

NURSING

ANNUAL REPORT 2024



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CAPITAL HEALTH'S

2024 Nursing Annual Report

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

Dear Colleagues:

At Capital Health, we celebrate our nurses and their commitment to pursuing high reliability and providing safe, high quality, compassionate care. I am pleased to share some highlights from 2024 in this Nursing Annual Report.

Certainly, no single document can capture the depth and breadth of all that goes on among our talented nurses. It is my hope that the articles and photos in this report reflect some of the dedication, expertise, and joy that Capital Health nurses bring to their service in our communities.

To all my Capital Health nursing colleagues, I am humbled by your work and so very proud of all that you do to care for our communities and each other. Thank you!



Warmest wishes,

A handwritten signature in black ink that reads "Deborah Mican". The signature is fluid and cursive, with a small dot over the letter 'i'.

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

Nurse Managers: Supporting Clinical Nurses to Deliver Optimal Patient Care

Nurse managers maintain smooth and efficient operations throughout our facilities. Always supporting the organization's mission and strategic plan, they are the backbones of their departments, providing guidance in clinical practice and resources to get the job done. While fostering respect and understanding, they cultivate the teamwork required to deliver quality patient care here at Capital Health.

The 2024 Nurse Manager Team:

Capital Health Medical Center – Hopewell

Brian Decker BSN, MBA, RN, CEN
Emergency Dept.

Eric Elcenko MBA, BSN, RN, CCRN
ICU/IMU

Bruce Burns MSN, RN, NEA-BC
Surgical 4M

Alexandra Garver MSN, RNC
Same Day Surgery/GI/PACU/PAT/OR

Megan Martinson MSN, RN, CEN, CPEN, TCRN
Deborah Satellite ED

Amanda Lugg BSN, RNC-MNN
Mother/Baby 3M

Donna Gottschall MSN, RN
Med/Surg Oncology 5M and 2I

Stephanie Singer BSN, RN-BC
Peds ED and Neonatal ICU

Michele Russo, BSN, RN, RNC-OB
Labor and Delivery

Stephanie Cepparulo, BSN, RN, PCCN
Cardiac Telemetry 6M

Capital Health Regional Medical Center

Deborah Salamon BSN, RN, CSN
Emergency Dept.

Kristen Stuenckel MSN, RN, CCRN
TMICU/IMU Steen 3/CVCU

Nanayaa Breedy MSN, BSN, RN
Cardiac Telemetry, 2 Front

Sophia Stanley, DNP, RN
Renal Dialysis

Jaclyn Parson, BSN, RN
East Trenton Satellite ED

Debra Lenart MSN, RN-BC
Surgical/Trauma Unit Steen 2

Tina D'Armiento MSN, RN
Med/Surg Outerbridge 1 & 2

Lori Schroder BSN, RN, CPAN, TCRN
Same Day Surgery/GI/PACU/PAT/OR

Crystal Baggaley, BSN, RN
Crisis/ Screening/ Inpatient Psych

Christine Carter-Young MSN, RN
Neuro ICU and Neuro/ Tele Steen 1

Antonia Belardino MSN, RN-BC
Forensics

Capital Health 2024 Nurse Residency Program Overview

The 2024 Nurse Residency Program at Capital Health had a highly successful year, hiring 140 new graduate registered nurses. The program offered multiple cohorts throughout the year, including January, April, July, August, and October. This marked a 28% increase in new graduate hires compared to 2023, along with a 25% increase in nurse resident open houses (excluding virtual sessions).

Capital Health remains committed to the professional growth of new nurses by actively participating in two esteemed nurse residency organizations: the Vizient/AACN Nurse Residency Program and the New Jersey Collaborating Center for Nursing (NJCCN).

The Vizient/AACN Nurse Residency Program is a structured, evidence-based initiative designed to support newly graduated nurses as they transition into professional practice. The program is coordinated by [Kim Coleman, MSN, RN, ACNS-BC, APN, C](#) and [Doretha Joy Bray, MSN-Edu, MSN, RN, CMSRN](#), and incorporates several key components that contribute to its success:

- **Curriculum-Based Learning** – Focuses on leadership, patient outcomes, and professional role development through interactive learning experiences, including case studies, group discussions, gamification, and simulations.
- **Clinical and Professional Development** – Provides structured support to enhance clinical judgment, decision-making, and problem-solving skills, ensuring nurses develop confidence in handling complex patient care situations.
- **Preceptorship and Mentorship** – New nurses are paired with experienced preceptors who offer guidance, support, and feedback. Additionally, after completing orientation, each nurse resident is assigned a mentor based on shared interests, fostering professional growth and peer support.
- **Evidence-Based Practice (EBP) Projects** – Each nurse resident collaborates in small groups on an EBP project to improve patient care and contribute to nursing practice advancements. These projects culminate in end-of-year presentations during graduation, helping residents develop critical thinking and research application skills.
- **Support and Well-Being** – Beyond the two full-time coordinators, many Capital Health nurses help facilitate the program. Monthly four-hour sessions provide a structured environment for discussing stress management, burnout prevention, and work-life balance. These sessions also promote networking, peer support, and knowledge-sharing.

Partners with New Jersey Collaborating Center for Nursing

Capital Health is a proud participant in the New Jersey Collaborating Center for Nursing (NJCCN), a state-designated nursing workforce center that serves as a resource for nurses, health care organizations, educators, and policymakers. NJCCN partners with 20 New Jersey hospitals, including Capital Health, to support nurse residency coordinators in transitioning new RNs into acute care settings. The center provides monthly coordinator meetings, offering structured support, mentorship, and education. These meetings empower coordinators to implement and manage effective residency programs, ultimately enhancing the new nurse transition experience and patient care outcomes.

Since 2020, more than 3,974 new registered nurses have enrolled in the NJ Acute Care Nurse Transition Into Practice Program, with 2,621 funded by the GAINS Grant. This initiative aims to standardize high-quality nurse residency programs across New Jersey, ensuring that coordinators have a strong framework and resources to support new nurses effectively.

Extended Support Beyond 12 Months

While most nurse residency programs last 12 months, Capital Health extends its support to 15 months. After graduation at month 12, nurse residents continue participating in monthly eight-hour clinical enrichment sessions, where they shadow an experienced RN in a department of their choosing. These sessions:

- Foster clinical and professional growth.
- Provide exposure to different areas within Capital Health.
- Strengthen interdisciplinary collaboration.
- Enhance mentorship and professional relationships.

In November 2024, a retreat was held for nurse residents who had graduated in prior years. This daylong session offered topics geared towards the interests and needs of nurses with more than one year of experience.

Capital Health proudly hosts two Nurse Resident Graduation Celebrations each year to honor the hard work and achievements of our newest nurses. In 2024, we celebrated 76 graduates in August and 39 graduates in December, marking their transition from new graduate nurses to confident, independent practitioners.

These celebrations hold both symbolic and practical significance. They recognize the dedication, perseverance, and professional growth of our nurse residents as they move from academia into their careers. Capital Health is committed to celebrating their success, reflecting on their journey, and reinforcing their confidence in delivering high-quality patient care.

A Day of Inspiration and Learning

This six-hour event is thoughtfully designed to be both celebratory and educational. We are fortunate to host a keynote speaker who brings valuable insights to our graduates. In 2024, [Dr. Ana Catanzaro, PhD, RN](#), dean of Capital Health School of Nursing – Regional Medical Center, led an engaging and interactive presentation on social determinants and social drivers of health—a critical topic that highlights how various social factors impact patient outcomes and the role nurses play in addressing these challenges.

Additionally, we featured a panel discussion with experienced RNs representing diverse roles within the health care system. This insightful session provided graduates with firsthand knowledge about various nursing career paths, including role responsibilities, degree requirements, and professional duties.

Another highlight of the day was the resident group evidence-based practice (EBP) presentations, where each cohort showcased their projects via PowerPoint. These projects, carefully developed throughout the residency program, were discussed in an open forum, allowing audience members to ask questions and explore how these initiatives impact nursing practice at Capital Health.

A Celebration of Achievements



*Doretha Bray MSN-Edu, MSN, RN,
CMSRN (right) and Kim Coleman
(right) present guest speaker,
Dr. Ana Catanzaro (middle) with
flowers during the Nurse Resident
Graduation*

What better way to conclude a day of learning and reflection than with a delicious lunch and a celebratory graduation cake? During this portion of the event, we proudly distributed certificates and gifts to each nurse resident, recognizing their commitment and success.

We also took the time to honor preceptors, departmental support staff, and outstanding residents with special awards. A crowd favorite is the peer-nominated superlative awards, which add a fun and personal touch to the celebration. Awards such as "Class Clown," "Future CEO," "Most Determined," "Most Energetic," and "Most Creative" bring laughter and camaraderie, making this a highly anticipated moment of the day.

Through this meaningful and memorable event, Capital Health reaffirms its commitment to nurturing and supporting the next generation of nurses. We look forward to continuing this tradition and celebrating the future of nursing with each new graduating class.

July 2023 NR Graduating Cohort



August 2023 NR Graduating Cohort



2024 Graduating Nurse Residents

2 Front

Aileen Montalva, BSN, RN

2F

Katelyn Huhn, RN

Elizabeth Gonzalez Silva, RN

Emily Torres, RN

3M

Keren Rodas, BSN, RN

4M

Alexandra Stange, RN

Alyssa Korch, RN

Anjali Gandhi, BSN, RN

Caleigh Ridge, BSN, RN

Christopher Baker, RN

Madison Rowe, BSN, RN

Tamia Law, BSN, RN

Myriam Isaac, RN

5M

Jennifer Schulz, BSN, RN

Nina Pickering, BSN, RN

Peyton Grogan, BSN, RN

Alisha Patel, BSN, RN

Kaitlin Abrams, RN

Reenauda Howard, BSN, RN

Kaitlyn Ludes, BSN, RN

Roxana Rivas, BSN, RN

Rudmita Mark, RN

Kierstyn Rhoades, BSN, RN

Casey Oram, RN

Shelby Guzman, RN

Mary Joy Albano, RN

Yvonne Stovall, BSN, RN

Erin Tuomi, BSN, RN

6M

Kristen Devaney, RN

Samantha Slaza, BSN, RN

LinLin Wan, BSN, RN

Natalie Toadvine, BSN, RN

JayLynn Morgan, RN

CHET

Cami Patton, RN

CVIR

Victoria Boyle, RN

Deborah ED

Lydia Hallman, RN

Dialysis

Chiamaka Iloka, RN

ED HPW

Kiley DeFelice, BSN, RN

Samantha Buono, RN

Corinthina Crespo, RN

ED RMC

Ryan Stanford, RN

Brandi Jones, RN

Destiny Warriner, RN

Michela DiMeglio, BSN, RN

Eric Gillard, RN

Gladys Andino-Gandia, RN

Nicole Ladigoski, RN

FLOAT

Meghan Bunner, RN

ICU HPW

Sabrina Sabry, BSN, RN

IMU HPW

Jessica Yanovitch, BSN, RN

Julia Szyszko, RN

Courtney Siedelhofer, BSN, RN

Nicole Hope, BSN, RN

IMU RMC

Autumn Weeks-Bracey, RN

Celeste Nassiah, RN

Stephanie Candelaria, RN

L&D

Rebekah Leonard, BSN, RN

Rheanna Bromwell, BSN, RN

Karolina Wilson, RN

Carla Ximenes, RN

Nicole Guerriero, RN

Jada Carr, BSN, RN

NICU

Julianne Slominski, BSN, RN

Aniya Robertson, BSN, RN

OP1

Andria Sztojka, RN

Mary Cook, BSN, RN

Willyn Joseph, RN

OP2

Sarah Pierre-Jacques, RN

Nicoleta Vatov, RN

OP2W

Nijala Harris, RN

Periop

Alba Gamboa- Lojano, RN

Leigha Novelli, BSN, RN

Stephanie Gines-Class, BSN, RN

S1

Karen Valle, BSN, RN

Sarah Narayan, RN

S2

Samantha Armenti, RN

Capital Health Promotes the Professional Development of Nurses

Capital Health values, encourages and supports nurses in advancing their academic careers. In 2024, Capital Health held 11 affiliations with Bachelor of Science in Nursing programs, 19 affiliations for Master of Science in Nursing/Nurse Practitioner/Certified Nurse Midwife programs, and 13 affiliations for Doctor of Nursing Practice programs.

In support of Capital Health nurses, and to help relieve some of the financial burden of going back to school, Capital Health partners with many of these affiliates to offer discounted rates for programs, with some as high as 50% off tuition. Capital Health also offers an educational assistance program with tuition reimbursement and loan forgiveness options.

"Let us never consider ourselves finished nurses... we must be learning all of our lives."

~ Florence Nightingale

Capital Health's collaboration with the Consortium of New Jersey Nurse Educators (CNJNE)

Since 2015, Capital Health has supported annual membership for two nurse educators in the Consortium of New Jersey Nurse Educators (CNJNE). The mission of CNJNE involves sharing current concepts in staff development and nursing practice, providing support, and fostering cost-effective education between nurse educators across New Jersey.

A key aspect of this collaboration is Capital Health's access to the 14-contact hour Adult IV Course sponsored by CNJNE, which is designed to improve knowledge and practice for newly hired nurses around vascular access.

Monthly meetings include discussions that provide invaluable information, with different New Jersey organizations and nurse educators focusing on education with contact hours, policies, federal and state legislation, regulatory updates, scholarships, professional development, best practice questions and concerns, conference opportunities, financial support for attending conferences, and personal/professional celebrations and acknowledgments.

"If you have knowledge, let others light their candles in it."

~ Margaret Fuller

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, providing 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.

In 2024, the primary nurse leader role was transitioned from Christina Allen, Director of Educational Operations to Mike Strano, Manager of Clinical Education through a mentorship. Educational offerings were also held to increase the number of nurse planners at Capital Health adding nine new nurse planners in 2024.

A total of 1,311 nurses were able to attend sessions in 2024.

Thank you to all the nurse who planned the 2024 educational offerings for their hard work in ensuring the success of the Capital Health APU:

Mike Strano, MSN, RN, CEN

Primary Nurse Planner

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

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

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

And welcome to our newest nurse planners in 2024:

Karen Adamczyk, BSN, RNC-NIC, C-RAMP

Lauren Hoffman, MSN, RN, CPPS

Diana Exposito, MSN, RN, CCRN, CEN

Alicia Petrella, BSN, RN

Michele Hyman, MSN, RN-BC

Anisa Talwani, BSN, RN, CEN, TCRN

Geri Sanfillippo, MSN, RN, SCRN

Maria Gilli, MSN, RN, SCRN, ASC-BC

Kristy Sutterley, BSN, RN, PCCN

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. The Foundation is a proud steward of these funds on behalf of the Nurse Education Committee.

Applications are reviewed by committee members, including nurse leaders, educators and clinical staff. A total of \$5,510 was awarded in 2024, with the following nurses receiving funding:

Claire Weisman – NWESC Series 2024

Johanna Godlewska – Obstetric Patient Safety: OB Emergencies Workshop

Kathleen Kotchi – Obstetric Patient Safety: OB Emergencies Workshop

Holly Leblanc – Obstetric Patient Safety: OB Emergencies Workshop

Ting Zhang – ANCC PTAP Conference

Jose Bravo-Jauregui – ANCC PTAP Conference

Carrie Hixon – ANCC PTAP Conference

Miranda Mowery – ANCC PTAP Conference

Jenn Imburgia – NJ ENA Conference

Amy Perreault – NJ ENA Conference

Emily Gunia – Vizient Nurse Residency Conference

Karen Adamczyk – ANPD Conference

Eddie Mae Mangreum – ANPD Conference

Fighting Food Insecurity: Capital Health Partners with Mercer Street Friends

In November 2024, Capital Health partnered with Mercer Street Friends to combat food insecurity in Trenton. Various departments created beautifully decorated baskets filled with holiday favorites, ensuring that families in need could enjoy warm and festive meals. Many nursing departments participated in this meaningful initiative, reflecting the core nursing values of compassion, advocacy, and service through their generous food donations. The act of giving not only made a significant impact on those receiving the meals, but also fostered a sense of fulfillment and connection among the nurses themselves.

Each department followed a recommended list of items for their baskets, which included boxed mashed potatoes, gravy, cranberry sauce, canned vegetables, fruit, sweet potatoes, stuffing, and a gift card for purchasing a turkey. All donations were required to be nonperishable and packaged in non-glass containers. Many departments went above and beyond by adding special touches to make the families' celebrations even more meaningful. Additional items such as cake mixes, peanut butter and jelly, juice boxes, breakfast items, utensils, napkins, paper plates, and personalized greeting cards were included in many baskets. Some teams had to create multiple baskets to accommodate their generous contributions.

Capital Health donated a total of 81 baskets for the 2024 Mercer Street Friends program. Departments also had fun coming up with creative themes and decorations for their baskets, embracing the spirit of the Thanksgiving holiday. What started as a simple donation effort became a powerful demonstration of kindness and solidarity. Beyond providing meals, this initiative uplifted families and reinforced the importance of compassion and support within the Capital Health community.



4M team, left to right Dennis Ogrodnick-Lauria tech, Michele Hyman, RN and Melissa Sarpomaa, RN, donating a Thanksgiving basket.

2024 Good Catches Made by Nurses

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 is 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 in our Daily Communication Update publication. 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 Good Catches in 2024!**

Susan DiTommaso	Brian Decker	Devora Levinson	Courtney Shaw
Brittany Wolfinger	Laura Brzezinski	Kelly Keenan	Mendel Yoffe
M. Nocon Hernandez	Lisa Morrell	Carrington Arena	Nirve Boyer-Jacques
Michele Novak	Jaclyn Francis	Jackie Gabauer	Ashley Reid
Elizabeth Edwards	Ashley Boone	Jacqueline Mitchell	Megan Lyons
Vanessa Roman	Fengyi Morris	Nancy VanDine	Michele Gransden
Paige Disney	Jennifer Van Gilson	Courtney Dilatush	Kimberly Rogers
Ashley Fornarotto	Tamiko Suber	Patrice Brady	Cheryl Erkoboni
Katelyn Huhn	Heather Bloomer	Kayla Meliti	Marie Lavente
Stella Donnell	Elise Carasio	Kristie Olhovsky	Jennifer Penardi
Rong Guo	Elizabeth Speno	Shelby Guzman	Angela Adell
Michele Russo	Esther Boateng	Mike Rolle	Margaret Estlow
Seema Patel	Marie Therese L. Lavente	Dan DiLapo	

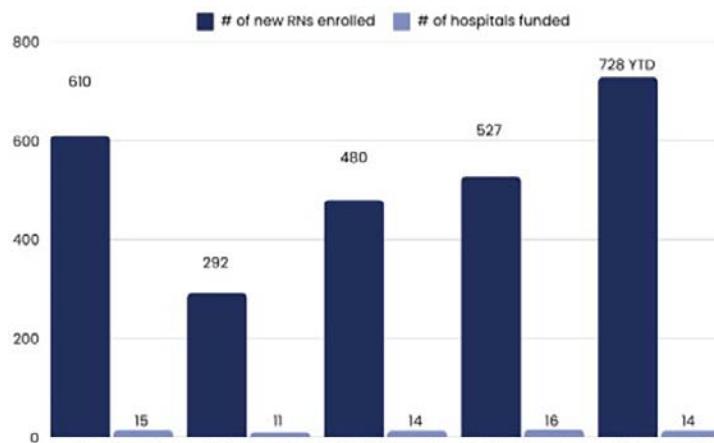
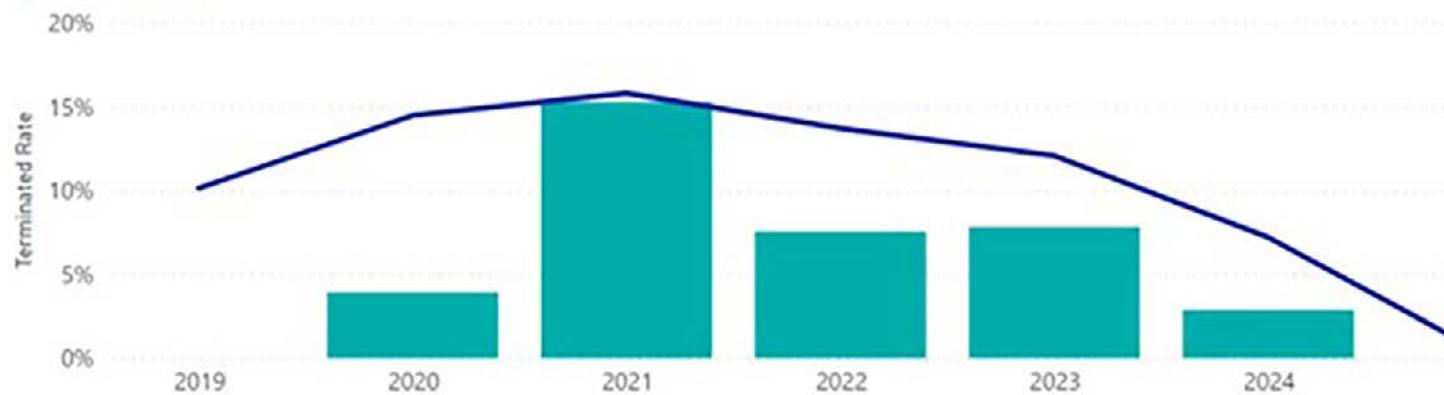
Capital Health Nurse Residency Shares Outstanding Retention Rates in 2024

Capital Health takes great pride in its outstanding nurse resident retention rates. In 2024, Capital Health achieved a 97% retention rate (3% turnover rate), significantly exceeding both New Jersey and national retention averages. Additionally, the turnover rate for nurse residents decreased by 37% from 2023 to 2024.

Retention of nurse residents is critical for building a strong, experienced nursing workforce that delivers safe, high quality patient care while ensuring Capital Health's long-term success. Through participation in national and state-level residency programs, extended mentorships, and ongoing professional development initiatives, Capital Health continues to set the standard for nurse residency excellence.

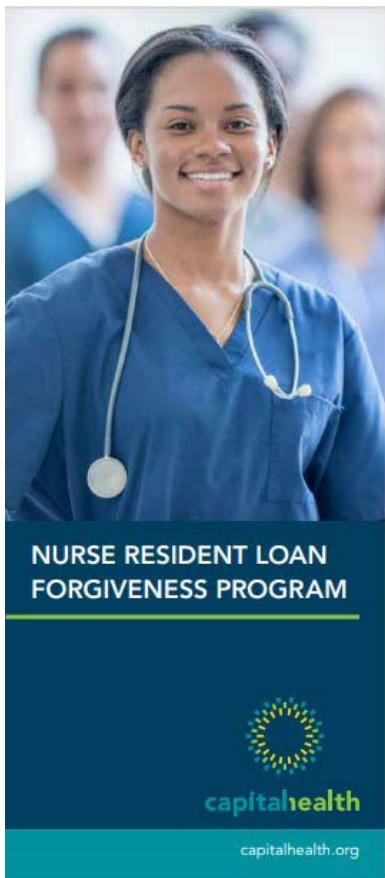
Capital Health First Year Termination Analysis

● Focus Org ● Benchmark



70% of those enrolled have participated in the partially funded hospitals by the New Jersey Department of Labor and Workforce Development, Apprenticeship Office, Growing Apprentices in Non-Traditional Settings (GAINS) grants.

Capital Health Nursing Implements Loan Forgiveness Program



As part of our commitment to investing in our employees and retaining top talent, Capital Health is proud to offer its Nurse Resident Loan Forgiveness program. Managed by Tuition.io, this program offers eligible nurses or nurse residents a loan forgiveness benefit that helps pay off student loans faster and manage student loan debt while giving nurses and nurse residents valuable nursing experience at a leading regional health care provider. The Loan Forgiveness Program is one of the many ways that Capital Health engages its employees while also cultivating workforce development in Central New Jersey and Bucks County, Pennsylvania.

Student loan debt rating high as a stressor on the Vizient/AACN Nurse Residency Program Annual Site report for Capital Health reinforced the need to implement a loan forgiveness program for new nurses to help alleviate the financial burden that many nurses face after completing their education. Nursing school can be expensive, and the debt that comes with it can be overwhelming, especially for those just starting out in their careers. By offering loan forgiveness, Capital Health supports new nurses financially while also encouraging retention. Nurses who might otherwise leave the profession due to financial strain are more likely to stay long-term if they know there's a program that helps ease their debt.

In the six months that this program was implemented in 2024, 33 new graduate RNs signed up for it.

Additionally, our loan forgiveness program can attract talented individuals to the hospital who may have been hesitant to enter the field because of student loans. In turn, this can improve staffing levels, reduce turnover, and foster a more stable and experienced nursing team. In a hospital setting, where patient care is paramount, having a dedicated and experienced nursing staff is crucial for providing the highest level of care. This program is an investment in both the well-being of the nurses and the quality of care provided to patients.

What Capital health employees are saying about the Loan Forgiveness Program:

"The loan forgiveness program means a great deal to me, and I am grateful to be included in the program. It allowed me to focus on my career as a nurse without having student loans on my back weighing me down. I especially appreciate being able to financially provide for myself and loved ones while also making payments on my educational debt to prevent falling into financial instability."

~ George Andrade, BSN RN

"Being accepted in the loan forgiveness program has lowered my stress levels with my financial situation. I am so grateful that Capital Health is contributing to paying off my loans as I am paying them off myself. Coming from a household of a single mother and a twin sister also going through nursing school, student loans play a big part in our life financially."

~ Mairead Briggs

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 2024 DAISY award winners



ELVA COLON, RN, CCRN
Neuro ICU
Capital Health Regional Medical Center



NIKKI AMES-ROBINSON, RN
Same Day Surgery
Capital Health Medical Center – Hopewell



ELAINE FIDLER, MS, CRNP, APN
Capital Health
Cardiology Specialists – Newtown



MAGNOLIA TARRIELA, BSN, RN
Surgical Center
Capital Health Medical Center – Hopewell



JILLIAN McANDREWS, BSN, RN
6M
Capital Health Medical Center – Hopewell



**NATASHA TERILUS, MSN, RN,
AGACNP-BC, CCRN, FCCS**
Capital Health School of Nursing –
Capital Health Regional Medical Center

Nurse Residents from Capital Health Medical Center – Hopewell and Capital Health Regional Medical Center Celebrate PTAP Accreditation in New Orleans

On Tuesday, April 30, 2024, eleven staff members from Capital Health Medical Center – Hopewell and Capital Health Regional Medical Center traveled from Trenton to New Orleans to celebrate their Transition to Practice Programs (PTAP) accreditation that was received in July of 2023. While celebrations occurred in-house, it was important to our management team that staff participate in celebrating this achievement in person during the 2024 Transition to Practice Symposium.

Nurse resident programs are designed to support newly graduated nurses as they transition from the academic setting to professional nursing practice. These programs are important for both the new graduate nurses and the health care facilities at which they work for several reasons. They can help with a smooth transition from the academic environment to the work environment, provide skill development, and enhance the new graduate RN's confidence. For health care facilities, investing in PTAPs can result in a more competent and satisfied nursing workforce, ultimately leading to better patient care and outcomes. Additionally, PTAPs can help attract and retain top nursing talent, as new graduates are more likely to choose facilities that offer comprehensive support and development opportunities.

Celebrating accreditation is important for several reasons. It is a significant milestone that demonstrates an organization's commitment to quality and excellence. Achieving accreditation can be a long and arduous process that involves the efforts of many individuals across the organization. The celebration helps to build trust and confidence within the organization's nurse residency program, enhancing its reputation and credibility.

Accreditation is not the end of the journey, but rather the beginning of a commitment to continuous improvement. By celebrating accreditation, organizations reinforce the importance of quality and continuous improvement as core values. It encourages ongoing efforts to identify areas for enhancement and implement best practices to further improve the program.

Accreditation is also a way to acknowledge and appreciate the hard work and dedication of everyone involved. It boosts morale and helps nurses feel valued, motivated and empowered in their roles, leading to improved job satisfaction, retention, and ultimately better patient outcomes. As such, the nurse resident attendees were chosen because of their involvement not only within the Nurse Residency Program, but also because they have volunteered to assist during Nurse Resident Open Houses and RN orientation and to be nurse resident ambassadors for our future cohorts.

The Capital Health Nurse Residency management team and nurse residents had a great time bonding as colleagues and friends during this wonderful symposium. In addition to gaining great and motivating insights from the speakers during the day, we also celebrated our accreditation with other stellar institutions while enjoying the delicious cuisine and culture that New Orleans has to offer.



PTAP participants from Capital Health at the 2024 ANCC Accreditation Transition to Practice Symposium

Left to right: Kaitlyn Ludes BSN, RN; Jesus Bravo Jauregui BSN, RN; Miranda Mowery BSN, RN; Ting Zhang ADN, RN; Mike Strano Jr. MSN, RN, CEN; Christina Allen DNP, APN,C, AGCNS-BS, GERO-BS, CEN, CHOP-B; Sean Murphy BSN, RN-BC; Doretha Joy Bray MSN, RN, CMSRN; Dina Exposito MSN, RN, CCRN, CEN; Carrie Hixson ASN, RN; Kim Coleman MSN, RN, ACNS-BC, APN, C

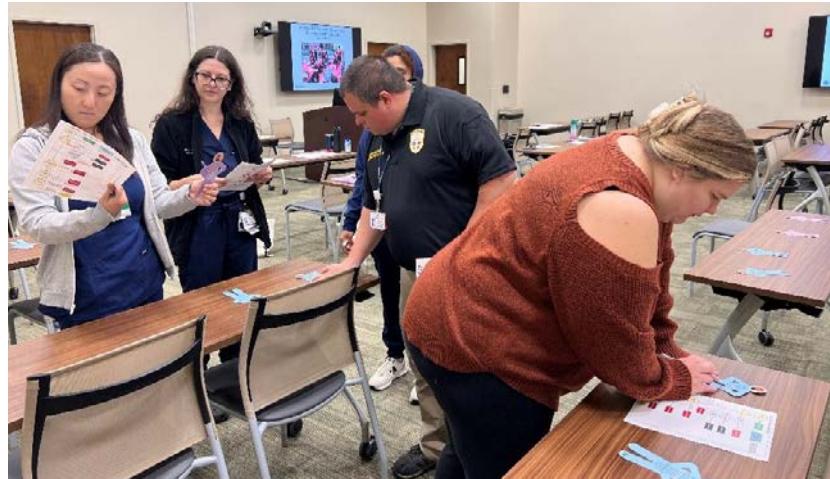
Supporting Nurse Residents During Second Year as Registered Nurses

Supporting nurses after their first year fosters continuous growth, reduces burnout, and ultimately leads to a more skilled, engaged and resilient nursing workforce that is equipped to deliver high quality patient care. On November 7, 2024, Capital Health Medical Center – Hopewell implemented an eight-hour Nurse Resident Retreat for those who have graduated from the residency program.

This fun, interactive day consisted of presentations geared towards the needs identified in their 12-month Casey Fink and Progression Survey. Topics included career advancement, certifications, Capital Health's Clinical Ladder program, the nursing supervisor role and how residents and the supervisor can assist each other, and being an effective charge nurse, as well as a precepting, emergency management skills and tabletop activity and Escape from Pressure (a pressure injury escape room). The day ended with a wellness session on stretching and movement. Contact hours, raffles, and an included lunch provided incentives for graduate nurse residents to attend.

In addition to this biannual retreat, Capital Health offers a paid eight-hour clinical rotation to all nurse residents during months 13, 14 and 15 of employment. These clinical enrichment days allow each nurse resident to spend a day in an area of the hospital of their choosing. These enrichment days provide the opportunity to work alongside an experienced nurse in a selected clinical setting and/or observe the unique work of related departments. Some areas of high demand include riding in an ambulance with emergency medical services and spending a day with a nurse anesthetist, midwife, educator, trauma medical unit, nurse practitioner, and pediatric outpatient units. These experiences are highly beneficial, as they have been found to broaden the nurse resident's knowledge base, deepen their understanding of the related unit/department, and enhance collaboration within the facility. In addition, they help expose nurses to opportunities for professional development and advancement within a given facility. While these clinical enrichment days are optional, attendance has been strong. At the end of each experience, the resident participates in a facilitator-led conference from 2 – 3:30 p.m. to complete their eight-hour day. This conference sheds light on their experiences for other attendees, which often ignite conversations and interest in that unit/department.

Providing these opportunities to the nurse residents after graduation not only improves work satisfaction, but also fosters networking among the cohorts so they are better equipped to implement best practices and innovation solutions, ultimately leading to higher quality patient care. We are very happy to receive the support from our nursing administration to continue providing these experiences to our post-graduate nurse residents.



Nurse residents (left to right): Ting Zhang ADN, RN; Claire Weisman BSN, RN; Brian Therien (director of Emergency Planning and Preparation); Anisa Jaulikar BSN, RN (behind Brian); and Miranda Mowery BSN, RN participating in mass casualty triage simulation.



Nurse residents (left to right): Shelby Guzman ADN, RN; Nicole Hope BSN, RN; Elizabeth Gonzalez Silva ADN, RN; and Andria Sztojka ADN, RN participating in the "Escape from Pressure" activity.

Nurse Day Celebrations 2024

Nurse Day celebrations were held on May 9, 2024 at Capital Health Regional Medical Center (in the morning) and Capital Health Medical Center-Hopewell (in the afternoon). Chief Nursing Officer Deborah Mican, PhD, MHA, BSN, RN, CNOR opened each of the celebrations, which included an interfaith blessing from colleagues in the Capital Health Pastoral Care Department, a keynote address, and presentation of the 2024 Nursing Excellence Awards.

The keynote speaker for Capital Health Nurse 2024 was Deb Gauldin, RN, CHP. Describing herself as a "singing nurse humorist," Deb provided a light and uplifting address intended to improve the work environment and nurse well-being through expressions of gratitude and appreciation. Her remarks and songs emphasized self-compassion and a recognition of one's own beauty.

Each celebration recognized recipients of the 2024 Excellence in Nursing Practice and Partners in Practice Award:

Capital Health Regional Medical Center

Community Impact Award

Anthony Monti, RN | Emergency Department

Nurse Mentor Award

Andrew Freas, RN | Emergency Department

Rookie Of The Year Award

Brandi Jones, RN | Emergency Department

Robyn Elcenko, RN | TMICU

Partner In Practice Award

RMC Pharmacy

Dream Teammate Award

Shannon Allen, CCT | Neuro Telemetry and Neuro ICU

Natasha Von Morter, NA | Inpatient Mental Health

Nursing Excellence Award

Kelly Scheuermann, RN | ACP

Jen Imburgia, RN | Emergency Department

Shawn Kemble, RN | Inpatient Mental Health

Lifetime Achievement Award

Lisa Ware, RN | TMICU

Capital Health Medical Center – Hopewell

Community Impact Award

Audrey Altieri, RN | Capital Health Hematology/
Oncology Dept

Nurse Mentor Award

Ashlea Bergey, RN | ICU Hopewell

Rookie Of The Year Award

Peyton Grogan, RN | 5M

Alexandra Stange, RN | 4M

Partner In Practice Award

Mobility Technicians | 4M

Dream Teammate Award

Taylor Johnson, CCT/Inventory Tech

SED, Deborah Heart and Lung Center

Nursing Excellence Award

Jack Tyson BSN, RN | 4M

Kaylee Hammond BSN, RN | 4M

Christine Lear, RN | Float Pool

Lifetime Achievement Award

Susan Dimartino-Mahler BSN, RN | Nursing Administration

Congratulations to the following nurses and staff who were nominated for a 2024 Excellence in Practice Award:

Nursing Excellence Award

Francis Sapang, Kaylee Hammond, Jenn Imburgia, Kelly Scheuermann, Jennifer Guzman, Shawn Kemble, Marie Louis, Christine Lear, Geraldine Grant, Jacqueline Mitchell, Jack Tyson

Rookie of the Year Award

Brandi Jones, Peyton Grogan, Yvonne Stovall, Kelsey Bernhard, Alexandra Stange

Dream Teammate Award

Taylor Johnson, Jonathan Ordonez, Natasha Von Morter, Odalys Perez Monterrosso

Partners in Practice Award

Respiratory Therapy, Heather Piche, Mobility Activity Technicians, RMC Pharmacy

Community Award

Shannon Sandstrom, Audrey Altieri, Debra Roccuzzo, Anthony Monti, Blanca Lopez, Shauna Camacho

Mentor Award

Darian Francisco, Heidi Swenson, Dawn Barker, Sara Melendez, Cris-Ann Exner, Andrew Freas, Ashley Bergey

Lifetime Achievement Award

Cortnie Walker, Karen Buchko, Elaine O'Connor, Deb Haber-Miller, Susan Dimartino-Mahler, Jessica Ortega, Lisa Ware



Sepsis All Star Recognizes Exemplary Practice

Sepsis All Star recognition acknowledges extraordinary sepsis patient care. A clinical team that cared for a patient whose medical record successfully passed the Centers for Medicare and Medicaid Services (CMS) SEP-1 measure is selected each month for this recognition.

The team must complete B.A.L.L. interventions (Blood cultures, Antibiotics, Lactic acid level, and Lactated ringers or normal saline fluid resuscitation) for a sepsis patient in a specified timeframe. Certificates, spinning B.A.L.L. pens, and sepsis stress “B.A.L.L.s” are presented to the monthly winners at a huddle in their department and announced at ED Nurse Practice Council.

Staff recognized in 2024 include:

Jennifer Godin
Joanne Stewart
Bozena Zaluska
Dr. Lara Samson
Gloria Vazquez-Maldonaldo
Kimberly Rogers
Dr. Mark Pappadakis
Ali Kazan
Sarah Thrower
Emily Daigle
Dr. Zain Siddiqi
Dr. Brendan Stringfellow
Jacqueline Gurry
Jennifer Imburglia
Dan Reynold Borja
Dr. Jamal Hussain

Patient and Family Education Day 2024

The Patient and Family Education Committee hosted its annual education day on October 22, 2024. This free educational event was held in the first-level mall corridor at Capital Health Medical Center – Hopewell, where twenty-three groups presented material. To encourage patients, families, and employees to participate, raffle prizes were set up where participants received signatures after visiting each information table. Participants were encouraged to complete a “staff shout out card” when they encountered an exceptional educator. Participants indicate on the card where they encountered an employee providing outstanding education at the event and highlight what they enjoyed learning about, with all responses being sent to participating educators. This day was an overwhelming success, with the mall corridor being filled for the duration of the event. Participants were able to learn about a variety of educational resources available at Capital Health as well as meet many colleagues who contribute to the success of the organization.



Outstanding Health Educator Award: Educators Making a Difference

Sponsored by the Patient and Family Education Committee, the Outstanding Health Educator Award is given annually to a Capital Health nurse, pharmacist, dietitian, social worker, physical therapist, or other allied health professional who exhibits outstanding commitment to education. Nominations come from our hospitals and outpatient offices. The outstanding contributions and dedication of these colleagues are instrumental in Capital Health's pursuit of continued excellence. Winners chosen from each campus as well as from the outpatient offices and are recognized by their respective departments, leadership, and staff.

Congratulations to all the 2024 winners!



The 2024 winner from Capital Health Medical Center – Hopewell was Eddie Mae-Luv Mangreum. Eddie Mae is a registered nurse in the Clinical Education Department. Eddie Mae was nominated for her dedication to the education of staff at Capital Health. As the coordinator for critical care orientation as well as the observation units, she is constantly redesigning and enhancing orientation and skills days to reflect new technology and present material in more engaging ways. Eddie Mae is also a co-chair of the checklist

committee and works tirelessly to streamline competency checklists. Her mentorship and passion for teaching are tangible in all that she does each day.



Nancy Santiago, clinical educator for Capital Health Medical Group, is an exceptional nurse educator who was nominated for her perfect blend of teaching expertise and nursing practice. Whether Nancy is teaching a new policy or procedure, discussing best practices, or providing support during a challenging situation, her teaching style is always clear, patient, and encouraging. Nancy also demonstrates her unwavering commitment to fostering an environment of respect and collaboration and has the rare ability to teach without being condescending, ensuring

that every staff member feels valued and heard. Nancy's dual role as both a nurse and an educator make her a remarkable asset to the institution.



The 2024 winner from Capital Health Regional Medical Center was Dana Gabel, clinical nurse educator for the Emergency Department (ED). In this role, Dana has worked tirelessly in making and promoting positive changes. She maintains a high standard of excellence while onboarding all nurses during their orientation process and created an organized and well-functioning process for all new hires (both new graduates and experienced nurses). Dana also ensures that staff are regularly updated on new processes. She works in creating the "Emergent Tea," which is an ED newsletter that shares important

staff information and updates. Dana also created a virtual resource binder for staff that acts as an additional resource. She is always courteous and responsive to all requests and often works collaboratively with others in promoting positive change. Her work through the ED practice council assists in encouraging positive changes and improvements in our ED metrics, further promoting improvements in patient outcomes.

Patient Experience Week 2024

Capital Health observed Patient Experience Week in April 2024. The nursing units at both hospitals helped celebrated by decorating themed bulletin boards to mark the occasion. Leaders and members of the Patient Experience team visited the units to view the nurse's creative accomplishments and thank them for all they do for our patients and communities.

In addition, patients were asked to give a special sign of gratitude for the exceptional care they received, either with a word of thanks or encouragement or by sharing stickers provided by the Patient Experience team. It was an encouraging sight to see nurses with all the stickers they received from patients to honor them for their amazing work.

"The patient experience begins and ends with compassion."

~ Jean Watson, nursing theorist



NICU nurses help patients and families celebrate holidays

For the families of patients in the Neonatal Intensive Care Unit (NICU), observing holiday traditions may take on special meaning—and require some innovation. Understanding the importance of celebrating holidays during a hospitalization, nurses in the NICU at Capital Health Medical Center – Hopewell shared their innovation and compassion to make these first holidays memorable for Capital Health's youngest patients and their families.

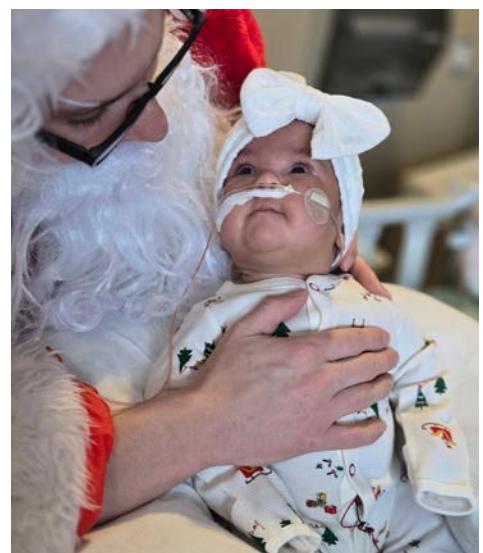
Halloween 2024

Nursing staff helped families observe Halloween with costumes purchased from Build-A-Bear Workshop®.



Christmas Eve 2024

NICU Clinical Nurse Michael Gallagher, BSN, RN was Santa's helper.



Sepsis Awareness Month Activity

In September 2024, the Quality Department and Clinical Documentation Improvement Department hosted a Sepsis Escape Room as a fun, educational experience in recognition of Sepsis Awareness Month. Staff from a variety of clinical departments had a “B.A.L.L.” identifying sepsis in a clinical scenario, implementing the SEP-1 bundle, and documenting their interventions during this 15-minute challenge.

The Escape Room was held at Capital Health Regional Medical Center (RMC) on September 3 and 9 and at Capital Health Medical Center – Hopewell on September 19 and 25.

The teams with the fastest escape time were:



Hopewell: STARS PAs (Blessen Thomas, Michael Lembotesis, Megha Machat, Hannah Sierka, and Madison Toof in 8 minutes, 1 second!



RMC: Internal medicine residents (Dr. Yaseen, Dr. Ijaz, Dr. Vazquez, and Dr. Almagazzachi) in 9 minutes, 1 second!



Deb Stabile, nursing supervisor and Kate Donnelly, TMICU



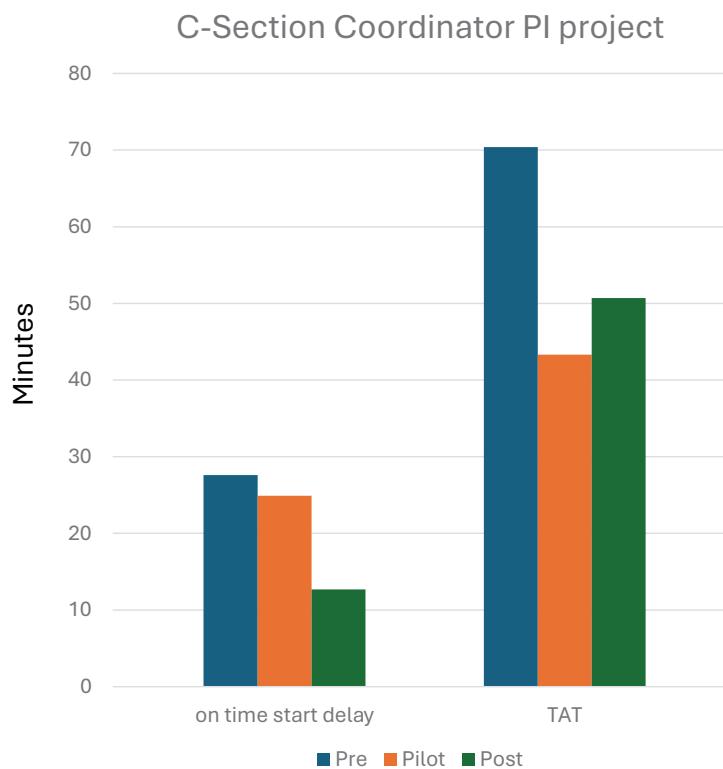
Amanda Hansell, Quality Department and Nicole Copper, Clinical Documentation Improvement created the escape room. Lisa DaSilva, Tim Sullivan, and Jackie Houck assisted with the escape room sessions.

Maternal Child Health Nurses develop Cesarean Nurse Coordinator Role

Participation of nurses from Maternal Child Health (MCH) in the Aspiring Leader program prompted a performance improvement project that led to the creation and implementation of a Cesarean (C-section) Nurse Coordinator role. MCH nurses observed that patients' late arrivals and a lack of understanding of pre-op instructions for scheduled C-sections often resulted in OR delays as well as challenges to throughput and patient satisfaction.

Initially, the plan involved RN volunteers calling patients the night before a scheduled C-section to help improve on-time arrival to the hospital, answer any questions, and provide education to help improve patient satisfaction. The results of this one-month trial led to the realization that a designated coordinator role would be imperative to improve communication and turnaround and start times. After the pilot month (February 2024), the average on-time start delay (n=14 cases) was reduced from 27.6 minutes pre-project to 24.9 minutes. The average turnaround time (TAT) reduced from 70.4 minutes to 43.3 minutes.

These successful outcomes supported the development of a formal Cesarean Nurse Coordinator role. This role was implemented with two experienced RNs: one working three twelve-hour shifts and the second working two twelve-hour shifts, Monday through Friday, to cover all scheduled cases. By December 2024, the average on-time start delay was reduced to 12.7 minutes; a reduction of 54% from the pre-project baseline. The average TAT was 50.7 minutes vs. 70.4 minutes pre-project, a reduction of 28%.



Heather Venettone BSN, RNC-OB, RNC-CCM, cEFM, FHM Instructor and Robin King BSN, RNC-OB, cEFM, FHM Instructor.

The Cesarean Nurse Coordinator helps keep cases running on time, improves throughput, and ensures communication between the OR team and the unit.

Clinical Newsletter Celebrating 8th Year!

The Clinical Newsletter, currently in its ninth year of publication, is a valued tool for Capital Health nurses. The Practice, Education and Professional Development Council serves to promote and support professional nursing practice and aims to advance nursing knowledge, skills, and career growth. The council initiated the Clinical Newsletter in 2017 as a reliable source of information to help nurses stay updated on the latest protocols, clinical guidelines, and evidence-based practices. Additionally, this newsletter improves communication across units by sharing updates, insights, and best practices, helping to build a more cohesive and informed nursing team.

Beyond information sharing, the newsletter promotes ongoing learning by offering micro-educational content such as clinical tips, case studies, and summaries of recent research. It also provides a platform for recognizing the hard work and achievements of nursing staff through spotlight features, patient feedback, and celebrations of certifications and milestones. By highlighting upcoming events, wellness resources, and hospital initiatives, this newsletter aims to strengthen community and culture within the nursing staff.

Throughout the newsletter's eight-year history, the council members considered publishing a completely electronic version, but council members felt disseminating the newsletter in a paper format was more convenient and accessible for nursing staff. Based on the idea that paper copies on units and in break rooms offer quick access to important links, continuing education opportunities, technology updates, and policy reminders, the newsletter remained a printed piece. An update to the newsletter came in 2019 when it transitioned from black-and-white to a full-color. This helped boost readership by making the content more visually engaging, drawing attention to key sections, and creating a more appealing and modern overall design.

The clinical newsletter is a recognized tool that supports communication, education, and engagement across the hospital's nursing workforce. Many Capital Health nurses look forward to each new edition.



Left to right: April Lang MSN, RN, ACNS-BC, APN,C; Kim Coleman, MSN, APN,C, ACNS-BC; Karen Adamczyk, BSN, RN, RNC-NIC, C-RAMP; Claire Weisman, BSN, RN

Capital Health Nurses Update Professional Practice Model

Professional practice models in nursing depict the alignment and integration of nursing practice with the organization's identified mission, vision, and values. For many years, nurses at Capital Health have used a professional practice model (PPM) schematic to communicate in a very visual way the aspects of nursing practice and the nursing practice environment seen as essential. The existing PPM schematic was created between 2019 and 2020.



Professional Practice Model, 2020



Professional Practice Model, 2024

The current Magnet Application Manual indicates that the key attributes of a nursing PPM are professional values, professional relationships, management approach, patient care delivery system, and advancement of nursing excellence.

Process for PPM Schematic Development

In March 2024, the Capital Health Magnet Masters conducted a review of the existing Capital Health PPM. This group of clinical nurses and nursing leaders identified aspirational components of each of the key attributes and compared them to the current PPM schematic. This work served as the foundation for a similar process by the Nursing Strategic Planning Task Force in May and June 2024. The results of that work circled back through the Magnet Masters and were used to develop a new PPM schematic. What emerged was a reaffirmation of the existing PPM and an enhancement of these attributes in consideration of the changes and innovations that have taken place over the past five years. The Nurse Executive Council approved the new PPM in August 2024.

Key Attributes of the Capital Health Nursing PPM Described

Theoretical Background. While not consistently identified as a key attribute within the literature, a theoretical background is considered an important aspect of the Capital Health Nursing PPM. Consistent with the prior PPM, nurses at Capital Health reaffirmed identification with nursing theorist, Florence Nightingale, familiarly known as “the Lady with the Lamp.” Credited with developing many concepts that are foundational to modern nursing, Nightingale championed:

- Nursing’s role in managing the environment to promote healing.
- The centrality of evidence, documentation, and statistical analysis to improve patient outcomes.
- The importance of empathy and building trusting relationships with patients.

Capital Health Nursing embraces and affirms these concepts as important to practice. This connection is represented within the PPM schematic by the outline of the lamp.

Professional values. In addition to the Capital Health organizational values of integrity, excellence and compassion, this revision added the values of safety, diversity, inclusion, and innovation. The PPM schematic represents these concepts within an exterior circle, indicating that these are the values that provide the context for practice and that Capital Health nurses strive to uphold.

Professional relationships. Capital Health nurses value teamwork within nursing and collaboration with other disciplines. All professional relationships rely on clear communication and expressions of mutual respect, appreciation, support, teamwork, and meaningful recognition. Within the PPM schematic, these concepts are at the base to indicate their foundational importance to creating a healthy workplace and excellence in health care outcomes.

Management approach. Collectively, Capital Health nurses use a professional governance structure to generate shared accountability between nursing leaders and nursing staff. In this structure, all nurses are empowered to participate in decision-making regarding practice and workplace issues. Depicted in the schematic as supporting the lamp, shared accountability provides an organizing structure and philosophy within which nurses practice.

Patient care delivery system. Capital Health Nursing values a patient-centered approach to care delivery. Patient-centered care provides dignity and respect, involving each patient and those that the patient identifies as family in all decisions about their health and care. Additionally, the Capital Health mission states, "To improve the health and well-being of the populations we serve in urban and suburban communities." These concepts are above the lamp in the schematic and reflect the importance of community and patient-centered care within Capital Health Nursing.

Advance of nursing excellence. Nursing at Capital Health strives to advance nursing excellence through evidence-based practice, rewards and meaningful recognition for all nurses and nursing staff. Within the schematic, the flame from the lamp symbolizes nursing excellence and evidence-based practice (underneath the lamp) supports it.

References

American Nurses Credentialing Center. (2023). Magnet Application Manual. American Nurses Credentialing Center.

Dossey, B. M. (2000). *Florence Nightingale: Mystic, visionary, healer*. Springhouse Corporation.

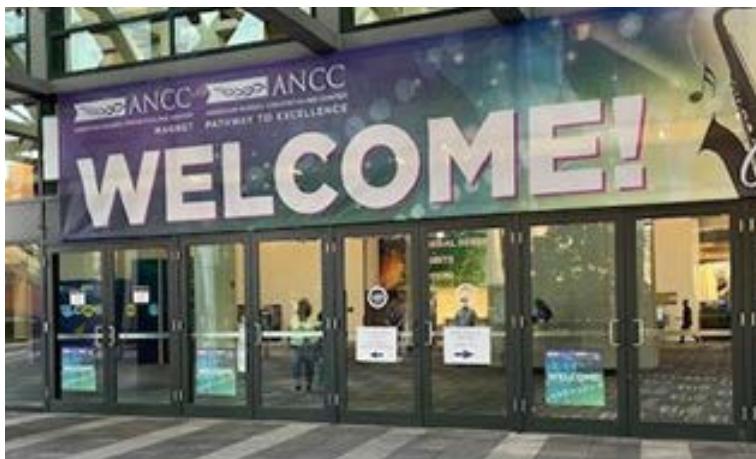
Silverstein, W., Kowalski, M.O. (2017). Adapting a professional practice model. *American Nurse Today*, 12 (9), 78-83.

Acknowledgement for the 2024 graphic: Fred Zimmerman

Capital Health Nurses Attend 2024 Magnet Conference in New Orleans

In October 2024, a team of nurses from Capital Health traveled to New Orleans, Louisiana to participate in the 2024 ANCC National Magnet Conference. Representing Capital Health were: **Deborah Mican, PhD, MHA, BSN, RN, CNOR**, Chief Nursing Officer; **Alicia Petrella, BSN, RN**, clinical nurse educator and Magnet Master co-chair; **Diana Exposito, MSN, RN, CCRN, CEN**, clinical nurse educator and Magnet Master co-chair; **Lori Schroeder, BSN, RN, CPAN, TCRN**, nurse manager; **Laura Zienowicz, MSN, RN, CCRN**, clinical nurse educator; **Jen Woodruff, BSN, RN**, assistant nurse manager; **Pamela Escher, MSN, RN, SCRN, ASC-BC**, Stroke Program coordinator; **Nicole Pierre, BSN, RN**, clinical nurse; and **Bonnie Altieri, PhD, RN, NEA-BC**, Magnet Program coordinator.

The conference had more than 13,000 participants from across the United States and many international representatives. The opening session featured a tribute to nurses and nursing with a New Orleans/Louis Armstrong theme and a keynote address from Robin Arzon, an attorney and fitness expert. Ms. Arzon motivated the conference attendees with stories from her past and encouraged those present to ask, "Why not me?" as well as to invest in themselves while protecting their energy and spirit. Other favorite sessions focused on the nurse resident transition year, an innovative approach to managing nurse turnover, and an evidence-based nursing leader development program.





Magnet Masters Kick Off the Flight to Magnet 6

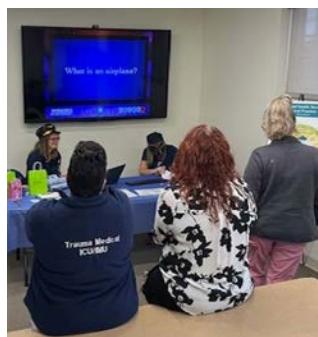
The Magnet Masters Committee is made up of Capital Health nurses who want to promote and strengthen the Magnet culture. The committee is co-chaired by [Alicia Petrella, BSN, RN](#), nurse educator, 5M and 6M, and [Diana Exposito, MSN, RN, CEN](#), clinical educator, Clinical Education Department. [Bonnie Altieri, PhD, RN, NEA-BC](#), Magnet Program coordinator, facilitates the committee.

Gearing up for the Magnet 6 designation process, Magnet Masters created a slogan and worked with Fred Zimmerman, graphic designer in Capital Health's Marketing Department, to design the graphic.



Leaning into the airplane and flight theme, the Magnet Masters sponsored two "Magnet Mania Days" in November 2024.

At these sessions, Magnet Masters facilitated a Magnet-themed Jeopardy game for Capital Health staff to test and refresh their Magnet knowledge. Treats from an ice cream cart were available for all participants and Insomniac Cookies were delivered to the departments with the most Jeopardy points. The winning departments at Capital Health Regional Medical Center were Rehabilitation, 2 Front, and Outerbridge 1. Winning units at Capital Health Medical Center – Hopewell were ICU/CCU and 6M. Representatives from Rider College and Drexel University were available to provide information and answer questions about advanced nursing degree programs.



Virtual Nursing Pilot Program

Capital Health Medical Center – Hopewell implemented a pilot program called Virtual Nurse (VN) in 2024. The initial trial included patients admitted to the Surgical Care Unit (4M) at Hopewell. The Nursing Workforce Committee on Technology supported this program. Members of this committee consisted of:

- Barbara Grande RN, MSN, BS-RNC; Senior Director of Clinical Informatics and Digital Transformation
- Shanah Orie, MS, BA; IT Clinical App Sys Analyst III
- Ishana Allen RN, BA, MSN, RN; IT Clinical Applications System Analyst II
- Jeff Gusst BSN, MBA, RN; IT Clinical App Sys Analyst III
- Joe Rich, IT Manager, Desktop Ops Support/ IT Infrastructure
- Angela Dito MSN, RN-BC, ACNO
- Sean Murphy, BSN, RN-BC; Nurse Manager, Float Pool
- Bruce Burns MSN, RN, NEA-BC; Director, Acute Care Services
- “Virtual” Nurses
 - Susan Larson, BSN, RN, MEDSURG-BC
 - Alyssa Robbin, BSN, RN
 - Katie Gavin RN
 - Eunice Green, BSN, RN
- 4M nursing staff
 - Erin Kelly-Gonzalez, RN
 - Jack Tyson, BSN, RN
 - Christopher Baker, RN
 - Debra Miller, MSN, RN
 - Jennifer Guzman, BSN, RN
 - Amanda Elzani, BSN, RN
 - Cheyenne Jones
 - Estefany Polanco
 - Gwendolyn Heierling

During the pilot, Capital Health looked to hire or appoint nurses into the virtual nurse role with at least three years of nursing experience, expertise in technology, including Cerner EHR (documentation/navigation), strong interpersonal/communication skills, mentoring ability, and critical thinking skills. All 4M patients were candidates for participation.

With new admissions, the 4M unit secretary initiated a conversation to introduce the virtual nurse program while rolling a portable device (real-time, two-way communication between the patient and the VN using the Zoom platform) into the patient's room. After setting up the device, the unit secretary would communicate with the VN via Tiger Text that the device and patient were ready. The VN would first enter the patient's room without video (via computer) to get verbal consent to turn on the camera. With permission, the VN entered the patient room via video, greeted the patient, and confirmed that sound and video quality were working.

The VN then worked through the admissions process with the patient. When each admission was finished, the VN completed a handoff to the primary nurse and asked the unit secretary to remove the device from the patient's room and set it up for any next patient.

To ensure a smooth process during the first two weeks of the pilot, a command center was set up and staffed by clinical informatics analysts. The team conducted daily touchpoint meetings on 4M at 8 a.m. These reviews included the number of cases as well as any documentation issues. Nursing staff and patient surveys were collected daily during the first several weeks that virtual nursing went live. Patients were asked to complete a survey after their experience with the VN. Patients and nursing staff expressed satisfaction with the pilot program.

The committee reviewed expectations with nursing leadership and was ready to expand the program to remove additional tasks from the bedside primary nurse. After reviewing staff surveys, the committee decided to expand the intake to include medication history, care plan initiation in collaboration with the patient, documentation of allergies and reactions, and the initiation of patient education items. The virtual team adjusted quickly to the expanded tasks. During the review process, there continued to be an increase in census and an increase in ED holds, with a substantial portion being observation-level patients. To enhance patient throughput and staff satisfaction, the team began to explore expansion at the Hopewell campus, include the Observation Unit, and review ED holds.

As the Virtual Nursing Program moves forward, there are plans to expand into multiple units at Capital Health Regional Medical Center with the goal of being active on four units. Expansion plans for virtual nursing include discharge education.

Capital Women in Philanthropy

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 nurses' ability to continue to provide innovative, compassionate, and high-quality care to our local communities.

In 2024, CWP funded 17 projects-with awards totaling more than \$90,000 to seed or advance initiatives impacting Capital Health patients, staff, and community.

1. Anti Vaping Education for Middle Schools

- Community Education, Capital Health Regional Medical Center
- Amount awarded: \$3,105
- Purpose: To educate students on the dangers of vaping and its long-term effect on their overall health.

2. Be Safe, Be Seen: The Life Saving Impact of High Visibility Safety Lights

- Bristol-Myers Squibb Trauma Center at Capital Health Regional Medical Center
- Amount awarded: \$3,245.12
- Purpose: Illumination devices to aid in the prevention of injury for cyclists and pedestrians.

3. Capital Health Provider Wellness Workshop

- Capital Health Medical Group
- Amount awarded: \$10,000
- Purpose: Workshop to help aid physician burnout and the negative impacts on patient care.

4. Capital Healthy Living, Improving the Health of Seniors in Need

- Population Health, Capital Health Medical Center – Hopewell
- Amount awarded: \$10,000
 - Second of three years of awarded grant
- Purpose: Capital Healthy Living is a support system designed specifically to improve the health and lifestyle of the seniors in the communities Capital Health serves.

5. Cardiac Surgical Unit – Advanced Life Support

- Cardiovascular Care Unit, Capital Health Regional Medical Center
- Amount awarded: \$8,000
- Purpose: Obtain funding for a staff education program from industry experts.

6. Community Baby Shower

- Planning, Capital Health Medical Center – Hopewell
 - a. Amount awarded: \$10,000
 - b. Purpose: Baby shower in the City of Trenton to allow community members to learn and connect with the vast array of services available to pregnant women and their children through Capital Health and community partners.

7. Destination Education: Stop the Bleed Training

- Satellite Emergency Department, Capital Health at Deborah – Emergency Services
 - a. Amount awarded: \$ 3,575.24
 - i. *Last year to grant Stop the Bleed
 - b. Purpose: Treatment that allows for the response of local emergency services and ultimate treatment in an emergency department setting.

8. Encourage, Educate, Empower

- a. Bristol-Myers Squibb Trauma Center at Capital Health Regional Medical Center (RMC).
- b. Amount awarded: \$10,000
- c. Purpose: Five students to attend the summer educational program, an in-service day at RMC.

9. Infant Bereavement / Remembrance Photography Equipment and Staff Education

- a. Labor and Delivery, Capital Health Medical Center – Hopewell
- b. Amount awarded: \$3,130
- c. Purpose: To provide enhanced equipment and staff education for the infant bereavement/ remembrance photography on the Labor and Delivery unit.

10. Let's Talk Spanish

- a. Labor and Delivery, Capital Health Medical Center – Hopewell
- b. Amount awarded: \$5,000
 - i. Pilot Program with L&D
- c. Purpose: Offer training in Spanish conversational skills by providing funds for staff to enroll in Mercer County Community College's Ed2Go "Spanish for Medical Professionals I and II."

Capital Women in Philanthropy (continued)

11. Pre-Natal Exercise Class for the Underserved Trenton Community

- a. Wellness Center, Capital Health Medical Center – Hopewell
- b. Amount awarded: \$2,600
- i. Pilot Program
- c. Purpose: Fund two monthly exercise classes in Trenton for low-income pre-natal patients, free of charge.

12. Reach Out and Read New Jersey

- a. Graduate Medical Education, Family Medicine Residency Program and Capital Health Primary Care – Brunswick Avenue (Trenton)
- b. Amount awarded: \$2,250
- c. Purpose: Train residents and providers on the importance of literacy and supply all pediatric patients aged 6 months to 5 years with one book each time they come in for a well visit.

13. R.I.S.E / Second Victim "Healing Hearts with Essentials Oils"

- a. Bristol-Myers Squibb Trauma Center at Capital Health Regional Medical Center
- b. Amount awarded: \$488.51
- c. Anonymously Sponsored – Fully funded
- d. Purpose: Offer emotional support and a holistic approach to healing for RISE 'Second Victims' within our Capital Health community who experience stress-related incidents in the workplace.

14. Second Step SEL Program

- a. Cares Program, Capital Health – East Trenton
- b. Amount awarded: \$2,329
- c. Purpose: To foster the social and emotional development of students from kindergarten to grade 8. Program aims to empower children with essential life skills, equipping them to navigate life's challenges and build a solid foundation for their academic and personal success.

15. Simulation Education Academy (Faculty)

- a. Clinical Education, Capital Health Medical Center – Hopewell
- b. Amount awarded: \$10,000
- c. Purpose: Send two educators to Harvard University's Center for Medical Simulation to attend a world-renowned program. They will learn how to work practically and strategically to translate simulation into gains for our learners, colleagues, and organization.

16. Supporting the 'Eat, Sleep, Console' Model in the NICU

- a. Neonatology, Capital Health Medical Center – Hopewell
- b. Amount awarded: \$6,000
- c. Purpose: to purchase one Snoo bed hospital package to facilitate the successful implementation of the Eat, Sleep and Console (ESC) program.

17. Time for Mom

- a. Quality and Patient Safety Department, Capital Health Medical Center – Hopewell
- b. Amount awarded: \$5,040
- c. Anonymously Sponsored – Partially funded \$2,500
- d. Purpose: NICU Moms will receive a gift certificate to come to the spa to choose from any of the services from our Quick Escapes menu.

Winter 2024 Nurse Residents Cohort use Journey Boards to Visualize Career Pathways

Using Journey Boards to Visualize Career Pathways in Nursing

Journey boards are powerful visual tools that allow nurses to map out and visualize their career journeys in a structured and engaging way. As part of the Nurse Resident Orientation Day, journey boards were introduced as a method to outline a sequence of events and milestones that precede the nurse's start at Capital Health. The journey board helps new graduate nurses envision their educational and career pathways, including both short-term and long-term goals.

By using journey boards, nurses can break down their career trajectory into manageable stages such as further education, gaining experience, pursuing certifications, and advancing into leadership or specialized roles. This approach helps them identify growth opportunities, anticipate challenges, and set realistic timelines to achieve their professional aspirations.

During the orientation, nurse residents had access to a variety of creative materials to personalize and enhance their journey boards, including crayons, markers, magazine images, and colored paper. This fun, interactive activity not only provided a break from the day's more formal sessions but also encouraged collaboration in a relaxed atmosphere, allowing cohort members to engage with one another.

Upon completion, each nurse presented their journey board in small groups, sharing their career path and aspirations with fellow residents and coordinators. This facilitated deeper connections between the nurse residents and coordinators, fostering a sense of community and mutual understanding. The group was impressed by the creativity and thoughtful stories that emerged, making the activity both insightful and meaningful for all involved.



Nurse Resident Evidence-Based Practice Projects

Winter 2024

- Medical Surgical Wound Helpers: Keianndra Currie, Tania Goncalves, Kira Key, Kaila Woods
Advisor: April Lang
- The Effectiveness of Daily Chlorhexidine Bathing on Preventing Central Line-Associated Bloodstream Infections: Lead– Isabella Scimone, Carley Newman, Diandian Wiles
Advisor: Maureen Adams
- Embracing New Technology to Reduce Readmission of CHF Patients: Donnie Pheor, Tammy Castillo, Khadijah Thomas, Britney Ochoa, Rosa Billups
Advisor: Kristy Sutterley
- Nurse-Driven Protocols in the Emergency Room: Paulina Zaluska, Alexandra Pocsi-Leslie, Mary Alexander, Jacqueline Gurry, Samantha Margiatto, Vincent Iorio
Advisor: Lara Manlio
- Having Experienced Nurses Triage Patients in the Emergency Department: Victorya Mosley, Geordann Brissett, Gloria Vazquez
Advisor: Karl Ferrar
- Enhances Recovery After Cesarean (ERAC): Sydney Vanvourellis, Justene Golino, Rashidat Somorin, Maisha Jeffers
Advisor: Karen Adamczyk
- Fall Risk Among Hospitalized Adults: Kathryn Irelan, Alexa Laflin, Rachel Dilts, Emily Ani-Zavala, Yendry Montero-Jimenez, Milka Espinal
Advisor: Doretha Joy Bray
- The Effects of Educating Nurses on Positioning Laboring Mothers: April Kotwicki, Brittany Lucci, Samantha Meck, Andreyanna Thermitus
Advisor: Nicole Rook
- Fall Prevention: Shemeeka Bayard, Ashley Greenwood, Jessica Meisberger
Advisor: Pamela Esher

Nurse Resident Evidence-Based Practice Projects (continued)

Summer 2024

- NIH Scale & the Importance of Education and Training: Cami Patton, Natalie Todavine, Karen Valle
Advisor: Mary Ravenel
- Early Ambulation and Urinary Retention Post-Surgery: Madison Rowe, Anjali Gandhi, Tamia Law, Caleigh Ridge, Alyssa Korch, Alexandra Stange, Myriam Isaac
Advisor: Michele Vazquez
- Pain Management in Cancer Patients: Reenauda Howard, Yvonne Stovall, Nina Pickering, Rudmita Mark, Alisha Patel, Jaylynn Morgan-Sanders
Advisor: Alicia Petrella
- The Golden Hour: Rheanna Bromwell, Jada Carr, Nicole Guerriero, Rebekah Leonard, Casey Oram, Karolina Wilson, Carly Ximenes
Advisor: Nicole Rook
- First Year Burnout is Real!: Christopher Baker, Samantha Armenti, Nijala Harris, Celeste Nassiah
Advisor: Laura Zienowicz
- Implementing Interdisciplinary rounding at the Bedside Beyond Critical Care: Peyton Grogan, Mary Joy Albano, Kaitlin Abrams, Jennifer Schulz, Samantha Slaza, Erin Tuomi, Julia Szyszko, Sarah Narayan
Advisor: Kim Coleman
- How the Use of Videos When Providing Discharge Education Affects Hospital Readmission in Adult Patients: Katelyn Huhn, Aileen Montalva, Elizabeth Gonzalez-Silva and Emily Torres
Advisor: McKenzie Carroll
- Topical Use of Breast Milk On Diaper Dermatitis: Aniya Robertson, Julianna Slominski, Keren Rodas
Advisor: Twyla Osei
- Moving Shift Report to the Bedside and How it Affects Incidences of Patient Falls in Hospitalized Patients: Sarah Pierre-Jacques, Willyn Joseph, Chiamaka Iloka
Advisor: Regina Kukulski

- **CLABSI Prevention:** LinLin Wan, Andria Sztojka, Mary Cook, Victoria Boyle, Meghan Bunner, Kristen Devaney
Advisor: Maureen Adams
- **The Effect of Diabetic Education:** Leigha Novelli, alba Gamboa Lajano, Autumn Weeks-Bracy, Shelby Guzman, Stephanie Candelaria, Stephanie Gines Class, Kierstyn Rhoades
Advisor: Heather Bloomer
- **Ultrasound Guided Intravenous Access in the ED:** Eric Gillard, Brandi Jones, Nicole Ladigoski, Ryan Stanford, Destiny Warriner
Advisor: Eddie Mae Luv Mangreum
- **Blood Culture Contamination Rates:** Samantha Buono, Michela DiMeglio, Kiley DeFelice, Lydia Hallman, Nicoleta Vatov, Corinthina Velasquez
Advisor: Dana Cammiso
- **A Comparison in Infection Prevention: CHG vs Soap & Water Baths in Critical Care Patients:** Nicole Hope, Kaitlyn Ludes, Roxana Rivas, Sabrina Sabry, Courtney Siedelhofer, Jessica Yanovitch
Advisor: Melissa Calix

Shark Tank Comes to Capital Health



As part of the Vizient Nurse Residency and Mentoring Program, all new graduate nurses enrolled in the program are required to complete an evidence-based project. This initiative helps nurse residents develop critical thinking, professional growth, and leadership skills while also serving as a powerful tool for improving patient outcomes. Throughout their residency, monthly sessions provide support and guidance in the development of these projects, culminating in a final presentation during their graduation.

The term "Evidence-Based Practice" (EBP) can often feel intimidating and overwhelming for new graduate nurses. Many associate it with complex, large-scale studies and statistical analysis that may seem daunting. To make EBP more approachable, the program's coordinators rebranded it in 2024, renaming it **Turning to the Evidence to Answer My Question**, or **T.E.A.M.** for short. This simple shift in terminology helps ease anxiety and encourages new nurses to engage more confidently with evidence-based decision-making.

To enhance engagement, the **T.E.A.M.** projects were evaluated using a dynamic "Shark Tank" style format. This structure provided a lively and interactive way for nurse residents to present their work while receiving valuable feedback. The format consisted of four key components:

- **The Pitch** – Nurse residents had 10 minutes to present their **T.E.A.M.** project.
- **Q&A** – A panel of "sharks" asked questions to gain a deeper understanding of the project.
- **Feedback** – The sharks provided constructive feedback and suggestions for improvement.
- **Decision** – Each shark determined whether they would "invest" in the project, offering resources, paid time, or other support to help implement the idea.



This innovative format was introduced during the winter 2024 Nurse Resident graduation. Of the four projects selected by the sharks, one team eagerly accepted the opportunity to advance their work: **Medical Surgical Wound Helpers**, presented by Keianndra Currie, Tania Goncalves, Kira Key, and Kaila Woods. Their project will now progress to the next phase as a research initiative, demonstrating the potential impact of this engaging and supportive approach to evidence-based practice.

By re-imagining how EBP is introduced and evaluated, Capital Health is empowering new nurses to embrace evidence-based decision-making with confidence, driving improvements in patient care and professional development.

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