

2022-2023 Annual Report | Einstein Medical Center Philadelphia

# The Jefferson Nurse





## Welcome to Einstein Medical Center Philadelphia, and campuses Einstein Medical Center Elkins Park, Einstein Center One, MossRehab, Willowcrest Nursing 2022-2023 Annual Report



Dear Nurses and Collaborative Partners,

Thank you for your hard work and dedication over the past year. Your commitment to excellence and patient care is truly inspiring. You have worked tirelessly to care for our patients, and I want to express my sincere gratitude for your dedication .

As nurses, you have been recognized by several organizations for your excellence in patient care. U.S. News & World Report recognized MossRehab as among the best rehab hospitals in the country, ranking MossRehab 9th in the nation and 1st in our region. We also just learned Einstein Medical Center Philadelphia – Jefferson Health, and Einstein Medical Center Elkins Park – Jefferson Health both received an “A” rating from The Leapfrog Group, a national nonprofit upholding the standard of patient safety in hospitals and ambulatory surgery centers. I want to highlight; nurses played a key role in this rating by reducing pressure injuries or patient harm over the last several years. Kudos!

As I flip through the pages of this year’s Nursing annual report, two undeniable themes emerge, excellence and accomplishment. We practice applying the 5 Magnet® Model components of: Transformational leadership, Structural Empowerment, Exemplary Professional Practice, New Knowledge, Innovation and Improvements, and Empirical Outcomes. Later this year, we will submit our application for Magnet® recertification in 2024. I like to remind nurses it is not a separate effort to be a Magnet® organization. Being Magnet® is already part of the fabric of Einstein Medical Center Philadelphia, and campuses Einstein Medical Center Elkins Park, Einstein Center One, MossRehab, Willowcrest Nursing and our organization.

In addition to my gratitude, I would like to take this opportunity to address some of the challenges that we face, and which healthcare organizations across the nation are also facing. A safe practice environment, free of violence is essential. Enhancing safety remains a top Jefferson Einstein priority and thanks to your input and our collaboration with security, we have made strides to improve workplace safety.

Lastly, as part of our Jefferson Nursing Strategic Plan, the nursing workforce remains a top priority. This includes a healthy work environment, a diverse workforce, recruitment, retention, and innovative care models to address changes in healthcare and the nursing shortage. As nurses, it is essential we are in the driver’s seat to reimagine patient care and advance our profession. Thanks to your longstanding commitment and engagement in Jefferson Einstein’s shared governance, we are able to work together to find inspiration to tackle new challenges.

Our future remains bright for Jefferson Einstein Nursing, and I am confident that we will thrive in the years to come. I hope like me, all nurses take great pride in their work and celebrate it.

*Gina Marone RN*

Gina Marone, DNP, RN, NEA-BC  
Chief Nursing Officer & VP of Healthcare Services



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 healthy 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



Dear Colleagues,

My name is Melanie Colcher, BSN, RN, CRRN, and I am a Clinical Nurse at MossRehab.

I'm honored to serve as Chairperson of the Network Nursing Council and am so very proud to be a part of a compassionate and empowered nursing team here at Einstein.

When I think about an essential principle in quality patient care, the word compassion springs to mind. Compassion is a key element in Joanne Duffy's 8 caring behaviors that are the foundation of the Jefferson Nursing Professional Practice Model. The caring behaviors we practice with our patients, their families, and with one another at work promote healing, reduces stress, and fosters relationship-building and communication.

Compassion is contagious. Communicating in a supportive way, with positive thoughts and openness to the feelings of others breaks down barriers and helps people feel seen and understood for who they are.

As you know, our work is often challenging and emotionally draining. We see patients at their most vulnerable and are often called upon to make difficult decisions. In these moments, it is your compassion and empathy that make all the difference.

I have seen firsthand the impact that compassion and empathy can have on patients and their families. I have seen patients who are scared and uncertain find comfort in the knowledge that they are surrounded by caring nurses.

Your compassion and empathy are not only important for our patients, but they are also important for our own well-being. When we are able to connect with our patients on a human level, it helps us to cope with the stress of our week. It also helps us to find meaning and purpose in our work.

In closing, I want to express my gratitude that Einstein nurses have been warmly welcomed into the Jefferson Health family during the past year. I'm pleased that our values as nurses are so well aligned.

Melanie Colcher, BSN, RN, CRRN  
Clinical Nurse, MossRehab on 1 West  
Chairperson of the Network Nursing Council

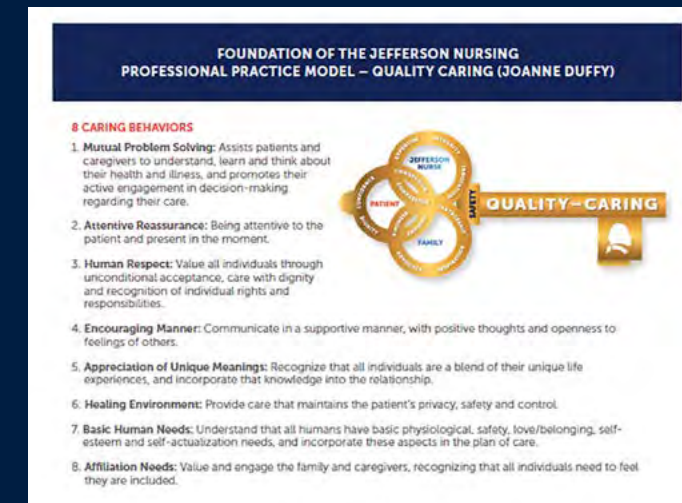
## Table of Contents

<b>Einstein Medical Center Philadelphia, and campuses Einstein Medical Center Elkins Park, Einstein Center One, MossRehab, Willowcrest</b>	<b>7</b>
Our Nursing Theory	7
Jefferson Health’s Mission, Vision, and Values	7
Jefferson Health Region	8
<b>Transformational Leadership</b>	<b>10</b>
Nursing’s Mission, Vision, and Values	11
Nursing’s Strategic Plan	11
Nursing’s Philosophy	12
Magnet Redesignation	12
Workforce Safety	12
Nursing Recruitment	14
<b>Structural Empowerment</b>	<b>20</b>
Nursing Shared Governance	21
Certified Nurses	22
Nursing Recognition & Awards	28
<b>Exemplary Professional Practice</b>	<b>36</b>
Nurse Residency Program Evidence-Based Projects	37
<b>New Knowledge, Innovations &amp; Improvements</b>	<b>40</b>
Research Underway or Completed in 2022-2023	41
<b>Empirical Outcomes</b>	<b>44</b>
Jefferson Health Nursing	45

# Einstein Medical Center Philadelphia, and campuses Einstein Medical Center Elkins Park, Einstein Center One, MossRehab, Willowcrest



Einstein Medical Center Philadelphia, and campuses Einstein Medical Center Elkins Park, Einstein Center One, MossRehab, Willowcrest are now a part of Jefferson Health Central Region. Together, we blend to become one Jefferson in the overarching mission to improve lives.



### Our Nursing Theory and Professional Practice Model

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 Professional Practice Model. 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.

## Jefferson Health’s Mission, Vision, and Values

### MISSION

**We improve lives.**

### VISION

**Reimagining health, education and discovery to create unparalleled value.**

### VALUES

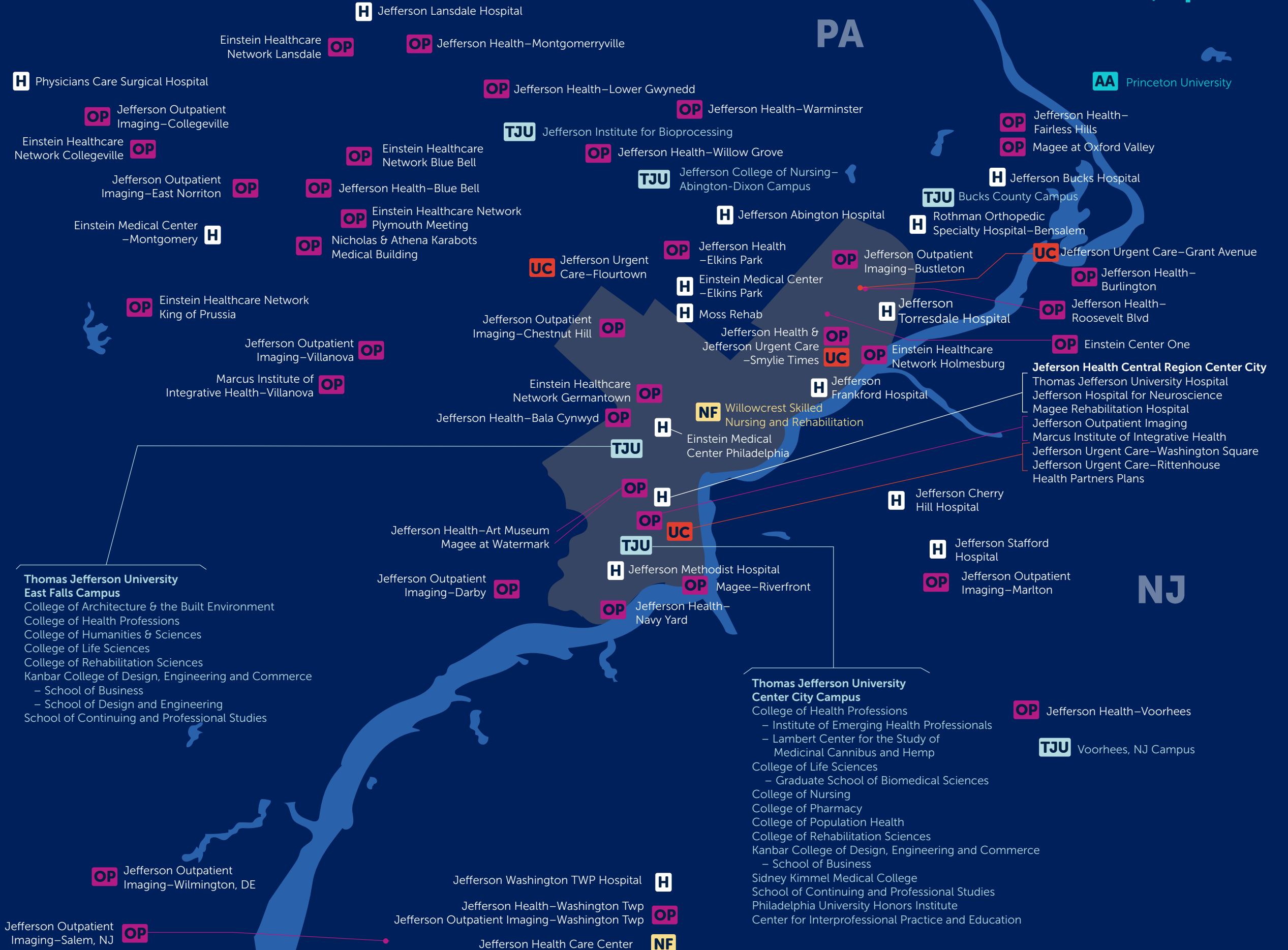
**Put People First | By being service-minded, respectful and embracing diversity**

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

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

# JEFFERSON HEALTH REGION

- H** Hospital
- UC** Urgent Care
- OP** Outpatient Facility
- TJU** Academic Facility
- AA** Academic Affiliate
- NF** Nursing Facility



## OTHER U.S. LOCATIONS

- TJU** 1889 Foundation – Jefferson Center for Population Health – Johnstown, PA
- OP** Jefferson Outpatient Imaging—West Grove, PA
- AA** Stanford University—California

See next pages for international Academic Affiliations



## Nursing’s Mission, Vision, and Values

**Mission:** We improve lives through extraordinary nursing care.

**Vision and Values:**

1. We put people first by creating a care environment for patients, employees and each other.
2. We are bold and think differently to find creative and meaningful ways to transform care delivery.
3. We do the right thing by putting patients at the center of everything we do.

## Nursing’s Strategic Plan

### Nursing Strategic Priorities | 2024-2026

#### The Jefferson Nurse

- Improves lives through extraordinary nursing care
- Puts people first by creating a care environment for patients, employees and each other
- Is bold and thinks differently to find creative and meaningful ways to transform care delivery
- Does the right thing by putting patients at the center of everything we do



TRANSFORM CARE DELIVERY	BUILD FINANCIAL STABILITY/ACT AS ONE JEFFERSON	EVOLVE CULTURE & WORKFORCE	CULTIVATE COMMUNITY HEALTH & WELLNESS
<p><i>Build highly reliable systems &amp; adopt cutting-edge technology to enhance patient &amp; family outcomes</i></p> <ul style="list-style-type: none"> <li>• Complete plan for Interprofessional Leadership (Triad) Model</li> <li>• Develop Virtual Nurse Care Program and expand across clinical enterprise</li> <li>• Pilot Alternative Care Models across clinical enterprise</li> <li>• Assess and develop system-wide Nursing Technology Strategy</li> <li>• Optimize Epic clinical documentation</li> </ul>	<p><i>Build highly reliable operations to support a flexible workforce with flexible scheduling, flexible shifts and flexible roles</i></p> <ul style="list-style-type: none"> <li>• Launch Nursing Shared Services to support workforce standardization program</li> <li>• Consolidate management of travelers across clinical enterprise</li> <li>• Optimize evidence-based pay practice alignment, titling and budget process</li> <li>• Integrate precision staffing</li> <li>• Standardize nursing/patient care products vendor utilization</li> </ul>	<p><i>Provide robust pathways for advancement, growth and engagement</i></p> <ul style="list-style-type: none"> <li>• Launch Nursing Shared Services to support Center for Nursing Advancement</li> <li>• Evolve and build recruitment pipelines</li> <li>• Invest to retain our people</li> </ul>	<p><i>Connect clinical advancement &amp; recognition programs and nursing professional governance to our community health and wellness initiatives</i></p> <ul style="list-style-type: none"> <li>• Develop plan to increase RN and staff in community wellness projects/work partner with JCN on joint pathways</li> <li>• Enhance and integrate SDOH Epic wheel into care model</li> <li>• Optimize RN student placement/ DEU model</li> <li>• Improve nursing community outreach</li> </ul>

## Nursing's Philosophy

Our philosophy of nursing is grounded in nursing being both a discipline and practice profession. As a discipline, we have a domain of knowledge, which has been developed over time by nursing theorists, leaders, scholars, and professional organizations. As a practice profession we use the theoretical structures of this knowledge to inform education, practice, and research. Nursing Professional Practice is based on the Quality Caring® Model (QCM), developed by nursing theorist Joanne Duffy, PhD. 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 QCM provides nurses with a tangible foundation to build their practice and embed caring into the healthcare environment.

Duffy's model places relationships at the core of the nursing process. There are four caring relationships:

Relationships with patients and their families, with your nursing team and colleagues, with yourself, and with the communities we serve. These caring relationships, combined with evidence-based practice, 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.

## Magnet Redesignation

The Magnet designation or recognition program is the highest and most prestigious distinction a healthcare organization can receive for nursing excellence and high-quality patient care. Jefferson Health has four Magnet designated organizations, including Albert Einstein Medical Center, comprised of Einstein Medical Center Philadelphia, and campuses Einstein Medical Center Elkins Park, Einstein Center One, MossRehab, Willowcrest. This year, we began writing our Magnet® Document to submit for recertification in 2024.

## Workforce Safety

Healthcare facilities across the country are working to reduce workplace violence through comprehensive workplace violence programs.

At Einstein, addressing and preventing workplace violence is paramount to keeping our nurses safe. The numerous improvements we have made were implemented in collaboration with our Safety and Workplace Violence Committee, which includes representatives from a variety of areas, including those represented by the union.

Some of the improvements we have made to increase workplace safety include:

- Covered all entrances with a greeter/receptionist and/or a security officer
- Added six (6) security officers; all officers available 24/7 for calls, emergencies, escorts and clinical assists
- Instituted more frequent security rounds, especially in key areas such as CRC and Behavioral Health
- Increased security patrols externally and internally
- Installed additional "blue light" emergency call boxes in garages to increase the total number to 29 call boxes
- Expanded and upgraded security cameras
- Upgraded all ED cameras
- Established camera coverage on all inpatient floors
- Improved security at the Levy Lobby door; which is now alarmed to anyone attempting to enter/exit and will both capture an image of those using the door and immediately alert the Command Center to identify the person responsible
- Upgraded the Somerville Avenue camera
- Added turnstiles at the Tabor Road entrance and Klein Lobby

- Planning to install Tower Lobby turnstiles after the Tower Lobby renovation project is completed
- Implemented a visitor pass system, so we have information on all those visiting our patients and facility. Implemented Passage Point Global at Tower Lobby, which is also installed at the Heart Center, WCB, Tower, Klein, Moss, and Lifter
- Placed mobile carts in garages for faster Security response times
- Publishing EOC educational bulletins for employees
- Planning for an Active Shooter drill for main campus by end of year

- Provided local law enforcement with Active Shooter "Go Bags" that include electronic floor plans, keys, access cards and radio in the event of an Active Shooter at Elkins Park or main campus
- Placed Quick Clot gunshot bags in security closets at entrances to proactively prepare in the event of an active shooter incident
- Monitor Workplace Violence reporting trends to proactively address opportunities and vulnerabilities
- Installed secure doors and plexiglass to the nurses stations on Tower 7 and Levy 9
- Expanded the Safety and Workplace Violence Committee with more staff and an executive sponsor to further expedite this important work.

**Environment of Care Bulletin**  
January 2023

**Workplace Violence Reporting**

To All Einstein Healthcare Network Staff, Faculty and Students: Workplace violence is defined by OSHA as "any physical assault, threatening behavior, or verbal abuse occurring in the work setting." Unique factors increasing this risk include hospital staff working directly with people who have a history of violence or who may be experiencing an altered mental state, mental illness, or under the influence of drugs.

Jefferson Health - Einstein Division is combating the significant issue of workplace violence through a multifaceted strategy that includes prevention, response, and analysis of incidents. All employees need to understand what classifies as a workplace violence incident and how to report it. The following is provided as a guide to assist with reporting incidents to ensure Einstein leaders can evaluate and mitigate future events.

**How To Report a Workplace Violence Incident**

- Contact your **supervisor/manager** immediately
- If an emergency exists and the situation is one of immediate danger contact **Protective Services**, who may call the police; off-site locations without Protective Services should call 911 if necessary
- Complete an entry in the **OnPoint** reporting system for **all** workplace violence related incidents:
  - Double click on the "OnPoint Reporting" icon available on all Einstein desktop computers
  - Click on the "Workplace Violence" icon
  - Answer all questions and provide a detailed and factual description of the event
  - All questions with a green asterisk "\*" must be answered
  - Click the "Submit" button
- If you are injured, seek treatment through Jefferson Occupational Health (LiveWell or JOHN) and complete an Employee Incident Report (For additional information, please see Employee Incident & Investigation Policy HR093)

**Reportable Prohibited Behavior**

- ✓ Direct threats or physical intimidation; bullying
- ✓ Implications or suggestions of violence
- ✓ Stalking
- ✓ Possession of weapons of any kind on Einstein properties, including parking lots, other exterior premises or while engaged in activities for Einstein in other locations unless such possession or use is a requirement of the job
- ✓ Assaultive/Aggressive behavior of any form
- ✓ Physical restraint, confinement unless such behavior or use is a requirement of the job
- ✓ Dangerous or threatening horseplay
- ✓ Loud, disruptive or angry behavior or language that is clearly not part of the work environment
- ✓ Intentionally damaging Einstein property or property of others

**Einstein**  
HEALTHCARE NETWORK  
Now part of Jefferson Health

Should you have any questions regarding Workplace Violence or reporting requirements, please call the Protective Services Department at 215-456-6918.

**Einstein**  
HEALTHCARE NETWORK  
Now part of Jefferson Health

**Preventing WPV**

**Einstein Philadelphia**

- Launch Comprehensive WPV prevention program based on **best practice domains to improve workplace safety:**
  - ✓ Governance
  - ✓ Prevention
  - ✓ Response
  - ✓ Reporting
  - ✓ Aftercare

(THE HEALTH MANAGEMENT ACADEMY, 2022)

STOP WORKPLACE VIOLENCE  
POLICY • PLAN • PREVENT • PROTECT

**Einstein**  
HEALTHCARE NETWORK  
Now part of Jefferson Health

**Response**

- Strongline Badges- a location-based safety badge system to provide staff ability to call for assistance slated for launch this FY

**STRONGLINE**  
LOCATION-BASED SAFETY

## Nurse Recruitment

Nurse recruitment continues to be a top priority at Einstein.

The rationale behind the Nursing Recruitment Sprint was to accelerate our recruitment and hiring process in today's competitive marketplace. Objectives of the initiative included identifying barriers and opportunities to recruit and hire new to practice and experienced nurses and implementing new tactics to improve recruitment, hiring process, orientation. Nurse managers, nurse leaders, talent acquisition partners, and HR business partners from across the Enterprise comprised two workgroups. The goal was to improve the rate/number of extended and accepted nursing offers and fill current vacant positions with external, qualified candidates by September 2023.

One of the ways nurse leaders have helped create opportunities to attract talented individuals this past year is by participating in Hospital Spotlight recruitment events. Three of these hour-long virtual events were held in March, April, and May 2023. Nurse leaders and volunteers from Network Council met with applicants to speak nurse-to-nurse about their unit, share their experience about what it is like to work here, and answer questions. Potential candidates learned about open positions, opportunities to become involved in shared governance such as unit councils, and nursing professional development.

**HOSPITAL SPOTLIGHT EVENTS!**  
 JOIN AN INFORMAL, 60 MIN., VIRTUAL EVENT TO TALK TO POTENTIAL CANDIDATES ABOUT HOW YOU BECAME A JEFF/EHN NURSE, HOW YOU GOT INVOLVED & WHY YOU STAY!  
 WHEN: MARCH 9, APRIL 6, & MAY 11  
 FROM: 1 PM - 2 PM  
 EVENTS WILL FEATURE DISCUSSIONS WITH CANDIDATES & NURSING LEADERS ON:  
 Life at Jefferson,  
 Nursing Professional Development Opportunities.  
 How to get involved in Unit Council.  
 Innovative Initiatives, Hospital Goals and Projects, & open positions!  
 We're looking for Staff RNs, Educators, Nurse Managers & Leaders from Einstein Philadelphia, Elkins Park & Montgomery campuses!  
 To Participate, email: Recruitment-ehnn@Jefferson.edu

Loraine Hopkins Pepe, PhD, RN, NPD-BC, CCRN-K, Director, Nursing Education and Professional Development created a special handout for nursing students participating in rotations onsite at Einstein. "Follow your Passion—Become a Jefferson Nurse!" identifies dozens of reasons why students should consider and select Magnet-recognized Einstein as an employer of choice for nurses. We want nursing students nearing their graduation date, to remember the positive experience they had during their rotation and keep Einstein top of mind as they make decisions about where to launch and continue their careers.

Our leaders engage in efforts to build relationships with students, make strong connections and highlight why a nurse should select Einstein. Gina meets with senior student classes at schools, offer advice and share how to transition to employment as a new nurse.



## Undergrad Clinical Rotations By Unit

Unit	Day	Time	Instructor	Start	End	School
T7/L9	Monday	7a-2p	Roseann Regan	1/9/23	3/18/23	Drexel University
T7/L9	Monday	2p-9p	Roseann Regan	1/9/23	3/18/23	Drexel University
T7/L9	Tuesday	7a-1p	Virginia Lucas	1/11/23	2/23/23	University of Pennsylvania
T7/L9	Tuesday	3p-9p	Raissa Mutuyimana	1/11/23	2/23/23	University of Pennsylvania
T7/L9	Wednesday	7a-2p	Roseann Regan	1/9/23	3/18/23	Drexel University
T7/L9	Thursday	7a-1p	Virginia Lucas	1/11/23	2/23/23	University of Pennsylvania
T7/L9	Thursday	3p-9p	Raissa Mutuyimana	1/11/23	2/23/23	University of Pennsylvania
T7/L9	Friday	7a-4p	Anna Pagano	3/17/23	4/28/23	Gwynedd Mercy University
T7/L9	Sunday	7a-2p	Roseann Regan	1/9/23	3/18/23	Drexel University
Tower 4	Monday	7a-7p	Stephanie Smith	1/17/23	2/28/23	Community College of Phila
Tower 4	Tuesday	7a-7p	Sandy Blatz	1/17/23	2/28/23	Community College of Phila
Tower 4	Thursday	7a-5p	Natalie Clarke	1/26/23	4/20/23	Community College of Phila
Tower 4	Friday	7a-5p	Brandeis Brockman	1/27/23	4/21/23	Community College of Phila
Tower 4	Sunday	7a-2p	Dorothy Blanks	1/9/23	3/18/23	Drexel University
Tower 5	Monday	7a-2p	Yusef Eid	1/9/23	3/18/23	Drexel University
Tower 5	Wednesday	7a-7p	John Rizzo	1/18/23	5/3/23	La Salle University
Tower 5	Thursday	7a-3p	Yusef Eid	1/7/23	3/25/23	Jefferson University
Tower 5	Friday	7a-2p	Yusef Eid	1/9/23	3/18/23	Drexel University
Tower 5	Saturday	7a-3p	Kimberly Pomrink	1/7/23	3/25/23	Jefferson University
Tower 6	Monday	7a-1p	Anna Kirk & Nallely Hernandez	1/23/23	5/1/23	Holy Family University
Tower 6	Tuesday	7a-1p	Lionel Gonzalez	1/23/23	5/1/23	Holy Family University
Tower 6	Wednesday	7a-2p	Yusef Eid	1/9/23	3/18/23	Drexel University
Tower 6	Saturday	7a-2p	Davontae Covington	1/9/23	3/18/23	Drexel University
Tower 8	Thursday	2p-9p	William Bell	1/9/23	3/18/23	Drexel University
Tower 8	Saturday	7a-2p	Char Griffin	1/9/23	3/18/23	Drexel University
Tower 8	Sunday	7a-7p	Kim Korpalski	1/22/23	2/26/23	Holy Family University
Levy 4	Tuesday	7a-5p	Pat Rudd	1/24/23	4/18/23	Community College of Phila
Levy 4	Wednesday	2p-9p	Danielle Payeski	1/9/23	3/18/23	Drexel University
Levy 5	Wednesdays	7a-7p	Kelly Desiderio	1/18/23	3/1/23	Holy Family University
Levy 5	Fridays	7a-1p	Hilary Harris	1/27/23	4/28/23	Holy Family University
Levy 5	Saturdays	7a-7p	Jessica Smith	1/21/23	2/25/23	Holy Family University
Levy 6	Mondays	7a-1p	Kelly Desiderio	1/23/23	5/1/23	Holy Family University
Levy 6	Wednesdays	7a-7p	TBD	3/22/23	4/26/23	Holy Family University
Levy 6	Thursdays	7a-7p	Sue Ackiewicz	1/19/23	5/4/23	La Salle University
Levy 7	Saturdays	7a-7p	Mercy Abraham	1/21/23	2/25/23	Holy Family University
Levy 7	Sundays	7a-7p	Mercy Abraham	1/21/23	2/25/23	Holy Family University
OB	Mondays	7a-3p	Alicia Valentin	1/18/23	5/3/23	La Salle University
OB	Mondays	3p-9p	Hanunah Oglesby	3/13/23	4/24/23	Holy Family University
OB	Tuesdays	7a-2p	Karla Turner	1/9/23	3/18/23	Drexel University
OB	Tuesdays	2p-9p	Maryann Malloy	1/9/23	3/18/23	Drexel University
OB	Wednesdays	7a-3p	Alicia Valentin	1/18/23	5/3/23	La Salle University
OB	Thursdays	7a-2p	Lela Gould	1/9/23	3/18/23	Drexel University
OB	Thursdays	3p-11p	Maryann Malloy	1/7/23	3/25/23	Jefferson University
OB	Fridays	7a-7p	Megan Banning	1/23/23	4/27/23	Temple University
OB	Saturdays	7a-3p	Alicia Valentin	1/28/23	4/16/23	Gwynedd Mercy University
OB	Sundays	7a-3p	Alicia Valentin	1/28/23	4/16/23	Gwynedd Mercy University
Moss 2Tip	Mondays	7a-2p	Katherine Tucker-Fontanez	1/9/23	3/18/23	Drexel University
Moss 2Tip	Mondays	2p-9p	Katherine Tucker-Fontanez	1/9/23	3/18/23	Drexel University
Moss 2Tip	Wednesdays	7a-2p	Tiju Thomas	1/9/23	3/18/23	Drexel University
Moss 2Tip	Wednesdays	2p-9p	Tiju Thomas	1/9/23	3/18/23	Drexel University
Moss 2Tip	Fridays	2p-9p	Dorothy Alveranga	1/9/23	3/18/23	Drexel University
Moss 2Tip	Saturdays	7a-2p	Michelle Stokes	1/9/23	3/18/23	Drexel University
Moss 2Tip	Sundays	7a-2p	Dorothy Alveranga	1/9/23	3/18/23	Drexel University
EP- 5 Main	Wednesdays	2p-9p	Sonia Thomas	1/9/23	3/18/23	Drexel University



## Nurse Recruitment Flyer

### Follow your Passion—Become a Jefferson Nurse!

#### 1. Professional Development Opportunities

- a. RN Excellence Program:** After the first year of employment, RNs are given the opportunity to demonstrate their nursing excellence by developing a portfolio in one of three categories: Clinical Practice Excellence, Educational Excellence, and/or Leadership. Successful candidates receive a monetary award for each category completed.
- b. Reba Azoff Nursing Scholarships:** We provide scholarships for nurses interested in advancing their nursing education. In addition to tuition reimbursement, the selected recipients are awarded a scholarship of \$2000/year for a BSN degree and \$3000/year for an MSN or PhD/DNP degree.
- c. Nursing Shared Governance—**We have a strong Shared Governance structure which has been in existence for decades, empowering our nurses to perform autonomously through our established councils/clusters/committees. Our Shared Governance structure ensures our nurses are able to adopt and manage new technologies and techniques effectively for the best possible care of our patients.
- d. Committee membership—**We Have numerous unit-based and network-based committees which help to develop your leadership skills, shape nursing practice, and make positive changes!
- e. Outside Conferences:** The Nursing Department values continuing education for our nurses. Each year, the nursing department provides funding to support nursing attendance at numerous outside conferences and programs.

#### 2. Support for the New to Practice Nurse

- a. Nurse Residency Program-** All new to practice graduate nurses/RNs are immediately enrolled into our Nurse Residency Program. This is a one-year program designed to meet the unique needs of new to practice nurses, affording them monthly educational seminars, mentoring from their peers, and additional support from nursing leadership!
- b. Precepted Clinical Orientation—**New to practice nurses are provided with a minimum of 2 clinical preceptors and, depending upon specialty, 12 to 16 weeks of clinical orientation. Meetings with your Clinical Nurse Educator/ Clinical Nurse Specialist, preceptor, and nurse manager are routinely held to guide you in successfully meeting your goals.
- c. Mentoring Program:** We have successfully launched our new mentoring program, MentorCliq. Through use of a sophisticated algorithm, this program matches nurses with mentors who will share their expertise, offering opportunities for professional development and support.
- d. R.I.S.E. (Resilience in Stressful Events) Program—**The RISE Team is “made up of volunteers - both clinical and non-clinical employees - who will provide confidential peer-to-peer support to help you cope after a distressing event occurs at work. We recognize that we have all experienced very stressful situations on the job when we could have benefitted from peer support.”

#### 3. Our Proud Accomplishments

- a. Magnet® Designation:** We received our initial Magnet designation in 2019 and are getting ready to redesignate!
- b.** Einstein Medical Center Philadelphia, and campuses Einstein Medical Center Elkins Park, Einstein Center One, MossRehab, Willowcrest earned the designation of being a “LGBTQ Health Care Equality Leader” from the Human Rights Campaign Foundation, the educational arm of the nation’s civil rights organization, working to achieve equality for the LGBTQ community.
- c.** Einstein Medical Center Philadelphia is participating in the U.S. Department of Health and Human Services (HHS) Perinatal Improvement Collaborative of more than 200 hospitals in all 50 states focused on improving maternal and infant health outcomes by reducing disparities.
- d.** Einstein Medical Center Philadelphia Levy7 (Medical Surgical Unit) staff has been supporting a school in Africa by sponsoring children and donations for their education & providing school supplies and meals. This has been an ongoing program.

- e.** MossRehab again recognized by US News and World Report among the best rehab hospitals in the country ranking #9 in the nation and #1 in our region. This is Moss Rehab’s 29th year on the list and the 13th year ranked in the top ten.
- f.** Willowcrest has been named a high performing short term rehabilitation program for the 4th year by US News and World Report. It has received a second deficiency free survey by the Department of Health survey in July 2022. Additionally, Willowcrest has been rated a 5- star facility on CMS Nursing Home Compare for over 3 years and is only 1 of 10 Skilled Nursing Facilities to achieve this rating in Philadelphia.
- g.** Einstein Fresh for All is a collaboration of Einstein Medical Center Philadelphia and Philabundance which distributes free produce weekly every Tuesday. During September, 15,400 pounds of food was given to more than 700 area residents.
- h.** Einstein has been awarded one of America’s 100 Best Hospitals for Cardiac Care for 2023 and has received a Critical Care Excellence Award for 2023 from Healthgrades.

#### 4. Nursing Specialties at Einstein

- a. Emergency Department (ED):** Einstein Medical Center Philadelphia maintains an Emergency Department for the community in North Philadelphia. The ED is a robust academic emergency department setting with a Level One Trauma Center, an active interventional cardiology program, a Primary Stroke-Thrombectomy Center and 57 individual treatment stations.
- b. Surgical Services:** Our Surgical Services Department includes OR, PACU, SPU, and outpatient surgical centers at Einstein Medical Center Philadelphia. Our very busy surgical services teams must be very adaptable as they care for patients with a wide range of health issues, such as gunshot trauma, spinal cord injuries and transplants on any given day.
- c. Maternal Infant Health:** At Einstein Medical Center Philadelphia, Maternal Infant Health includes three units— Labor & Delivery, the Perinatal Newborn Unit, and a Level III Neonatal Intensive Care Unit. We are a Baby Friendly birth facility, and we are proud to say that we have the lowest infant and maternal mortality rates in the nation! Einstein Medical Center Philadelphia has been named one of America’s best Obstetrical Hospitals in Newsweek.
- d. Medical Surgical:** We have multiple Medical-Surgical Units at Einstein Medical Center Philadelphia caring for unique patient populations. Nurses in these specialties have the opportunity to care for patients who are trauma patients, oncology patients, bariatric patients, liver and kidney transplant recipients, and post operative orthopedic surgical patients. Higher acuity patients with medical issues are also in each of these units.
- e. Critical Care:** At Einstein Medical Center Philadelphia, Critical Care is divided into four intensive care units (MICU, SICU, CCU, and Neuro ICU), three step-down units (Medical Progressive Care Unit, Surgical Stepdown Unit, and Neuro Stepdown Unit) and a telemetry unit with cardiovascular intensive care unit (CICU). These sub-units treat patients with a wide variety of medical needs – from ventilator care, to sepsis and serious renal and cardiovascular conditions, to trauma and post-transplant recovery.
- f. MossRehab:** MossRehab is ranked by U.S.News & World Report as one of “America’s Best” rehabilitation facilities. Well known for its success treating spinal cord injury, stroke, amputation, traumatic brain injury and related conditions, MossRehab sees nearly 2,800 inpatients and 190,000 outpatients yearly.
- g. Willowcrest:** At the Willowcrest Skilled Nursing and Rehabilitation Center, our registered nurses (RNs) and licensed practical nurses (LPNs) provide care to patients who have come here after a hospital stay to recover from an injury, illness or surgery.

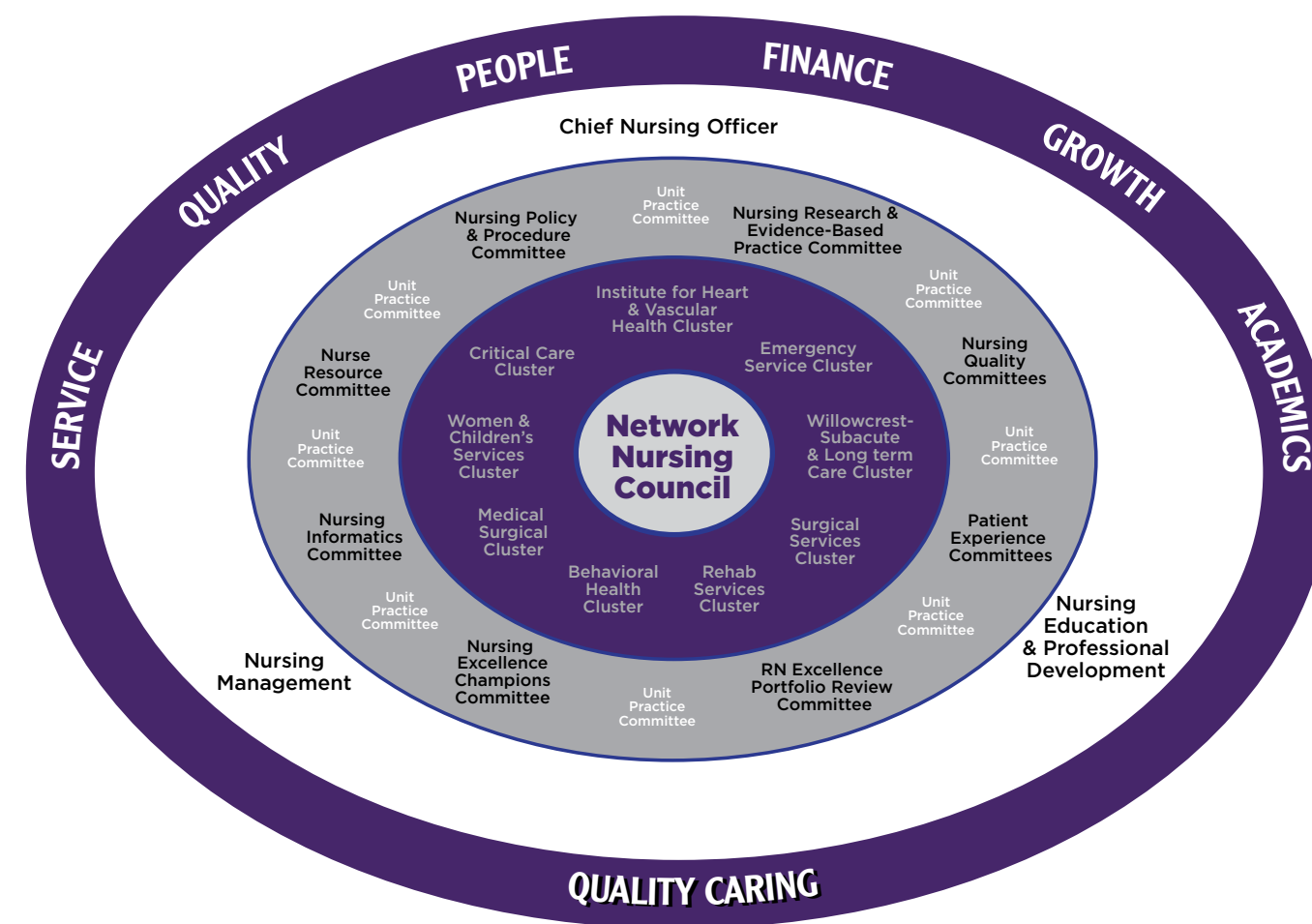


*Our beloved Chief (Canine) Compassion Officer, Maggie, em"bark"ed on another compassion tour, spreading love to everyone she met along the way!*





## Shared Governance



Shared governance is a professional structural model based on shared decision-making based on 4 major principles: partnership, equity, accountability, and ownership. The goals of shared governance are to promote practice standards and excellence, ensure high-quality patient care, enhance communication between leadership and nursing staff, and foster nursing engagement and professional growth.

For nurses at Einstein, shared governance gives frontline nurses a voice to deliver excellent nursing care within our healthcare system. Decisions, problem solving, and action planning are made at the level closest to implementation. Shared governance allows nurses to improve outcomes in the following ways: quality, patient satisfaction, RN satisfaction, and professional development.



Einstein Medical Center Philadelphia, and campuses Einstein Medical Center Elkins Park, Einstein Center One, MossRehab, Willowcrest | 2022-2023 Nursing Annual Report

## Certified Nurses

NAME	Certification
Acevedo,Angel	Certified Breastfeeding Counselor
Ackiewicz,Susan	Stroke Certified Registered Nurse
Ajuz,Yvonne	Critical Care Registered Nurse
Alilio,Jane	Progressive Care Certified Nursing
Allen,Ayesha	Certified Breastfeeding Counselor
Allmond,Deborah	Certified Medical Surgical Registered Nurse
Atkinson,Cynthia	Certified Rehabilitation Registered Nurse
Austin,Tonya	Certified Medical Surgical Registered Nurse
Axelrod,Anthony	Critical Care Registered Nurse
Ball,Elaine	Neonatal Intensive Care Nursing
Barnes,Jennifer	Electronic Fetal Monitoring
Barrish,Brette	Acute/Critical Care Knowledge Professional Adult
Bartoletti,MaryLynn	Acute/Critical Care Knowledge Professional Adult
Bartos,Kathleen	Certified Rehabilitation Registered Nurse
Bauman,Maureen	Certified Rehabilitation Registered Nurse
Benny,Raji	Progressive Care Certified Nursing
Betteridge,Amanda	Critical Care Registered Nurse
Bianchi,Liza	Certified Breastfeeding Counselor
Bishop,Audrey	Certified Breastfeeding Counselor
Blumenthal,Tara	Certified Breastfeeding Counselor
Bongart,Jacqueline	Certified Breastfeeding Counselor
Bongart,Nicole	Certified Rehabilitation Registered Nurse
Booth,Gwynne	Critical Care Registered Nurse
Bowen,Marshall	Certified Emergency Nurse

NAME	Certification
Brennan-Jacoby,Ro-sann	Certified Medical Surgical Registered Nurse
Brill,Theresa	Inpatient Obstetric Nursing
Brown,Sarah	Certified Breastfeeding Counselor
Byrd-Jerry,Kimberly	Inpatient Obstetric Nursing
Caltagirone,Alicia	Certified Emergency Nurse
Camacho,Johanna	Certified Breastfeeding Counselor
Cameron,Diana	Certified Breastfeeding Counselor
Campbell,Patrick	Critical Care Registered Nurse
Cannon,Patricia	Critical Care Registered Nurse
Capella,Elizabeth	Certified Breastfeeding Counselor
Capili,Glenn	Critical Care Registered Nurse
Carpenter,Michael	Certified Rehabilitation Registered Nurse
Cavalieri,Megan	Certified Breastfeeding Counselor
Cleave-Milillo,Carolynn	Critical Care Registered Nurse
Cline,Evelyn	Certified Rehabilitation Registered Nurse
Cody,Lisa	Neonatal Intensive Care Nursing
Colcher,Melanie	Certified Rehabilitation Registered Nurse
Connors,Allison	Certified Medical Surgical Registered Nurse
Conwell,Tania	Certified Medical Surgical Registered Nurse
Cortez,Nicole	Certified Rehabilitation Registered Nurse
Crowley,Jaklynn	Certified Emergency Nurse
Cuero-Mejia,Ana Milena	Certified Breastfeeding Counselor
Cunningham,Patrick	Critical Care Registered Nurse
Dahlmeier,Katherine	Progressive Care Certified Nursing
Daley,Stepheney	Certified Medical Surgical Registered Nurse

NAME	Certification
Danko,Janina	Certified Rehabilitation Registered Nurse
D'Antonio,Colleen	Certified Medical Surgical Registered Nurse
DiFranco,Theresa	Certified Emergency Nurse
Donahue,Eileen	Neonatal Intensive Care Nursing
Dougherty,Jane	Certified Lactation Consultant
Dusseck,Jenny	Progressive Care Certified Nursing
Ehnow,Christine	Progressive Care Certified Nursing
Elliott,Deborah	Certified Breastfeeding Counselor
Fairchild,Deborah	Progressive Care Certified Nursing
Farber,Cheryl	Medical Surgical Nursing RN - BC
Fernandez,Loren	Certified Breastfeeding Counselor
Fields,Donna	Certified Breastfeeding Counselor
Filemyr,Katherine	Certified Emergency Nurse
Finn,Brittany	Critical Care Registered Nurse
Finn-Hagerty,Philomena	Neonatal Intensive Care Nursing
Flint,Adrienne	Certified Medical Surgical Registered Nurse
Florkowski,Timothea	Certified Rehabilitation Registered Nurse
Foley,Kathryn	Certified Rehabilitation Registered Nurse
Folk,Diane	Certified Breastfeeding Counselor
Forrest,Michelle	Certified Rehabilitation Registered Nurse
Furlong,Caitlin	Critical Care Registered Nurse
Gallagher,Florence	Certified Rehabilitation Registered Nurse
Gaynor,Crystal	Certified Pediatric Nurse
George,Ellis	Certified Rehabilitation Registered Nurse

## Certified Nurses

NAME	Certification
Gereaghty,Patricia	Progressive Care Certified Nursing
Gerson,Matthew	Vascular Access - BC
Gillard,Colleen	Certified Pediatric Nurse
Gilliam,Annitia	Inpatient Obstetric Nursing
Gizaza,Elizabeth	Certified Medical Surgical Registered Nurse
Gogna,Parvesh	Certified Rehabilitation Registered Nurse
Goodman,Shari	Certified Rehabilitation Registered Nurse
Gowans,Gina	Certified Breastfeeding Counselor
Graf,Natalie	Progressive Care Certified Nursing
Graham,Raquel	Certified Rehabilitation Registered Nurse
Griffin,Charlene	Medical Surgical Nursing RN - BC
Gulla,Susan	Certified Medical Surgical Registered Nurse
Gutierrez,Maria	Certified Rehabilitation Registered Nurse
Haber,Sarah	Certified Medical Surgical Registered Nurse
Haines,Mary Kate	Critical Care Registered Nurse
Haney,Eileen	Critical Care Registered Nurse
Harmon,Marilyn	Certified Emergency Nurse
Hart,Kara	Certified Rehabilitation Registered Nurse
Hartley,Christine	Neonatal Intensive Care Nursing
Hayes,Patricia	Wound Care Certified
Hewitt,Kristine	Certified Rehabilitation Registered Nurse
Hoffman,Theresa	Certified Emergency Nurse
Hollerbach,Priscilla	Certified Medical Surgical Registered Nurse
Horner,Karen	Inpatient Obstetric Nursing
Howey,Elanor	Critical Care Registered Nurse
Hudson,Alicia	Clinical Nurse Leader

## Certified Nurses

NAME	Certification
Hudson,William	Certified Nurse Manager and Leader
Hushen,Patricia	Stroke Certified Registered Nurse
Iezzi,Rebecca	Certified Emergency Nurse
Irlich,Eileen	Certified Rehabilitation Registered Nurse
Jackson,Rasheeda	Certified Breastfeeding Counselor
Jackson,Theresa	Nurse Executive Advanced NEA - BC
Jacob,Teny	Certified Rehabilitation Registered Nurse
James,Simi	Certified Medical Surgical Registered Nurse
Jandrisevits,Jaclyn	Certified Rehabilitation Registered Nurse
Javardian,Maria	Progressive Care Certified Nursing
Joby,Vineetha	Certified Medical Surgical Registered Nurse
Johnson,Elizabeth	Certified Medical Surgical Registered Nurse
Joo,Min	Certified Medical Surgical Registered Nurse
Jordan,Raelynne	Certified Emergency Nurse
Joseph,Philomina	Maternal Newborn Nursing
Juliani,Patrice	Inpatient Obstetric Nursing
Julius,Tisa	Certified Medical Surgical Registered Nurse
Juritsch,Debbie	Certified Rehabilitation Registered Nurse
Kane,Jennifer	Progressive Care Nursing Knowledge Professional
Keller,Lauren	Certified Breastfeeding Counselor
Kelly,Kristy	Certified Emergency Nurse
Kiely,Michelle Lynne	Certified Medical Surgical Registered Nurse
King,Jacqueline Mangini	Certified Emergency Nurse
Kling,Karyn	Certified Rehabilitation Registered Nurse
Kocotis,Erin	Certified Breastfeeding Counselor

NAME	Certification
Koshy,Maneejo	Progressive Care Certified Nursing
Kull,Carol Lord	Critical Care Registered Nurse
Kuriakose,Rinju	Certified Rehabilitation Registered Nurse
Kwak-Ko,Grace	Cardiac - Vascular Nursing RN - BC
Lahart,Daniel	Critical Care Registered Nurse
Laman,Ellen	Certified Wound Ostomy Nurse
Lamb,Stephanie	Certified Rehabilitation Registered Nurse
Langley,Shelly	Certified Rehabilitation Registered Nurse
Laube,Sara	Acute/Critical Care Knowledge Professional Adult
Lawal,Erica	Critical Care Registered Nurse
Lawlor,Kathy	Medical Surgical Nursing RN - BC
Lawson,Christa	Certified Emergency Nurse
Lee,Diana	Certified Breastfeeding Counselor
Leon,Tonisha	Certified Breastfeeding Counselor
Leva,Anita	Critical Care Registered Nurse
Lodise,Jane	Maternal Newborn Nursing
Longmore,Kristen	Certified Medical Surgical Registered Nurse
Lukose,Beena	Certified Medical Surgical Registered Nurse
Luu,Chau	Certified Medical Surgical Registered Nurse
Magat,Percival	Certified Rehabilitation Registered Nurse
Magee,Lisa	Certified Rehabilitation Registered Nurse
Malgapo,Gertrudes	Certified Rehabilitation Registered Nurse
Malloy,Maryann	Neonatal Intensive Care Nursing
Marinho,Olabisi	Critical Care Registered Nurse

NAME	Certification
Marone,Gina	Nurse Executive Advanced NEA - BC
Marques,Helene	Medical Surgical Nursing RN - BC
Masterson,Colleen	Certified Breastfeeding Counselor
Mather,Patsy	Inpatient Obstetric Nursing
Mathew,Sherine	Certified Medical Surgical Registered Nurse
McBrien,Dorothy	Cardiac - Vascular Nursing RN - BC
McCall,Janice	Critical Care Registered Nurse
McCloskey,Kelly	Certified Medical Surgical Registered Nurse
McCollum,Mary	Progressive Care Certified Nursing
McCrumn,Faye	Certified Breastfeeding Counselor
McDonald,Krista	Certified Emergency Nurse
McGinnis,Maureen	Neonatal Intensive Care Nursing
McGrath,Nancy	Certified Post Anesthesia Nurse
McKay,Dana	Critical Care Registered Nurse
McLaughlin,Christine	Oncology Certified Nurse
McLaughlin,Kerrienne	Certified Breastfeeding Counselor
McStravock,Colleen	Certified Rehabilitation Registered Nurse
Meldrum,Bryan	Cardiac-Vascular Nursing RN - BC
Micheletti,Lorraine	Critical Care Registered Nurse
Michener,Barbara	Certified Emergency Nurse
Miley,Stephanie	Certified Medical Surgical Registered Nurse
Miller,Amy	Certified Breastfeeding Counselor
Miller,Monica	Certified Emergency Nurse
Miller,Teresa	Critical Care Registered Nurse
Misuro,Sarah	Certified Emergency Nurse

## Certified Nurses

NAME	Certification
Mohammed,Kareema	Certified Rehabilitation Registered Nurse
Molloy,Patricia	Critical Care Registered Nurse
Molloy,Patrick	Critical Care Registered Nurse
Molloy,Patrick	Critical Care Registered Nurse
Mulvaney, Sylvie	Certified Emergency Nurse
Nesbitt,LaToya	Critical Care Registered Nurse
Newns,Diane	Certified Post Anesthesia Nurse
Nguyen,Minhthuy	Critical Care Registered Nurse
Nguyen,Tien (Lillian)	Psychiatric - Mental Health Nursing RN - (PMH - BC)
Nicholson,Simone	Perioperative Nursing Practice
Njoku,Julie	Certified Rehabilitation Registered Nurse
Nooks,Kerry	Certified Rehabilitation Registered Nurse
Norton,Robert	Certified Rehabilitation Registered Nurse
Novick,Stephen	Certified Rehabilitation Registered Nurse
Nuñez, Priscilla	Certified Breastfeeding Counselor
Nyce,Phyllis	Certified Breastfeeding Counselor
O'Connell, Doreen	Certified Rehabilitation Registered Nurse
O'Connor,Shannon	Certified Rehabilitation Registered Nurse
Odom, Tiffany	Certified Rehabilitation Registered Nurse
O'Neill,Nanette	Wound Care Certified
Palacios,Sarah	Stroke Certified Registered Nurse
Pasos,Jennifer	Critical Care Registered Nurse
Patel,Sonali	Certified Breastfeeding Counselor
Pecoraro,Nicole	Certified Medical Surgical Registered Nurse

## Certified Nurses

NAME	Certification
Pepe,Lorraine	Acute/Critical Care Knowledge Professional Adult
Phelts,Stella	Perioperative Nursing Practice
Phillips,Antoinette	Inpatient Obstetric Nursing
Pina,Jillian	Certified Rehabilitation Registered Nurse
Pinder,Lisa	Certified Rehabilitation Registered Nurse
Poindijour,Myriam	Critical Care Registered Nurse
Powell,Theresa	Certified Rehabilitation Registered Nurse
Pressman,Danielle	Perioperative Nursing Practice
Professori,Jill	Certified Emergency Nurse
Purathoottu,Noby	Certified Rehabilitation Registered Nurse
Puthran,Sandhya	Certified Rehabilitation Registered Nurse
Rabena,Chelsea	Critical Care Registered Nurse
Ramsland,Rae	Stroke Certified Registered Nurse
Randolph,Chevelle	Certified Medical Surgical Registered Nurse
Randolph,Chevelle	Certified Medical Surgical Registered Nurse
Rathappillil,Tinu	Certified Rehabilitation Registered Nurse
Redley-Peak,Stacey	Certified Breastfeeding Counselor
Reeves,Turena	Vascular Access - BC
Regan,Stephanie	Certified Emergency Nurse
Reyes, Petagaye	Certified Medical Surgical Registered Nurse
Rhoads,Devon	Certified Rehabilitation Registered Nurse
Rigous, Rachelle	Certified Rehabilitation Registered Nurse
Riley,Elizabeth	Certified Emergency Nurse
Rivera, Maria	Certified Rehabilitation Registered Nurse
Rivera,Irene	Certified Breastfeeding Counselor

NAME	Certification
Robbins, Timothy	Critical Care Registered Nurse
Roberts, Adamma	Certified Rehabilitation Registered Nurse
Robin,Smitha	Inpatient Obstetric Nursing
Rodzen, Lisa	Nurse Executive Advanced NEA - BC
Ross, Jana	Cardiac-Vascular Nursing RN CV - BC
Rotz, Kathleen	Certified Rehabilitation Registered Nurse
Ryan,Jill	Certified Emergency Nurse
Sabu, Beena	Perioperative Nursing Practice
Saji, Mini	Certified Medical Surgical Registered Nurse
Salazar,Eunice	Certified Medical Surgical Registered Nurse
Samuel,Sheejamol	Perioperative Nursing Practice
Samuelson, Miriam	Certified Emergency Nurse
Santos,Ruby	Certified Medical Surgical Registered Nurse
Sauer,Sharon	Neonatal Intensive Care Nursing
Scarpitti, Danielle	Certified Rehabilitation Registered Nurse
Schmidheiser,Lisa	Certified Rehabilitation Registered Nurse
Schwartz,Karen	Perioperative Nursing Practice
Seminara,Margaret	Nurse Executive Advanced NE - BC
Serrone,Deborah	Certified Emergency Nurse
Sharkey,Jeanmarie	Certified Breastfeeding Counselor
Sharlin,Mia	Trauma Certified Registered Nurse
Shleyfer,Marina	Certified Rehabilitation Registered Nurse
Simonis, Melissa	Certified Breastfeeding Counselor
Sincavage, Lisa	Certified Rehabilitation Registered Nurse
Sinnot (Barainyak),Lindsay	Certified Rehabilitation Registered Nurse

NAME	Certification
Slook,Andrea	Certified Rehabilitation Registered Nurse
Smith,Jesssica L.	Acute/Critical Care Knowledge Professional Adult
Smith,Nicole	Certified Emergency Nurse
Smith-Elisca,Mary	Psychiatric - Mental Health Nursing RN - BC
Som,Jenny	Certified Breastfeeding Counselor
Spoerl,Gene	Certified Emergency Nurse
Spratt,Thhu	Certified Breastfeeding Counselor
Stair,Cheyenne	Certified Breastfeeding Counselor
Stasiak,Taylor	Acute/Critical Care Nursing
Steephen,Nancy	Certified Medical Surgical Registered Nurse
Stokes, Rasheen	Certified Breastfeeding Counselor
Stone, Patrice	Certified Rehabilitation Registered Nurse
Storbrauck,Rebecca	Certified Diabetes Care and Education Specialist
Stucka,Stephanie	Stroke Certified Registered Nurse
Suong, Aurore	Certified Rehabilitation Registered Nurse
Sweet,Jamie	Certified Medical Surgical Registered Nurse
Swierczynski,Kerry	Certified Emergency Nurse
Tailor,Maryllynn	Certified Emergency Nurse
Tam,Renee	Critical Care Registered Nurse
Taylor, Carol	Certified Rehabilitation Registered Nurse
Taylor,Latisha	International Board Certified Lactation Consultant
Thalheimer,Amy	Certified Rehabilitation Registered Nurse
Thiede, Kerri	Neonatal Intensive Care Nursing
Thomas, Frances	Critical Care Registered Nurse
Thomas,Elizabeth	Medical Surgical Nursing RN - BC

## Certified Nurses

NAME	Certification
Toczykowski, Jacqueline	Critical Care Registered Nurse
Tomlinson,Lisa	Nurse Executive Advanced NEA - BC
Torok,Harrison	Certified Breastfeeding Counselor
Trojecki, Theresa	Certified Emergency Nurse
Tubbs,Mary Beth	Certified in Executive Nursing Practice
Valentin, Juan	Certified Rehabilitation Registered Nurse
Valentin,Alicia	Inpatient Obstetric Nursing
Valentine-Charles,Reynalese	Certified Medical Surgical Registered Nurse
Vizza,Denise	Certified Breastfeeding Counselor
Watt-Cyrus,Charissa	Maternal Newborn Nursing
Wechter,Kim Marie	Critical Care Registered Nurse
Wible,Elaine	Certified Rehabilitation Registered Nurse
Williams, Angelia	Psychiatric - Mental Health RN - BC
Williamson,Muibat	Progressive Care Certified Nursing
Wittman,Marianne	Progressive Care Knowledge Professional Adult
Wojciechowski,Cheryl	Certified Breastfeeding Counselor
Xi,Xiaoping	Progressive Care Certified Nursing
Yerkes,Annette	Perioperative Nursing Practice
Zanine-Gauss,Denise	Certified Medical Surgical Registered Nurse
Zhitnitsky,Rimma	Certified Breastfeeding Counselor
Zoolalian,Linda	Perioperative Nursing Practice

## Nursing Recognition & Awards

### Medical Staff Board Nursing Magnet Recognition Awards



**Sharon Sauer, MSN, RN, RNC-NIC**  
Clinical Nurse- NICU, Jefferson-Einstein Medical Center Philadelphia



**Alicia Valentin, MSN, RNC-OB**  
Clinical Nurse- L & D, Jefferson-Einstein Medical Center Philadelphia



**Vineetha Joby, BSN, RN**  
Clinical Nurse- Tower 8, Jefferson- Einstein Medical Center Philadelphia

### 2022 Einstein Medical Center Philadelphia, and campuses Einstein Medical Center Elkins Park, Einstein Center One, MossRehab, Willowcrest Nursing Awards

**Dr. Susan Campbell Clinical Nurse Excellence Award-EMCP & Jefferson Health Nursing Enterprise Finalist**

**Amy Jesikiewicz, BSN, RN**  
Clinical Nurse- Progressive Care Unit  
Einstein Medical Center Philadelphia

**Dr. Susan Campbell Clinical Nurse Excellence Award-EMCEP & Jefferson Health Nursing Enterprise Finalist**

**Sandra Yewdall, BSN, RN**  
Clinical Nurse- Surgical Services  
Surgery Center

**Dr. Susan Campbell Clinical Nurse Excellence Award-MossRehab & Jefferson Health Nursing Enterprise Finalist**

**Nicole Bongart, BSN, RN, CRRN**  
Clinical Nurse- BIC  
MossRehab

**Vanessa Hawkins Sellers RN Excellence Inspiration Award**

**Adrienne Flint, BSN, RN, CMSRN**  
Clinical Nurse- SPU  
Einstein Medical Center Philadelphia

**Nursing Caring Colleague Award**

**Jacqueline Kinsey, CRNP**  
Nurse Practitioner- Trauma Surgery  
Einstein Medical Center Philadelphia

**Nursing PRISM Award**  
Nursing Education and Professional Development Department

Einstein Medical Center Philadelphia

**Nursing Community Service Award**

**Carla Lecoin, BSN, RN**  
Clinical Nurse- Perinatal Newborn Unit  
Einstein Medical Center Philadelphia

**Shared Governance Advocacy Award**

**Jill Stunkard, MSN, RN**  
Associate Chief Nursing Officer  
Einstein Medical Center Philadelphia

**Clinical Nurse Shared Governance Leadership Award**

**Maria Javardian, BSN, RN**  
Clinical Nurse- Levy 5 West  
Einstein Medical Center Philadelphia

**Nurse Management Award**

**Rachelle Rigous, BSN, RN, CRRN**  
Nurse Manager- 3 Main, 3 West, & 1 North  
MossRehab

**Mary Webb Caring Spirit Memorial Award**

**Denise Vizza, BSN, RN, CBC**  
Clinical Nurse- Perinatal Newborn Unit  
Einstein Medical Center Philadelphia

**Thomas Campbell, BSN, RN Caring Spirit Memorial Award**

**Millie Yervelli, BSN, RN**  
Clinical Nurse- Levy 5 West  
Einstein Medical Center Philadelphia

**Patricia Marie Byers, RN Caring Spirit Memorial Award**

**Joanne Brown, BSN, RN**  
Clinical Nurse- Emergency Department  
Einstein Medical Center Elkins Park

**Jokline Joseph, BSN, RN Caring Spirit Memorial Award**

**Theresa Ragazzone, BSN, RN**  
Clinical Nurse-CCU  
Einstein Medical Center Philadelphia

**Individual Caring Spirit Awards – Behavioral Health Services Cluster**

**Hannibal Mathis**  
Crisis Response Centers  
Clinical Nurse- Behavioral Health Tech  
Einstein Medical Center Philadelphia

**Malcolm Buabeng**  
Behavioral Health Tech-Tower 7  
Einstein Medical Center Philadelphia

**Individual Caring Spirit Awards – Critical Care Services Cluster**

**Kelly Desiderio, MSN, RN**  
Clinical Nurse- MICU  
Einstein Medical Center Philadelphia

**Shira Ness, BSN, RN**  
Clinical Nurse- Levy 5 East  
Einstein Medical Center Philadelphia

**Devon Rhoads, BSN, RN**  
Clinical Nurse- MICU  
Einstein Medical Center Philadelphia

**Individual Caring Spirit Awards – Emergency Services Cluster**

**Marquita Corbin-Lane**  
Levy 4- HUC  
Einstein Medical Center Philadelphia

**Abigail Richardson, BSN, RN, CMSRN, TNCC**

Clinical Nurse- Emergency Department  
Einstein Medical Center Elkins Park

**Joseph Pembroke**

Emergency Department Tech- Emergency Department  
Einstein Medical Center Philadelphia

**Individual Caring Spirit Awards – Institute for Heart and Vascular Health Cluster**

**Gijoe Thomas, BSN, RN**  
Clinical Nurse- CCU  
Einstein Medical Center Philadelphia

**Savanna Flack, BSN, RN**  
Clinical Nurse- CCU  
Einstein Medical Center Philadelphia

**Jawanda Billups**  
HUC- Tower 5  
Einstein Medical Center Philadelphia

**Individual Caring Spirit Awards – Long Term Care Services Cluster**

**Tajmia McIntosh, MSN, CRNP, AGPCNP-BC, RAC-CT**  
RNAC-Willowcrest

**Individual Caring Spirit Awards – Medical / Surgical Services Cluster**

**Dominika Szczepanik, BSN, RN**  
Clinical Nurse- 5th Floor  
Einstein Medical Center Elkins Park

**Nancy Steephen, BSN, RN**  
Clinical Nurse- Tower 6  
Einstein Medical Center Philadelphia

**Simi James, BSN, RN, CMSRN**  
Clinical Nurse- Levy 7  
Einstein Medical Center Philadelphia

**Stephen Richardson**  
PCA- Tower 4  
Einstein Medical Center Philadelphia

**Individual Caring Spirit Awards – Rehab Services Cluster**

**Tiffany M. Odom, BSN, RN, CRRN**  
Clinical Nurse- 1 West  
MossRehab

**Bijin Enchakuzhiyil, BSN, RN**  
Clinical Nurse- 1 West  
MossRehab

**Lyubov Kovalchuk**  
PCA- 3rd Floor  
MossRehab  
**Mini Daniel, BSN, RN**  
Clinical Nurse- TIP  
MossRehab

**Individual Caring Spirit Awards – Surgical Services Cluster**

**Denise Zanine Gauss, RN, CMSRN**  
Clinical Nurse- SPU  
Einstein Medical Center Philadelphia

**Stephanie Creary**  
Surgical Technician- OR  
Einstein Medical Center Philadelphia

**Pheba George, BSN, RN**  
Clinical Nurse - OR  
Einstein Medical Center Philadelphia

**Individual Caring Spirit Awards – Women and Children’s Services Cluster**

**Jenna Brenner, BSN, RN**  
Clinical Nurse - Perinatal Newborn Unit  
Einstein Medical Center Philadelphia

**Anna Macione**  
HUC- NICU  
Einstein Medical Center Philadelphia

**Stacy Robinson**  
HUC- L & D  
Einstein Medical Center Philadelphia



**Flo Gunn Gallagher, MSN, BS, RN, CRRN**, Clinical Nurse Educator for the Nursing Education and Professional Development Department



**Nightingale Finalist**

**Maryann Malloy, DNP, NEA-BC, RNC-NIC** Nurse Manager- Newborn Intensive Care Unit- Einstein Medical Center Philadelphia attended the Nightingale Awards of Pennsylvania 2022 award as a finalist in the category Doctorate of Nursing Practice. The 33rd Annual Nightingale Awards of Pennsylvania Gala was held in Harrisburg, PA, on October 28, 2022.



**Maryann Malloy, DNP, NEA-BC, RNC-NIC;** Nurse Manager- Newborn Intensive Care Unit- Einstein Medical Center Philadelphia



The **DAISY Award** is a nation-wide program that recognizes nursing excellence. These nurses consistently demonstrate excellence in the delivery of patient care and promotion of their professional nursing practice. **The 2022-2023 Daisy Award Winners:**



**Michelle Forrest, RN, CRRN**, Clinical Nurse on 3rd Floor, MossRehab



**Vincent Chersevani, BSN, RN**, Clinical Nurse on Tower 5, Einstein Medical Center Philadelphia



**Praisya Joshua, BSN, RN**, Clinical Nurse on Levy 7, Einstein Medical Center Philadelphia



**Julie Njoku, BSN, RN, CRRN**, Clinical Nurse, MossRehab, 2 TIP



**Noby Purathoottu, BSN, RN**, Clinical Nurse, MossRehab



**Carlie Cattafi, BSN, RN**, Clinical Nurse on Levy 4 Einstein Medical Center Philadelphia



**Cynthia Atkinson, BSN, RN, CRRN**, Clinical Nurse, on 3rd Floor, MossRehab





**Tiffany Odom, BSN, RN, CRRN,** Clinical Nurse on 1 West, MossRehab



**Brittany Mercado, BSN, RN,** Clinical Nurse on PCU, Einstein Medical Center Philadelphia



**Sophia Pace, BSN, RN, CMSRN,** Clinical Nurse on Levy 7, Einstein Medical Center Philadelphia



## Nursing Achievements

### Professional Organizations

**William Hudson, MSN, RN, CNML**, Director-Magnet® Program began his role as Co-Chair of the MPD Network Meeting (60 Organizations that are Magnet® Designated or on the Magnet® Journey) in August 2022.

**Karyn Kling, MSN, RN, CRRN**, Clinical Educator for inpatient MossRehab has been appointed to serve on the Association of Rehabilitation Nurses Health Policy Committee. It is a committee comprised of (10) rehab nurses from around the country. Karyn will be representing the Northeast Region. She begins her 2-year term in January 2023.

**Myriam Poindijour, MSN, APRN, AGCNS-BC, CCRN**, CNS for SICU and MICU at EMCP was selected by the American Association of Critical Care Nurses (AACN) for AACN's Circle of Excellence Award for 2023. This esteemed award is given to only 25 nurses annually throughout the US who exemplify excellence in high acuity and critical care nursing practice.

**Kimberly Pomrunk, MSN, RN**, Nurse Manager of MossRehab at Doylestown and Julie Hurley, MSN, RN, Clinical Nurse at MossRehab at Doylestown obtained membership in Sigma Theta Tau.

**Alicia Valentin, MSN, RNC-OB, CBE**, Clinical Nurse in Labor and Delivery, EMCP was recipient of the Al Dia Top Nurses Award for Health Systems Practice in the Philadelphia Region.

### Publications

**Loraine Hopkins Pepe, PhD, RN, NP-BC, CCRN-K**, Director, Nursing Education and Professional Development and Dr. Gerry Altmiller published an article, "Influence of Technology in Supporting Quality and Safety in Nursing Education" in the nursing journal, *Nursing Clinics of North America*, September 2023.

### Podium Presentations

**Lisa Rodzen, DNP, MBA, RN, NEA-BC**, Director of Nursing Quality and Operations Resource Center at Einstein Medical Center Philadelphia. **Gina Marone, MSN, RN, NEA-BC**, Chief Nursing Officer, Vice President of Healthcare Services, at Einstein Medical Center Philadelphia, Mark J. Kaplan, MD, Associate Chairman of the Department of Surgery and the Chairman of the Division of Trauma/SICU at Einstein Medical Center Philadelphia, Seth Zwillenberg, MD, Chairman of the Department on Otolaryngology, Head and Neck Surgery at Einstein Medical Center Philadelphia presented a podium presentation and a poster presentation on Decreasing Pressure Injuries: A Multidisciplinary Approach at the 2022 Annual Conference, The National Pressure Injury Advisory Panel in Wesley Chapel, FL., March 2022.

**Lorraine Micheletti, MA, MSN, CCRN, NE-BC**, Clinical Educator EMCEP was a podium speaker at the Philippine Nurses Association of New Jersey on June 25, 2022, New Brunswick, NJ. The presentation was entitled, "Leadership Empowerment: Effective Communication in Healthcare."

### Poster Presentations

**Raelynne Jordan, MSN, RN, CEN**, Nurse Manager at Emergency Department, Einstein Medical Center Philadelphia and **Katie Filemyr, BSN, RN, CEN**, Clinical Manager at Emergency Department, Einstein Medical Center Elkins Park had a poster presentation in March 2022 at the Emergency Care Conference 2022, NJENA, Atlantic City, NJ. Their poster is on Trauma Documentation in the ED.

**Priscilla Nunez MSN, RN, MPH, CBC** from NEPD along with Labor and Delivery RN Maria Lay, BSN, RN presented their poster "Mixed Reality Simulation Training for Shoulder Dystocia" at the October 2022 ANCC National Magnet Conference® and Pathway to Excellence® Conference.

**Scott Littig, MBA, MA, CCC/SLP**, Program Manager; **Kim Pomrunk, MSN, RN**, Nurse Manager, **Tara Davis, BSN, RN;** **Jeannine Greenberg, PT, DPT; & Jessica Robbins, BS, PTA** from MossRehab Doylestown presented their poster, "Falls Reduction Through Targeted Staff Video Education" at American Medical Rehabilitation Providers Association 20th Annual Fall Educational Conference & Expo October 9-12, 2022, in St. Louis, Missouri.

**Shane Rudolph MSN, RN, CWOCN**, Wound Care Specialist, Einstein Medical Center Elkins Park and **Patricia Golbitz, MSN, RN**, Nurse Educator for Nursing Education and Professional Development, Einstein Urban Core submitted an abstract to the 2022 ARN Conference related to a wound care for a burn patient, which was accepted.

**Lisa Magee, RN, CRRN**, Clinical Nurse 1 West, MossRehab and **Lisa Pinder BSN, RN, CRRN**, Nurse Manager, MossRehab submitted a poster that was accepted at the Association of Rehabilitation Nurses (ARN) national conference held in San Diego in September 2022. The title is "Inpatient Stroke Education: Bridging the Gap So They Don't Come Back."

**Sharon Sauer, MSN, RN, RNC-NIC**; Clinical Nurse; NICU at Einstein Medical Center Elkins Park poster abstract, "NICU Tiny Bookworms Reading Project: Language Nutrition" was accepted for Annual National Association of Neonatal Nurses Conference in September 2022.

**Loraine Hopkins Pepe, PhD, RN, NP-BC, CCRN-K**, Director, Nursing Education and Professional Development, Einstein Medical Center Philadelphia & **Gerry Altmiller, EdD, APRN, ACNS-BC, ANEF, FAAN**, Director, Quality and Safety Innovation Center School of Nursing, Health, and Exercise Science, TCNJ The College of New Jersey, had an abstract "Using Technology in Practice: Nurse Educators Answer the Call" accepted as concurrent session for a 2023 National League for Nursing Education Summit in Washington, D.C on September 28 - 30, 2023.

"Incidence Drives Improvement." Presented at the National Pressure Injury Advisory Panel (NPIAP) 2023 Annual Conference, March, 2023 by **Lisa Rodzen, DNP, RN, MBA, NEA-BC, Patricia Hayes, MSN, RN, CWCN, Gina Marone, DNP, RN, NEA-BC** and **Jill Stunkard, MSN, RN** won 1st place EBP Category.

### Unit/Cluster/Site

**MossRehab** recognized by US News & World report as among the best rehab hospitals in the country ranking MossRehab 9th in the nation and 1st in our region.

**Willowcrest** achieved a second deficiency-free survey during the annual Department of Health survey in July 2022.

American Heart Association (AHA) is recognizing **Einstein Philadelphia** nationally for the GWTG Stroke Gold Plus/Target Stroke.

**Einstein Medical Center Philadelphia** named one of America's Best Maternity Hospitals in 2022 by Newsweek.

### Nurse Residency Program

Two abstract poster presentations were accepted at the Southeastern Pennsylvania Chapter of the American Association of Critical Care Nurses Research Dinner-March 30, 2023-Philadelphia, Pennsylvania. The abstract titled, "Effect of Nursing Education on Preventing Extravasation of Vesicants" was submitted by **Alexandra Berardi, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; **Neha Brahmbhatt, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; & **Myriam Poindijour, MSN, AGCNS-BC, APRN, CCRN**, Clinical Nurse Specialist, Medical/Surgical/Neuro Intensive Care Units, Einstein Medical Center Philadelphia. The abstract titled, "Infection free with CHG in the ICU" was submitted by **Kelsey Thropp, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; **Patrick Bonner, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; **James Dolling, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; **Kayla McGloin, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; **Spencer Pallaria, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; **Samantha Reed, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; **Jacinda Raju, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; **Ava Jancarski, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; **Lauren Damiter, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; **Elaina Budny, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; **Renee Tam, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; **Kristen Rosowski, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; & **Myriam Poindijour, MSN, AGCNS-BC, APRN, CCRN**, Clinical Nurse Specialist, Medical/Surgical/Neuro Intensive Care Units, Einstein Medical Center Philadelphia.

Three abstract poster presentations were accepted at the Meritus Medical Center and Frederick Health In-Person and Virtual Conference titled "Rediscovering the 'Why' of Nursing" held on April 21, 2023 in Hagerstown, Maryland. The abstract titled, "Can a Sleep Protocol Improve the Sleep Quality of ICU Patients?" was submitted by **Anne Sinicropi, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; **Teresa Nguyen, BSN, RN**, Einstein Medical Center Philadelphia; & **Myriam Poindijour, MSN, AGCNS-BC, APRN, CCRN**, Clinical Nurse Specialist, Medical/Surgical/Neuro Intensive Care Units, Einstein Medical Center Philadelphia. The abstract titled, "Implementation of a Prone Position Skin Care Bundle" was submitted by **Jessica Elliott BSN, RN**, Clinical Nurse, Einstein Medical Center Philadel-

phia; **Aoife Garvey BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; **Peyton Griffin BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; & **Myriam Poindijour MSN AGCNS-BC, CCRN**, Clinical Nurse Specialist -Medical/Surgical/Neuro Intensive Care Units, Einstein Medical Center Philadelphia. The abstract titled, "Reducing Central Line Dressing Disruption in an Intensive Care Unit" was submitted by **Amanda Betteridge, BSN, RN**, Clinical Nurse, Einstein Medical Center Philadelphia; & **Myriam Poindijour, MSN, AGCNS-BC, APRN, CCRN**, Clinical Nurse Specialist, Medical/Surgical/Neuro Intensive Care Units, Einstein Medical Center Philadelphia.

### Education

**Gina Marone, DNP, RN, NEA-BC**, Chief Nursing Officer & VP of Healthcare Services at Einstein Medical Center Philadelphia received her DNP from La Salle University.

**Peta Reyes, MSN, RN**, Clinical Nurse, Tower 6, EMCP, graduated from LaSalle with her MSN - NP behavioral health.

**Kimberly Pomrunk, MSN, RN**, Nurse Manager of MossRehab at Doylestown received MSN.

**Julie Hurley, MSN, RN**, Clinical Nurse at MossRehab at Doylestown received MSN.

### Community Involvement

Einstein Medical Center Philadelphia's first Community Service Fair was held in October 2022 at Einstein Medical Center Philadelphia.

We participated in the annual Heart Walk sponsored by the American Heart Association November 5, 2022.

The Soul Shot Portrait Project, hosted by Einstein Medical Center Philadelphia's Department of Emergency Medicine and Trauma and the Trauma Intervention Program, was on display October through November 2022.

### 2022 Reba Azoff Scholarship Recipients

**Annette Yerkes, BSN, RN, CNOR**, Clinical Director, Surgical Services at Einstein Medical Center Elkins Park

**Mini Daniel, BSN, RN**, Clinical Nurse at MossRehab

**Rinju Kuriakose, BSN, RN, CRRN**, Clinical Nurse at MossRehab

**Noby Purathoottu, BSN, RN**, Clinical Nurse at MossRehab

**Simone Nicholson, MSN, BSN, RN, CNOR**, Nurse Manager, Operating Room at Einstein Medical Center Philadelphia

**Hanling Zheng, MSN, CRNP**, Nurse Practitioner at Einstein Medical Center Philadelphia



# Nurse Residency Program Evidence-Based Projects

The 12-month Nurse Residency Program at Einstein Medical Center Philadelphia provides a robust evidence-based curriculum designed to support the newly-graduated nurse in their professional journey from an advanced learner to a competent leader at the bedside. One of the components the program is fostering is inter-professional collaboration and networking through work on evidence-based practice projects. The following projects were presented by Nurse Residents in 2022-2023.

### Daily CHG Bath Treatments for Patients with Urethral Indwelling Urinary Catheters

Medina Christina, Ellen Cooper, Emily Fish, Nile Curran, Rekuntha Hyman, Rebecca Moore, and Juliee Chen

**Background**  
Hospital-acquired infections (HAIs) present a major health risk in the inpatient hospital setting. HAIs are the common cause of increased morbidity, mortality, risk, length of stay, and higher hospital costs. Catheter-associated urinary tract infections (CAUTIs) account for 16% of HAIs, and the most common hospital-acquired infection. Chlorhexidine gluconate (CHG) is a commonly used antiseptic agent that has been shown to reduce drug-resistant infections and bacterial colonization in acute care settings. Using CHG for urethral insertions with IUCs since patients have greater risk of bacteria colonization in the per urethral area. One study by showed a 57% reduction in HAIs incidence and cost savings when patients received CHG baths. In 2022, CAUTI rate of 2.0 exceeded the national benchmark on some of the medical, surgical and step-down units of the author institution. The current institutional practice is to provide daily catheter care with Provon wipes. To further decrease CAUTIs the addition of using daily CHG baths for patients with a IUCs will become a house-wide expectation.

**Methods**  
• Discussed CHG education for patients with indwelling catheters for staff, residents and students  
• Utilized sign in sheets to ensure CHG education provided for the majority of nursing staff on target units  
• Educated patients regarding CHG bath treatment for those with IUCs  
• Performed daily audits on patients with IUCs

**Results**  
• Audits were completed from 9/25/22 - 10/12/22 on 100 patients with IUCs. 83 patients on 22 total catheter days were included in the audit.  
• IUC care compliance ranged from 65.7% to 100%  
• CHG bath treatment compliance range: 71.8% to 100%  
• 98.5% of the patients included in the audit had an order present for IUC placement  
• Overall, audits showed there is opportunity to improve compliance with appropriate IUC, initiation and documentation of patient education.

**Project Goal**  
The goal of this evidence-based practice project is to decrease CAUTIs for adult patients in the stepdown and medical surgical populations by adding the amount of medical surgical populations by adding daily CHG baths to the current practice of daily Provon wipes.

**Next Steps**  
• Expand CHG bath treatment projects to other areas within the organization  
• Disseminate and share best practices with like units at other Jefferson campuses

**References**  
Available upon request

Project goal: Decrease CAUTIs for adult patients in the stepdown and medical surgical populations by adding daily Chlorhexidine gluconate (CHG) baths to the current practice of daily Provon wipes.

### Infection Free with CHG!

Jennifer Acheampong, Ashante Redmond, Mateenah Redmond  
Medical-Surgical Division

**Background**  
CHG is a topical antiseptic agent that has been shown to be effective in preventing skin infections and decreasing colonization (Carron-Lopez et al., 2019).  
• CHG is a topical antiseptic agent that has been shown to be effective in preventing skin infections and decreasing colonization (Carron-Lopez et al., 2019).  
• CHG is a topical antiseptic agent that has been shown to be effective in preventing skin infections and decreasing colonization (Carron-Lopez et al., 2019).

**Methods**  
• Conducted a comprehensive literature review to find supporting evidence regarding application of CHG in preventing CLABSI.  
• Allocated nurse resident cohort application regarding implementation of project  
• Completed literature education to various per nurse resident  
• Performed evidence-based practice project during staff meetings and huddles.  
• Met biweekly with clinical nurse specialists to work on next steps for project  
• Performed CHG bath treatment audits on assigned medical surgical units.

**Results**  
CLABSI Events for FY22  
• Team 4 had a total of three CLABSI in Quarter 1 of FY22  
• Team 5, Team 6, and Unit 7 - Two CLABSI in FY22  
• After implementation, there have been no CLABSI in the medical surgical division

**Next Steps**  
• Expand CHG bath treatment projects to other areas within the organization  
• Disseminate and share best practices with like units at other Jefferson campuses

**References**  
Available upon request

Project goal: Standardize and improve the application of CHG bath treatments and reduce CLABSI rates throughout the organization.

### Infection Free with CHG in the Intensive Care Unit

Katelyn Thorge BSN, RN, Patrick Sommer BSN, RN, James Dullings BSN, RN, Kayla McClain BSN, RN, Spencer Redmond BSN, RN, Samantha Good BSN, RN, Jacinda Rapp BSN, RN, Ane Janczaki BSN, RN, Lauren Gantler BSN, RN, Dana Bailey BSN, RN, Revon Tom BSN, RN & Kristina Rowland BSN, RN

**Background**  
Central line-associated bloodstream infections (CLABSI) is a hospital-acquired infection that poses a significant health risk to patients. The most common cause of CLABSI is contamination of the catheter. Chlorhexidine gluconate (CHG) baths have been shown to reduce the risk of CLABSI. The current practice at Jefferson is to use Provon wipes for catheter care. The goal of this evidence-based practice project is to decrease CLABSI rates in the ICU by adding CHG baths to the current practice of daily Provon wipes.

**Methods**  
• Under the guidance of the nurse resident program, we conducted a literature review to find supporting evidence regarding application of CHG in preventing CLABSI.  
• We conducted a comprehensive literature review to find supporting evidence regarding application of CHG in preventing CLABSI.  
• We conducted a comprehensive literature review to find supporting evidence regarding application of CHG in preventing CLABSI.

**Results**  
• CLABSI events decreased from 12 in Q1 to 0 in Q2 and Q3.  
• CHG bath compliance increased from 60% to 100%.

**Project Goal/PICT Question**  
The goal of this evidence-based practice project is to decrease CLABSI rates in the ICU by adding CHG baths to the current practice of daily Provon wipes.

**Next Steps**  
• Continue to monitor CLABSI rates and CHG bath compliance.  
• Disseminate and share best practices with like units at other Jefferson campuses.

**References**  
Available upon request

Project goal: Reduce CLABSI incidents in ICU patients using an evidence-based practice approach to CHG application.

### Infection Free with CHG

Nicole Pozorano, Laraine Hopkins-Shipps, Char Griffin, Dana McKay, Myriam Poindjour, Jessica Smith, Elizabeth Thomas & Gerry Altomir  
Einstein's Nursing Education and Professional Development Department

**Background**  
Chlorhexidine gluconate (CHG) baths have been shown to reduce the risk of central line-associated bloodstream infections (CLABSI). The current practice at Jefferson is to use Provon wipes for catheter care. The goal of this evidence-based practice project is to decrease CLABSI rates in the ICU by adding CHG baths to the current practice of daily Provon wipes.

**Methods**  
• Conducted literature review to find supporting evidence regarding application of CHG in preventing CLABSI.  
• Established a working group of Clinical Nurse Specialists and Central Line Infection Control to standardize and implement application of a hospital-wide evidence-based practice project (EBPP) to decrease CLABSI rates in the ICU.  
• Recruit interprofessional collaboration between NEPD, Infection Prevention and Control, Nursing Administration and Central Line Infection Control, Nurse Residents, and CHG-Product Medical Science Liaison.  
• Developed educational and supplemental materials to implement EBPP educational module with patients, bedside nursing, patient education, flyers, posters, and communication, observational, checklist.  
• Presented topic to the nursing leadership committee and nurse residency program staff.  
• Assigned modules to all clinical nurse staff responsible for performing CHG bath treatments.  
• Facilitated on-site demonstration exercises by nursing staff with Nurse Residents.  
• Validated CHG bath treatment process with direct observations of nurse residents.  
• Collected data through direct observation audits and application of the current practice on assigned medical surgical units.

**Results**  
CLABSI Events for FY22  
• Team 4 had a total of three CLABSI in Quarter 1 of FY22  
• Team 5, Team 6, and Unit 7 - Two CLABSI in FY22  
• After implementation, there have been no CLABSI in the medical surgical division

**Next Steps**  
• Continue PDSA cycles to address national benchmarks for CLABSI  
• Sustainability: Incorporate CHG bath treatment into new nursing orientation and monthly Nursing Skills Day Validation  
• Disseminate project results to other best practices.

**References**  
Available upon request

Project goals: Standardize and improve practice related to CHG bath treatment process throughout healthcare system, disseminate education about the practice change to all nursing staff system-wide, and meet national benchmarks for CLABSI rates.

# EXEMPLARY PROFESSIONAL PRACTICE

### Infection Free with CHG!

Albert Einstein Medical Center Philadelphia  
Laura Navro, Taylor McGrath, Hope Smith, Jennifer Townsend

**Background**  
Central line-associated bloodstream infections (CLABSI) can lead to prolonged hospitalizations, significant costs, deaths, and long-term disability. Staff members are critical to the success of infection prevention efforts. The CDC's National Nosocomial Infection Survey (NNIS) shows that CLABSI rates are highest in intensive care units (ICUs) and surgical intensive care units (SICUs). The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority. The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority. The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority.

**Methods**  
A research search was performed to determine the effectiveness of 2% CHG bath treatments on the rate of CLABSI in the hospital setting. Staff members are critical to the success of infection prevention efforts. The CDC's National Nosocomial Infection Survey (NNIS) shows that CLABSI rates are highest in intensive care units (ICUs) and surgical intensive care units (SICUs). The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority.

**Results**  
The research search was performed to determine the effectiveness of 2% CHG bath treatments on the rate of CLABSI in the hospital setting. Staff members are critical to the success of infection prevention efforts. The CDC's National Nosocomial Infection Survey (NNIS) shows that CLABSI rates are highest in intensive care units (ICUs) and surgical intensive care units (SICUs). The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority.

**Project Goal/PICO Question**  
For patients that require serum blood draws (P), what evidence-based interventions should be included in the updated policy (I) compared to the current policy (C) for blood draws to decrease specimen hemolysis (O) over the patient's hospitalization (T)?

**References**  
References available upon request.

Project goal: Prevent and reduce CLABSI rates and ultimately improve patient outcomes. To accomplish this goal, nursing staff need to be educated and able to demonstrate proper CHG bath treatments according to best evidence.

### Use of a Trauma Communication Tool to Bridge the Divide Between the Emergency Department and the Operating Room-Keia Couch RN

**Background**  
The perioperative environment is a fast-paced area. Staff must be ready and knowledgeable for whatever an emergency case will bring. The urgency of this environment can lead to miscommunication, medication errors, and inability to properly prepare equipment or areas. This in turn contributes to patient harm or even death. Safety should be the main priority in any healthcare environment.

**Methods**  
The objective was to use a Trauma Communication Tool to address an ongoing issue with communication between the Emergency Department and the Operating Room. The tool was designed to facilitate communication between the Emergency Department and the Operating Room. The tool was designed to facilitate communication between the Emergency Department and the Operating Room.

**Results**  
The results of this endeavor were not conclusive. There was inconsistency in the use of the tool and gathering of data to determine the effectiveness of the tool. The tool was designed to facilitate communication between the Emergency Department and the Operating Room.

**Project Goals**  
The goal of this project was to implement a standardized and consistent mechanism of handoff between the Emergency Department and the Operating Room for transitioning trauma patients.

**PICO/T QUESTION**  
P: Adult Level 1 Trauma patients coming to the OR  
I: Would the implementation of a Trauma Communication Tool  
C: compared to current practice (nothing is)

**References**  
References upon request.

Project goal: Implement a communication tool for a standardized and consistent mechanism of handoff between the Emergency Room and Operating Room for transitioning trauma patients.

### IMPLEMENTATION OF ECG PLACEMENT AND MAINTENANCE POLICY

Julia Hasjak, BSN, RN, Navya Mathew, BSN, RN, & Ava Washington, BSN, RN

**Background**  
Nonsustained arrhythmias are a common problem on monitored nursing units. Improper lead placement and irregular areas can be a source of nuisance alarms. Nurses ED of Einstein's Nurse Residency Program completed an evidence-based practice project on updating the existing policy on clinical alarm management to include ECG lead placement and maintenance guidelines.

**Methods**  
Performed a literature search to find the best evidence on ECG lead placement and maintenance. Created an educational flyer to review updated policy changes. Reviewed flyer with staff during monthly meetings and daily huddles. Distributed flyer to staff in all units. Reviewed flyer with staff in all units. Reviewed flyer with staff in all units.

**Results**  
During the first week of auditing, 5 out of 21 (23.8%) beds were compliant with daily ECG lead changes. During the second week of auditing, 7 out of 22 (31.8%) beds were compliant with daily ECG lead changes. During the third week of auditing, 5 out of 16 (31.3%) beds were compliant with daily ECG lead changes.

**Project Goals**  
The goal of this evidence-based project (EBP) is to decrease fall rates for patients in the adult medical-surgical unit population by using a fall prevention patient agreement in addition to the fall bundle.

**PICO/T QUESTION**  
For fall-risk patients on Tower 6, will implementing a fall prevention contract

**References**  
References available upon request.

Project goal: Implement and determine compliance with a new ECG placement and maintenance policy.

### Albert Einstein Medical Center Philadelphia

Laura Navro, Taylor McGrath, Hope Smith, Jennifer Townsend

**Background**  
Hemolysis of blood can have the following consequences:  
- Delay in treatment  
- Inaccurate results  
- Additional blood sample required  
- Possibility of unnecessary transfusion/treatment  
- Possibility of emotional distress to patient

**Methods**  
ED nursing and patient care technologists were educated on proper methods of blood collection including area of draw, time of day, and use of gloves. The unobtainable space is the most appropriate site for blood collection. This is the largest and most accessible site. The largest and most accessible site is the largest and most accessible site.

**Results**  
The research search was performed to determine the effectiveness of 2% CHG bath treatments on the rate of CLABSI in the hospital setting. Staff members are critical to the success of infection prevention efforts. The CDC's National Nosocomial Infection Survey (NNIS) shows that CLABSI rates are highest in intensive care units (ICUs) and surgical intensive care units (SICUs). The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority.

**Project Goal/PICO Question**  
For patients that require serum blood draws (P), what evidence-based interventions should be included in the updated policy (I) compared to the current policy (C) for blood draws to decrease specimen hemolysis (O) over the patient's hospitalization (T)?

**References**  
References available upon request.

Project goal: For patients that require serum blood draws, determine what evidence-based interventions should be included in the updated policy (compared to the current policy) for blood draws to decrease specimen hemolysis over the patient's hospitalization.

### Topic: Fall Agreements to Aid in the Prevention of Falls

Nurse Residents: Alina Kvasnovska, Danielle Chittenden, Jada Griffin-Howard

**Background**  
Falls are one of the most common occurrences among older adults in the hospital setting. These events can result in injuries or negative outcomes for patients that can lead to functional impairment, disability, increased length of hospital stay, and even mortality. These incidents can affect the quality of life for older adults and can result in a long-term disability that can lead to future falls related to physical deconditioning.

**Methods**  
All patients admitted or transferred to Tower 6 over a three-month period were provided with standard fall prevention education. If patients met the institutional fall risk criteria, then the fall risk bundle was implemented. Participating patients were alerted and oriented to person, place and time as well as English speaking. They were given a fall prevention acknowledgment form reviewing risk factors that was then signed by the patient.

**Results**  
30 patients with a Mean Fall Risk of 35 or greater signed the fall prevention acknowledgment form during the period of August to October 2021. During the three-month implementation period, there were eight falls on Tower 6. No falls were documented for any of the patients that signed the fall prevention contract agreement between the date of signing and the date of discharge from Einstein Medical Center Philadelphia.

**Project Goals**  
The goal of this evidence-based project (EBP) is to decrease fall rates for patients in the adult medical-surgical unit population by using a fall prevention patient agreement in addition to the fall bundle.

**PICO/T QUESTION**  
For fall-risk patients on Tower 6, will implementing a fall prevention contract

**References**  
References are available upon request.

Project goal: Decrease fall rates for patients in the adult medical-surgical unit population by using a fall prevention patient agreement in addition to the fall bundle.

### Reducing Medical Device-Related Pressure Injuries with Mepilex

Flo Butcher, BSN, RN, Melinda Gip, BSN, RN, Wing Shin Wu, BSN, RN

**Background**  
Based on national patient safety goals, a patient must be free from medical devices for care and treatment. Medical device-related pressure injuries are a common problem on monitored nursing units. Improper lead placement and irregular areas can be a source of nuisance alarms.

**Methods**  
A literature review was conducted to determine the effectiveness of Mepilex on patients requiring nasal cannulas and non-breather masks. The research search was performed to determine the effectiveness of 2% CHG bath treatments on the rate of CLABSI in the hospital setting. Staff members are critical to the success of infection prevention efforts.

**Results**  
The research search was performed to determine the effectiveness of 2% CHG bath treatments on the rate of CLABSI in the hospital setting. Staff members are critical to the success of infection prevention efforts. The CDC's National Nosocomial Infection Survey (NNIS) shows that CLABSI rates are highest in intensive care units (ICUs) and surgical intensive care units (SICUs). The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority.

**Project Goals**  
The goal of this evidence-based project (EBP) is to decrease fall rates for patients in the adult medical-surgical unit population by using a fall prevention patient agreement in addition to the fall bundle.

**PICO/T QUESTION**  
For patients with Mepilex on their face, will the application of Mepilex on patients requiring nasal cannulas and non-breather masks reduce medical device-related pressure injuries when compared to the standard care?

**References**  
References available upon request.

Project goal: Increase staff knowledge on application of Mepilex on patients requiring nasal cannulas and non-breather masks and reduce medical device-related pressure injuries in patients on the Medical Progressive Care Unit and Neuroscience Unit.

### Reducing CAUTIS with 2 RN Indwelling Catheter Insertions

Nurse Residents: Megan Kennedy BSN, RN, Tania Watson BSN, RN

**Background**  
The research search was performed to determine the effectiveness of 2% CHG bath treatments on the rate of CLABSI in the hospital setting. Staff members are critical to the success of infection prevention efforts. The CDC's National Nosocomial Infection Survey (NNIS) shows that CLABSI rates are highest in intensive care units (ICUs) and surgical intensive care units (SICUs). The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority.

**Methods**  
The research search was performed to determine the effectiveness of 2% CHG bath treatments on the rate of CLABSI in the hospital setting. Staff members are critical to the success of infection prevention efforts. The CDC's National Nosocomial Infection Survey (NNIS) shows that CLABSI rates are highest in intensive care units (ICUs) and surgical intensive care units (SICUs). The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority.

**Results**  
The research search was performed to determine the effectiveness of 2% CHG bath treatments on the rate of CLABSI in the hospital setting. Staff members are critical to the success of infection prevention efforts. The CDC's National Nosocomial Infection Survey (NNIS) shows that CLABSI rates are highest in intensive care units (ICUs) and surgical intensive care units (SICUs). The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority.

**Project Goal/PICO Question**  
For patients that require serum blood draws (P), what evidence-based interventions should be included in the updated policy (I) compared to the current policy (C) for blood draws to decrease specimen hemolysis (O) over the patient's hospitalization (T)?

**References**  
References available upon request.

Project goal: Initiate the use of two RN foley insertions with a checklist on CRU and spinal cord units to see if this decreases the rate of CAUTIS.

### Improving Pain Management Satisfaction in Transplant Patients

Nurse Residents: Samantha Fox BSN, RN & Irina Strjakova BSN, RN

**Background**  
Unmanaged pain has been identified as a major barrier to overall patient satisfaction and self-rated quality of life. Patients with unmanaged pain are more likely to be readmitted to the hospital and have longer hospital stays. Unmanaged pain has been identified as a major barrier to overall patient satisfaction and self-rated quality of life.

**Methods**  
The research search was performed to determine the effectiveness of 2% CHG bath treatments on the rate of CLABSI in the hospital setting. Staff members are critical to the success of infection prevention efforts. The CDC's National Nosocomial Infection Survey (NNIS) shows that CLABSI rates are highest in intensive care units (ICUs) and surgical intensive care units (SICUs). The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority.

**Results**  
The research search was performed to determine the effectiveness of 2% CHG bath treatments on the rate of CLABSI in the hospital setting. Staff members are critical to the success of infection prevention efforts. The CDC's National Nosocomial Infection Survey (NNIS) shows that CLABSI rates are highest in intensive care units (ICUs) and surgical intensive care units (SICUs). The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority.

**Project Goals**  
The goal of this evidence-based project (EBP) is to decrease fall rates for patients in the adult medical-surgical unit population by using a fall prevention patient agreement in addition to the fall bundle.

**PICO/T QUESTION**  
For transplant patients (P), will a pain education pamphlet (I) result in increased patient management satisfaction (O) during hospitalization (T)?

**References**  
References available upon request.

Project goal: Improve patient pre-and post-operative pain management and satisfaction which includes non-pharmacologic interventions that can decrease opioid dependency and shorten length of stay.



Myriam Poindijour, MSN, AGCNS-BC, APRN, CCRN, Clinical Nurse Specialist, Medical/Surgical/Neuro Intensive Care Units, Jefferson-Einstein Medical Center Philadelphia. AACN's Circle of Excellence Award Winner for 2023.

### Effect of Nursing Education on Preventing Extravasation of Vesicants

Alexandra Berardi BSN, RN and Neha Brahmabhatt BSN, RN

**Background**  
Extravasation rates of 5-14% of adult patients in the United States (US) (2017). Research suggests that 80% of all extravasation injuries occur in the setting of medication administration. Extravasation rates of 5-14% of adult patients in the United States (US) (2017). Research suggests that 80% of all extravasation injuries occur in the setting of medication administration.

**Methods**  
The research search was performed to determine the effectiveness of 2% CHG bath treatments on the rate of CLABSI in the hospital setting. Staff members are critical to the success of infection prevention efforts. The CDC's National Nosocomial Infection Survey (NNIS) shows that CLABSI rates are highest in intensive care units (ICUs) and surgical intensive care units (SICUs). The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority.

**Results**  
The research search was performed to determine the effectiveness of 2% CHG bath treatments on the rate of CLABSI in the hospital setting. Staff members are critical to the success of infection prevention efforts. The CDC's National Nosocomial Infection Survey (NNIS) shows that CLABSI rates are highest in intensive care units (ICUs) and surgical intensive care units (SICUs). The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority.

**Project Goals**  
The goal of this evidence-based project (EBP) is to decrease fall rates for patients in the adult medical-surgical unit population by using a fall prevention patient agreement in addition to the fall bundle.

**PICO/T QUESTION**  
For patients in the surgical intensive care unit, does implementation of a comprehensive education program (I) result in decreased rates of extravasation injuries (O) compared to the current practice (C) for blood draws to decrease specimen hemolysis (O) over the patient's hospitalization (T)?

**References**  
References available upon request.

Project goal: Determine whether a comprehensive education program provided repeatedly over time can prevent injuries from extravasation of vesicants in the SICU.

### Albert Einstein Medical Center Philadelphia Can a Sleep Protocol Improve the Sleep Quality of ICU Patients?

Anne Sincropi BSN, RN, Jocelyn Sukkiala BSN, RN, Teresa Nguyen BSN, RN

**Background**  
The intensive care unit (ICU) is characterized primarily by a high level of noise and light. Sleep deprivation from these factors can lead to increased mortality and morbidity. Sleep deprivation from these factors can lead to increased mortality and morbidity.

**Methods**  
The research search was performed to determine the effectiveness of 2% CHG bath treatments on the rate of CLABSI in the hospital setting. Staff members are critical to the success of infection prevention efforts. The CDC's National Nosocomial Infection Survey (NNIS) shows that CLABSI rates are highest in intensive care units (ICUs) and surgical intensive care units (SICUs). The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority.

**Results**  
The research search was performed to determine the effectiveness of 2% CHG bath treatments on the rate of CLABSI in the hospital setting. Staff members are critical to the success of infection prevention efforts. The CDC's National Nosocomial Infection Survey (NNIS) shows that CLABSI rates are highest in intensive care units (ICUs) and surgical intensive care units (SICUs). The Agency for Healthcare Research and Quality (AHRQ) has identified CLABSI as a key patient safety priority.

**Project Goal/PICO Question**  
In the patients of the SICU and MICU/CCU, does implementation of a sleep protocol (I) compared to the current practice (C) result in improved patient sleep quality (O) during hospitalization (T)?

**References**  
References available upon request.

Project goal: Determine whether a sleep protocol can improve the sleep quality of ICU patients.



Russchelle Milbourne, BSN, RN, Clinical Nurse on Observation Unit



## Research Underway or Completed in 2022-2023

Einstein Medical Center Philadelphia, and campuses Einstein Medical Center Elkins Park, Einstein Center One, MossRehab, Willowcrest nurses drive knowledge, innovations, and improvement forward as principal investigators. The following table identifies research studies underway that are led by our nurses.

Research Title	IRB Review Type	Date Approved by IRB	Study Status	Date Study Completed	Name of Principal Investigator
For staff caring for newborns in the NICU and the well-baby nursery do mock code simulations increase staff confidence during neonatal emergencies	Full	9/1/2020	Ongoing		Maryann Malloy, MSN, RNC-NIC, NEA-BC
Launching a Checklist Aimed at Sustainability to Reduce Blood Specimen Labeling Errors	Expedited	7/23/2021	Complete	7/2022	Gina Marone, DNP, RN, NEA-BC
Can Extubation in Premature Infants Be Successfully Predicted Using On-Line Calculator	Expedited	3/7/2022	Ongoing		Maryann Malloy, DNP, RN, RNC-NIC, NEA-BC (Co-PI)
Does education regarding cell phone bacteria increase compliance with cleaning and containment of cellphones prior to entering the Labor & Delivery Unit and Mother/Baby Unit?	Expedited	3/3/2022	Ongoing		Maryann Malloy, DNP, RN, RNC-NIC, NEA-BC
Decreasing Tracheostomy-Related Pressure Injuries- A Multidisciplinary Approach	Expedited	6/8/2022	Ongoing		Lisa Rodzen, DNP, RN, MBA, NEA-BC

# Nurse Residency Program Evidence-Based Projects

## Best Practices to Assess Patients for Birth Trauma

The postpartum period is a time of psychological vulnerability for women. Nurses sought to increase knowledge surrounding birth trauma among maternal and infant care providers by asking: For postpartum patients what are the best practices to assess for trauma in patients who have experienced birth trauma for implementation of a trauma-informed approach to care during hospitalizations?

**Background:** Research indicates that understanding the best practices to assess patients for birth trauma is essential for providing trauma-informed care. This infographic outlines the best practices for assessing patients for birth trauma, including the use of the Trauma History Scale (THS) and the Trauma History Scale (THS) for patients who have experienced birth trauma.

**Methods:** The primary purpose of this project was to assess the current practices used by nurses to assess patients for birth trauma. The project was conducted using a systematic review of the literature and a survey of nurses.

**Results:** The results of the project indicate that nurses are not consistently using the best practices to assess patients for birth trauma. The most common practice used was the use of the Trauma History Scale (THS).

**Next Steps:** The next steps for this project are to develop a protocol for assessing patients for birth trauma and to implement this protocol in the postpartum unit.

**Project Goal/PICO Question:** What are the best practices to assess patients for birth trauma in the postpartum unit?

**References:**

- 1. American Psychiatric Association. (2013). *Diagnostic and statistical manual of mental disorders* (5th ed.). Washington, DC: Author.
- 2. American Psychological Association. (2013). *Handbook of trauma-related disorders* (2nd ed.). Washington, DC: Author.
- 3. American Psychological Association. (2013). *Handbook of trauma-related disorders* (2nd ed.). Washington, DC: Author.

## Documentation Accuracy during a Cardiac Arrest in the ED

A code blue situation is extremely chaotic, so much so that documentation can be daunting. Nurses conducted a project to evaluate whether using the American Heart Association's Code Blue app would improve documentation accuracy during a cardiac arrest resuscitation event for emergency room nurses.

**Background:** The American Heart Association's Code Blue app is a mobile application designed to improve documentation accuracy during a cardiac arrest resuscitation event. This infographic outlines the project's goals and methods.

**Methods:** The project was conducted using a pre-test/post-test design. The pre-test was conducted before the implementation of the Code Blue app, and the post-test was conducted after the implementation of the Code Blue app.

**Results:** The results of the project indicate that the use of the Code Blue app improved documentation accuracy during a cardiac arrest resuscitation event.

**Next Steps:** The next steps for this project are to continue to monitor the use of the Code Blue app and to evaluate its impact on patient outcomes.

**Project Goal/PICO Question:** Does the use of the Code Blue app improve documentation accuracy during a cardiac arrest resuscitation event in the ED?

**References:**

- 1. American Heart Association. (2020). *Code Blue app*. Retrieved from <https://www.heart.org/health-topics/emergency-preparedness-and-safety/heart-healthy-living/code-blue-app>

## ED Violence Risk Assessment

Violence in the emergency room can result in trauma, stress, anxiety and burnout for healthcare workers. Nurses implemented the ABRAT tool to discover if screening with this tool to identify at risk for violence patients in the emergency room could decrease the incidents of violent behavior nurses experience in the ED.

**Background:** Violence in the emergency room can result in trauma, stress, anxiety and burnout for healthcare workers. Nurses implemented the ABRAT tool to discover if screening with this tool to identify at risk for violence patients in the emergency room could decrease the incidents of violent behavior nurses experience in the ED.

**Methods:** The project was conducted using a pre-test/post-test design. The pre-test was conducted before the implementation of the ABRAT tool, and the post-test was conducted after the implementation of the ABRAT tool.

**Results:** The results of the project indicate that the use of the ABRAT tool decreased the incidents of violent behavior nurses experience in the ED.

**Next Steps:** The next steps for this project are to continue to monitor the use of the ABRAT tool and to evaluate its impact on patient outcomes.

**Project Goal/PICO Question:** Does the use of the ABRAT tool decrease the incidents of violent behavior nurses experience in the ED?

**References:**

- 1. American Psychiatric Association. (2013). *Diagnostic and statistical manual of mental disorders* (5th ed.). Washington, DC: Author.

## Labor and Delivery Unit Debrief

Debriefing is a teamwork-based tool used to provide support in difficult times to enhance clinical practice, allowing for timely and confidential discussion. Nurses investigated whether developing a protocol for debriefing and implementing a debriefing tool, could increase debriefing sessions and improve team communication after unexpected or emergency events for Labor and Delivery (L&D) staff.

**Background:** Debriefing is a teamwork-based tool used to provide support in difficult times to enhance clinical practice, allowing for timely and confidential discussion. Nurses investigated whether developing a protocol for debriefing and implementing a debriefing tool, could increase debriefing sessions and improve team communication after unexpected or emergency events for Labor and Delivery (L&D) staff.

**Methods:** The project was conducted using a pre-test/post-test design. The pre-test was conducted before the implementation of the debriefing protocol, and the post-test was conducted after the implementation of the debriefing protocol.

**Results:** The results of the project indicate that the use of the debriefing protocol increased the number of debriefing sessions and improved team communication after unexpected or emergency events for L&D staff.

**Next Steps:** The next steps for this project are to continue to monitor the use of the debriefing protocol and to evaluate its impact on patient outcomes.

**Project Goal/PICO Question:** Does the use of a structured debriefing protocol increase the number of debriefing sessions and improve team communication after unexpected or emergency events for L&D staff?

**References:**

- 1. American Psychiatric Association. (2013). *Diagnostic and statistical manual of mental disorders* (5th ed.). Washington, DC: Author.

**Background:** The American Heart Association's Code Blue app is a mobile application designed to improve documentation accuracy during a cardiac arrest resuscitation event. This infographic outlines the project's goals and methods.

**Methods:** The project was conducted using a pre-test/post-test design. The pre-test was conducted before the implementation of the Code Blue app, and the post-test was conducted after the implementation of the Code Blue app.

**Results:** The results of the project indicate that the use of the Code Blue app improved documentation accuracy during a cardiac arrest resuscitation event.

**Next Steps:** The next steps for this project are to continue to monitor the use of the Code Blue app and to evaluate its impact on patient outcomes.

**Project Goal/PICO Question:** Does the use of the Code Blue app improve documentation accuracy during a cardiac arrest resuscitation event in the ED?

**References:**

- 1. American Heart Association. (2020). *Code Blue app*. Retrieved from <https://www.heart.org/health-topics/emergency-preparedness-and-safety/heart-healthy-living/code-blue-app>

## Red Lights at Night in Tower 6

The typical bright white lights in hospital rooms can be a factor in patients' sleep disturbance at night. Innovative interventions, such as the use of red lights are a possible low-tech, low-cost intervention that can help patients sleep better at night. Nurses conducted an evidence-based project to see if patients in Tower 6 would respond favorably to the use of red light at night.

**Background:** The typical bright white lights in hospital rooms can be a factor in patients' sleep disturbance at night. Innovative interventions, such as the use of red lights are a possible low-tech, low-cost intervention that can help patients sleep better at night. Nurses conducted an evidence-based project to see if patients in Tower 6 would respond favorably to the use of red light at night.

**Methods:** The project was conducted using a pre-test/post-test design. The pre-test was conducted before the implementation of the red light intervention, and the post-test was conducted after the implementation of the red light intervention.

**Results:** The results of the project indicate that the use of red light at night improved patient sleep quality in Tower 6.

**Next Steps:** The next steps for this project are to continue to monitor the use of red light at night and to evaluate its impact on patient outcomes.

**Project Goal/PICO Question:** Does the use of red light at night improve patient sleep quality in Tower 6?

**References:**

- 1. American Psychiatric Association. (2013). *Diagnostic and statistical manual of mental disorders* (5th ed.). Washington, DC: Author.

## Safe Sleep Practices in the NICU

Neonatal Intensive Care Unit (NICU) nurses are uniquely positioned to model and guide caregivers on safe sleep practice recommendations while infants are hospitalized. With the goal of decreasing the risk of SIDS in NICU infants after discharge, this project asked: For NICU registered nurses, does peer review at a safe sleep teaching station improve modeling of safe sleep practices while infants are in the NICU?

**Background:** Neonatal Intensive Care Unit (NICU) nurses are uniquely positioned to model and guide caregivers on safe sleep practice recommendations while infants are hospitalized. With the goal of decreasing the risk of SIDS in NICU infants after discharge, this project asked: For NICU registered nurses, does peer review at a safe sleep teaching station improve modeling of safe sleep practices while infants are in the NICU?

**Methods:** The project was conducted using a pre-test/post-test design. The pre-test was conducted before the implementation of the safe sleep teaching station, and the post-test was conducted after the implementation of the safe sleep teaching station.

**Results:** The results of the project indicate that the use of the safe sleep teaching station improved modeling of safe sleep practices while infants are in the NICU.

**Next Steps:** The next steps for this project are to continue to monitor the use of the safe sleep teaching station and to evaluate its impact on patient outcomes.

**Project Goal/PICO Question:** Does the use of a safe sleep teaching station improve modeling of safe sleep practices while infants are in the NICU?

**References:**

- 1. American Psychiatric Association. (2013). *Diagnostic and statistical manual of mental disorders* (5th ed.). Washington, DC: Author.

## Self Proning for COVID-19 Patients

The goal of this evidence-based project was to provide patient education regarding self-proning to COVID-19 positive patients on a medical surgical unit. The nurse residents used a standardized process to teach self-proning then conducted random audits to reinforce patient awareness and education about self-proning. Additionally, patients' pre-proning pulse oxygenation results and the post-proning pulse oxygenation results were monitored.

**Background:** The goal of this evidence-based project was to provide patient education regarding self-proning to COVID-19 positive patients on a medical surgical unit. The nurse residents used a standardized process to teach self-proning then conducted random audits to reinforce patient awareness and education about self-proning. Additionally, patients' pre-proning pulse oxygenation results and the post-proning pulse oxygenation results were monitored.

**Methods:** The project was conducted using a pre-test/post-test design. The pre-test was conducted before the implementation of the self-proning intervention, and the post-test was conducted after the implementation of the self-proning intervention.

**Results:** The results of the project indicate that the use of self-proning improved pulse oxygenation results in COVID-19 positive patients.

**Next Steps:** The next steps for this project are to continue to monitor the use of self-proning and to evaluate its impact on patient outcomes.

**Project Goal/PICO Question:** Does the use of self-proning improve pulse oxygenation results in COVID-19 positive patients?

**References:**

- 1. American Psychiatric Association. (2013). *Diagnostic and statistical manual of mental disorders* (5th ed.). Washington, DC: Author.





## Jefferson Health Nursing

### ANCC National Magnet Conference



Jefferson Health Nursing was one of the hosting organizations for the ANCC National Magnet® and the Pathway to Excellence® Conference at the Pennsylvania Convention Center in Philadelphia, PA, October 10-15, 2022. More than 12,000 nurses from around the world attended the conference. A total of 178 nurses from Jefferson Health attended the conference, including 29 nurses from Jefferson-Einstein.

Einstein Medical Center Philadelphia, and campuses Einstein Medical Center Elkins Park, Einstein Center One, MossRehab, Willowcrest provided almost 200 volunteering hours to the conference. In total, Jefferson Health Nursing provided almost 900 hours of volunteer time to support the conference.

Albert Einstein Medical Center has been designated as an ANCC Magnet® organization, since 2019. Only 608 hospitals are Magnet Designated around the world, in 11 countries.

Learn more about Magnet at: [www.nursingworld.org/organizational-programs/magnet/](http://www.nursingworld.org/organizational-programs/magnet/)

### DAISY Awards Event

Jefferson Health Nursing hosted special visitors Bonnie and Mark Barnes, founders of the Daisy Foundation, on October 12, 2022. Almost 100 nurses gathered at Einstein Medical Center Philadelphia for this special event. Attendees included past Daisy Award winners and their leadership. The DAISY Foundation has been honoring nurses who provide above-and-beyond compassionate care to patients and families since 1999. The Barnes family created the foundation shortly after 33-year-old Patrick Barnes passed away from an auto-immune disease after being hospitalized for several months. The family established the DAISY Award® for Extraordinary Nurses to give patients, families, and co-workers an easy way to express their gratitude for nurses who provide extraordinary compassionate care. More than 6,000 organizations around the world use the DAISY Award program.

Learn more about the Daisy Foundation at: [www.daisyfoundation.org/](http://www.daisyfoundation.org/)



Bonnie and Mark Barnes, founders of the Daisy Foundation





- Albert Einstein Medical Center**
- Einstein Medical Center Philadelphia
  - Einstein Medical Center Elkins Park
  - Einstein Center One
  - Willowcrest
  - MossRehab

