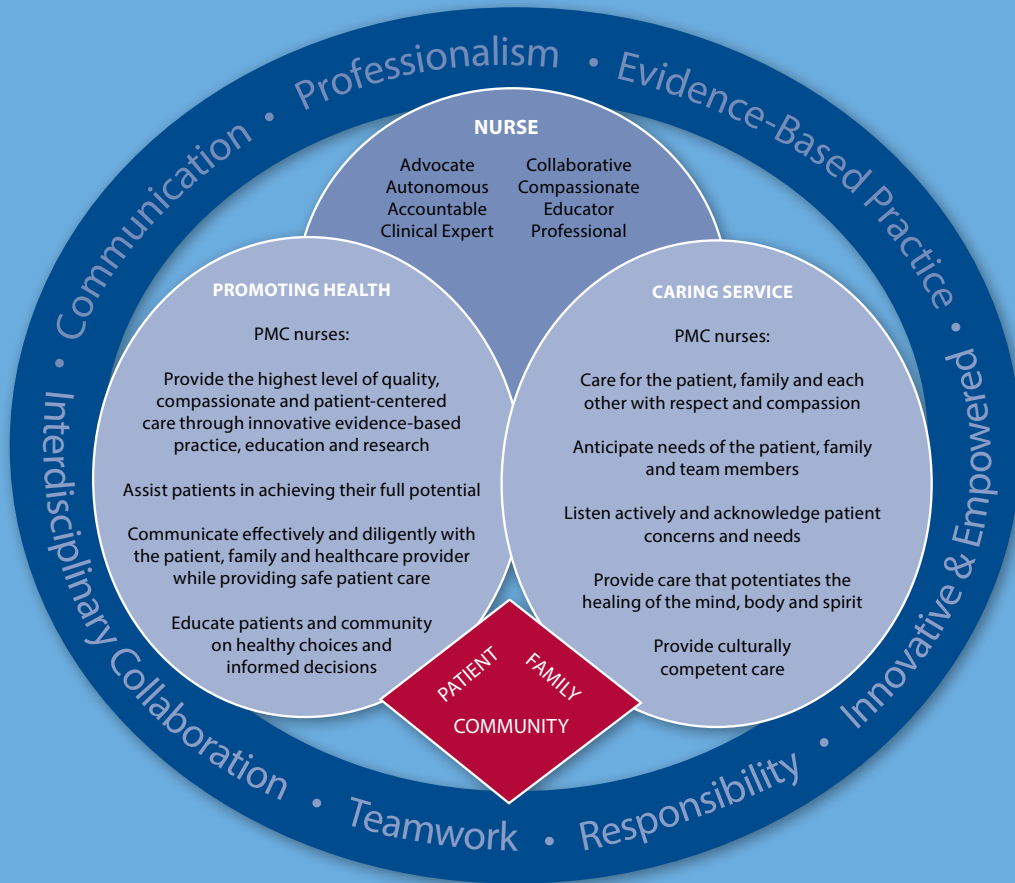


## Nursing Highlights





# Professional Practice Model



## Values

Communication  
Compassion  
Collaboration  
Excellence  
Integrity

# Mission

We provide exceptional, compassionate care to enhance the health of our patients, their families and our community.

# Vision

Lead the region in enhancing the health and wellness of each person, to serve through personalized, innovative care and education.



Penn Medicine  
Princeton Health