

NURSING

ANNUAL REPORT 2023



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2023 Nursing Annual Report

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A Letter from Deborah Mican, PhD, BSN, RN, MHA, CNOR Chief Nursing Officer

The year 2023 was an important and exciting one for nursing at Capital Health. With the acquisition of St. Francis Medical Center in late December 2022, we had much to do to welcome and integrate new colleagues and new services into Capital Health. These services included a new satellite Emergency Department, a Forensics unit and clinic, and the new Capital Health School of Nursing – Regional Medical Center.

This Nursing Annual Report includes information on the addition of the associate chief nursing officer roles, the growth of the nurse residency and mentoring program, PTAP accreditation, the first annual Capital Health Community Baby Shower, restructuring within the shared accountability core council, and many other activities and accomplishments of Capital Health nurses.

I take great pride in calling myself a Capital Health nurse and am exceptionally grateful to work alongside each of you. Thank you for all you do to provide compassionate care to our patients and to support health and well-being throughout the communities we serve.



Warmest wishes,

A handwritten signature in black ink that reads "Deborah Mican". The signature is written in a cursive, flowing style.

Deborah Mican, PhD, BSN, RN, MHA, CNOR
Chief Nursing Officer

Associate Chief Nursing Officers: A New Branch of Nursing Leadership

In 2023, in order to align nursing leaders with the growth in functional areas, Capital Health restructured senior nursing leadership and introduced the role of Associate Chief Nursing Officer (ACNO). Three ACNO roles were designed to support Capital Health Regional Medical Center, Capital Health Medical Center – Hopewell, and our Emergency Services program. The inaugural roles were filled by well-known and exceptional nurse leaders at Capital Health who work to operationalize the strategic goals of our institution and oversee all aspects of nursing activities. Together with Chief Nursing Officer [Deborah Mican PhD, MHA, BSN, RN, CNOR](#), the ACNOs work with 24-hour accountability to assure that nursing resources are available to support the provision of safe, high-quality clinical services across Capital Health.

2023 ASSOCIATE CHIEF NURSING OFFICERS:

Gregg Sharp, MSN, MA, RN, CEN, NE-BC
ACNO, Emergency Services

Angela Dito, MSN, RN-BC
ACNO, Capital Health Medical Center – Hopewell

Melissa Chichilitti, MSN, RN, CCRN
ACNO, Capital Health Regional Medical Center

Welcome Capital Health School Of Nursing

With the acquisition of St. Francis Medical Center (SFMC) in December 2022, Capital Health also acquired the SFMC School of Nursing. The newly minted Capital Health School of Nursing – Regional Medical Center (CHSON – RMC) welcomed 59 students to spring semester orientation on January 11, 2023, marking the first cohort of nursing students at Capital Health since 2012. Of these students, there were 28 freshmen, 7 LPNs and 24 seniors. Eleven faculty members and staff also joined Capital Health.

The CHSON – RMC is a diploma program offering an entry-level generic track and an LPN-to-RN track. The program is offered collaboratively with Mercer County Community College, allowing students to graduate with a diploma in nursing and an Associate of Applied Science (AAS) degree. The hospital-based program offers extensive clinical experience, immersing students into Capital Health from their first semester.

Bringing together the legacies of Helene Fuld School of Nursing, Mercer Medical Center School of Nursing, Capital Health School of Nursing, and St. Francis Medical Center School of Nursing, the new Capital Health School of Nursing – Regional Medical Center provides an opportunity for the community to attend a quality, local program. The school will also be a recruitment tool for Capital Health, providing a pipeline of new nurses familiar with the hospital system.



Capital Health Nurse Residency and Mentoring Program

The Capital Health Nurse Residency and Mentoring Program (NRMP) participates in the Vizient/AACN

Nurse Residency Program™ and supports the transition of new nurses into the profession. In 2023, the NRMP oversaw four different cohorts and welcomed more than 140 new registered nurses into the profession and to Capital Health.



Winter 2023 Cohort

ED Jessica Perham Johanna Moore Samantha Procaccini	ICU H Courtney Shaw Olivia Miller	TMICU Robyn Elcenko	6M Humphrey Huang Shivani Patel Sun Park
L&D Danica Bradley Danielle Riggleman	IMU H Janise Domenech	2F Sharon Wanjiku	5M Marissa Mullins
Periop Jesus Bravo-Jauregui	3M Danielle Devlin Mia Spivey Alexis Rose Cox	OP1 Jeannine Jupiter Norician Anderson	4M Laniya Smith
		Steen 1 Bianca Theophile	2M Suzanne Royse

Capital Health Nurse Residency and Mentoring Program (continued)



Spring 2023 Cohort

ED Hopewell

Ali Kazan

L&D

Stephanie Kocsis

IMU H

Dean Dridi

4M

Sherley Calixte

Brianna Cinar

Cassandra Scully

Parthvi Shah

Wista Balance

3M

Holly Leblanc

OP2

Michael Olasupo

6M

Kelcie Redmond

Christy Hunter-Price

Talaya-Marie Volcy

2F

Emmanuel Amankwaah

2M

McKayla Conti



July 2023 Cohort

ED RMC

Brandi Jones
Destiny Warriner
Eric Gillard
Ryan Stanford
Cami Patton

IMU RMC

Celeste Nassiah

Steen 2

Samantha Armenti

CVIR

Victoria Boyle

6M

LinLin Wan
Shantol James
Kristen Devaney

NICU

Julianna Slominski

4M

Alexandra Stange

L&D

Nicole Guerriero
Rheanna Bromwell
Carla Ximenes
Jada Carr

OP1

Mary Cook
Andria Sztojka

5M

Casey Oram
Reenauda Howard
Kaitlin Abrams

July 2023 Cohort (Not pictured)

ED CHET

Cami Patton

Steen 1

Karen Valle

4M

Christopher Baker
Alex Stange

3m

Keren Rodas

Capital Health Nurse Residency and Mentoring Program (continued)



August 2023 Cohort

ED RMC

Nicole Ladigoski
Michela DiMeglio

CHET ED

Jamie Krutzel
Gladys Andino-Gandia

Deborah ED

Lydia Hallman

ED Hopewell

Corinthina Crespo
Samantha Buono

CVIR

Victoria Boyle

IMU RMC

Autumn Weeks Bracey
Stephanie Candelaria

IMU Hopewell

Nicole Hope
Julia Szyzsko
Courtney Siedelhofer
Jessica Yanovitch

ICU Hopewell

Sabrina Sabry
Kaitlyn Ludes

6M

Natalie Toadvine
Samantha Slaza
JayLynn Morgan-Sanders
Alisha Patel

5M

Mary Joy Albano
Shelby Guzman
Jennifer Schulz
Kierstyn Rhoades
Rudmita Mark
Yvonne Stovall
Nina Pickering
Erin Tuomi
Peyton Grogan
Roxana Rivas

4M

Samantha Gray
Anjali Gandhi
Victoria Porchetta
Myriam Isaac
Madison Rowe
Lyssa Korch
Caleigh Ridge
Tamia Law

2M

Nijala Harris

L&D

Karolina Wilson
Rebekah Leonard

NICU

Aniya Robertson

OP1

Sarah Pierre-Jacques
Willyn Joseph

OP2

Nicoleta Vatov

Steen 1

Sarah Narayan

Dialysis

Chiamaka Iloka

2F

Aileen Montalva
Emily Torres
Katelyn Huhn
Elizabeth Gonzalez Silva

Periop

Alba Gamboa Lojano
Leigha Novelli
Stephanie Gines Class

FLOAT

Meghan Bunner

5M Mentorship “Family Tree”

Mentoring is crucial for nurses at all stages of their careers, providing both personal and professional growth opportunities. Each nurse resident in the Nurse Resident and Mentoring Program (NRMP) is paired with a more senior nurse as a mentor. This pairing is coordinated by [Kim Coleman MSN, RN, ACNS-BC, APN,C](#) and [Geri Secrest MEd, RN, WCC](#). Using biographical forms completed by the nurse resident and the mentor, the coordinators work to identify at least one similarity between the mentee (nurse resident) and mentor. The pair is then encouraged to explore this commonality during their first meeting. This exploratory time serves an ice breaker and helps build a foundation for a successful mentoring relationship.

While not mandatory, each mentor/mentee pair is encouraged to meet on a monthly basis. With time, these meetings establish comfort and trust, build rapport, and facilitate open communication between the pair. Once developed, the mentor can assist the new nurse mentee with career development, boost mentee confidence through support and guidance, reduce stress by encouraging problem solving and resilience in challenging situations, and provide work related networking opportunities.



Left to Right: Carissa Campbell BSN, RN (5M, NR Summer 2020 cohort); Geri Secrest, MEd, RN, WCC, (DCE); and Tiana Ristaino (5M NR Summer 2022 cohort) and depicts the 5M Mentorship “Family Tree.”

Initially, Geri mentored Carissa, then Carissa mentored Tiana and in turn, Geri assists with mentoring Tiana as well. These relationships endure because they are rooted in personal investment, reciprocal growth, and evolving bonds that meet changing needs over time and create a lasting network of support.

Early Career Development: Nurse Extern to Nurse Resident

For nursing students, there are numerous benefits to working in a hospital setting. This hands-on experience provides practical exposure that builds confidence in performing clinical tasks. It also helps students familiarize themselves with hospital procedures, policies, and multidisciplinary teamwork while enhancing communication skills with patients, families, and health care professionals. At Capital Health, a nurse extern is a nursing student who works in an unlicensed assistive personnel role while still in school.

Nurse externs function as critical care technicians (CCTs) and must have completed at least one clinical rotation in their nursing program. They receive the same training as CCTs and have the opportunity to take an accelerated orientation course. To demonstrate competency, nurse externs must develop proficiency in key skills such as obtaining vital signs, performing phlebotomy, and assisting with patient hygiene. Additionally, working as a nurse extern creates an ongoing interview experience, allowing students to build relationships with Capital Health nurse leaders. It can also facilitate their acceptance and transition into the Nurse Resident and Mentoring Program (NRMP) after graduation.

Capital Health has seen significant benefits from hiring nurse externs into the NRMP program. This direct hiring pathway ensures a pool of trained and experienced nurses and reduces hiring gaps. It also decreases the time and resources required for training and unit orientation, lowering costs and improving staff retention.

Below are a few of the 2023 nurse externs who became nurse residents:



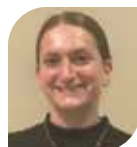
Alexis Rose Cox
Maternal Child Health



Kierstyn Rhoades
5M



Courtney Shaw
ICU Hopewell



Leigha Novelli
Perioperative Services



Alba Gamboa Lagano
Perioperative Services



Sabrina Sabry
ICU Hopewell



Carly Ximenes
Labor and Delivery

NJSNA Provider Unit Continues to Promote Nursing Professional Development

Capital Health has been an approved provider unit (APU) of the New Jersey State Nurses Association/American Nurses Credentialing Center since 1989. This accreditation allows Capital Health to independently provide continuing nursing education (CNE) hours for educational offerings as well as contact hours to staff at low or no cost. This allows nurses and other allied health practitioners to participate in professional development activities and meet licensure and certification requirements. A total of 972 nurses attended sessions in 2023.

Thank you to all the nurse planners for the 2023 educational offerings and for their hard work in ensuring the success of the Capital Health APU:

Christina Allen, DNP, APN, C AGCNS-BC, GERO-BC, CEN

Primary Nurse Planner

Kim Coleman, MSN, APN,C, ACNS-BC

Doretha Bray, MSN-Ed, RN, CMSRN

Amanda Fletcher, MSN, RN, OCN

April Lang, MSN, APN,C, ACNS-BC

Chelsea Lebo, MSN, RN, MEDSURG-BC, CHSE

Twyla Osei, MSN-Ed, RNC-NIC, IBCLC

Mary Ravenel, MSN, APN, CCRN, CCNS

Jaclyn Gabauer, MSN, APN,C, AGCN-BS, PCCN-K

Stephanie Kulak, BSN, RN

Welcome to our newest nurse planner in 2023:

Eddie-Mae-Luv Mangreum, MSN-Ed, RN

The Value of Lunch and Learns for Nursing Staff



Lunch and Learns offer valuable opportunities for nursing staff to engage in ongoing education and professional development in a convenient, relaxed setting. These sessions keep nurses informed about the latest health care trends, evidence-based practices, policy updates, and emerging technologies—all while enjoying a meal.

At Capital Health, fostering a culture of lifelong learning is a priority. Lunch and Learns enhance clinical knowledge, boost confidence, and contribute to improved patient care outcomes. They also promote

collaboration, open discussions, and the sharing of best practices among colleagues. Additionally, these sessions provide a time-efficient way for busy nurses to expand their expertise without disrupting their work schedules. Offering lunch encourages attendance, allowing nurses to participate without taking extra time away from patient care.

In February 2023, advanced practice nurses hosted two Lunch and Learn sessions at both Capital Health Medical Center – Hopewell and Capital Health Regional Medical Center, focusing on [medication safety scenarios](#). These interactive sessions were designed to strengthen nurses' ability to prevent medication errors and prioritize patient safety. By working through real-life scenarios, participants identified potential risks, discussed strategies for error prevention, and reinforced the importance of teamwork and communication in a fast-paced health care environment. The sessions were well received, with attendees providing positive feedback on their effectiveness and relevance.



*Left to Right: April Lang MSN, RN, ACNS-BC, APN,C;
Kim Coleman MSN, RN, ACNS-BC, APN,C; and March
Ravenel MSN, RN, APN, CCRN, CCNS.*

Capital Health Community Baby Shower

The first Capital Health Community Baby Shower was held on June 10, 2023. There were 150 pregnant (or recently pregnant) moms and an additional 150 support people and other children in attendance. More than 15 community organizations were present, including Arm and Arm, a Mercer

County, New Jersey organization, committed to supporting those in need of housing support and hunger prevention. Arm in Arm provided each pregnant woman a fresh bag of groceries, with each attendee also receiving a healthy hot meal, welcome gift, and departure gift.

Capital Health employees provided education about many relevant topics, including nutrition while pregnant, breastfeeding, and care for newborns. Capital Health nurses organized their own tables from departments such as Pediatrics, Maternal Child Health, and Labor and Delivery. This event is expected to be offered twice per year to continue serving the maternity community within Trenton and the surrounding areas.



Capital Health's 23rd Annual Nurses' Day Ceremonies

Capital Health's 23rd Annual Nurses' Day Ceremonies were held May 11, 2023. Awards recognizing excellence in nursing practice were given to recipients at Capital Health Regional Medical Center and Capital Health Medical Center – Hopewell. Congratulations to all the award recipients!

Capital Health Regional Medical Center Awards

Dream Teammate Award – Carl Townes

Nurse Mentor Award – Jennifer Mahony, RN, Same Day Surgery

Lifetime Achievement Award – Marian Moore, BSN, RN, CCRN, TCRN, Trauma

Rookie of the Year Award – Kaci Staab, RN, Operating Room

Nursing Excellence Award – Joanna Perez, BSN, RN, CNOR, Operating Room

Nursing Excellence Award – Richard Brennan, BSN, RN, Emergency Department

Community Impact Award – Stephanie Kulak, BSN, RN, CEN, TCRN, Trauma

Partner in Practice Award – VICTORY Program

Nursing Excellence Award – Jennifer Piwonski RN, BSN, Cardiovascular ICU



Left to Right: (back row) Carl Townes, Jennifer Mahony, Marian Moore (front row) Kaci Staab, Joanna Perez, Richard Brennan, Stephanie Kulak



Left to Right: Heather Bloomer, Jennifer Piwonski, Deborah Mican

Capital Health Medical Center – Hopewell Awards

Dream Teammate Award – Duplex Joazile MA, Capital Health – East Trenton

Nurse Mentor Award – Jessica Ortiz-Torres RN, Deborah Satellite Emergency Department

Lifetime Achievement Award – Jane Fausey, LPN, Pediatrics

Rookie of the Year Award – Miranda Mowery BSN, RN, Maternal Child Health

Nursing Excellence Award – Shaiene Zdeb RN, Capital Health Primary Care – Robbinsville

Community Impact Award – Shawna Lieberman, BSN, RN, AMB-BC, Quality Management

Partner in Practice Award – Lauren Hoffman MSN, RN; Gail Blinstrub MSN, RN-BC, Quality Management

Nursing Excellence Award – Marie Jean-Louis, RN, 4M

Nursing Excellence Award – Amber Deon, BSN, C-EFM, Labor and Delivery



Left to Right: Jane Fausey, Shaiene Zdeb, Duplex Joazile, Lauren Hoffman, Gail Blinstrub Shawna Lieberman



Center: Amber Deon

Capital Health Elevated the Nurse Residency and Mentoring Program to the Highest Standard through Accreditation

The ANCC Practice Transition Accreditation Program® (PTAP) sets the global standard for residency programs that transition registered nurses into new practice settings. On May 23, 2023, Capital Health received notification that they met all ANCC evidence-based criteria and demonstrated excellence in transitioning nurses to new practice settings. This accreditation reflects the commitment to excellence exemplified throughout nursing at Capital Health.



Left to Right: Kimberly Coleman, MSN, APN,C, ACNS-BC, Nurse Residency Coordinator; Christina Allen, DNP, APN, C AGCNS-BC, GERO-BC, CEN, Director, Clinical Education; Doretha Joy Bray, MSN-Ed, RN, CMSRN, Nurse Residency Coordinator; Jaclyn Gabauer, MSN, APN,C, AGCN-BS, PCCN-K, Nurse Residency Facilitator

Nurse Education Fund Promotes Professional Development Activities

The Nursing Education Fund (NEF) at Capital Health is available for clinical nurses to receive financial support of up to \$500 for educational activities such as workshops, conferences, seminars and national meetings.

Funding is made possible with gifts of support generously donated by Capital Health's Medical/Dental Staff, Board of Directors, Auxiliary, employees and friends. Additional support is available through various grants contributions. Capital Health Foundation is a proud steward of these funds on behalf of the Nurse Education Committee. Applications are reviewed by committee members that include nurse leaders, educators, and clinical staff.

A total of \$1,050.00 was awarded in 2023, with the following nurses receiving funding:

Katrina Harper

AACN NTI Conference

Boryana Dorvil

30th National EBP Conference

Joyce Toriano

Capital Health Stroke Conference

Capital Health Nurse Residency and Mentoring Program uses Animal-Assisted Therapy to help Nurse Residents Deal with Anxiety and Stress.

Resilience is a crucial quality that helps health care professionals effectively cope with the challenges, stressors, and the demands of their profession. Stress and anxiety have a significant impact on the nurses' ability to remain engaged, nonreactive, and constructive, which may affect their ability to stay in the profession. (Soto et al., 2022) Animal-assisted therapy (AAT), used for many years in the patient sector, is now being used to benefit new graduate RNs.

Capital Health Medical Center - Hopewell started implementing AAT in its monthly nurse resident sessions. During this session, the animal handler discusses the advantages of using AAT with the nurses. Petting or spending time with animals can trigger the release of endorphins and oxytocin, which are natural mood enhancers and stress reducers. In addition, the presence of animals can provide a sense of companionship and comfort, which can be especially valuable for nurses dealing with emotionally challenging situations. When nurses take breaks to engage with therapy animals, it provides a valuable distraction from the demands of their work. This break can help them recharge and return to their duties with a clearer mind. This positive effect can extend to their patients as well. Nurses who are less stressed and more emotionally balanced may provide better care, leading to improved patient outcomes.

The handler encourages the nurses to contact the AAT office for an AAT visit to their unit. Utilizing this service during certain situations, such as a debilitating outcome during a code or a death of a patient, can support mental wellbeing and reduce the effects of burnout. This session has received positive feedback from the nurse residents and has seen an increase in requests for AAT services for both nurses and patients.

Reference: Soto, J, Ohlendorf E, Cinnamon A, Ellis T, Ondrey M, Bartuch P. A correlational study exploring nurse work anxiety and animalassisted therapy. JONA. 2022;52(9):48-502.



Jaimie Rue BSN, RN, Summer 2022 Nurse Resident Cohort, enjoying a meeting with Gibbs, therapist dog at Capital Health Medical Center – Hopewell.

Congratulations to the Class of 2023 Capital Health School of Nursing – Regional Medical Center



On May 18, 2023, the new Capital Health School of Nursing – Regional Medical Center (CHSON – RMC) celebrated the graduation of its first class. The graduation, held at the Kelsey Theater at Mercer County Community College, honored 28 graduates, with CHSON – RMC faculty and staff, freshmen, Capital Health leadership, and family and friends in attendance. Congratulations to the graduates!

Patient and Family Education Committee presents Healthcare Hero awards

The Healthcare Hero award, sponsored by the Patient and Family Education Committee, is presented to any Capital Health nurse, pharmacist, social worker, respiratory therapist, or any other allied health professional who exemplifies excellence in health education. Nominees possess a unique ability to apply knowledge, innovation, and compassion that sets them apart from others when providing health education. They consistently go above and beyond what is expected of health educators in fostering interdisciplinary teamwork and exhibit a commitment to the delivery of health information that benefits both patients and colleagues.

The 2023 Healthcare Hero award winners are:



Tracey Trippa, LPN, Gastroenterology,
Capital Health Medical Center – Hopewell

"Tracy is a very dedicated employee. She has a calming way about with patients and coworkers. Always quick to offer a suggestion or help in any way."



Shakyra Vines, MA,
Capital Health Primary Care – Brunswick Avenue

"Shakyra's dedication bridges the gap between health care complexities and our patient population, fostering improved health literacy and empowering informed healthcare decisions."



Heather Bloomer MSN, RN, CEN, TCRN
Clinical Nurse Educator, Medical ICU,
Capital Health Regional Medical Center

"Heather has truly gone above and beyond her role as a clinical nurse educator and I feel she should be rewarded for her hard work, dedication, and commitment. As a new educator to the health system, Heather has shown me the ropes and has given me the confidence to succeed in my new role."

Good Catch: Preventing Near Miss Events from Reaching Our Patients

In 2020, Capital Health embarked on a journey of commitment to ensure that every patient in our care remains safe. Safety became a component of everyone's job as we each pledged to be a part of a High Reliability Organization (HRO).

A good catch is a near miss event that is identified and "caught" by a staff member before it reaches the patient and causes harm. Identification of near miss events are imperative in achieving zero patient harm because up to 300 near misses can occur before a serious safety event takes place.

Capital Health encourages all staff to identify near misses and enter safety event reports. Our Patient Safety team recognizes the event and the reporting individual(s) in our Daily Communications Update. At the monthly Patient Safety Committee meetings, leadership presents and acknowledges our nurses and their good catches.

Thank you to the following nurses for exemplifying a High Reliability Organization and making a Good Catch.

Lisa McCormick <i>Mental Health</i>	Frank Sprague <i>Nursing Administration</i>	Yallander <i>Steen 01</i>	Katherine Hodge <i>Peri Op RMC</i>
Joyce Toriano <i>ICU</i>	Cristin Campos <i>OP1</i>	C Dipierro <i>3 Front South</i>	Tina Roach <i>Screening Center</i>
Miliha Rusi <i>ACP</i>	Marilyn Wagner <i>TMICU</i>	Lindsay Szucs <i>ICU</i>	Shannon Donahue <i>2 Front</i>
Mariely Acevedo <i>OBS RMC</i>	Laura Fulton <i>OBS RMC</i>	Heather Riderer <i>OP1</i>	
Boryana Dorvil <i>2 Front</i>	L Mascola <i>TMICU</i>	Briana Parrish <i>OP2</i>	

DAISY Award Recognizes Nurses Providing Compassionate Care



The DAISY Award recognizes and celebrates the extraordinary compassionate and skillful care given by nurses on a daily basis. DAISY is an acronym for **D**iseases **A**ttacking the **I**mmune **S**ystem, and the award was inspired by care Patrick Barnes received while hospitalized for an autoimmune disease. The Barnes Foundation has carried on Patrick's legacy through the DAISY award as a way to say "thank you" for the care nurses give each and every day.

Nominees for the DAISY Award demonstrate the principles of integrity, commitment, advocacy, respect, and excellence (or ICARE). Capital Health nurses demonstrate a commitment to ICARE principles in daily practice. Capital Health is proud to recognize our amazing nurses for the exemplary bedside care and compassion that they provide to patients and their loved ones.

Congratulations to our 2023 DAISY award winners



CIARRA NICHOLSON, BSN, RN
Intermediate Care Unit
Capital Health Medical Center – Hopewell



ANNE DEBOSKEY, RN, MEDSURG-BC
Steen 2
Capital Health Regional Medical Center



JANICE SCHENK, RN CPEN
Pediatric ED
Capital Health Medical Center – Hopewell



MELISSA FALZONE, RN, MEDSURG-BC
Steen 2
Capital Health Regional Medical Center



CARLY RIZZIELLO, RN
3M
Capital Health Medical Center – Hopewell



SOFIKO INMAISHVILI, RN
ED
Capital Health Regional Medical Center



MARILYN WAGNER, BSN, RN, TCRN
TMICU
Capital Health Regional Medical Center

Capital Health Nurse coordinates LGBTQ+ Healthcare Equality Leader Facility Project

In its 15th year, the Healthcare Equality Index (HEI) is the national LGBTQ+ benchmarking tool that evaluates health care facilities' policies and practices related to the equity and inclusion of their LGBTQ+ patients, visitors and employees. The HEI 2022 evaluated more than 2,200 healthcare facilities nationwide. A record 906 health care facilities actively participated. In the HEI 2022, 496 health care facilities achieved the coveted top score of 100 and earned "LGBTQ+ Healthcare Equality Leader" designation. Being recognized as a LGBTQ+ Healthcare Equality Leader by the HRC is something that Capital Health celebrates. This recognition is important for current and prospective patients, students, faculty, and staff.

Each campus is evaluated on how many LGBTQ+ inclusive policies and practices they have in place in four different categories. Categories include LGBTQ+ patient-centered care, Patient Services and Support, Employee Benefits and Policies, and Patient and Community Engagement. Participants that have earned the LGBTQ+ Healthcare Equality Leader designation have received the highest score in each category and have demonstrated that they offer transgender-inclusive healthcare benefits to their employees.

The HEI Survey is conducted bi-annually and [Kim Watson, RN](#), nurse manager, Capital Health Institute for Urban Care, is proud to lead the project. Inherent to this process is the promotion of diversity in personnel and public health practice.

On June 21, 2023, Kim Watson and [Kim Coleman MSN, RN, APN,C, ACNS-BC](#), clinical nurse specialist, department of clinical education, attended the Capital City PRIDE Networking Reception on behalf of Capital Health. More than 150 participants attended the event. Sponsors included LaRuelist Café, Garden State Equality, Isles LGBTQ+, and Capital Health.



Kim Coleman and Kim Watson are shown here with Gil Varnes, CEO at GCV Financial Services and event planner.



Kim Coleman, Mayor Reed Gusciora at the 2023 Capital City Pride Networking Reception.

Implementing Eat, Sleep, Console in NICU

In the United States, at least one newborn is diagnosed with neonatal opioid withdrawal syndrome (NOWS) every 24 minutes (NIH, 2023). The Eat, Sleep, Console (ESC) method is a non-pharmacologic approach to managing NOWS, which involves the family in the continuous care of the newborn. On October 1, 2023, the Mother-Baby and NICU units formed the ESC Taskforce and transitioned from Finnegan Scoring system to the ESC method. This project aims were to improve outcomes for newborns with NOWS by reducing the average length of stay (LOS) and the number of days of pharmacotherapy treatment.

Key strategies for success included providing non-pharmacologic care, managing newborns in the Mother-Baby unit, discontinuing Finnegan scoring, administering morphine dosing on a prn basis, encouraging rooming-in for families, and using team huddles to optimize non-pharmacologic care.

Pictured below is a bulletin board on 1M NICU with examples of handouts that families receive in the family folders upon admission to the Mother Baby Unit. The ESC task force created all of the documents within the folder, which include a welcome letter, education around calming and consoling techniques, breastfeeding support information, a newborn care diary, and information about available community resources.



Education and Practice Councils Merge

Capital Health Nursing has long practiced within a shared accountability structure of nursing governance. Prior to 2023, there were six core councils dedicated to enhancing the nursing practice environment and improving patient care. Two of these core councils were the Practice Council and the Education and Professional Development Council.

The Practice Council focused on promoting and supporting professional nursing practice, while the Education and Professional Development Council aimed to advance nursing knowledge, skills, and career growth. Together, they collaborated to make evidence-based decisions related to clinical practice, policies, and procedures.

However, these councils operated separately with different leadership, meeting times, attendees, and agenda items that often overlapped, leading to inefficiencies and time constraints. In March 2023, committee members who were part of both councils initiated a discussion about whether merging these councils would be a more effective and proactive approach. The Chairs of both councils met with nursing leaders to explore this possibility.

By April 2023, the two meetings officially merged into one, forming the Practice, Education, and Professional Development Council. The new council followed the earlier meeting schedule of the Practice Council, and leadership responsibilities were shared by the Chair of the Practice Council and the Co-Chair of the Education Council, both of whom volunteered for the roles.

Throughout the remainder of the year, members worked to revise the agenda and council constitutions to reflect the newly combined structure. This consolidation ensured that all staff received the same information at the same time, reducing the risk of miscommunication between separate meetings. It also improved efficiency, as policy changes, new protocols, and training initiatives were communicated more effectively. The merged council fostered a more collaborative environment where diverse perspectives were encouraged and created a stronger sense of unity among nursing professionals. The meeting also promoted collective responsibility for both learning and patient outcomes. Most importantly, the change saved time and allowed for better attendance by reducing scheduling conflicts.

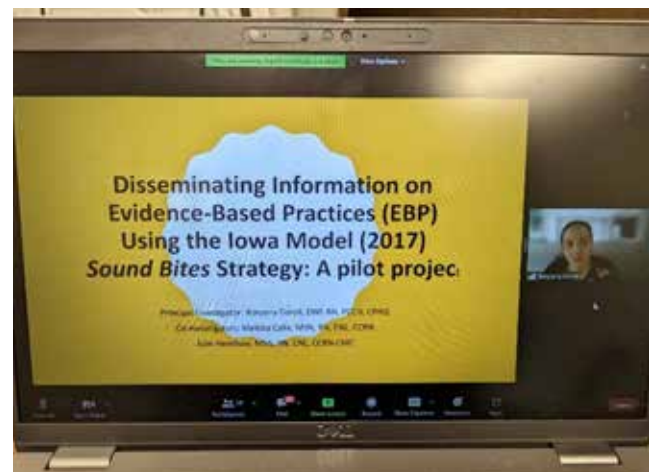


Capital Health Nursing Research Project Shared at State and National Conferences

Capital Health nursing values and supports the external dissemination of nursing research projects. The research team of principal investigators **Boryana Dorvil, DNP, RN, PCCN, CPHQ**, clinical nurse, Central Resource Office; **Melissa Calix, MSN, RN, CNL, CCRN**, clinical educator, ICU/CCU; and **Julie Henshaw, MSN, RN, CNL, CCRN-CMC**, assistant nurse manager, ICU/CCU conducted and completed a study on disseminating evidence-based practice (EBP) using the Iowa Model (2017) Sound Bites Strategy. In addition to presenting internally to Capital Health's Research and Evidence-Based Practice Council, this work was also presented in two separate external forums.

One, as a virtual podium presentation, at a quarterly meeting, sponsored by the statewide, New Jersey Council of Magnet Organizations (NJCOMO) and the second, as a poster, at the 30th National Evidence-based Practice Conference

On March 31, 2023, B. Dorvil provided a virtual podium presentation at a quarterly meeting of the New Jersey Council of Magnet Organizations. On April 19–20 at the 30th National Evidence-based Practice Conference, sponsored by the University of Iowa Hospitals and Clinics, B. Dorvil gave a poster presentation of her study. The conference occurred in Coralville, Iowa and had a target audience of practicing nurses, nurse leaders, nursing faculty, and EBP experts and enthusiasts.



Capital Health Nurses Share Insights During Schwartz Rounds

Schwartz Rounds are structured, multidisciplinary discussions that provide health care professionals with a supportive space in which to reflect on the emotional and psychological challenges of patient care. These sessions highlight the human side of health care, fostering open and honest conversations among physicians, nurses, social workers, and other staff members. By addressing the emotional impact of their work, Schwartz Rounds help health care professionals reduce burnout, strengthen team collaboration, and ultimately improve patient care.

On April 13, 2023, Capital Health nurses [Christina Allen, DNP, APN,C, AGCNS-BC, GERO-BC, CEN](#), director of Clinical Education and [Michael Gallagher, BSN, RN](#), an NICU staff nurse and former nurse resident (2020 NR cohort), participated in a virtual Schwartz Rounds hosted by the New Jersey Nursing Emotional Well-being Initiative (NJNEW). The session centered around the theme [“The Power of Purpose: Discovering Your Pathway in Nursing.”](#)

Christina Allen shared her path from new nurse to director and how Capital Health’s Nurse Residency and Mentorship Program (NRMP) sets new graduate nurses on their path. She discussed the importance of taking advantage of opportunities that may lead to unexpected, but fulfilling, roles.

Mike Gallagher shared the value of participating in a Nurse Residency program, highlighting the support it provides to new nurses. Mike spoke candidly about his successes, challenges, and stressors as a new nurse, as well as the strategies he used to navigate them.

A passionate advocate for journaling, Mike emphasized how writing helps him reflect on daily experiences, transform challenges into learning opportunities, and continuously improve his practice. He also shared insights into his career journey over the past three years and expressed gratitude for the various resources and support systems available at Capital Health that have guided his professional growth.



Capital Health's Graduating Winter/Spring 2023 Nurse Residents Present Evidence-Based Practice Projects



Purewick Education and the Reduction of Hospital Acquired Urinary Tract Infection: Humphrey Huang, Jesus Bravo- Jauregui, Shivani Patel, Jessica Perham



Implementing Rapid Response Team Nurses: Courtney Shaw, Olivia Miller, Janise Domenech, Samantha Procaccini, Robyn Elcenko



NRS Pain Scale vs CPOT Pain Scale: Kelcie Redmond, McKayla Conti, Ali Kazan, Dean Dridi, Cassandra Scully



Falls: Stephanie Kocsis, Talaya Volcy, Brianna Cinar, Parthvi Shah, Christy Hunter-Price



Sepsis: Early Recognition & Treatment: Emmanuel Amankwaah, Wista Belance, Sherley Calixte, Michael Olasupo



Delayed Newborn Bathing for 24 hours: Mia Spivey, Danica Bradley, Danielle Rigglesman, Alexis Cox, Danielle Devlin, Holly LeBlanc



Reducing Inconsistent Skin Documentation: Laniya Smith, Jeannine Jupiter, Norclan Anderson, Marissa Mullins



Emmanuel Amankwaah, NR and Debbie Mican hamming it up!

Evidence-Based Practice Education For Nurse Leaders



Ensuring that nursing care is rooted in the latest evidence and aligned with patient preferences and clinical experience is integral to ensuring positive patient outcomes. Evidence-based practice (EBP) has also been linked to reduced health care costs and improved job satisfaction (Melnyk et al., 2018). Nurse educators, specialists, and other nursing leaders play a key role in developing a culture of EBP in clinical settings as well as mentoring bedside nurses in EBP (Kvist et al., 2014). In support of enhancing the EBP competencies of nurse leaders throughout 2023, the Research and Evidence-Based Practice Council hosted a series of one-day continuing education programs in EBP for nurse educators, specialists and other nurse leaders.

Capital Health's participation in the Vizient/AACN Nurse Residency and Mentoring Program (NRMP) prompted the development of a structured EBP curriculum throughout 2022. The NRMP is a 15-month program requiring the completion of 144 didactic hours and 2,000 practice hours. A scaffolding curriculum on EBP was integrated into the monthly didactic sessions to support the nurse residents previous exposure to EBP and assist with initiation of an EBP project. EBP content was interactive and actionable at the given stage of project development. Examples of these efforts include a PICO game, Iowa model matching exercise, and dedicated work time with the Capital Health medical librarians (Iowa Model Collaborative, 2017; Milner & Cosme, 2017).

The one-day intensive CE program for nurse leaders was born out of the perceived need to sensitize nurse leaders to the NRMP EBP content and further develop a common language around EBP within the organization. The nurse leader continuing education program included all the EBP content delivered to the nurse residents, as well as additional content focused on the leadership responsibilities for supporting implementation and sustaining EBP initiatives.

References:

- Iowa Model Collaborative. (2017). *Iowa model of evidence-based practice: Revisions and validation*. *Worldviews on Evidence-Based Nursing*, 14(3), 175-182.
- Kvist, T., Tahka, K., Ruotsalainen, M., & Tervo-Heikkinen, T. (2014). *The impact of nursing leadership training on evidence-based leadership and practice*. *Journal of Nursing and Care*, 3(4), 1-7.
- Melnyk, B. M., Gallagher-Ford, L., Zellefrow, C., Tucker, S., Thomas, B., Sinnott, L. T., & Tan, A. (2018). *The first U.S. study on nurses' evidence-based practice competencies indicates major deficits that threaten healthcare quality, safety, and patient outcomes*. *Worldviews on Evidence-Based Nursing*, 15(1), 16-25.
- Milner, K.A. & Cosme, S. (2017). *The PICO game: An innovative strategy for teaching step I in evidence-based practice*. *Worldviews on Evidence-Based Nursing*, 14(6), 514-516.

Capital Women in Philanthropy Grant Program Recognizes Nursing Innovations

Capital Women in Philanthropy (CWP) generously provide grants and support to advance patient care, enhance new and existing programs, and expand community outreach. CWP members include women working within Capital Health as physicians, nurses, allied health professionals, and other employees as well as those living in the communities we serve. Nurses at Capital Health are active participants in the grant application process and are extremely grateful that funding from CWP makes a significant impact on Capital Health Nursing's ability to continue to provide innovative, compassionate, and high-quality care to our local communities.

In 2023, CWP funded fourteen projects, with awards totaling more than \$63,000 to seed or advance initiatives impacting Capital Health patients, staff, and community.

Capital Women in Philanthropy Executive Summary 2023 Grants Awarded

01. Capital Health EMS Education Free CEU Program

- EMS Education / Dept. of Academic Affairs – Pennington Road
- Amount awarded: \$2,000

02. Capital Healthy Living Improving the Health of Seniors in Need

- Population Health, Capital Health Medical Center – Hopewell
- Amount awarded: \$10,000

03. Certification Destination

- Satellite Emergency Department, Capital Health at Deborah – Emergency Services
- Amount awarded: \$1,900

04. Cold Therapy for Hands and Feet

- Cancer Center, Capital Health Medical Center – Hopewell
- Amount awarded: \$1,044.60

05. Encourage, Educate, Empower

- Bristol Myers Squibb Trauma Center at Capital Health Regional Medical Center
- Amount awarded: \$10,000 + TBD

06. Healthy Lifestyle Education and Self Care in the Ambulatory Setting of the FHC

- Internal Medicine – Family Health Clinic
- Amount awarded: \$3,940

07. Maternal & Child Health Cost of Poverty Training

- Nursing Administration, Capital Health Medical Center – Hopewell
- Amount awarded: \$7,000 (max) TBD

08. Orthopedic Nurse Certification

- 4M Surgical Care, Capital Health Medical Center – Hopewell
- Amount awarded: \$TBD

09. Patient Safety Conference at Capital Health

- Quality and Patient Safety, Capital Health Medical Center – Hopewell
- Amount awarded: \$2,000

10. Providing Rectal Thermometers for Newborns

- Family Medicine Residency – 832 Brunswick Ave.
- Amount awarded: \$1,500 TBD

11. Trauma-Informed Care: Symposium and Training

- Behavioral Health – Bordentown
- Inpatient Mental Health, Capital Health Regional Medical Center
- Amount awarded: \$10,000

12. Setting our Charge Nurses Up for Success

- ICU / IMU, Capital Health Medical Center – Hopewell
- Amount awarded: \$3,699

13. Stop The Bleed Community Kits / Community Prevention Initiative, Trenton School System

- Bristol Myers Squibb Trauma Center at Capital Health Regional Medical Center
- Amount awarded: \$2,388

14. Virtual Exercise Class for Diabetes Patients

- Wellness Center, Capital Health Medical Center – Hopewell
- Amount awarded: \$5,200 max (after three-month trial)

Capital Health Nurses Share Poster Presentation at 2023 Vizient/AACN Nurse Residency Program Conference

The Vizient/AACN Nurse Residency Program Conference is an annual event dedicated to supporting newly licensed nurses and program coordinators as the residents navigate the transition from student to professional registered nurse. Co-hosted by Vizient and the American Association of Colleges of Nursing (AACN), the conference provides a valuable platform for networking, sharing best practices, and engaging in professional development.

The 2023 Nurse Residency Conference took place in New Orleans at the Hyatt Hotel, drawing participants from more than 675 institutions nationwide. Six members of Capital Health's Nursing team attended, including the nurse resident manager, two nurse resident coordinators, a facilitator, and two nurse residents.

The event kicked off with a Masquerade Welcome Reception, where attendees were encouraged to dress in costume, setting a festive and engaging tone. Over the following days, participants attended a diverse range of sessions, including:

- A powerful keynote presentation by Jia Jiang, titled *"The Power of Rejection: How I Beat Fear and Became Invincible Through 100 Days of Rejection."*
- Podium discussions and poster presentations designed to enhance both the nurse residency experience and the professional development of coordinators.



Left to Right: Doretha Joy Bray MSN-Edu, MSN, RN, CMSRN; Nicole Zangara; Christina Allen DNP, APN,C, AGCNS-BC, GERO-BC, CEN, CHOP-B; Emily Gunia BSN, RN; Kim Coleman MSN, RN, ACNS-BC, APN, C; and Jackie Gabauer MSN, APN, C, AGCNS-BC, PCCN-K, dressed for the Masquerade Welcome Reception.

The conference provided an enriching opportunity for Capital Health's team to gain insights, exchange ideas, and bring back innovative strategies to strengthen the Nurse Residency and Mentoring Program.

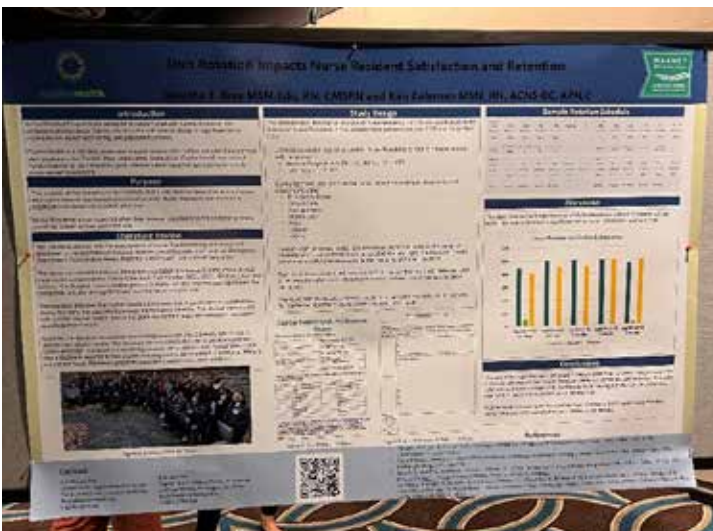
Some of the standout topics at the conference included *"You're a Nurse, Harry: The Magical World of Nurse Residency"*, *"Buckle Up, Let's Ride: My Nursing Life Map"*, and *"Teaching Effective Communication Through Non-Traditional Activities and Simulation"*. Throughout the day, attendees also had the opportunity to explore a poster hall featuring more than 40 coordinator-related topics.

Among the 350 poster submissions, [Kim Coleman, MSN, RN, ACNS-BC, APN, C](#) and [Doretha Joy Bray, MSN-Edu, MSN, RN, CMSRN](#) were honored to have their poster accepted and displayed. Their research, titled *"Unit Rotation Impacts Nurse Resident Satisfaction and Retention"*, was shared with more than 500 conference participants, highlighting the importance of structured unit rotations in supporting nurse residents and improving retention rates.

Additionally, on the third day of the conference, Emily Gunia, BSN, RN, a former nurse resident, participated in a panel discussion on *"Incorporating a Resiliency Coach Utilizing Previous Residents."* Emily shared her firsthand experience with the Capital Health Nurse Resident Program, emphasizing how its resiliency resources and structured sessions have positively impacted new nurses. She was one of five former nurse residents who contributed to the discussion, reinforcing the program's role in supporting professional growth and emotional well-being.



Pictured are members from three other New Jersey Hospitals attending as well as Capital Health as members of the New Jersey Collaborating Center for Nurse Residents.



Poster presented on March 8, 2023 by Kim Coleman MSN, RN, ACNS-BC, APN, C and Doretha Joy Bray MSN-Edu, MSN, RN, CMSRN entitled, "Unit Rotation Impacts Nurse Resident Satisfaction and Retention."



Pictured 2nd from left is Emily Gunia BSN, RN during the nurse resident panel discussion.

Innovation in Clinical Education: The Importance and Uses of Gamification

Gamification in nursing education offers an engaging and effective approach to learning by incorporating game elements such as competition, rewards, and interactive challenges. This approach motivates our nurse residents to actively participate in their education while making complex topics more accessible and enjoyable.

One of the key benefits of gamification is its ability to enhance knowledge retention. By turning learning into a fun and interactive experience, nurses are more likely to remember and apply key concepts in real-world clinical settings. It also provides opportunities for hands-on practice in a low-risk, simulated environment, allowing nurses to safely learn and make mistakes without compromising patient care.

Gamification is used in most nurse residents sessions. Some gaming activities include card games focusing on time management, the Price is Right to reinforce awareness of the cost of health care supplies and equipment, Medication Jeopardy game, Escape Room, Memes game and PICOT Matching game. These games not only focus on the teaching subject, but also encourage teamwork, problem-solving, and critical thinking, as many games require collaboration and decision-making under pressure. This can mirror the dynamic, fast-paced nature of health care environments, helping our nurse residents develop key skills in communication, leadership, and decision-making.

Using gamification also allows our nurse resident coordinators to offer instant feedback so nurses can quickly identify areas for improvement, track progress, and celebrate milestones. This promotes continuous learning, enhances engagement, and fosters a sense of accomplishment.



Summer 2022 NR Cohort during 2023 nurse resident session playing a card game that focuses on time management. Seen playing is Denise Manalili, BSN, RN ED, while Tori Crowley, ADN, RN, ED and Kaeli McMaster BSN, RN encourage team members.



Jackie Gabauer MSN, APN, C, AGCNS-BC, PCCN-K conducts Medication Jeopardy with nurse residents.

Capital Health Clinical Nurse Specialist speaks at NJLN conference

On March 30, 2023, the New Jersey League for Nurses annual conference was held at Harrah's Resort in Atlantic City, New Jersey. One of the featured topics entitled, "Lessons from the Past: A New Wisdom for Our Future," hosted nurse leaders from four different New Jersey hospitals. Capital Health was proud to have **Kim Coleman, MSN, RN, ACNS-BC, APN,C**, nurse resident coordinator, as one of the panel members.

During this hour-long presentation, the context of well-being was examined by panel members through the lens of a new nurse, an experienced nurse, and a nurse leader. Kim discussed the state of mental health and well-being among New Jersey nurses and strategies in use at Capital Health to incorporate resiliency into the nursing practice environment, focusing on the Nurse Residency and Mentoring Program (NRMP).

Capital Health's NRMP program curriculum provides topics to support well-being and resilience, such as stress management techniques, breathing exercises, pet therapy, humor using the nursing memes game, and journaling. The journaling content is designed to support the nurse residents in reflecting and recording in their journey to allow for self-discovery and a means for individual and professional development. Additionally, the NRMP provides new nurses interaction with coordinators that provide support and guidance during the 15-month program as well as an environment that fosters discussion of issues and concerns in a positive and confidential environment.

Kim ended this impactful presentation discussing the benefits and advantages of having a mentor and underscored that whether formal or informal, mentoring is valuable in receiving feedback and supporting professional growth and confidence.



Left to Right: Susan Salmond, EdD, RN, ANEF, FAAN, moderator (Rutgers University); panel members Kim Coleman MSN, RN, ACNS-BC, ACPN,C (Capital Health); Shannon Patel, DNP, APN,C, NEA-BC, CPHQ, CCRN-K (Inspira Health); and Barbara Brilliantine, RN (UBHC Rutgers University).

Capital Health Nurse is Inaugural Guest for New Jersey Collaborating Center for Nursing Podcast

Kaylee Hammond, BSN, RN, (nurse resident, winter 2022 cohort), was the first speaker invited to participate in the New Jersey Collaborating Center for Nursing's Podcast. The purpose of the podcast is to connect and build a community with other nurses and infuse hope into our daily conversations about nursing.

This first podcast was geared toward raising awareness of the need for medical/surgical nurses, as the largest nursing specialty in the United States. Kaylee represented Capital Health proudly and spoke on such topics as why she became a medical/surgical nurse and the challenges and rewards of nursing. In addition, she told stories of nurse mentors who are supporting her and experiences within the nurse residency program that have assisted with her transition from student to professional nurse. Kaylee also talked about what attracted her to medical/surgical nursing.

During the podcast, Kaylee explained that nursing is her second career after working ten years as a licensed massage therapist. Kaylee's experiences providing services to clients with chronic pain, as well as her own positive experience with nurses, led her to pursue a career in nursing.

Upon graduation, Kaylee chose to work on a medical/surgical unit because she wanted to build a broad background in nursing. She shared experiences from her current role on a surgical unit. Kaylee also expressed her hope that after listening to her story, new graduate nurses will develop an interest in medical/surgical nursing.



Kaylee Hammond, BSN, RN, Medical/Surgical nurse at Capital Health Medical Center – Hopewell, Pennington, New Jersey, winter 2022 nurse resident cohort.

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