



2022 Annual Report | Thomas Jefferson University Hospitals

The Jefferson Nurse



Jefferson Health[®]

HOME OF SIDNEY KIMMEL MEDICAL COLLEGE

uncompromising care

MISSION

We improve lives.

VISION

Reimagining health, education and discovery to create unparalleled value.

VALUES

Put People First | *By being service-minded, respectful and embracing diversity*

Be Bold & Think Differently | *By being innovative, courageous and solution-oriented*

Do the Right Thing | *By being safety-focused and having integrity and accountability*

CONTRIBUTORS

Victoria Balbi, BSN, RN

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Grace Smalley, BSN, RN, CCRN

Tara Smith, BSN, RN, CCRN



2022 ANCC National Magnet and Pathway Conference

The co-located ANCC National Magnet Conference® and ANCC Pathway to Excellence Conference® was held in Philadelphia in October 2022. This nursing conference united more than 11,000 nurses from around the world to celebrate nursing excellence in the City of Brotherly Love. Hosted by the ANCC, the conference was attended by professionals from numerous healthcare organizations, including Thomas Jefferson University Hospitals. A total of 41 nurses from Thomas Jefferson University Hospital, Jefferson Methodist Hospital, Jefferson Hospital for Neuroscience, affiliated ambulatory practices and other Jefferson Health hospitals were able to attend.

This year's participation was supported by a financial grant from the Dorrance Hill Hamilton Fund to Advance Nursing Excellence. In addition to the conference attendees, 65 Thomas Jefferson University Hospital nurses served as volunteers. The volunteers provided over 220 hours of volunteer time during the conference. Various roles were allocated to the volunteers: registration assistant,

greeter, guide, volunteer office assistant and concurrent session moderator.

The conference included a wide range of educational sessions, such as keynote presentations, panel discussions and workshops, which covered various topics related to nursing practice and leadership and provided an opportunity for nurses to earn continuing education credits. It also provided an opportunity for nurses to network with their peers, share best practices, and learn about the latest developments in their profession. Attendees were able to visit an exhibit hall where they learned about the latest products, services and technologies that are available to support nursing practice and patient care. The conference was an exceptional opportunity for attendees to learn about the latest research, innovations and best practices in nursing.

Thomas Jefferson University Hospitals' work was showcased through a podium presentation, "Magnet4Europe: Accomplishments and Future Course," co-presented by



Christie DiMichele, DNP, RN, NEA-BC, MPD. Three posters were also presented at the conference: "Impact of Using a Transition Nurse in Improving Hospital Admission," presented by, Lori Belcher, MSN, RN, CCCTM, NE-BC, RN-BC, Jefferson Methodist Hospital nurse manager; David Dacanay, DNP, RN CCCTM, RN-BC, NE-BC, MPS; and Nancy Lutner, MSN, RN, CRRN, CPCS, Jefferson Methodist Hospital B6 "Innovative Incentive Program for Covering Unplanned Absences without Financial Burden to the Institution," presented by Marybeth Foy, MSN, RN, nurse manager, and Lois Grant, BSN, RN, clinical nurse, RRT; and "Leveraging The Magnet Culture to Optimize Antibiotic Stewardship," presented by Eleanor Fitzpatrick, DNP, RN, AG-CNS, ACNP, CCRN, CCCTM, CPL, Thomas Jefferson University Hospital SICU.



Magnet 4.0 Re-designation

The ANCC Magnet Recognition Program® recognizes healthcare organizations for quality patient care, nursing excellence and innovations in professional nursing practice. Thomas Jefferson University Hospitals first earned Magnet designation in 2009 and was re-designated in 2013 and 2018.

In order to maintain Magnet status, re-designation is required every four years. This ensures that standards of the ANCC Magnet Recognition Program® are met, and that nurses and the interprofessional team continue to sustain and improve patient outcomes over time.

In June 2022, Thomas Jefferson University Hospitals submitted the written documentation that provided evidence of the organization's ongoing commitment to nursing excellence and quality patient care. The document demonstrated that the Magnet program's standards and criteria were met and that improvements and innovations in nursing practice have been implemented since our last designation. We passed the standards for excellence with the written documentation and were immediately scheduled for a site visit on December 12–16, 2022.

The site-visit process involved a rigorous in-person evaluation of the organization's nursing practice. Four ANCC appraisers were on site to assess the organization's compliance with the Magnet Recognition Program's standards and criteria. The Magnet appraisers spent four-and-a-half days meeting and interacting with nurses and the interprofessional team in order to clarify, amplify and verify what was written in the document. The site visit involved visits to Jefferson Methodist Hospital, Jefferson Hospital for Neuroscience, Thomas Jefferson University Hospital and all ambulatory practice settings; volunteer work of 20 clinical nurse guides; visits to 90 inpatient units and ambulatory areas; over 130 meetings; interviews of 1,082 clinical nurses; and interactions with multiple interdisciplinary staff.

The re-designation process was an opportunity for the organization to reaffirm our commitment to nursing excellence and to demonstrate ongoing progress in improving nursing practice and patient care. This site visit allowed nurses to highlight the achievements in nursing practice and brag about their collective commitment to providing patients with the highest quality of care. The organization was scheduled to be notified of the outcome of the re-designation application in early 2023.

Nurses Station



TRANSFORMATIONAL LEADERSHIP



A Message from Thomas Jefferson University Hospitals Chief Nursing Officer



Dear Friends and Colleagues,

I am pleased to present to you the 2022 Thomas Jefferson University Hospitals Annual Nursing Report. This is a place where we, as nurses, embrace our mission, vision and values in the way we deliver care to our patients. We are here to improve the lives of others by excelling in clinical practice and providing an extraordinary patient and family-centered experience.

Thomas Jefferson University Hospitals is Magnet® designated, which is the gold standard for nursing excellence. Magnet is the highest and most prestigious distinction a healthcare organization can achieve. We have obtained the prestigious Magnet designation three times in the past. In June of 2022, our fourth Magnet re-designation document was submitted and a team of Magnet appraisers visited our organization in December of 2022. Jefferson nurses, in partnership with our interprofessional teams, demonstrated their dedication to improving outcomes for patients and families and improving the nursing and patient-care environment.

Our nurses continually rise to the challenge and make a difference in the lives of the patients they serve. They collaborate with colleagues, patients and families to fulfill our nursing mission of improving lives. Our nurses put patients first and create caring and innovative patient-care delivery systems while also looking after themselves and their colleagues. We are grateful for them and the many sacrifices they make every day.

Our Nursing Professional Governance Board and unit-based councils partner with nursing leaders to maintain a caring and collaborative culture that focuses on empowering clinical nurses to direct and sustain their own professional practice. The voices of our nurses are critical and drive needed improvements in nursing practice and patient outcomes. Our teams not only work at the bedside, but also volunteer in the community, participate in professional nursing organizations, and share nursing research and new knowledge in multiple forums.

It is my privilege and honor to lead this amazing team of courageous and dedicated nurses who remain strong, excel in nursing practice, and provide compassionate care to the patients and families they serve.

With gratitude,

A handwritten signature in blue ink that reads "Mary Beth Edger". The signature is fluid and cursive.

Mary Beth Edger, DNP, MHA, RN, NEA-BC
Senior Vice President, Patient Care Services & Chief Nursing Officer
Thomas Jefferson University Hospitals

A Message from Jefferson Health Chief Nurse Executive Officer



Dear Jefferson Nurses and Patient Care Teams,

As the world resettles from the latest phase of the pandemic, hospitals and health systems have faced significant challenges including staffing, employee wellbeing, financial health and recovery. I have witnessed firsthand what the Jefferson nursing community can accomplish, and I am confident that we will overcome these challenges together as we focus on these areas moving forward.

Amidst these difficulties, I'd like to take a moment to recognize some accomplishments.

- In January, we launched the first ever system-wide Nursing Professional Governance structure. The model has four councils, three of which are chaired by clinical nurses and have majority clinical nurse representation. The fourth is a leader council that includes nurse managers and directors from across the system.
- We have enhanced key parts of our nursing workforce optimization by expanding the Jefferson Health flexible RN "S.E.A.L." team, launching the Virtual Nurse and Nurse Emeritus (retired RN corps) Programs to support key clinical needs including new nurse transition.
- We continue strong partnership with the Jefferson College of Nursing and other academic partners to assure a strong future nursing workforce and opportunities to grow and further develop our existing nursing teams.
- In September, Joe Cacchione, MD joined us as our new enterprise CEO. In his first several weeks, Joe joined me and other leaders to kick off the annual ANCC Magnet Conference, held here in Philadelphia. Ten thousand nurses joined us to learn and celebrate excellence in professional nursing practice. One of the key highlights of the conference was getting to meet Ernest Grant, the immediate past president of the American Nurses Association.

Dynamic changes will continue to be a part of our collective reality. This requires a strong culture and health work environment focus.

Thank you for all that you continue to do for our patients, families and one another. As a community of nurses, you truly embody the characteristics of our Jefferson Health professional practice model through your expertise, integrity, advocacy and innovation.

With kindness & gratitude,

Kate FitzPatrick, DNP, RN, NEA-BC, FAAN
*Executive Vice President
 Connelly Foundation Chief Nurse Executive Officer
 Jefferson Health*



Jefferson Health
Jack
REGISTERED NURSE BSN

Jefferson Health

Jeon

Safety Reminders - Sepsis
Understanding Sepsis Definitions
Severe Sepsis:
Sepsis + acute end organ dysfunction
The focus of Epic enhancements applies to Severe Sepsis with
Jefferson Health

A Message from the Nursing Professional Governance Chair



Dear Colleagues,

Greetings and welcome to the 2022 Nursing Annual Report for Thomas Jefferson University Hospitals. Nursing Professional Governance (NPG) serves as a driving force, inspiring and guiding us in our pursuit of providing safe, high-quality, compassionate care to our patients, and positively influencing the nurse work environment. Our clinical nurses hold a prominent position in our organization and play a crucial role in shaping our culture and practice. Their presence and representation can be felt at every level of leadership, from the bedside to across the Jefferson Health clinical enterprise.

In 2022, we achieved numerous noteworthy accomplishments. During Nurses Week, we celebrated our nurses with a carnival-themed event and continued to acknowledge their exceptional efforts through the Nursing Quality Caring Award. Each unit nominated a nurse who embodies excellence in nursing practice, and the NPG cast its votes to forward these individuals for consideration for the Enterprise Nursing Quality Caring Award. The nursing ancillary staff was honored with the inaugural Nursing Ancillary Quality Caring Award, and our nurses continued to receive recognition through the Daisy Awards and unit-based awards programs.

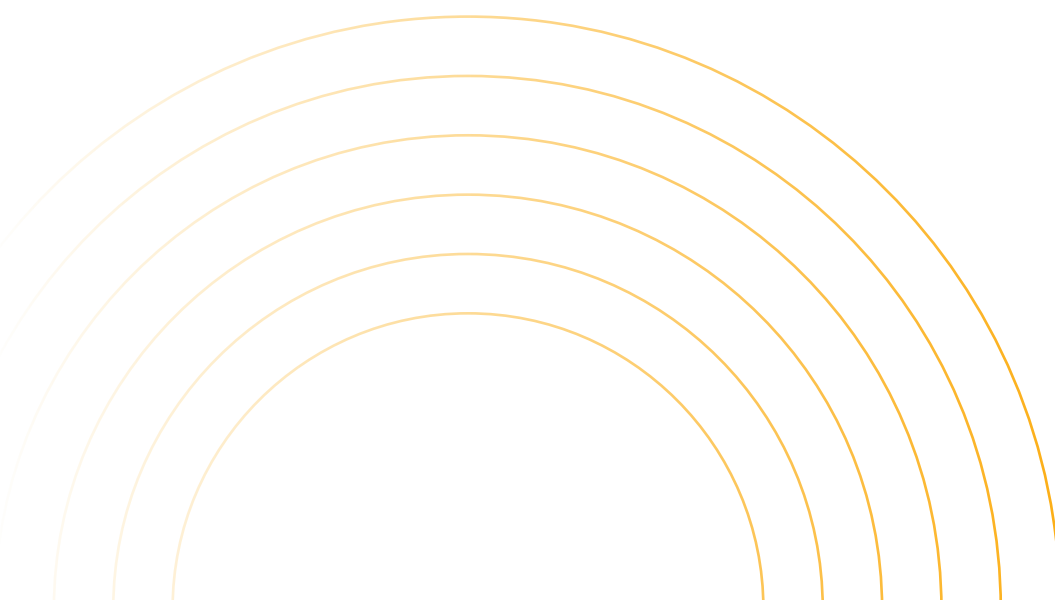
We also participated in and hosted the Magnet® Conference in Philadelphia, with a substantial delegation attending. In December, we welcomed Magnet® appraisers to our campuses and practices to exhibit our exceptional nursing practice during the Magnet® site visit. These events and updates were regularly communicated to all via the NPG monthly newsletter.

In 2022, we demonstrated our remarkable resilience and strength as nurses. I extend my gratitude to all of you for granting me and the other council chairs the privilege of representing you. It is with immense pride that I affirm that we are Jefferson nurses. I invite you to peruse the report and learn about our impressive accomplishments in 2022, and I look forward to an even brighter future in 2023.

Sincerely,

A handwritten signature in blue ink that reads "Tara J. Smith".

Tara Smith, BSN, RN, CCRN
Clinical Nurse, Rapid Response Team
NPG Chair





Leadership and Involvement in Professional Organizations

Denise Diaz, MSN, RN, CAPA, CPAN, Clinical Nurse

- Pulse of Pennsylvania Association of PeriAnesthesia Nurses (PAPAN) Newsletter – American Society of PeriAnesthesia Nurses (ASPAN) Component Newsletter editor

Helen (Lynn) Kane, MSN, RN, MBA, CCRN, Clinical Practice Leader

- (ASPAN) – member, National Education Approver Committee
- New Jersey /Bermuda PeriAnesthesia Nurses Association (NJBPANA) – chairperson, vice president (president-elect) and member, Board of Directors

Erin Kelley, BSN, RN, CCRN, SCRNP, Nurse Manager

- Southeastern Pennsylvania Organization of Nurse Leaders (SEPONL) – member, Education Committee and Education Conference Planning Committee

Suzanne Lagner MSN, RN, NE-BC, Director of Nursing and Patient Care Services, Women and Children

- Pennsylvania Organization of Nurse Leaders (PONL) and SEPONL) – member

Jeanette Palermo, DNP, RN, NP-BC, PCCN-K, Director of Professional Practice & Research

- Commission on Collegiate Nursing Education (CCNE) – chair, Nomination Committee
- Pennsylvania Action Coalition Nurse Residency Committee (PA-NRC) – chair

John Renzi, DNP, MBA, RN, CCCTM, NE-BC, Vice President, Patient Care Services

- PONL, Southeastern PA Chapter (SEPON) – co-chair

Felicia Rivera, BSN, RN, OCN, BMTCN, CCRN, Clinical Nurse Educator

- Oncology Nursing Society – former president, Southern Jersey Shore Chapter
- Oncology Nursing Certification Corporation – member, Oncology Certified Nurse (OCN®) Individual Learning Needs Assessment (ILNA) Development Committee

Jonathan Sleva MSN, RN, SCRNP, Nurse Manager

- SEPONL – board member at large

Linda Wright, DrNP, RN, CNN, CCTC, Clinical Manager of Abdominal Organ Transplant, Transplant Services

- American Nephrology Nurses Association – associate editor, Nephrology Nursing Journal

Theresa P. Yeo, PhD, MPH, ACNP-BC, AOCNP, FAANP, Surgical Oncology Nurse Practitioner

- Fellows of the American Association of Nurse Practitioners (FAANP) – Annual Grants and Scholarship Program Review Committee
- Oncology Nursing Society – mentor, Clinical Journal of Nursing Writing Program
- Oncology Nursing Certification Corporation – member, Recognition Subcommittee

Nurse Leader Development Program

Jefferson Health supports nurse leaders in improving their professional and leadership competence. This includes focusing on evidence-based outcomes in conjunction with developing, supporting and assisting staff in delivering high-quality, safe patient care. The implementation of the Nurse Leader Development Program in 2022 exemplifies this commitment. The program was designed to equip nurse leaders with the knowledge and skills they need to excel in providing direction and preparing for the future climate of nursing and nurse leadership. Learning activities focus on enhancing leadership abilities, emphasizing people management, quality and safety, and financial management.

Nurse managers who have been in their roles at Jefferson for a minimum of six months and a maximum of 18 months were selected for the 2022 cohort. Participants in the program included nurse leaders from across Jefferson Health, including all areas of Thomas Jefferson University Hospitals. As a blended program, it involved live sessions and remote learning, a preparatory online learning course works, comprehensive action learning, and access to a 360-feedback tool. The program consisted of 13 hours of coursework over 14 weeks from June 2022 to November 2022. Participants had mentoring sessions and hands-on training to help develop the skills they needed to manage teams, communicate effectively and make strategic decisions.

Nurse manager participants include Christina Choyce, MSN, RNC-NIC, CCCTM, CBC, C-ELBWICN; Jimica Douglas, BSN, RN; Vincent Gonzales, BSN, RN, CCRN; Jacquelyn

Jamrogowicz, BSN, RN; Erin Kelley BSN, RN, CCRN, SCRN; Angela Miller BSN, RN, CCCTM; and Valerie Seccia, BSN, RN.

The partnership of the participants with their program mentors was the key to the success of the program. The mentors were the participants' direct supervisors, and participants had protected time to attend live sessions and complete online modules. The mentors met regularly with the nurse managers and supported direct reports' action learning. As the CNO division facilitator for Thomas Jefferson University Hospitals, Mary Beth Edger, DNP, MHA, RN, NEA-BC, senior vice president, Patient Care Services, and chief nursing officer, collaborated with the participants' supervisors to promote a supportive learning environment for participants to engage in all learning activities. Participants were grateful for the networking opportunity offered through the program as they were able to connect with their peers, share ideas and best practices, and build professional relationships.

The Nurse Leader Development Program is beneficial for the nurse leaders, the overall organization and the community we serve. As nurses in leadership positions develop new skills and knowledge, they can bring innovation and new ideas to the organization, improve patient outcomes, and increase efficiency and cost savings. Professional development is a lifelong process, and it is essential that leaders continue to learn, grow and adapt to the changing healthcare environment. This program is now offered to all new Jefferson Health nurse managers.



NURSING LEADERSHIP DEVELOPMENT
#TheJeffersonNurse



STRUCTURAL EMPOWERMENT



Messages from the Nursing Professional Governance (NPG) Global Council Chairs: **Nurse Well-being Global Council**



Dear Colleagues,

Our council is dedicated to promoting nurse recognition and providing resources to improve nurses' overall health and well-being. Through regular meetings, presentations and information dissemination, we aim to spread information on wellness and peer-support programs throughout unit councils in our division. Our members act as wellness advocates and offer support and encouragement to their colleagues while sharing ideas and resources for a healthier work life.

In the year 2022, the Well-being Global Council achieved several notable accomplishments. We established unit-based recognition programs in most units within our hospitals, recognized the achievements of our peers through individual nursing unit programs, and developed a comprehensive rewards and recognition reference toolbox. Additionally, we provided education on the DAISY award process and introduced numerous DAISY Foundation recognition opportunities. The council also formed a Nurse Recognition Subcommittee to organize year-round recognition events, and fostered a plan for the next Nurses Week celebration.

Nurses Week 2022 was commemorated through the Well-being Council in collaboration with hospital administration. We presented the Jefferson Nurse Quality Caring Award to honor nurses who exemplify caring behaviors as outlined in the Quality Caring Model developed by nursing theorist Dr. Joanne Duffy. We also coordinated the Quality Caring Ancillary Award, which acknowledges the vital contributions of our nursing ancillary staff. The NPG also supported the collection of five boxes of food donated to Philabundance in the name of Jefferson Nursing.

The Professional Practice Model for Jefferson Nursing and Dr. Joanne Duffy's Quality Caring Nursing Model served as the foundation for the Well-being Global Council's Caring Project. Members were encouraged to participate in this initiative to embed caring into the healthcare environment. Through this project, unit councils identified caring behaviors that impacted their well-being, celebrated their team's strengths, and created action plans to improve a chosen caring-relationship concept. These projects were shared with the council for further dissemination and implementation.

The Well-being Global Council is committed to promoting healthy nursing work environments by encouraging meaningful nurse recognition and providing wellness resources. We encourage all nurses to take advantage of the opportunities and resources provided by the council to enhance their well-being in the workplace.

Respectfully,

Grace Smalley, BSN, RN, CCRN
Clinical Nurse, Thomas Jefferson University Hospital Surgical Intensive Care Unit
Nurse Well-being Global Council Chair

Professional Development Global Council



Dear Colleagues,

The Professional Development, Evidence-Based Practice and Research Council (PD Council) holds regular meetings to discuss a variety of topics related to nursing, including patient and family education, continuing education, orientation, new products, policies and procedures, evidence-based practice, research, quality improvement, Institutional Review Board, publications, and nursing certifications.

In 2022, the council made significant efforts to improve communication with nursing staff about changes and substitutions of new products from the supply chain. Partners from the areas for Nursing Continuing Professional Development and Research Department frequently present updates on product changes at monthly meetings, allowing members to provide direct feedback or raise questions. The council has also highlighted available programs for professional advancement and increased awareness of professional development resources for nurses.

The council has been actively involved in planning for Certified Nurses Day. PD Council members have voted on various ways to recognize certified nurses and promote certification programs. Strategies used include raffles with gift-card prizes, unit celebrations and signage throughout the campuses to celebrate the professionalism and expertise of certified nurses. The council also contributed to developing the Clinical Nurse Ladder Program (CNLP) in 2022 by providing focused education and communication to support the program's implementation. Several council members applied and were accepted as Divisional CNLP Review Board members. They served as resources and mentors for applicants from their units to facilitate the program's implementation throughout the division. The council also provided feedback to the steering committee overseeing the program, allowing clinical nurses to have direct input into the program's structure and content.

The PD Council is committed to educating and empowering nurses. We aim to continue our efforts in the future by expanding the knowledge and resources available to nurses in evidence-based practice, quality improvement and research projects. This will help nurses stay current with the latest developments in their field and improve the quality of care they provide to patients.

Sincerely,

Megan Gibson, BSN, RNC-NIC

*Clinical Nurse, Thomas Jefferson University Hospital Intensive Care Nursery
Professional Development, Evidence-Based Practice and Research Chair*

Quality, Safety and Informatics Global Council

Dear Colleagues,

The Quality, Safety and Informatics Global NPG Council plays a vital role in advancing the practice of nursing. The council is dedicated to promoting quality improvement initiatives, improving nurse-sensitive indicators, and partnering with our colleagues in security, nurse informatics and quality to work on initiatives that improve patient outcomes and the nursing-practice environment. The groups' key responsibilities include educating and training clinical nurses on various topics related to quality, safety and informatics and eliciting nursing input to improve patient-care delivery and the nurse work environment.

In 2022, the group collaborated with interdisciplinary committees from CLABSI, CAUTI, Falls, Safety/Security and Hospital-Acquired Pressure Injuries to improve nursing-sensitive indicators. For example, education on the proper use of the Posey Sitter on Cue Alarm was disseminated through the council to the nursing units with the goal of decreasing falls in our hospitals. Nurses from our council were also involved in instituting new security practices such as expanding Strongline to all ambulatory areas, implementing metal detectors at all hospital entrances, and revising visitor policies. In addition, frequent updates and input from the council about changes in EPIC assisted in supporting safe and efficient documentation.

Our group fosters an environment of collaboration and open communication among clinical nurses. We encourage ongoing discussions on current topics and challenges that clinical nurses face, and work together to find solutions. By fostering a culture of quality and safety, nurses are better equipped to deliver the best possible care to their patients. The Quality, Safety and Informatics Global Council is an essential part of the NPG and plays a critical role in advancing the practice of nursing.

Kind regards,



Victoria Balbi, BSN, RN

Clinical Nurse, Jefferson Methodist Hospital PACU

Quality Safety and Informatics Global Council Chair



Nursing Professional Governance (NPG)

Since its redesign in 2019, the NPG continues to support a professional practice environment that aligns with the Magnet model component of structural empowerment. As a nonhierarchical structural framework within the organizations, it supports clinical nursing ownership of practice, engagement, role development, professional development and a positive practice environment. The NPG provides professional registered nurses access to empowerment structures that are enabled through authentic and supportive leadership and positively impact professional autonomy, respect and trust.

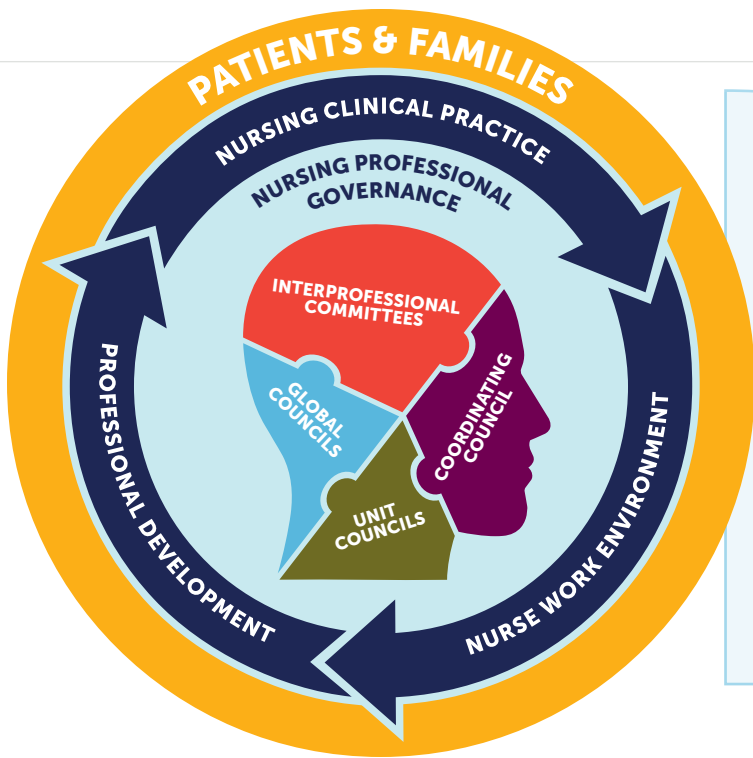
The NPG consists of a coordinating council, three global councils, and unit-based shared governance councils. The three global councils are the Nurse Well-being Council; the Nursing Professional Development Evidence-Based Practice and Research Council; and the Quality, Safety and Informatics Council. Specific interprofessional nursing committees also partner with the NPG councils to improve nurse-sensitive indicators and optimize patient outcomes.

Unit-based councils are also an example of our shared leadership. Unit leaders manage each patient-care area and collaborate with members of their unit council, clinical nurses and the interprofessional team to enhance the unit's daily operations. The teams are supported by structures that allow open communication about the safety, clinical educational and practice issues, where any team-improvement efforts implemented at the unit level impact clinical outcomes and patient-satisfaction scores.

In addition, there are several divisional-level interprofessional teams and workgroups. These standing workgroups meet monthly and discuss ways to improve patient outcomes such as falls, interprofessional catheter-acquired urinary tract infections (CAUTIs), central line-associated bloodstream infections (CLABSIs), and hospital-acquired pressure injuries (HAPIs). The membership in these workgroups includes professional nurses from various areas and other key stakeholders. Nurses co-lead each team and collaborate to review data, evaluate trends, identify barriers, and design and implement solutions using process and quality-improvement methodology. Nurses also participate in many other interprofessional groups that address improving workflows and patient and staff safety in the patient-care environment and the nursing-practice environment. These groups include workgroups related to medication safety, security and staff safety and employee recognition.

Jefferson provides a structure for nurses to participate in decision-making at the unit and organizational levels. Numerous improvements in patient outcomes in 2022 originated from the work of shared leadership councils and interprofessional committees. Examples of these include the falls interprofessional workgroup actions to enhance the implementation of patient fall-prevention strategies and the CAUTI interprofessional workgroup to develop a workflow for the nurse-driven indwelling catheter discontinuation protocol.





The Clinical Nurse Ladder Program

The Jefferson Health Clinical Nurse Ladder Program (CNLP) is a five-tiered professional advancement program that recognizes and rewards advancements in clinical practice and commitment to the nursing profession. It is based on the four pillars of the AANC Magnet Standards: Transformational Leadership, Structural Empowerment, New Knowledge and Innovations, and Exemplary Professional Practice. The program's overview, framework and eligibility requirements were written and are continually revised by the CNLP Enterprise Steering Committee, which consists of clinical nurses, nurse leaders and representatives from every Jefferson Health entity. The divisional resource team includes Catherine Levonian, PhD, MPH, RN, professional development specialist; Caitlin Harley, MSN, RN, CCRN, SCRN, CCCTM, clinical practice leader; and Megan Gibson, BSN, RNC-NIC, clinical nurse.

Clinical nurses use PowerApps, a Microsoft 365 software application, to apply for a tier on the ladder. The application is available within the institution's email license and was built and maintained by an internal healthcare business analyst. It provides the clinical nurses with detailed information on each pillar of the written guidelines and steers them through the application process. On May 26, 2022, the program had an official kickoff at Thomas Jefferson University Hospitals with a virtual nursing town hall hosted by Mary Beth Edger, DNP, MHA, RN, NEA-BC, senior vice president, Patient Care Services, and chief nursing officer. Over 150 nurses attended the event. An internal CNLP Review Board was established to include clinical nurses, nurse managers, clinical practice leaders, Jefferson College of Nursing faculty, nursing administrators and professional development specialists.

The Review Board utilized several methods to ensure ongoing and thorough communication across the division.

They set up and maintained a community page on our intranet site myJeffHub that provided clinical nurses with the CNLP guidelines, resources for success and a quick link to the CNLP application. The Review Board members also regularly held informational sessions for all nurses. One-to-one mentoring sessions were also offered to all clinical nurses to help create and complete applications. Review Board members also rounded in clinical areas and provided information, snacks, pens and stickers to spread the word about the program. Currently, CNLP applications are accepted on a quarterly basis.

In partnership with the Enterprise Steering Committee, Thomas Jefferson University Hospitals officially opened the first CNLP application window on September 1, 2022, with a launch at a virtual nursing town hall. The first application window obtained more interest in the CNLP than expected, with over 300 completed applications ready for review. After the Review Board members evaluated all the applications, 280 clinical nurses were approved for a tier on the ladder. Both full-time and part-time clinical nurses were approved for all levels of the CNLP, with 125 approved for Clinical Nurse Level 2 (CN2), 132 approved for Clinical Nurse Level 3 (CN3), 17 approved for Clinical Nurse Level 4 (CN4), and 9 approved for Clinical Nurse Level 5 (CN5).

The next application window opened on December 1, 2022. Due to the high volume of applications received in the first review period, the Review Board expanded its membership and added more clinical nurses to assist with the reviews for subsequent application periods. The December application period received 192 ready-to-be-reviewed applications. After evaluating all applications, 178 clinical nurses were approved for a tier on the ladder.

Review Board Members and 458 Clinical Nurses Approved for the Clinical Nurse Ladder Program

Thomas Jefferson University Hospitals Review Board

As of November 2022

Co-Chairs:

Megan Gibson, BSN, RNC-NIC
Caitlin Harley, MSN, RN, CCRN, SCRn, CCCTM

Project Mentor:

Cathy Levonian, PhD, MPH, RN

Clinical Nurses:

Nancy Glatfelter, BSN, RN, CEN, TCRN
Olivia Askin, BSN, RN
Lisa Cline, MSN, RN
Diana Pinzon, BSN, RN-BC
Timothy Farley, BSN, RN, CCRN
Tracy A Troy, BSN, RN, CBC
Meghan Palinkos, BSN, RN CCRN
Marleah Dimenna, BSN, RN OCN
Courtney Haenn (Kelly), BSN, RN, CCCTM
Nicole Lenegan, MSN, RNC-MNN
Lyndsey Matteo, BSN, RN-BC

Nursing Professional Development:

Jeanette Palermo, DNP, RN, NPd-BC, PCCN-K
Amy Lipsett, MHA, BSN, RN, NPd-BC

Clinical Nurse Specialist:

Beth Hurwitz, MSN, AGCNS-BC, ED

Nurse Managers:

Chris Choyce, MSN, RNC-NIC, CCCTM, CBC, C-ELBW
Marie Wilson, MSN, RN, CRNP, CCRN, CNRN

Administrator:

Angel McCullough, DNP, RN, MBA, CCRN, NEA-BC

Jefferson College of Nursing Faculty:

Marybeth Pavlik, DNP, RN, Jefferson College of Nursing

Clinical Nurses Approved for the Clinical Nurse Ladder Program

As of December 2022

Adele Mcgonagle, ASN, RN, CPAN
Adrienne Moore, BSN, RN, RNC-OB, CBC
Adrienne Sheehan, MSN, RN, CEN, CCRN
Aileen Small, BSN, RN
Alana Miller, BSN, RN
Alexa Wawrzonek, BSN, RN, SCRn
Alexandra Criticos, BSN, RN
Alexandra Lohse, MSN, RN, OCN
Alexandra Volko, BSN, RN
Alexandra Weirnerman, RN
Alexis Barrasso, BSN, RN
Alexis Lockley, BSN, RN
Alicia Koppe, BSN, RN, CBC
Alissa M Foca, BSN, RN, RNC-NIC
Allison Mishoe, BSN, RN, CNOR
Allison Nystrom, BSN, RN, CCRN
Allison Shlemon, MSN, RN-BC
Alyse Ameer, RN
Alysha Scarperia, BSN, RN
Alyshia Dellatore, RN
Alyssa Criticos, BSN, RN, RNC
Amanda Rose, BSN, RN-BC
Amanda Saylor, BSN, RN
Amanda Zebrowski, BSN, RN
Amber Semanchyk, MSN, RN-BC
Amberlyn Sheridan, BSN, RN
Amy Chiem, BSN, RN-BC
Amy Olinger, BSN, RN, PCCN
Amy R Graham, BSN, RN
Amy Schimanski, BSN, RN, CBC
Andrew Harmon, BSN, RN, CCRN, CNRN
Andrew Maceyko, BSN, RN
Andrew Maenner, BSN, RN
Andy Quan, BSN, RN, SCRn
Aneeta Sam, BSN, RN
Angela Caso, RN
Angelina Scott, BSN, RN, CCRN
Angelique Hickman, BSN, RN, CCCTM
Anna Majkut MSN, RN, MSRN, CCCTM
Anna N Schenker, MSN, RN-BC
Annamarie Gatti, RN, CCRN
Anne L Estrella, RN
Annette M Noll, BSN, RN, OCN, ORN
Anthony Dinardo, BSN, RN, SCRn, PCCN
Anthony J Losongco, RN
Anthony Rauscher, BSN, RN
Ariel Greene, RN
Ashley Gould, RN
Ashley Navarro, MSN, RN
Ashley Singer, BSN, RN



Ashley White, BSN, RN-BC, CCCTM
Ashton Wentzel, BSN, RN, CCRN, PCCN
Aubrey Cook, BSN, RN
Barbara J Wicker, RN
Barbara Klenk, BSN, RN
Barbara L Pables, BSN, RN, RN-BC, OCN, ORN
Barbara Taragna, BSN, RN
Barscy Minoza, BSN, RN-BC
Bernadette Barone, BSN, RN
Betsy L StClair, RN
Binny Mann, BSN, RN, PCCN
Brandi Hamm, BSN, RN
Brenda Marzulli, BSN, RN-BC
Brendan McCarel, BSN, RN
Brenna Sanford, BSN, RN
Brennan Finley, BSN, RN
Brett Kelly, BSN, RN
Brett Seedor, BSN, RN
Brianna Stefanko, BSN, RN, SCR N, CCCTM
Brianna Swearingen, BSN, RN, RN-BC
Bridget Deveney, BSN, RN
Brittany Chiari, BSN, RN
Brittany George, BSN, RN
Brittany Kapka, BSN, RN
Brittany Stover, RN
Brittney Davidson, RN
Brooke Callahan, BSN, RN, CEN
Caitlin Labar, BSN, RN, CCRN
Callaghan Malia, BSN, RN
Camille Irwin, MSN, RNC-MNN
Carla McVaugh, BSN, RN
Carlos Salinas, PhD, RN, CCRN,
Carol E Davis, BSN, RN
Carrie Dow, BSN, RNC-OB
Cassidy Tiroto, BSN, RN
Catherine Kain, BSN, RN, BMTCN
Celeste D'Antonio, BSN, RN, CMSRN
Chalsea C Small, BSN, RN
Chelsea Carney, RN
Chelsea Mackin, BSN, RN
Ching Lee, BSN, RN
Chinwe Ezeukwu, MSN, RN, PMHNP-BC
Chloe Entenberg, BSN, RN, PCCN
Christie Kaufman, BSN, RN
Christienne McGann, BSN, RN
Christina Mullen, BSN, RN
Christina Phan, BSN, RN
Christina Tamburrino, BSN, RN-BC, CCRN, CMC, CSC
Christina Weikel, BSN, RN, OCN
Christine Keating, MSN, RN, CMSRN
Christine Siu, BSN, RN, CMSRN, CCCTM

Christine Y Smith MSN, RNC-NIC
Christopher Rauscher, BSN, RN
Corrie Poltorak, BSN, RN, PCCN
Courtney Haenn, RN
Crystal Lozano, BSN, RN, CCRN
Daisy Jimenez, BSN, RN
Dana Castellano, MSN, RN, CCRN
Dana Morris, BSN, RN, CCRN, SCR N
Dana Wiesmore, BSN, RN
Daniella Moloney, BSN, RN
Danielle Bornstein, BSN, RN, CGRN
Danielle DiVario, RN
Danielle Kelly, BSN, RN-BC
Danielle Oakes, BSN, RN, CAPA
Danielle Piperato, BSN, RN, CMSRN
Danielle Reppert, RN
Danielle Trench, BSN, RN, PCCN
Danika Dellanno, BSN RN-BC
Darlene Sullivan, RN
Dawn M Massini, BSN, RN, CCCTM
Deborah Reuss, BSN, RN-NIC
Debra Trerotola, MSN, RN, CPAN
Deidre Collins, BSN, RN
Delaney Cohan, RN
Denise Diaz, MSN, CAPA, CPAN
Denise Romolini, BSN, RN, PACN
Dennise Khou, BSN, RN, SCR N
Desiree DeVeau, BSN, RN, PCCN
Devan Perri, BSN, RN
Devon Delfranco, BSN, RN
Devon Rauscher, BSN, RNC-NIC
Diana Fissidas, BSN, RNC-OB
Diana Pinzon, BSN, RN-BC
Diana Zalewski, BSN, RN
Diane E Gallelli, BSN, RN, CBC
Diane M Murray, ASN, RN, CRNI
Diane Sirajudeen, DNP, RN, BMTCN
Dillon Reinert, BSN, RN, CCRN
Donna M Bliss, BSN, RN
Donna Tilotta, BSN, RN
Donnalee Lynch, RN
Dustin Ngo, BSN, RN, CCRN,
Elesha Bellman, BSN, RN, CCCTM
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Elisa Mele, BSN, RN
Elissa Harmon, DNP, RN, CCRN, APHN-BC
Elizabeth Colavecchio, MSN, RN, CMSRN
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Elizabeth Magness, RN
Elizabeth Messina, BSN, RNC-OB, CBC
Elizabeth Przychowicz, BSN, RN



Ellie Schaible, RN
 Emily Caronia, BSN, RN, CCRN
 Emily Edwards, BSN, RN-BC
 Emily Hagan, BSN, RN
 Emily Krueger, BSN, RN-BC
 Emily Murray, BSN, RN, CBC, RNC
 Emily Vizza, BSN, RN
 Emory Porter, BSN, RN
 Erica Alessandro, BSN, RN
 Erica Quinn, BSN, RN, CCRN
 Erica Till, BSN, RN, CCRN
 Erin McGrier, BSN, RN-BC
 Erin Reilly, BSN, RN, CCRN
 Erin Toal, BSN, RN
 Evan Duffy, BSN, RN
 Francesca Sisk, BSN, RNC-OB
 Francis Doran, BSN, RN-BC
 Gabrielle Kilpatrick, BSN, RN-BC, CBC
 Gabrielle L Mangan, MSN, RN, CMSRN
 Gabrielle McCarraher, BSN, RN, PCCN
 Gabrielle Perla, RN
 Gemma Sapienza, BSN, RN
 Georgie Streb, BSN, RN
 Gianna Derenzi, BSN, RN, SCRNM
 Gina Gardingan, MSN, RNC-OB, CBC
 Gina Urban, BSN, RN-BC, PCCN, CCCTM
 Grace Callan, BSN, RN
 Grace Cho, BSN, RN
 Grace Smalley, BSN, RN, CCRN
 Hannah Thorp, BSN, RN, SCRNM
 Hasan Rauf, BSN, RN
 Holly Howell, RN, CPAN
 Irene Sawi, BSN, RN, CMSRN, CCCTM
 Isabel Roncace, BSN, RN
 Jacelin M Muschlitz, BSN, RN
 Jaclyn Lutzow, RN
 Jacqueline Polnitz, BSN, RN, CBC
 Jacqueline Rowan, BSN, RN
 Jacqueline Sargent, BSN, RN
 Jacquelyn Lux, RN, RN-BC
 Jaime Holmes, RN
 Jalia Harris, BSN, RN, SCRNM
 James Eggleston, BSN, RN
 Jamie Chambon, BSN, RN
 Jamie Rudolph, MSN, RN, CBC
 Janene M Verdi, RN
 Jasmin Torres, BSN, RN
 Jasmine Nguyen, BSN, RNC-OB
 Jenna Hiponia, RN
 Jenna Parrilla-Hoffman, BSN, RN, SCRNM
 Jenna Wessel, BSN, RN
 Jennifer Palestini, BSN, RN, CCRN
 Jessica Abrams, BSN, RN, CBC, CCE, IORN
 Jessica Antos, BSN, RN-BC
 Jessica Brower, MSN, RN, BMTCN
 Jessica Cesca, BSN, RNC-OB, CBC
 Jessica Chamorro, RN
 Jessica Edwards, BSN, RN, CAPA
 Jessica Houser, BSN, RN, SCRNM
 Jessica Poole, BSN, RN, TCRN, CEN,
 Jessica Qualtiere, BSN, RN, SCRNM
 Jessica Sucharski, BSN, RN
 Jessica Vannucci, BSN, RN
 Jill Beck, MSN, RNC-NIC
 Jillian Falcone, BSN, RN, SCRNM, CCCTM
 Jillian Giuseppini, BSN, RN-BC
 Jillian Lee, MSN, RN
 Jillian Leftwich, BSN, RN, CCRN, PCCN
 Joanne C Smith, BSN, RN, OCN
 Joanne Petaccio, BSN, RN
 John Stirling, BSN, RN, PCCN
 Jordan Isidro, BSN, RN, PCCN
 Joseph Sipala, BSN, RN, CCCTM
 Juhi Shah, MSN, RN
 Julia Corley, BSN, RN
 Julia Reger, BSN, RN, SCRNM
 Juliana Repice, MSN, RN
 Julie DelGiorno, BSN, RN
 Julie Phelan, BSN, RN
 Justine O'Connor, MSN, RN, OCN
 Justine Reed, BSN, RN, CCRN
 Kaitlin Brody, BSN, RN, CCRN
 Kaitlyn Dove, BSN, RN-BC, ONC
 Karen A Dailey, BSN, RN
 Karen Orbito, BSN, RN, CBC
 Katherine H Krusen, BSN, RN, CBC
 Kathleen Donovan, RN
 Kathleen Loux, BSN, RN, SCRNM, CCCTM
 Kathryn Barry, BSN, RN, PCCN
 Katie Horneff, BSN, RN, SCRNM
 Katlyn Ormsby, BSN, RN
 Kayla Given, RN
 Kayla Homan, BSN, RN
 Kelly Crone, BSN, RN
 Kelly Donegan, BSN, RN, NCC-MNN
 Kelly Trautwein, MSN, RN, OCN
 Kelsey Fabian, MSN, RN, MSRN, CMSRN
 Kendall McGraw, BSN, RN
 Kendle Benatti, BSN, RN
 Kevin Keane, BSN, RN
 Khemra Phal, BSN, RN-BC, CCCTM
 Kim J Pipolo, BSN, RN
 Kimberli Keane-Norcross, BSN, RN
 Kimberly Hannum, BSN, RN, CCRN
 Kinga Wang, BSN, RN
 Kristen Braciszewski, BSN, RN

Kristen Kobielnik, BSN, RN
Kristin Beaty, RN
Kristin Glicker, BSN, RN, CRNI
Kristin Gunn, RN
Kristina Pasto, BSN, RN
Kristine Tranchina, BSN, RN, PCCN
Kyle Curcio, BSN, RN, CNOR
Kyle Hamilton, BSN, RN
Lan Nguyen, BSN, RN
Laura Behnke, BSN, RN
Laura Johnson, BSN, RN, PCCN, CCCTM
Laura Kostenbauder, RN, CMSRN
Laura Toal, BSN, RN
Lauren Belecanech, BSN, RN
Lauren Corcoran, RN
Lauren Cutler, BSN, RN
Lauren Desimone, BSN, RN-BC
Lauren Hume, BSN, RN
Lauren Murray, BSN, RN
Lauren Strony, BSN, RN
Lauren Sweeney, BSN, RN
Laurie Varela, BSN, RN, CMSRN
Leah Maas, MSW, BSN, RN
Leslie Hawk, BSN, RN, CCRN
Lila Weintraub, BSN, RN
Lilyana Subianto, BSN, RN-BC, CCCTM
Linda Gatta, BSN, RNC-MNN, CBC, CBE
Linda Roberts, BSN, RN
Linda Wang, MSN, RN-BC
Lindsay Williams, BSN, RN
Lindsey Ball, BSN, RN
Lindsey Evans, BSN, RN
Lisa Cline, MSN, RN
Lisa Madden-Schmidt, BSN, RNC-NIC
Lisa Taormino, BSN, RN
Lisa Wang, BSN, RN, SCRNI
Liz Gutwein-Guenther, BSN, RN
Lois Grant, BSN, RN
Lori A Williams, MSN, RN
Lori DeSanctis, RN
Lori Romano, BSN, RN, CAPA
Louis Weil, BSN, RN-BC
Lyndsey Matteo, BSN, RN, CMSRN
Madeline Blalock, RN
Madeline Doyle, BSN, RN
Madeline Minardi, BSN, RN, ORN
Madison Gallagher, BSN, RN
Madison Harding, BSN, RN
Madison Whelan, BSN, RN-BC, CCRN
Maeghan Galloway, BSN, RN, PCCN
Malgorzata Fabisiak, MSN, RN-BC
Mallika Deshpande, BSN, RN
Mallory Mehaffey, RN

Marcel Smith, BSN, RN
Margaret Giamboy, MSN, RN, CMSRN, CCCTM
Margaret Hammond, BSN, RN, IORN
Margaret O'Neill, BSN, RN, OCN
Margaret Otruba, BSN, RN-BC
Margaret Robinson, BSN, RN, CCCTM
Margo F Brion, BSN, RN, CBC
Maria Bueno, BSN, RN
Maria Livecchi, BSN, RN
Maria Mattioli, BSN, RN
Mariel Blasetti, BSN, RN, SCRNI
Mario Palena, BSN, RN, CCRN
Marisa DeSiervo, BSN, RN
Maritza Reyes, RN-BC
Marleah Dimenna, BSN, RN, OCN
Martha Puleo, BSN, RN, NCC-MNN, CBC
Mary A. Smith, ASN, RN
Mary Fannon, MSN, RN, CCRN
Mary Livecchi, BSN, RN, OCN
Mary T Cavanaugh, BSN, RN, CCRN
Matthew Barry, BSN, RN, CCRN
Maura Milligan, BSN, RN, ORN
Megan Brown, BSN, RN
Megan Elkin, BSN, RN
Megan Gibson, BSN, RNC-NIC
Megan Livecchi, BSN, RN, RN-BC, CCCTM
Megan Miraglia, MSN, RN
Megan Plasterer, MSN, RN, SCRNI
Megan Santos, MSN, RN, PCCN
Megan Smith, BSN, RN-BC
Meghan Palinkos, BSN, RN, CCRN, CSC
Melanie Vasso, BSN, RN-BC
Melissa Verdi, BSN, RN, ONC
Mercedes Bueno, BSN, RN, CMSRN, CCCTM
Meredith H Leiter, RN-BC
Meredith LaPan, BSN, RN
Meriem Beggache, MSN, RN, ORN
Michael Howanski, BSN, RN, CNOR
Michael Murawski, BSN, RN, CCRN
Michael Tamburrino, BSN, RN
Michaela Baldino, RN
Michelle Teti, BSN, RN
Mihoko Niwa, BSN, RN, OCN
MiJin Go, BSN, RN
Mina Go, BSN, RN
Moiria Foley, RN
Morgan Disipio, BSN, RN-BC, PCCN
Nadia Korsun, RN
Nancy A Seraydarian, BSN, RNC-NIC
Nancy Lutner, MSN, RN, CRRN
Natalie Henderson, ASN, RN
Nicholas D Johnson, BSN, RN, SCRNI
Nicole Angradi, RN

Nicole Cannon, BSN, RN
 Nicole E Hatem, BSN, RN, CCRN
 Nicole Lenegan, MSN, RN, NCC-MNN, CBC
 Nicole Tourlitis, BSN, RN
 Nicolette Paone, BSN, RN
 Nikkira Townsend, BSN, RN, MSRN
 Nina Brennan, RN
 Noelle DiBlasi, BSN, RN, ONC
 Olesya Trikur, BSN, RN, PCCN
 Olivia Arronson, BSN, RN, CCCTM
 Olivia Askin, BSN, RN, ORN
 Olivia Cary, BSN, RN, CMSRN, PCCN
 Olivia Franz, BSN, RN
 Olivia Mangan, BSN, RN
 Olivia Orth, BSN, RN, SCRn
 Patricia Dallmer, BSN, RN, CCCTM, RN-BC
 Patricia Girone, RN, CAPA
 Patrick Becher, BSN, RN, CNRN, SCRn
 Paul Sammut, BSN, RN, CNOR
 Payton Penzato, BSN, RN-BC
 Pek leong, BSN, RN-BC
 Qiu-Rui Huang, BSN, RN, CEN, TCRN
 Quadeerah Kennedy, RN
 Rachael Bell, RN, SCRn, CCCTM
 Rachael Block, BSN, RN
 Rachel Cheetham-Richard, BSN, RN
 Rachel Demasi, RN
 Rachel Firth, BSN, RN
 Rachel Hensey, BSN, RN, CEN
 Rachel Leventhal, RN
 Rachel M Rainier, BSN, RN, PCCN
 Rachel Pintarelli, BSN, RN, CPAN
 Rachel Weeks, BSN, RN, CCCTM
 Raechel Guardino, BSN, RN
 Raymond Thompson, BSN, RN
 Rebecca A Massey, BSN, RN
 Rebecca Long, BSN, RN, CCRN, CSC
 Rebecca Pass, BSN, RN
 Rebecca Rivas, BSN, RN
 Rebecca Torgan, MPH, BSN, RN
 Regan Thompson, BSN, RN, CCCTM
 Regina Bloomer, BSN, RN
 Regina M Myers, BSN, RN, CRNI
 Reynaldo Ramon, BSN, RN, CCRN-K
 Ricardo Castilleja, BSN, RN, CCRN
 Richter Bouley, BSN, RN, CCRN
 Robert Stubblefield, ASN, RN, CCCTM
 Roberta Smith, MSN, RN, CCCTM
 Roger Hansrote, MSN, RN, CCRN
 Roisin Fox, BSN, RN
 Roksana Klyuchnik, BSN, RN
 Rose Ginder, BSN, RN, PCCN
 Sakina Dadpor, BSN, RN, CCCTM

Samantha Buchner, BSN, RN
 Samantha Butler, MNP, BSN, RN, CMSRN
 Samantha D'Alfonso, BSN, RN-BC
 Samantha Livecchi, BSN, RN-BC, CCRN
 Samantha McMinn, BSN, RN, OCN
 Sarah Anderson, BSN, RNC-OB
 Sarah Buchhofer, BSN, RN, SCRn
 Sarah Carberry, BSN, RN
 Shannon Gunning, BSN, RN
 Sheila Williams, ASN, RN
 Sidney Tran, BSN, RN
 Sophia Blair, BSN, RN
 Stephanie Bonga, BSN, RN
 Stephanie Dello-Buono, BSN, RN-BC
 Susan Curcio, BSN, RN, CAPA
 Susan Durante, ASN, RN, TCRN, CCCTM
 Susan M Jeffrey, BSN, RN-NIC
 Taiwo Gbadebo, MSN, RN, PCCN
 Tara Rochford, RN
 Tara Smith 2, BSN, RN, CCRN
 Taylor Benatti, BSN, RN
 Taylor Capecci, BSN, RN
 Taylor Hasson, BSN, RN
 Taylor Johnson, BSN, RN
 Taylor Paradise, BSN, RN
 Teresa Fantom, RN
 Teresa Slifer, MSN, RN, CCRN
 Tessa Piantadosi, BSN, RN-BC
 Theresa Bonsu, BSN, RN, CCRN
 Thomas McDevitt, RN
 Tianbo Sui, BSN, RN
 Tina Kyriakou, BSN, RN
 Tonjua Jones, RN
 Vanessa DeRose, BSN, RN-BC
 Veronica Asman, MSN, RN
 Vi Nguyen, BSN, RN, PCCN
 Victoria Balbi, BSN, RN
 Victoria Boschetto, BSN, RN
 Victoria Breslin, BSN, RN
 Victoria Juliano, BSN, RN, CCRN, PCCN
 Victoria Schlamb, BSN, RN, CEN
 Vincent Carnabuci, BSN, RN, CCRN
 William Jones, BSN, RN
 Yaa Antwi, BSN, RN, CCRN
 Yong Weng, BSN, RN, CCCTM



Commitment to Continuous Professional Development Through Specialty Certification

Nurses demonstrate proficiency in skills, knowledge and abilities by obtaining specialty certifications. Certification is the official recognition of specialized expertise, skills and experience, which is acknowledged by passing a national standardized examination for a nursing specialty. The certification and ongoing education required to maintain it foster a culture of professionalism and retention among nurses. Additionally, certification allows hospitals to set themselves apart from other healthcare facilities and demonstrate to patients that they have highly skilled and experienced nursing professionals on staff. Patients and their families can have confidence that the nurse caring for them has demonstrated proficiency and knowledge in their nursing specialty through certification.

Thomas Jefferson University Hospitals provides multiple programs to encourage nurses to obtain certification in their specialties with various certifying bodies easily. The organization offers online review courses such as CE Direct for select specialty certifications to help nurses prepare for the certification examination and increase their chances of passing. The hospital also has partnerships with professional nursing organizations for certification programs that make it easier for nurses to register for certification without the financial burden of paying exam fees. Financial incentives such as review fee reimbursement and bonuses are also offered to nurses who obtain certification. Thomas Jefferson University Hospitals recognizes nurses who have acquired certification as a motivation for other nurses to pursue professional development. The combined outcome of these interventions has proved effective.

Many units have implemented various strategies to increase nursing certification rates. Nurses working in the Intermediate

Neuro Intensive Care Unit (INICU) at Jefferson Hospital for Neuroscience were able to increase their certification rate from 62% in 2019 to 74% in 2020 and sustained it through 2022, exceeding their goal of a 10% increase. Jonathan Sleva, MSN, RN, SCRNP, nurse manager, and Jennifer Coyle MSN, RN, CCTM, SCRNP, clinical practice leader, identified the barriers and concerns of clinical nurses related to taking a professional nurse certification exam. They worked with the team to address the challenges identified, including the exam cost, time to study and test-taking anxiety. The team developed a multipronged approach, including unit-based review courses, educational materials and daily unit-huddle review questions. These interventions helped nurses gain confidence and increased their readiness to take the exam.

Nurses working in the Perioperative Care units at Jefferson Methodist Hospital increased their certification rate from 30% in 2021 to 60% in 2022. Dina Medici-Vaughan, MSN, RN, CPAN, CCRN, clinical practice leader; Lisa Liciardello, MSN, RN-BC, nurse manager; and Dawn Berckman, MSN, RN, CNOR, nurse manager, saw the value in achieving specialty nursing certification and came up with multiple strategies to help with nursing certification. These included creating a study plan, developing a question-and-answer template about certification, assisting with the application, test scheduling and a unit-based structured process for certification.

All these efforts led to a significant increase in the certification rate for Jefferson Hospital for Neuroscience's INICU and Jefferson Methodist Hospital's Perioperative Care units, enhancing the professional development of the nurses, benefiting patient care and helping with nursing retention within the organization.

Nurse Residency Program

The Thomas Jefferson University Hospitals Nurse Residency Program (NRP) is designed to support new nurses during their first year of practice. Our division has been part of the Vizient/AACN Nurse Residency Program since 2007 and received a five-year accreditation from the Commission on Collegiate Nursing Education in 2018. The next accreditation visit is scheduled for September 20-23, 2023. All new nurses are required to participate in the program, which has seen significant growth in enrollment, with 180 residents in 2018, 235 in 2019, 116 in 2020, 189 in 2021 and 398 in 2022.

One of the key benefits of the NRP is increased retention rates for participating organizations. Retention rates were 99.0% in 2020 and 92% in 2021, surpassing the evaluation plan goals. Upon completing the one-year program, residents must take an evaluation survey. In 2021, the program’s overall rating exceeded the national Vizient NRP benchmark, and completion rates were 97.7%, surpassing the 95% evaluation-plan goal.

During the NRP, residents are required to complete an evidence-based practice (EBP) project with a small group. Several of these projects have been accepted for presentation at national conferences. In September 2022 at the American Medical-Surgical Nursing Conference in San Antonio, Texas, Megan McKee, BSN, RN and Samya Abu-Orf, BSN, RN,

presented an EBP on “Boosting Nurse Confidence to Reduce Needle Stick Injuries,” which was recognized as one of the top 5 out of 60 posters. At the Vizient 2022 National NRP Resident Conference, Amberlyn Sheridan, BSN, RN, and Michael Tamburrino, BSN, RN, presented an EBP project on “The Effects of Recognition on Nursing Unit Morale.” At the 2023 Vizient National NRP Conference in New Orleans, Kylee Miller, BSN, RN, Kayla Mercado, BSN, RN, and Dylan Lauser’s BSN, RN’s EBP project on “Language Communication Barriers between Nurse and Patients” was accepted for presentation.

In the summer of 2022, the NRP returned to in-person learning. Content experts throughout Jefferson Health serve as curriculum facilitators, and seminars are evaluated and further developed based on feedback from the residents. The residents have given positive feedback about the program in these surveys that can be utilized in everyday practice.

The NRP has demonstrated successful outcomes in terms of increased retention and completion rates and the successful implementation of evidence-based practice projects. The program’s content, enhanced by feedback from the residents, has been positively received, with residents noting the importance of self-care, teamwork and mindfulness in their practice.

2022 NRP Nurse Presenters	Title of Presentation
Dan McCauley, BSN, RN Joshua Feidt, BSN, RN Kate DiRienzo, BSN, RN Leah Maas, BSN, RN Tav Aronowitz, BSN, RN	Admission to Inpatient Unit Report: Implementing Standardized Handoff
Alina Didok, BSN, RN Devon Burch, BSN, RN Devon DelFranco, BSN, RN Drew Michelini, BSN, RN Michala Lyons, BSN, RN Sattera Mark, BSN, RN	Admissions “Black Out” Period: Decreasing RRTs and Codes During Change of Shift
Francesca Parmisciano, BSN, RN Hannah Thorp, BSN, RN Katherine Cousart, BSN, RN Katiet Horneff, BSN, RN Lauren George, BSN, RN	Barriers to Postoperative Ambulation
Brandi Hamm, BSN, RN Gabrielle Rainey, BSN, RN Gemma Sapienza, BSN, RN Nicolette Paone, BSN, RN	Bedside Report -- How to Make it Happen

2022 NRP Nurse Presenters	Title of Presentation
Ashley Gould, BSN, RN Lauren Belecanech, BSN, RN Lauren Strony, BSN, RN Molly North, BSN, RN Olivia Franz, BSN, RN Sarah Weber, BSN, RN	Bedside Shift Report
Alessandra Messina, BSN, RN Alyssa Campbell, BSN, RN Elizabeth Vikingstad, BSN, RN Madison Gardner, BSN, RN	Decreasing CLABSI Rates on 9/10 Thompson
Brendan McCarel, BSN, RN Holly Lacey, BSN, RN Meredith Greimel, BSN, RN Sean Elliot, BSN, RN Soniya Patel, BSN, RN	Decreasing Incidences of CAUTI at Thomas Jefferson University Hospital
Emily Fan, BSN, RN Holly Lunt, BSN, RN Shauna Sheridan, BSN, RN	Does a Mindfulness Meditation Room Affect Work-Related Stress?
Allison Geroski, BSN, RN Annie Jablonski, BSN, RN Lana Doan, BSN, RN Shima Small, BSN, RN Victoria Chen, BSN, RN	Does an Acuity Tool Affect Staff Satisfaction with Patient Assignments?
Anne Gliatto, BSN, RN Avery Wen, BSN, RN Bryanna Mesimer, BSN, RN Christian Terrazas, BSN, RN Devon Skinner, BSN, RN Kara Benz, BSN, RN	Does Education on Telemetry Best Practices Decrease Alarm Fatigue?
Brendee Russell, BSN, RN Lillian Quinn, BSN, RN Olivia Orth, BSN, RN Vincenzo DiDonato, BSN, RN	EBP: Nursing Satisfaction as a Result of Fixed vs Rotating Schedule
Alyssa Healey, BSN, RN Amy Chiem, BSN, RN Jocelyn Adler, BSN, RN	EBP: The Buddy System
Danielle Taylor, BSN, RN Gianka Figueroa, BSN, RN Molly Ireland, BSN, RN Shannon Reape, BSN, RN	Educating Nurses to Improve Time to Target Temperature



STRUCTURAL EMPOWERMENT

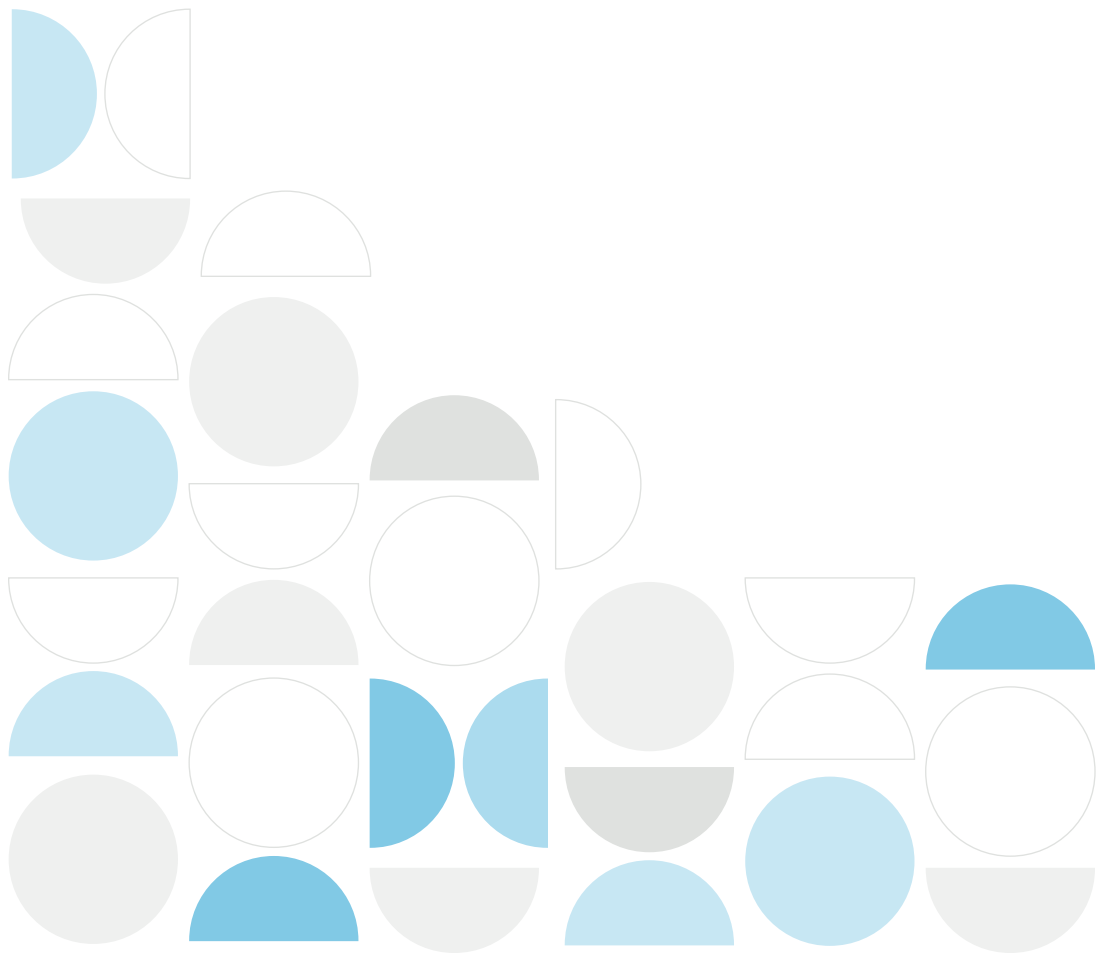
2022 NRP Nurse Presenters	Title of Presentation
Danielle Harris, BSN, RN Jenna Enley, BSN, RN Katie McCabe, BSN, RN Taylor Hasson, BSN, RN	Education Regarding Neonatal Blood Sugar Policy
Daisy Jimenez, BSN, RN Kahryn Henry, BSN, RN Leira J. Rivera, BSN, RN Michael Alessandro, BSN, RN Nicole Cannon, BSN, RN	Effectiveness of Trach Care Bundle on Nursing Care of Patients with Tracheostomies
Rachel Curcio, BSN, RN Will Jones, BSN, RN	Electronic Handoff from ED to Inpatient Units
Elizabeth Sims, BSN, RN Gabriella Consello, BSN, RN Isabella Brass, BSN, RN Victoria Ciasullo, BSN, RN	Evaluating the Use of CHG Wipes in ENT Patients
Fidel Romo-Martinez, BSN, RN Jacob Lim, BSN, RN Jennifer McKee, BSN, RN Yessica Martinez, BSN, RN	Fall Prevention in In-patient Care Environments Using Streamline Communication
Amanda Wallace, BSN, RN Micaela Maciel Urrestarazu, BSN, RN	Hourly Rounding Logs and Fall Prevention
Bethany Liberatore, BSN, RN Delany Driscoll, BSN, RN Erin Cannaday, BSN, RN	Impact on Unit Morale through Implementation of Nurse Recognition Program
Alyssa Carpo, BSN, RN Claire Wehrheim, BSN, RN Megan Petersen, BSN, RN	Importance of Ambulation Among Oncology Patients
Dominique Nave, BSN, RN Kiara Hughes, BSN, RN Kristen Hinds, BSN, RN Nina Brennan, BSN, RN Shanna DiCarlo, BSN, RN Sidney Tran, BSN, RN	Increasing Nurse Confidence While Giving Diabetic Education
Alyssa Trinacria, BSN, RN Jessica Chamorro, BSN, RN Samuel Palmiere, BSN, RN Tianbo Sui, BSN, RN	Increasing Nurse Confidence with the Opiate Withdrawal Population
Dylan Lauser, BSN, RN Gianna Oldrati, BSN, RN Kayla Mercado, BSN, RN Kylee Miller, BSN, RN	Language Communication Barriers Amongst Nurses and Patients

2022 NRP Nurse Presenters	Title of Presentation
Allison Acker, BSN, RN Jessica Antos, BSN, RN	Nasal Decolonization: Is it Worth it?
Alyse Ameer, BSN, RN Juhi Shah, BSN, RN Payton Penzato, BSN, RN	Nurse Perception of Effectiveness of the Use of Intake/ Output Charts as Inpatient Heart Failure Patient Education
Cecilia Melillo, BSN, RN Lucy Liu, BSN, RN Sana Krimberg, BSN, RN Stephan Saporito, BSN, RN	Nursing Response to Utilizing the HELP Model as an Effective Means for Mitigating Post-Operative Delirium
Barbara Jerome, BSN, RN Kayla Moody, BSN, RN Laura Sullivan, BSN, RN Tara Jacobs, BSN, RN	Operating Room Count Methods
Emily Waldron, BSN, RN Michelle Tobin, BSN, RN Samantha Yezzi, BSN, RN	Ouch! Sharp Safety in the Operating Room
Jordan LaHaise, BSN, RN Nadia Hassen, BSN, RN Samantha Dragon, BSN, RN	Overuse of NPO Orders Prior to Elective Surgery
Allyson Naiken, BSN, RN Christina Lee, BSN, RN Eric Rinsgdorf, BSN, RN	Oxygenation in Hospitalized Patients
Ally Young, BSN, RN Kathryn Milholland, BSN, RN Kevin McCormick, BSN, RN Rachel Cheetham-Richard, BSN, RN Taylor Vanore, BSN, RN	Quiet Hours Related to Nurse Satisfaction
Danielle Corace, BSN, RN Jessemie Rietkerk, BSN, RN Nicole Hersman, BSN, RN	Restraint Documentation
Jillian Giuseppini, BSN, RN Nicole Winters, BSN, RN Sadie Brumfield, BSN, RN	Rotating Shifts vs. Fixed Schedules
Alexander Lee, BSN, RN Danielle Klessel, BSN, RN Emory Porter, BSN, RN	Teach Back Method in ENT Patients
Alanna Brault, DIP, RN Lindsay Pruitt, BSN, RN	The Effect of Education on Spontaneous Awakening Trails and Daily Practice



2022 NRP Nurse Presenters	Title of Presentation
Devan Perri, BSN, RN Lauren Murray, BSN, RN Mikayla Ruth, BSN, RN	The Effect of Handwashing Education Implementation on Nursing Hand Hygiene Compliance
Branden Hu, BSN, RN Kathryn Perino, BSN, RN Lisa Jones Platt, BSN, RN Pankti Shah, BSN, RN	The Effect of Nursing Education on the Proper Use of Walkers
Destiny Rosa, BSN, RN Gaetano Simonelli, BSN, RN Maria Mattioli, BSN, RN Timothy Hennessy, BSN, RN	The Effects of Frequent Re-education on Hand Hygiene Rates
Amanda Hudson, BSN, RN Aubrey Jinks, BSN, RN Jasper Gates, BSN, RN Nisha Desai, BSN, RN	The Effects of Implementing BERT on Nurse Safety and Patient Outcomes
Emily Smith, BSN, RN Justin Young, BSN, RN Hannah Baker, BSN, RN Katherine Brierley, MPH, BSN, RN	The Effects of Increasing Social Support on Nurse Retention
Alyssa Phelan, BSN, RN Dana Kirk, BSN, RN Emily Finlaw, BSN, RN	The Effects of Rapid Response Teams for Nurses
Brook Pegula, BSN, RN Carla McVaugh, BSN, RN Casey Ives, BSN, RN Shannon Gunning, BSN, RN	The Effects of Substance Use Disorder Education on Nurse Confidence
Julianne Hurley, BSN,RN Kate Rosecky, BSN, RN Meghan Shallow, BSN,RN Rebecca Lord, BSN, RN	The Impact of Hand Hygiene Education: Does Increase Signage Impact Hand Hygiene?
Dana Reed, BSN, RN Kaitlyn DeGeorge, BSN ,RN Naomi Valentin-Cromartie, BSN, RN Shaina Mitchell, BSN, RN Victoria Hope, BSN, RN	The Impact of Self-Care Measures on Feelings of Support for New-to-Practice ED Nurses
Brennan Finley, BSN, RN Evelyn Ehasz, BSN, RN Prayosha Villa, BSN, RN	The Impacts of Mindfulness on Stress Levels in Nursing
Jinny Jackson-Block, BSN, RN Lindsey DiMartino, BSN, RN Stephanie Touch, BSN, RN	The Improvement of Communication With Video Chat Interpreter Services

2022 NRP Nurse Presenters	Title of Presentation
Dillon Hite, BSN, RN Michael Del Rio, BSN, RN Michael Wilson, BSN, RN Oumaima El-Hachimi, BSN, RN Patrick Woodruff, BSN, RN	Understanding Nurse Confidence in Activating Rapid Response Teams
Brianne Daly, BSN, RN Francis Doran, BSN, RN	Video Monitoring to Reduce Patient Falls in Patients with Neurological Diagnoses
Eisha Granger, BSN, RN Emily Hagan, BSN, RN Laura Behnke, BSN, RN Lindsay Croce, BSN, RN Mary Taylor, BSN, RN	Wash Away the Germs! Hand-Hygiene Compliance in a Medical-Surgical Unit
Brian Ismael, BSN, RN Evan DeVera, BSN, RN Nicolette Lucas, BSN, RN	Who are You: Introducing New-to-Practice Nurses into an ICU





FOR EXTRAORDINARY NURSES

The DAISY Award is a national recognition program that honors and celebrates nurses' extraordinary compassion and skill. The award is given to nurses who have provided exceptional care and have made a significant impact on the lives of their patients and their families.

The award was created by the family of J. Patrick Barnes, who died of complications of the autoimmune disease ITP. The Barnes family was inspired to create the award to recognize the nurses who had provided such compassionate care to Patrick during his illness. The acronym DAISY stands for Diseases Attacking the Immune System.

The DAISY Award honors a registered nurse each month who exemplifies exceptional qualities and attributes that reflect the kind of professionalism and skills valued at Thomas Jefferson University Hospitals. Once a year, advanced practice nurses and nurse managers are also recognized with DAISY Awards. To acknowledge the importance of teamwork, Thomas Jefferson University Hospitals also offers the DAISY Team Award, created by our nursing team in 2012 and now an official award administered by the DAISY Foundation. This award recognizes the importance of collaboration by honoring the work of two or more people, led by a nurse, who identify and meet patients' and/or patients' family's needs by going above and beyond the traditional nursing role.

The Daisy award is a way to recognize nurses who have made a positive impact on patients and families, and the critical role nurses play in the healthcare system. It also helps to create a culture of excellence and compassion in healthcare organizations.

January 2022 Winners



Rachel M. Williams, BSN, RN, TJUH Operating Room



Deidre Collins, BSN, RN, JMH Gastroenterology

February 2022 Winner



Diane Sirajudeen, BSN, RN, BMTCN, TJUH Bone Marrow Transplant

March 2022 Winner



Jasmine Nguyen, BS, RN, RNC-OB, TJUH 7 Pavilion

April 2022 Winners



Kendall McGraw, BSN, RN, TJUH 4 West



Gabrielle Cordisio, BSN, RN, JMH SDA/SPU

July 2022 Winner



Linda Roberts, BSN, RN, JMH SDA/SPU



Madison Centofanti, RN, TJUH 9 East INICU



August 2022 Winner



Oumaima Elhachimi, BSN, RN, JHN Acute Stroke Unit

September 2022 Winner



Kelly Trautwein, BSN, RN, OCN, TJUH Oncology Infusion Center

October 2022 Winners



Susan Clements, BSN, RN, TJUH Pulmonary Care



Rachel Pintarelli, RN, JMH PACU

December 2022 Winner



Shannon Burke, BSN, RN, TJUH Interventional Radiology



2022 Daisy Nurse Leader Award Winners



Center City

Erin Kelley, BSN, RN, SCRN, CCRN, TJUH 5 West



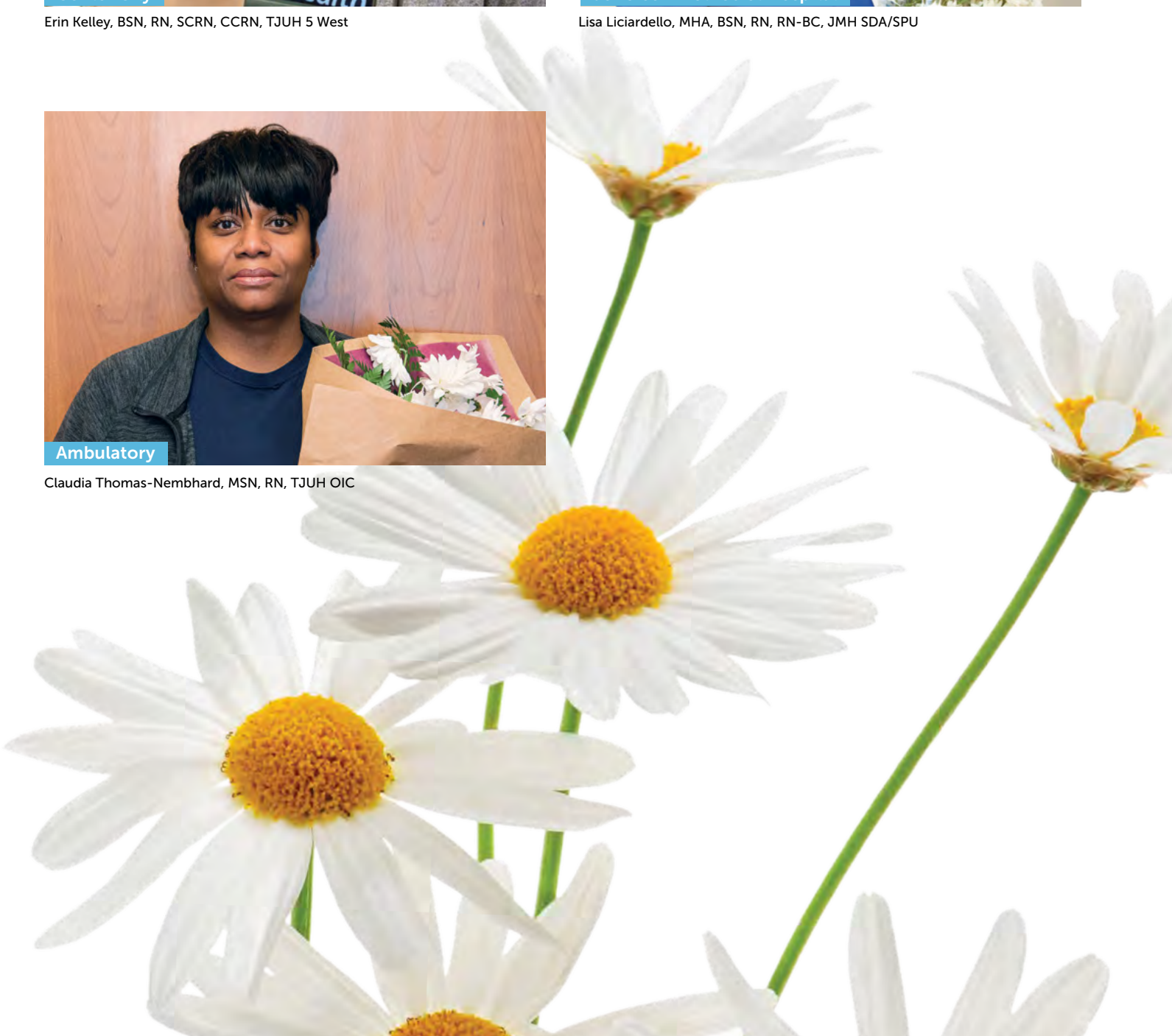
Jefferson Methodist Hospital

Lisa Liciardello, MHA, BSN, RN, RN-BC, JMH SDA/SPU



Ambulatory

Claudia Thomas-Nembhard, MSN, RN, TJUH OIC



2022 Daisy Advanced Practice Nurse Winners



Center City

Bridget Kelly, MSN, RN, RN-BC, CCTN, CCCTM, TJUH 3 East



Jefferson Methodist Hospital

Lisa Cassia, MSN, RN, CCCTM, JMH B1/B6



Ambulatory

Bridget Gibson, MSN, CRNP, JHN Neuro Telemedicine



2022 Team Daisy Award Winners



JMH Emergency Department



TJUH Hospital 7 Center

2022 Team Daisy Award Winners



Jefferson Methodist Hospital Infusion Center



Jefferson Hospital for Neuroscience INICU



Other Nursing Awards

2022 Jefferson College of Nursing Distinguished Alumni Award – Dr. Mary Beth Edger

Every year, Jefferson College of Nursing recognizes an outstanding alumna/alumnus. Congratulations to Mary Beth Edger, DNP '18, MSN '09, MHA, RN, NEA-BC, who was awarded the 2022 Distinguished Alumni Award. Dr. Edger, who serves as senior vice president and chief nursing officer, Thomas Jefferson University Hospitals, was recognized during National Nurses Week celebrations. The Jefferson College of Nursing Distinguished Alumni Award presentation was held on May 12, 2022, and was attended by Jefferson alumni, faculty, staff, students and friends. During the ceremony, the award-winning film 5B was screened exclusively. This documentary, commissioned by Johnson & Johnson, showcases the story of nurses who provided comfort, protection and care to patients in the first AIDS unit in the United States, at Zuckerberg San Francisco General Hospital and Trauma Center. In 2019 the film won the Entertainment Lions Grand Prix award at the Cannes Film Festival.

Following the screening, Dr. Edger participated in a panel discussion with the filmmakers and nursing professionals. The panel included Brendan Gaul, the film's producer, Alison Moëd Paolercio, RN, MS, head nurse of the AIDS Ward, Zuckerberg San Francisco General Hospital and Trauma Center, and Lynda Benton, senior Director of Strategic Initiatives, Johnson & Johnson. The panel reflected on the film and the current state of nursing. A reception hosted by Marie Ann Marino, EdD, RN, FAAN, dean and professor, Jefferson College of Nursing, and vice president, for Nursing Academic Partnerships and Innovation, Jefferson Health, followed the panel discussion and awards presentation.



2022 Excellence in Cancer Nursing Education Award – Anne Delengowski

In April 2022, during a formal ceremony at the Oncology Nursing Society (ONS) Congress® in Anaheim, CA – the largest conference dedicated to oncology nursing in California – one Jefferson oncology nurse was nationally recognized for her outstanding contributions to cancer education. Anne Delengowski, MSN, RN, AOCN, CCCTM, director, Oncology Nursing Education, and clinical nurse specialist, was honored with the 2022 Excellence in Cancer Nursing Education Award.

The award is given to educators whose teaching in cancer education programs is consistent with the ONS/American Nurses Association statement on the Scope and Standards of Practice and is based on the ONS Standards of Oncology Nursing Education. It recognizes educators who have made significant contributions to cancer education at the local,



national or international level. At the ONS Congress, the award selection process began with a colleague's nomination, followed by a review and selection by a panel of experts in the field of oncology nursing.

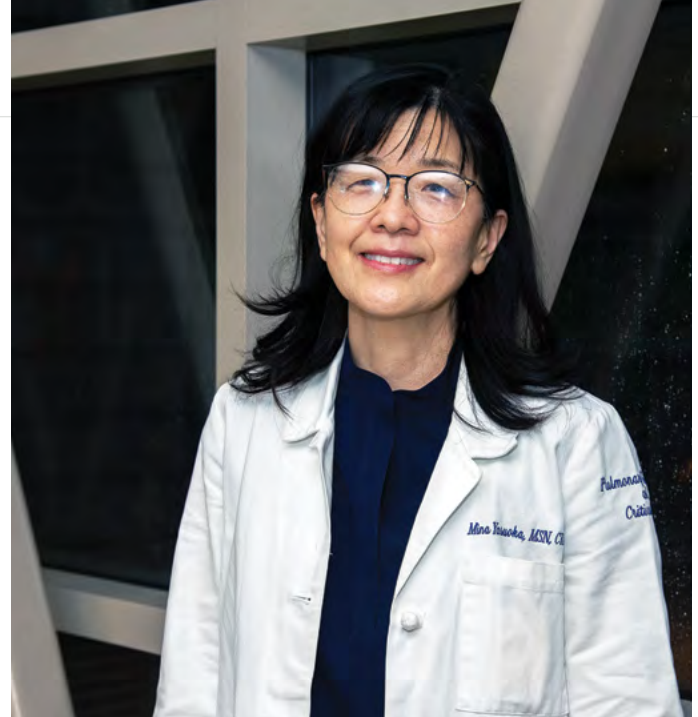
Anne has met the identified needs for cancer nursing education in her geographical area by implementing well-developed programs with clearly stated objectives. She also uses relevant and appropriate evaluation methods, is knowledgeable in the content area, establishes a positive teacher-student relationship, and promotes and supports cancer education. Additionally, she is supportive of and contributes to the development of professional oncology nursing practice.

JoAnn Silcox, MSN, RN, CCCTM, vice president, Nursing Oncology, believes that Anne is highly deserving of the award as she has demonstrated excellence in teaching and mentoring and has made a significant impact on the education and development of other oncology nurses at Jefferson. The award not only honors and recognizes the excellent work done by Anne in the field of oncology education, but also highlights the profound value of education and lifelong learning in oncology nursing as it encourages others to strive for excellence in their own professional development.

2022 Advance Practice Providers Excellence Awards

Jefferson Health annually honors the contributions of our Advanced Practice Providers (APP) across the enterprise. This is exemplified through the 2022 APP Excellence Awards. This award program recognizes the outstanding contributions and achievements of the APPs. The awards program is intended to honor the hard work and dedication of APPs and raise awareness of their important role in providing high-quality health care to patients. The awards are also a way to celebrate the unique skills and knowledge that APPs bring to the healthcare team and acknowledge their positive impact on patient outcomes.

Jefferson's annual APP Excellence Awards ceremony was held on September 26, 2022, during National APP Week. It is an annual event to recognize the contributions of this valuable and unique workforce. Two Advanced Practice Providers were recipients of the award:



Mina Yasuoka, MSN, RN, CRNP Award for Leadership and Teamwork

Mina was acknowledged for her exceptional mentorship abilities, which significantly impacted the development of the skills and competence of new practitioners. In her role as a preceptor, she regularly provided support and guidance to Advanced Practice Provider students. Furthermore, Mina also exhibited excellent leadership within the interdisciplinary team and was widely regarded as a role model by her fellow APPs.

Virginia Biddle, PhD, RN, PPCNP-BC, PMHNP-BC Award for Clinical Research and Scholarship

Virginia (Ginger) has earned recognition for her consistent involvement in current research. She is the principal investigator or co-investigator on several published studies, with a focus on preventing youth suicide. Ginger effectively communicates her knowledge and abilities through her scholarly works and regular participation in presentations and discussions on related topics. She offers insightful perspectives on relevant subjects as she makes significant contributions to her field.

Congratulations to our APP award winners!





AL DÍA Top Nurses Award – Rebecca Rivas

In May 2022, for the fifth consecutive year, AL DÍA, a Philadelphia-based media company that highlights the contributions Americans of Latino descent are making to strengthen American society, presented its annual Top Nurses Award during a formal award ceremony. Rebecca Rivas, BSN RN, clinical nurse who works on B6 at Jefferson

Methodist Hospital, was selected as this year's award recipient in the Health Systems Practice category. In her role as a nurse, Rebecca was recognized for her outstanding collaborative efforts in managing the direct care of a diverse patient population on a daily basis. Through her practice, she provided compassionate and effective care to her patients while ensuring constant communication with the medical staff to manage patients' symptoms effectively. Rebecca holds a bachelor's degree in nursing and is currently pursuing her master's degree at Thomas Jefferson University to become an advanced practice nurse.

The AL DÍA Top Nurses Award, celebrates multicultural, exemplary nurses who have made essential contributions to their diverse patients and communities. Honorees excelling in the profession were selected from a pool of nominees submitted by members of the community, healthcare organizations, and other professional associations. A panel of prestigious advisory board members and other healthcare experts carefully reviewed the nominations and selected the award winners.

As a winner of the 2022 AL DÍA Top Nurses Award, Rebecca is a shining example of excellence in nursing and an inspiration to others. She is dedicated and committed to providing the highest quality of care to her patients. Her tireless efforts to improve interprofessional collaboration of care and provide care to diverse patients make her a valuable asset to the nursing profession.

EXEMPLARY PROFESSIONAL PRACTICE



The Jefferson Nurse Professional Practice Model

The nursing Professional Practice Model (PPM) is a pictorial representation of the elements that creates a dynamic environment, leading to the development of a positive work environment and outstanding outcomes at Jefferson Health. The Jefferson Nurse Professional Practice is based on the Quality Caring® Model developed by nursing theorist Joanne Duffy, PhD, which is aligned with the mission, vision and values of Jefferson Health and provides a framework for our nurses to serve as patient advocates, putting the patient and family at the center of our work.

Jefferson Health uses the key as the graphic representation for our PPM. The key, an everyday object, operates with a precise design and provides entry into locked areas, just as nurses provide insight into patient care. The key requires multiple parts to be effective in its purpose – these parts are used to represent the multiple dimensions of the Jefferson Nurse.

- The head of the key represents the collaborative relationship that is fostered at Jefferson between the professional nurse and the patient/family. This relationship promotes an environment of trust and respect where each person contributes to and is an active member in the plan of care. The patient is the center of our practice.
- The rings that make up the head reflect the attributes of the Jefferson Nurse:

~ Expertise	~ Confidence	~ Kindness
~ Integrity	~ Connection	~ Partnership
~ Innovation	~ Empathy	~ Inspiration
~ Compassion	~ Dignity	~ Advocacy

- The shoulder of the key signifies the high priority of safety within nursing practice. This is the stabilizing force ensuring we do no harm.
- The blade of the key represents our care delivery model – the Quality Caring Model®, developed by our nursing theorist, Joanne R. Duffy. This model focuses on relationships, professional development, and self-care as a means to promote quality care.
- The cut of the key represents that we are “One Jefferson Nurse,” each of us embracing the mission, vision, and values of Jefferson with every encounter.

This PPM is a reflection of each and every nurse at Jefferson. Commitment to our patients/families/and each other is second to none. The strong focus on safety and quality care drives our outcomes. Nursing is the Key!





Care Delivery System

The Care Delivery System promotes permanence, uniformity, and a common way of describing nursing wherever it is practiced in our organization. Our Care Delivery System is incorporated within our PPM and promotes continuous, consistent, and accountable delivery of nursing care. The care delivery at Jefferson Health is based on the Quality Caring® Model developed by Dr. Duffy. This model combines the art and science of nursing and stresses the equal importance of both. With a focus on both quality and caring, the Quality Caring Model provides nurses with a tangible foundation to build their practice and embed caring into the healthcare environment.

The model places relationships at the core of the nursing process – those with patients/families, colleagues, self and community. Combined with evidence-based practice, these caring relationships empower nurses to foster cohesive teams and promote quality care. This conceptual approach allows individuals to feel cared for and cultivates an environment of collaboration.

Eight Caring Behaviors:

- Mutual Problem Solving – assist patients and caregivers to understand, learn, and think about their health and illness, and promote their active engagement in decision-making regarding their care.
- Attentive Reassurance – be attentive to the patient and present in the moment,
- Human Respect: Value all individuals through unconditional acceptance, care with dignity, and recognition of individual rights and responsibilities.
- Encouraging Manner – communicate in a supportive manner, with positive thoughts and openness to feelings of others.
- Appreciation of Unique Meanings – recognize that all individuals are a blend of their unique life experiences, and incorporate that knowledge into the relationship.
- Healing environment – Provide care that maintains the patient’s privacy, safety and control.
- Basic Human Needs – understand that all humans have basic physiological, safety, love/belonging, self-esteem, and self-actualization needs, and incorporate these aspects in the plan of care.
- Affiliation Needs – value and engage the family and caregivers, recognizing that all individuals need to feel they are included.

Handle with Care with Enhanced Safety and Security Measures

Jefferson is dedicated to ensuring the safety and well-being of its employees, patients and the community it serves. To achieve this goal, the Patient Care Services Leadership Team implemented strategies that address safety concerns and provide additional resources to staff to enhance safety across all campuses. One such strategy is the implementation of the Handle with Care (HWC)[®] Behavioral Management System, a crisis intervention program that utilizes verbal and physical methods and includes training on how to recognize and address escalating behaviors, techniques for maintaining composure in challenging situations, personal safety and team responses to severe behavioral disturbances.

The HWC training is an eight-hour in-person program that includes interactive discussions, didactic sessions, hands-on personal defense training and physical restraint techniques.

The HWC program was initially implemented by Abbie Lampe, MSN, RN, nurse manager, 14 Thompson, and Dennis Caliguri, MSN, RN, vice president of Patient Care Services, Thomas Jefferson University Hospitals and later introduced to all emergency departments. This program was found to be effective in improving workplace safety outcomes through the use of de-escalation strategies. Empirical data from the emergency department implementation demonstrated that de-escalation strategies significantly improve workplace safety outcomes. Based on this information, the senior leadership team devised a plan to expand the program

across all Thomas Jefferson University Hospitals inpatient units by July 2022.

In addition to the HWC program, Jefferson leadership is constantly working on measures to improve safety and security measures. This includes regularly evaluating and updating visitor protocols, implementing security screenings for visitors arriving after regular hours at the Thomas Jefferson University Hospital-Center City campus' Emergency Department, and escorting them to patient rooms. We have also employed contracted security firms, regularly review and revise the Active Shooter Policy, and conduct drills. New security technology has been evaluated to keep up with evolving technology. The Strongline staff duress system was expanded to cover the entire campus and now includes some ambulatory practices. Entrances are restricted and new cameras and card swipe access systems are installed.

We actively keep employees informed of safety concerns through town hall meetings, emails, and JeffAlert notifications, and advocate for gun reform laws and victim support through various initiatives. Through these efforts, the organization is committed to providing a safe environment for all stakeholders. Implementing the HWC behavioral management system, combined with ongoing security support and resources, is essential to achieving this goal. The leadership team is dedicated to ensuring that all employees have the necessary tools and training to handle difficult situations safely and effectively.



Nurses Week 2022 and Susan J. Campbell Awards

National Nurses Week is an annual event that honors the vital work of nurses in health care. It is celebrated from May 6, National Nurses Day, to May 12, the birthday of Florence Nightingale, founder of modern nursing. During this week, nurses are recognized for their dedication and contributions to healthcare.

In 2022, Thomas Jefferson University Hospitals commemorated National Nurses Week by implementing carnival-inspired activities and events at the Jefferson Methodist Hospital and Thomas Jefferson University Hospital campuses and its Asplundh Cancer Pavilion location. The festive-themed initiative was a celebration of nurses' significant contributions to the patient care environment. Activities included various games, food, and prizes to recognize the nurses' diligent and dedicated work.

In addition to carnival-themed activities and events, we also provided opportunities for nurses to participate in educational seminars offered during the week. These seminars featured notable speakers such as Carolyn Jones, who celebrated Jefferson nurses through her documentary film, *The American Nurse*, and Joanne Duffy, PhD, RN, FAAN, who delved into quality caring theory as it guides professional practice. Additional activities were organized to ensure that all nurses working different shifts participated in nurses' week events. This included coffee carts, popcorn, cotton candy, ice cream and raffle drawings. Mary Beth Edger, DNP, MHA, RN, NEA-BC, senior vice president, Patient Care Services and chief nursing



officer, together with other nursing leadership, sent thank-you notes to nurses. Nursing and hospital leadership also served breakfast to show appreciation for the nurses' efforts.

One of the main highlights of the celebration was the Quality Care Awards, which aligns with the Jefferson Health Nursing Professional Practice Model. To be nominated for the Quality Caring Award, clinical nurses must demonstrate one or more of Joanne Duffy's caring behaviors as outlined in the model. The 2022 unit winners include the following:



Thomas Jefferson University Hospital

Dawn Massini, BSN, RN
Casey Kraft, BSN, RN
Bernadette Jackson, BSN, RN
Mark Campiglia, BSN, RN
Christine Siu, BSN, RN
Kasey McElvaney, BSN, RN
Angela Francis, MSN, RN-BC
Timothy Hagarty, RN
Dakota Roman, BSN, RN
Juliana Mangin, BSN, RN
Kyle Hamilton, BSN, RN
Veronica Asman, BSN, RN
Ryan Bojda, BSN, RN
Elizabeth Durso, BSN, RN
Sarah Anderson, BSN, RNC-OB, C-EFM
Kelly Donegan, MSN, RN
Maryann Kobierowski, BSN, RN
Kaitlyn Smith, BSN, RN, BMTCN
Kerri Hayes, BSN, RN
Melissa LaFauci, BSN, RN
Justine O'Connor, MSN, RN, OCN
Teresa Slifer, MSN, RN
Lori Rugg, BSN, RN, PCCN

Jefferson Hospital for Neuroscience

Jessica Houser, BSN, RN, SCRN
MiJin Go, BSN, RN
Hannah Thorpe, BSN, RN
Jenny Shin, BSN, RN

Jefferson Methodist Hospital

Jane Stanton, BSN, RN
Trisha Citrigno, RN
Danielle DiVario, BSN, RN
Jacquelyn Lux, ADN, RN
Rebecca Rivas, BSN, RN
Danielle Kelly, BSN, RN
Patricia Deegan, BSN, RN
Jenna Device, BSN, RN, CNOR
Alexis Lockley, BSN, RN



Ambulatory Practice

Christine Keating, BSN, RN
Andrea Debes, BSN, RN
Amanda Anderson, BSN, RN
Sara Meshino, BSN, RN, ONC
Jonathan D'Alessio, BSN, RN, VA-BC
Catherine Closson, RN, CCRN
Donna Lynch, RN
Raymund Demonteverde, BSN, RN
Carolyn Reyes, MSN, RN
Amber Stasky, BSN, RN
Brenna Malloy, BSN, RN
Angela Caso, RN
Darlene Sullivan, RN
Jessica Bello, BSN, RN
Leia Hyjurick, BSN, RN, CCRN, CFRN, PHRN

Four division winners were chosen to represent Thomas Jefferson University Hospitals and were among the 14 finalists for the Susan B. Campbell Enterprise Award. The selection process for these finalists utilized the criteria mentioned above. The virtual awards ceremony was held on May 10, 2022. It was hosted by Kate Fitzpatrick, DNP, RN, ACNP, FAAN, NEA-BC, FAAN, executive vice president and Connelly Foundation chief nurse executive officer, Jefferson Health.

Thomas Jefferson University Hospitals Winners

Thomas Jefferson University Hospital
Christine Siu, BSN, RN

Jefferson Hospital for Neuroscience
Jessica Houser, BSN, RN, SCRN

Jefferson Methodist Hospital
Danielle Kelly, BSN, RN

Ambulatory Practice
Andrea Debes, BSN, RN



In 2022, the Nursing Professional Governance established the Quality Caring Ancillary Award to honor the contributions of nursing support staff. Nursing ancillary staff were recognized for their compassionate care, unwavering commitment and exceptional service. Candidates for the award include but are not limited to certified nurse assistants, patient care technicians, critical care technicians, emergency medical technicians, and other non-licensed nursing team members. To be considered for the award, nominees must demonstrate the qualities outlined in the Jefferson Health Mission, Vision & Values. The nominees and winners of the 2022 Quality Caring Ancillary Award are:

Ancillary Award Nominees

- | | |
|-------------------|-------------------|
| Abdoulaye Sylla | Jonathan Kinne |
| Alpeth Anderson | Karen Munden |
| Andrea Crozier | Loretta Ward |
| Anh Nguyen | Markus Frames |
| Anthony Laimo | Matthew Klemowitz |
| Anthony Lanier | Maya Haley |
| Bach Tong | Megan Foster |
| Brittney Elliott | Naszir West |
| Calvin Harding | Roger Heard |
| Catherine Pollnow | Rome Huertas |
| Chantae Cook | Ronaldo Salamat |
| Cheri Williams | Ronda Adlesic |
| Colin Hunsicker | Samuel Schumacher |
| Davis Jones | Sherene Handy |
| Deonna King | Sheri Caruso |
| Diamond Torres | Silver Lee |
| Edward Liang | Steven Moores |
| Emilie Lucas | Tracey Cummins |
| Emily Thomas | Tyrone Connor |
| Henrietta Johnson | Vanessa Figueroa |
| Jeffrey Nixon | Vincent Aguilar |
| Jeffrey Salamat | William Kelly |
| Jerry Mark | Asha Wallace |
| Johanna Macabre | |



Ancillary Award Winner

Ronaldo Salamat
Patient Care Technician
Jefferson Methodist Hospital ICU

National Nurses Week is a time to recognize and celebrate nurses' vital role in providing high-quality health care to patients, and show appreciation for their dedication and hard work. It also offers an opportunity for nurses to reflect on their contributions to the healthcare system and the lives of their patients.

NEW KNOWLEDGE, INNOVATIONS & IMPROVEMENTS

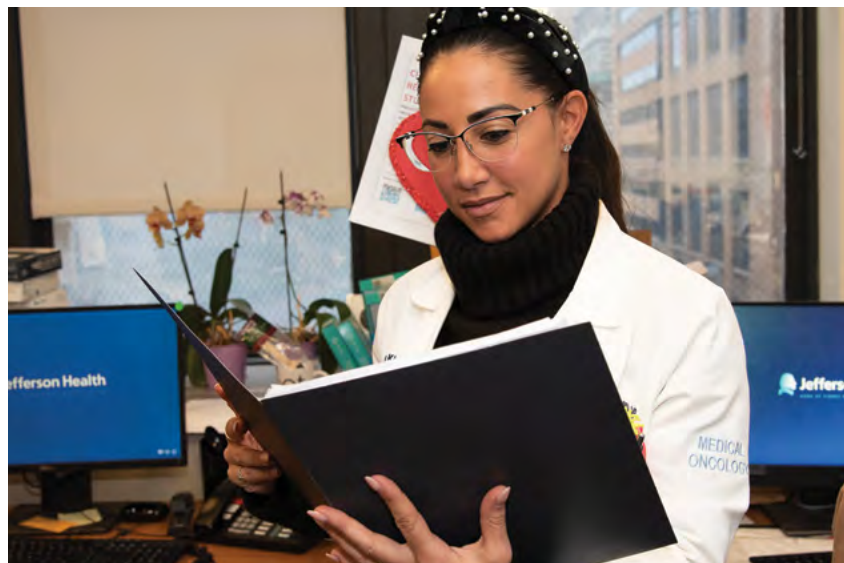


Nursing Virtual Grand Rounds 2022

The Nursing Professional Development Department is dedicated to promoting the ongoing education and professional development of nurses through the provision of high-quality, diverse and robust continuing education programs. In 2022, the department continued to implement Grand Rounds to deliver these programs. Grand Rounds consist of scheduled presentations by nursing experts on a wide range of topics related to nursing practice, and focus on the implementation of evidence-based practice in order to improve patient outcomes.

The department used the Virtual Learning Environment as the preferred platform for delivering the Grand Rounds. This approach allows for the seamless delivery of virtual Grand Rounds to nursing audiences, regardless of location. This enhances the accessibility and convenience of continuing education programs for nurses, who can participate irrespective of their geographical location. Many of the proceedings were recorded and stored as continuing education on the my JeffHub platform, providing added convenience for nurses to access the recorded version at any time.

The use of this online platform has significantly benefited the program. This approach enables nationally recognized nursing leaders to easily share their knowledge and expertise with nurses while encouraging colleagues across the Jefferson Health enterprise to attend TJUH Grand Rounds.



The Nursing Professional Development Department is dedicated to providing exceptional continuing education programs that promote professional development and enhance patient care. These programs, which include Grand Rounds, ensure that nurses stay up-to-date on the latest developments in their field and best practices, and expand their knowledge of current care practices.

Date	Presenters	Title of Presentation
January 5, 2022	Sally Kauffman, BSN, RN	The Joy and Wellness of Laughter
February 2, 2022	Angel McCullough, MSN, RN, MBA, CCRN, NEA-BC	The Power of Us: Trust and Teamwork Impacts Outcomes
March 2, 2022	Hillary Miller, BSN, RN	Challenges with Healthcare for People Experiencing Homelessness
April 6, 2022	Kristin Gustafson, DO	Optimizing Care for Spinal Cord Injury Patients
June 1, 2022	Rebecca Miller, MLS	Find What You're Looking For: the Ins and Outs of Database Searching
September 7, 2022	Geralynn Boone, BSN, RN, MSM	An Overview of Medicare and Medicaid
October 5, 2022	Michele Daniele, Esquire Jay Stein	Nursing Communication and Documentation – Still the Best Medicine
November 2, 2022	Anne Delengowski, MSN, RN, AOCN, CCCTM Molly Hanson, MSN, RN, CRNP	Addressing End-of-Life Issues
December 7, 2022	Amalia Romanowicz, Esquire Heather Tereshko, Esquire	Pressure Injuries and Skin Documentation: The Legal Perspective

Labor and Delivery Opening and Unit Ceremony

The Labor and Delivery (L&D) unit at Thomas Jefferson University Hospital provides expert and compassionate care to all patients and families. Following the closure of Hahnemann University Hospital in 2019, the L&D unit experienced twice as many deliveries each month, and this increase in volume has continued through 2021. Additionally, the L&D unit has expanded its program with the addition of a midwifery practice, which has been a great complement to the interprofessional team and overall patient experience.

In order to better accommodate the increased patient volume and rapid expansion of the L&D program, a new triage unit was opened on May 3rd, 2022, on the 7th floor of the Thompson Building to support five beds for pregnant patients from 16 weeks to full term. This allows low-risk and high-risk pregnant women to bypass the emergency department and go directly to the triage unit for evaluation and care. The unit is managed by advanced practice nurses in collaboration with obstetrics physicians and the L&D interprofessional team. The team provides compassionate, efficient and competent quality health care while supporting the organization's mission of

delivering care and advancing education. The L&D triage section evaluated and treated over 330 patients in its first month of operation.

In the fall of 2022, Phase II of the L&D renovations began on 7 Pavilion, which updated the delivery unit and included new patient rooms and collaborative workspaces to support staff and the education of residents, fellows, nurses and students. The new patient rooms were designed to provide a comfortable and welcoming environment for families, with ample space for support persons and other family members.

According to Suzanne Lagner, MSN, RN, NE-BC, director of nursing and Patient Care Services for Women and Children, the expansion and renovation of the L&D unit is a significant step forward in providing the best possible care to patients and ensuring that the hospital continues to be a leader in obstetrics and gynecology. The hospital is committed to providing compassionate care and improving lives, and the expansion and renovation of the L&D unit is a significant step towards supporting this goal.





J. Patrick Barnes Grants Awarded to Thomas Jefferson University Hospitals Project

Thomas Jefferson University Hospitals partners with the DAISY Foundation, a non-profit organization established in memory of J. Patrick Barnes, who died of idiopathic thrombocytopenic purpura at the age of 33. The foundation's mission is to recognize and support nurses for the compassionate and skillful patient care they provide every day. The DAISY Foundation offers several programs to celebrate and acknowledge nurses. The awards are: the DAISY Award for Extraordinary Nurses, which recognizes excellence by direct-care nurses; the DAISY Nurse Leader Award, which celebrates excellence in nursing leadership; and the DAISY Team Award, which honors team collaboration to meet patient and/or patient family needs.

Another program offered by the DAISY Foundation is the J. Patrick Barnes Grant for Nursing Research and Evidence-Based Practice Projects, launched over ten years ago. This grant is designed to support nurses pursuing research in the field of nursing by funding research and evidence-based practice projects that focus on treating patients with autoimmune diseases and cancer. The grant intends to help nurses further their education and research, develop new skills and knowledge, and improve patient care. For nurse researchers and investigators, this program offers support for those who

continually evaluate their practice, seek answers to clinical questions to improve their practice, and change their approach to patient care based on evidence and evaluation.

In early 2022, Anne Delengowski, MSN, RN, AOCN, CCCTM; Patricia Galanis, MSN, RN, ANP-BC, AGACNP-BC; Victoria Gulick, MS, BA; Lisa Kearns, MSN, CRNP; Michelle Lasota, BSN, RN, CHPN; Katie Teets, BSN, RN, OCN, BMTCN; and Tingting Zhan PhD were notified by the DAISY Foundation that their submitted application for a grant titled "Improving Patient Experience during BMBA" was approved. The team was pleased to receive the news, and grateful for the opportunity to conduct the nursing research project. The project was intended to improve the patient experience during bone marrow biopsy and aspiration (BMBA) procedures. It aimed to identify areas of the BMBA process that could be enhanced to reduce patient discomfort and anxiety using non-pharmacologic nurse-driven interventions, increase patient satisfaction and, ultimately, improve the overall quality of care provided. The study piloted several interventions, which included positive distraction therapies such as virtual reality music and environmental changes in the clinical area. The study is ongoing and the investigators plan to complete its implementation within one year.

Magnet4Europe

Since March 2020, Thomas Jefferson University Hospitals has participated in the Magnet4Europe Initiative starting in March 2020. The Center for Health Outcomes and Policy Research at the University of Pennsylvania School of Nursing partners with hospitals in the European Union and the American Nurses Credentialing Center (ANCC) to develop this learning collaborative.

Magnet4Europe is a randomized trial to redesign hospital workplaces to improve nurses' and physicians' mental health, well-being and retention and to improve patient safety and hospital productivity. The workplace intervention is guided by the principles of Magnet Recognition and involves 1:1 twinning of European hospitals with an experienced Magnet designated hospital. The intervention hospitals are located in five countries: Belgium, England, Germany, Ireland and Sweden.

The purpose of the trial is to determine if a redesign of hospital work environments guided by Magnet principles as described in the ANCC Magnet Application Manual and in collaboration with an experienced Magnet designated hospital is feasible, effective and sustainable in Europe in improving care quality and safety, patient satisfaction and workforce outcomes. Thus, the initiative is both an intervention and a major research initiative in both Europe and the U.S. As part of this collaboration, nurses, advanced practice nurses and physicians from Thomas Jefferson University Hospitals are

participating in a clinician well-being research study that is ongoing until the end of 2023.

The University of Freiburg Hospital is our designated partner. Since October 2020, Thomas Jefferson University Hospital clinicians have met with our German colleagues to perform a Magnet GAPS analysis and share best practices. Over the past two years, Christie DiMichele, DNP, RN, NEA-BC, Magnet program director, Thomas Jefferson University Hospitals, and Jorun Thoma, MSc Nursing Studies, Magnet program coordinator from Freiburg, organized the partnership between these hospitals and participated in multiple virtual programs and meetings. The two organizations shared best practices regarding nursing shared governance and de-escalation training for clinicians.

After meeting remotely for almost two years, nurses throughout Jefferson welcomed Jorun; Ronny Böhmkke, deputy nurse manager, University Heart Center, Freiburg; Lara Tan Tjhen, deputy nurse manager, Department of Neurosurgery and Epileptology, Freiburg; Dr. Birgit Vogt, Magnet Coordinator, University Medical Center Hamburg-Eppendorf; and Dr. Claudia Maier, Technische Universität Berlin during the 2022 ANCC Magnet and Pathway® Conference in Philadelphia. The group met with nurses from Jefferson College of Nursing and was excited to tour various units at Jefferson Hospital for Neuroscience and Thomas Jefferson University Hospital.



Presentations, Publications and Completed Nursing Research Studies and Evidence–Based Practice Projects

A Sampling of Nursing Presentations

Elizabeth Avis, MSN, RN, CCRN, Clinical Nurse

Avis, E. (2022, March). *Rapid response nurse management of in-house stroke alerts*. Cerebral Vascular Update, Philadelphia, PA, virtual oral presentation.

Avis, E. (2022, November). *Pain management with a twist*. SEPONL Education Update, Malvern, PA, podium presentation.

Lorraine S. Belcher, MSN, RN, CCCTM, NE-BC, Nurse Manager; David A. Dacanay Jr., DNP, RN, CCCTM, RN-BC, NE-BC, Magnet Program Specialist; and Nancy M. Lutner, MSN, RN, CRRN, Clinical Nurse

Belcher, L. S., Dacanay, D. A., & Lutner, N. M. (2022, October 13). *Impact of using a transition nurse in improving hospital admission*. ANCC National Magnet Conference and ANCC Pathway to Excellence Conference, Philadelphia, PA, poster presentation.

Nicole M. Bradley, DNP, RN, CCRN-K, RN-B, Clinical Practice Leader; Laurie Varela, BSN, RN-BC, Clinical Nurse; Stephanie Dello-Buono, BSN, RN-BC, Coordinator, Patient Care Services

Bradley, N. & Varela, L., & Dello-Buono, S. (2022, March/September). *Commend-A-Friend: One unit's journey to improve staff morale*. Creating Healthy Work Environments: Sigma Theta Tau International, Washington, DC and Academy of Medical Surgical Nursing Convention, San Antonio, TX, poster and podium presentations.

Nicole M. Bradley, DNP, RN, CCRN-K, RN-B, Clinical Practice Leader; Mary Ehly, BSN, RN, CIC, Infection Control Practitioner; and Lisa Liciardello, MSN, RN-BC, Nurse Manager

Bradley, N., Ehly, M., & Liciardello, L. (2022, March/September). *Collaborating to improve hand hygiene*. Creating Healthy Work Environments: Sigma Theta Tau International, Washington, DC and Academy of Medical Surgical Nursing Convention, San Antonio, TX, poster presentation.

Anne Delengowski, MSN, RN, AOCN, CCCTM, Director of Nursing Education

Delengowski, A. (2022, September 13) *Clinical trials on the frontline: The changing landscape of clinical trials nursing*. Oncology Nursing Society Bridge, virtual oral presentation.

Heather Etzl, MSN, RN, CBC, Clinical Practice Leader and Christina Choyce, MSN, RN, CBC, RNC-NIC, CCCTM, Nurse Manager

Choyce, C., & Etzl H. (2022, September). *Evaluating needs of neonatal nurses before and through the pandemic*. Academy of Neonatal Nursing Conference, Palm Springs, CA, poster presentation.

Eleanor Fitzpatrick, DNP, RN, AGCNS-BC, ACNP-BC, CCRN, CCCTM, Clinical Nurse Specialist

Fitzpatrick, E. (2022, March 14). *Antibiotic stewardship: Knowledge, empowerment & engagement*. National Association of Clinical Nurse Specialists, Baltimore, MD, poster presentation.

Eleanor Fitzpatrick, DNP, RN, AGCNS-BC, ACNP-BC, CCRN, CCCTM, Clinical Nurse Specialist and Anne Delengowski, MSN, RN, AOCN, CCCTM, Director of Nursing Education

Fitzpatrick, E., Manning, M. L., Pogorzelska-Maziarz, M., and Delengowski, A. M. (2022, October 11). *Leveraging the Magnet culture to optimize antibiotic stewardship*. ANCC National Magnet Conference and the ANCC Pathway to Excellence Conference, Philadelphia, PA, poster presentation.

Eleanor Fitzpatrick, DNP, RN, AGCNS-BC, ACNP-BC, CCRN, CCCTM, Clinical Nurse Specialist; Michelle McKay, PhD, RN, CCRN, Clinical Nurse and Shawn Mangan, MSN, RNFA, ANP-BC, AGACNP-BC, Nurse Practitioner

Fitzpatrick, E., McKay, M., & Mangan, S. (2022, May 16). *Instituting a palliative care trigger in the surgical ICU*. National Teaching Institute (NTI): American Association of Critical Care Nurses (AACN), Houston, TX, podium presentation.

Mary Hendry, MS, RN, Nurse Coordinator

Hendry, M. (2022, Nov 5). *Hot topics in CF care for nurses*. North American Cystic Fibrosis Conference, Phoenix, AR.

Helen (Lynn) Kane, RN, MSN, MBA, CCRN, Clinical Practice Leader

Kane, H. L. (2022, April 8). *Education approver secrets unveiled: How do you do that application for contact hours?* American Society of PeriAnesthesia Nurses, Philadelphia, PA, podium presentation.

Kane, H. L. (2022, April 23). *Violence in the workplace*. New Jersey Bermuda PeriAnesthesia Nurses Association, virtual presentation.

Kane, H. (2022, Oct 8) *Opioid epidemic: Update*. New Jersey Bermuda PeriAnesthesia Nurses Association, virtual oral presentation.

Scott E. James, DNP, RN, MBA, NEA-BC, NRP, CEN, CFRN, Vice President, Patient Care Services

James, S.E. (2022, October 24). *The impact of a nursing shortage on transport medicine programs*. Air Medical Transport Conference, Tampa, FL, podium presentation.



Giuliana Labella, MSN, RN, SCRNP, Clinical Practice Leader and Caitlin Harley, MSN, RN, CCRN, SCRNP, Clinical Practice Leader

Labella, G., Patel, A., Shah, S. O., Harley, C., & Thomas, T. (2022, October). *Nursing and pharmacy collaboration to improve patient safety through the implementation of a peripheral hypertonic saline administration guideline*. Neurocritical Care Society Annual Meeting, San Antonio, TX, podium presentation.

Angel McCullough, DNP, RN, MBA, CCRN, NEA-BC, Director of Nursing Operations and Patient Care Services

McCullough, A. (2022, August 3). *The power of us: Trust and teamwork and the impact on outcomes*. National Doctors of Nursing Practice Conference, Tampa, FL, podium presentation.

McCullough, A. (2022, October 22). *Diversity of thought from the bedside to the c-suite*. DNP's of Color: Changing the Game, Forging New Paths Conference, Baltimore, MD, podium presentation.

Jeanette Palermo, DNP, RN, NPD-BC, PCCN-K, Director of Professional Development & Research

Palermo, J. (2022, March). *Impact of structured check-in labs on EBP projects*. Vizient Education Connections & NRP National Conference, virtual podium presentation.

Jessica Radicke, MSN, RN, OCN, BMTCN, Nurse Manager; Felicia Rivera, BSN, RN, OCN, BMTCN, CCRN, CCCTM, Nurse Educator; Jill Cristiano, BSN, RN, OCN, BMTCN, Coordinator, Patient Care Services; JoAnn Silcox, MSN, RN, CCCTM, Vice President, Patient Care Services; Ellen Sweeney, MSN, RN, OCN, Clinical Nurse Specialist; and Claudia Thomas-Nembhard, MSN, RN, Nurse Manager

Radicke, J., Rivera, F., Cristiano, J., Silcox, J., Sweeney, E., & Thomas-Nembhard, C. (2022, April). *Standardization and implementation of a cryotherapy guideline for Melphalan administration across inpatient and outpatient care areas*. Oncology Nursing Society Congress, San Antonio, TX, poster presentation.

Felicia Rivera, BSN, RN, OCN, BMTCN, CCRN, CCCTM, Nurse Educator; Jessica Radicke, MSN, RN, OCN, BMTCN, Nurse Manager; Jacqueline Ortiz, BSN, RN, Clinical Nurse; Laura Hayden, BSN, RN; Jill Cristiano, BSN, RN, OCN, BMTCN, Coordinator, Patient Care Services; and JoAnn Silcox, MSN, RN, CCCTM, Vice President, Patient Care Services

Rivera, F., Radicke, J., Ortiz, J., Hayden, L., Cristiano, J., & Silcox, J. (2022, April). *Preventing hospital-acquired pressure injuries on a blood and marrow transplant unit*. American Society for Transplantation and Cellular Therapy (ASTCT) Tandem Meetings, virtual poster.

JoAnn Silcox, MSN, RN, CCCTM, Vice President, Patient Care Services

Silcox, J. (April 2022). *Care coordination across the cancer continuum: Breaking down the barriers*. Oncology Nursing Society Congress, San Antonio, TX, poster presentation.

Silcox, J. (April 2022). *Welcome aboard: Mentorship and development of oncology nurse managers*. Oncology Nursing Society Congress, San Antonio, TX, poster presentation.

Abigail Wichtel, MHA, BSN, RN, Liver Transplant Coordinator

Wichtel, A. (2022, October 19). *Reducing readmissions of a transplant hepatology service*. Transplant Quality Institute, Atlanta, GA, podium presentation.

Theresa P. Yeo, PhD, MPH, ACNP-BC, AOCNP, FAANP, Surgical Oncology Nurse Practitioner

Yeo, T. P. (2022, June). *Pancreas and related cancers symposium: What is new in 2022?* Jefferson CME Course, Philadelphia, PA, virtual oral presentation.

Yeo, T. P. (2022, May). *An assessment in pancreaticobiliary cancer patients and their significant others*. The Pancreas Club. San Diego, CA, virtual oral presentation.

Yeo, T. P. (2022, November). *Jefferson pancreas tumor registry: Annual report and long-term complications reported by registrants*. Annual Jefferson Pancreatic Cancer and Related Diseases Patient Symposium, Thomas Jefferson University, Philadelphia, PA, oral presentation.

Yeo, T. P. (2022, September). *Opportunities for advanced practice providers (Nurse Practitioners) in healthcare*. Jefferson College, Washington, PA, oral presentation.

Publications

Elizabeth Avis, MSN, RN CCRN, Clinical Nurse and Gina Gardingan, BSN, RNC-OB, CBC, Coordinator, Patient Care Services

Avis, E., & Gardingan, G. (2022). *Amniotic fluid embolus: A team's quick actions ensure a positive outcome*. *American Nurse*, 25 (6) 47. <https://www.myamericannurse.com/amniotic-fluid-embolus/>

Kristine Meagher, MSN, RN, ACNS-BC, Clinical Nurse Specialist; Donna Molyneaux, PhD, CNE, RN, Director of Nursing Research and Andrew Thum, MSN, ML, NE-BC, CCCTM, Nurse Manager

Ackermann, L., Meagher, K., Molyneaux, D., Thum, A., Neff, R., Zabriskie, K., Shimada, A., & Riggio, J. (2022). Video engagement to improve handwashing duration: A longitudinal study assessing creative and messaging fatigue. *American Journal of Infection Control*, 50(3), 295–299. <https://doi.org/10.1016/j.ajic.2021.11.024>



Lisa Wus, DNP, RN, CRNP, PCCN-CMC, Nurse Manager

Bodempudi, S., Wus, L., Kloo, J., Zeniecki, P., Coromilas, J., West, F. M., & Lev, Y. (2022). Improving time to defibrillation following ventricular tachycardia (VTach) and ventricular fibrillation (VFib) cardiac arrest: A multicenter retrospective and prospective quality improvement study. *American Journal of Medical Quality*. <https://doi.org/10.1097/JMQ.000000000000102>

Linda Wright, DrNP, RN, CNN, CCTC, Clinical Manager of Abdominal Organ Transplant

Wright, L.S. (2022). COVID-19 Vaccine mandates in U.S. transplant centers. *Nephrology Nursing Journal: Journal of the American Nephrology Nurses' Association*, 49(3), 273–275. <https://doi.org/10.37526/1526-744X.2022.49.3.273>

Wright, L.S. (2022). Health literacy and listing for kidney transplant. *Nephrology Nursing Journal: Journal of the American Nephrology Nurses' Association*, 49(5), 457–. <https://doi.org/10.37526/1526-744X.2022.49.5.457>

Wright, L.S. (2022). Race, ethnicity, and diabetes screening. *Nephrology Nursing Journal: Journal of the American Nephrology Nurses' Association*, 49(4), 379–381. <https://doi.org/10.37526/1526-744X.2022.49.4.379>

Wright, L.S. (2022). Quality improvement and alternate change methods. *Nephrology Nursing Journal: Journal of the American Nephrology Nurses' Association*, 49(2), 187–188. <https://doi.org/10.37526/1526-744X.2022.49.2.187>

Wright, L.S. (in press). NNJ journal club: Shared decision-making. *Nephrology Nursing Journal*.

Theresa P. Yeo, PhD, MPH, ACNP-BC, AOCNP, FAANP, Surgical Oncology Nurse Practitioner

Fong, Z.V., Teinor, J., Yeo, T. P., Rinaldi, D., Greer, J. B., Lavu, H., Qadan, M., Johnston, F. M., Ferrone, C. R., Chang, D. C., Yeo, C. J., Wolfgang, C. L., Warshaw, A. L., Lillemoe, K. D., Fernandez-Del Castillo, C., Weiss, M. J., Wolff, J. L., & Wu, A. W. (2022). Assessment of caregivers' burden when caring for patients with pancreatic and periampullary cancer. *Journal of the National Cancer Institute*, 114(11), 1468–1475. <https://doi.org/10.1093/jnci/djac153>

Papai, E., Nevler, A., Solomides, C., Shergill, M. S., Yeo, T. P., Cannaday, S., Yeo, C. J., Winter, J. M., & Lavu, H. (2022). Intraoperative cytologic sampling for resected pancreatic and periampullary adenocarcinoma with implications for locoregional recurrence-free survival. *Journal of the American College of Surgeons*, 234(1), 48–53. <https://doi.org/10.1097/XCS.0000000000000034>



Yeo, T.P., Cannaday, S. Thompson, R., Fogg, R., Nevler, A., Lavu, H. & Yeo, C. J. (2022). Distress, depression, and the effect of ZIP code in pancreaticobiliary cancer patients and their significant others. *Journal of the American College of Surgeons*, 236(2), 339–349. <https://doi.org/10.1097/XCS.0000000000000469>

Yeo, T.P., Yeo, C.J. & Krampitz, G.W. (2022). Epidemiology of pancreas cancer. In L. Blumgart, (Ed.) *Surgery of the Liver, Biliary Tract and Pancreas, 6th ed.* St. Louis: Elsevier.

Completed Nursing Research Studies and Evidence-Based Practice Projects

David A. Dacanay Jr., DNP, RN, CCCTM, RN-BC, NE-BC, Magnet Program Specialist

Development and evaluation of a nurse leader – directed mobility assessment tool to facilitate staff compliance with safe patient handling

Christie DiMichele, DNP, RN, NEA-BC, Magnet Program Director

Nurse leaders’ intent to intervene in direct reports episodes of nurse-to-nurse workplace incivility

Valerie Seccia, BSN, RN, Nurse Manager; Ellen Smith, MSN, RN-BC, PCCN-K, Clinical Practice Leader; and Meghan Wheeler, MSN, RN-BC, CCCTM, Clinical Practice Leader

Assessing needs and attitudes of nursing and primary teams treating medically ill patients with psychiatric co-morbidities

Andrew Thum, MSN, ML, NE-BC, CCCTM, Nurse Manager

Improving the discharge experience of hospital patients through standard tools and methods of education

Lisa Wus, DNP, RN, CRNP, PCCN-CMC, Nurse Manager

Improving time to defibrillation following ventricular tachycardia (VTach) and ventricular fibrillation (VFib) cardiac arrest: A multicenter retrospective and prospective quality improvement study

Theresa P. Yeo, PhD, MPH, ACNP-BC, AOCNP, FAANP, Surgical Oncology Nurse Practitioner

Peri-operative high-protein diet in patients undergoing pancreatic surgery

Quality improvement initiative: Enhancing patient preparedness for surgery and post-operative recovery

Screening for distress in HPB patients

The impact of neoadjuvant chemotherapy and pancreaticoduodenectomy on the satisfaction, well-being and work productivity of caregivers providing for patients with pancreatic cancer compared to upfront pancreaticoduodenectomy

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