Virtua Nursing Vision and Mission

MISSION
To provide compassionate evidence-based care, achieving safe, high quality outcomes and to advocate for the wellness of our community.

VISION
Virtua nurses will be the premier providers of patient and family centered care across the continuum of health and wellness through evidence-based nursing practice and clinical excellence.

2015 NURSING SUPERSTAR AWARD WINNERS
(Pictured on front cover, L to R)
Janet Branco
Jennifer Sherlock
Susan Politsky
Rebecca Kelly
LaToya Myers
Karen Mansfield
Patricia DeHart
As I reflect on the many accomplishments of 2015, I continue to admire the commitment and compassion of the VirtuaNurse. The year was full with awards such as our two Beacon awards for the ICUs in Marlton and Voorhees. The three acute care hospitals received “A” ratings from the Leapfrog Group for patient safety, with Marlton and Voorhees getting a distinction award. Our long-term care facilities have maintained 5 Star ratings from CMS, and our home care was rated 5 Stars for Patient Satisfaction and received the Transition in Care Program 2015 Quality in Excellence Award from NJ Hospital Association.

Beyond the awards, we continued to foster a professional practice environment for nursing that included a “new to transition” program to support new graduate nurses, the start of an “iTeam” to support technology transformation, and the implementation of Progression Rounds, an interdisciplinary approach to patient care transitions. The VirtuaNurse logo shop continues to raise money to support the nursing scholarship; we awarded $50,000 in scholarships to supplement tuition reimbursement. In 2015 we have seen the biggest increase in RNs continuing their education through certification or academic progression. The Nursing Congress, local Professional Practice Committees and Specialty Practice Committees continue to drive nursing practice with results like our outstanding reduction of patient falls and pressure ulcers. VirtuaNurses have also presented their work at many local and national conferences throughout the year…the VirtuaNurse is on the map! These accomplishments and many, many more, which you will read about in this report, have increased nursing engagement by nearly 3%, a testament to the commitment and passion VirtuaNurses have for patient care and for our profession.

Amazingly this was all accomplished during a very difficult year, not only in our acute care facilities but throughout Virtua. In 2015, we transitioned our Berlin acute care business to provide ambulatory and post-acute services to the community. We also had our worst flu season in decades, and Ebola was in our country as a real threat. All of these issues impacted nurse staffing in a way that was unprecedented. I would be remiss if I did not acknowledge that this nursing crisis was a real concern, one that not even external organizations could help us solve. The proposed legislation in Trenton for mandatory-staffing ratios would not have resolved the shortage we experienced in 2015…there just weren’t enough nurses. In 2015, we hired 305 new RNs and 76 PCTs, with the majority of them for the hospitals. We spent $2.7 million on agency staff and $1.7 million on overtime and bonuses to meet the needs of our community. It felt like the burden could not be lifted soon enough…and eventually it did. We are in a much better place today with nurse staffing.

Despite the challenges, patient care was never compromised, and quality continued to improve throughout our organization. Good nursing isn’t about numbers; it’s about knowledge, education, experience, and flexibility. It is about recognizing and respecting the expertise and dedication of the professional nurse. The VirtuaNurse proved that in 2015, and I could not be prouder of each and every one of you.

“The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.” — Martin Luther King, Jr.
The Virtua Experience

Virtua’s journey to be the leader in customer loyalty began in 2000 when the STAR was born. Since that time, our mission, vision, and values have provided a strong foundation for success. As healthcare competition continues to increase, Virtua identified an opportunity to re-energize our efforts for a culture of consistent customer satisfaction.

A Groundbreaking Partnership

In 2015, we partnered with The Ritz Carlton to advise us on best practices. The Ritz Carlton is #1 in customer service and a two-time Malcolm Baldridge Award winner. Our initial engagement with The Ritz Carlton occurred in January 2015. At this time, our Ritz Carlton advisors conducted a systemwide assessment, visiting many of Virtua’s locations and conducting employee and manager focus groups. The assessment phase was followed by mandatory learning sessions, held from July-December 2015. A “Virtua Credo Card” was distributed to all employees during these sessions. We left these sessions with the understanding that customer loyalty is achieved with a culture of “always.”

Our new Daily Huddle translates the Credo Card into behaviors and actions, infuses our customer loyalty culture, and provides a consistent, repetitive vehicle to communicate the Virtua STAR, particularly through “I” statements, such as “I am compassionate” and “I practice RBC.” Through our Daily Huddle, we all ensure our journey continues and we succeed in customer loyalty.

The Virtua Credo:

Our community is our family.

We provide genuine, caring service every time.

We believe every interaction is an opportunity to build relationships and loyalty through listening, anticipating needs, collaboration, and engagement.
Awards Across the Virtua System in 2015

2015 was an exciting year for Virtua and its employees. We have been recognized nationally for our commitment to quality, safety and patient satisfaction.

The Leap Frog Group named Virtua Voorhees and Marlton to its annual list of Top Hospitals in the U.S. We are two of 98 Top Hospitals recognized and selected from hospitals participating in the national annual survey. We are also the only two hospitals recognized in the entire Philadelphia region. This award recognizes Virtua for demonstrating excellence in hospital safety and quality.

Virtua received the Press Ganey Guardian of Excellence Award for Patient Satisfaction. Virtua also received the Consumers Choice Award from the National Research Corporation in its annual survey of consumers. This award is the result of the largest online consumer health care survey in the U.S.

The AACN Gold Beacon of Excellence was awarded to the Virtua Voorhees ICU, and the Virtua Marlton ICU was honored with the AACN Silver Beacon of Excellence in 2015. This award was issued to only two ICUs in New Jersey this year, and is given for quality metrics that demonstrate exceptional care and collaboration. This three-year, three-level award met national criteria consistent with Magnet Recognition, the Malcolm Baldrige National Quality Award and the National Quality Healthcare Award. These awards recognize quality through metrics that demonstrate exceptional care and collaboration.

All three Virtua hospitals were designated as Primary Stroke Centers by the N.J. Department of Health and Senior Services. For the sixth consecutive year, Virtua Memorial received the Get with the Guidelines - Stroke Gold Plus Quality Achievement Award.

2015 also marks the eighth year Virtua has been accredited as a CEO Cancer Gold Standard Employer, by the CEO Roundtable on Cancer.

The Academy of Medical Surgical Nursing awarded the Virtua Voorhees Acute Pulmonary Care Unit team on 4A the PRISM Award for exceptional nursing practice and leadership. This award is a distinguished honor that acknowledges the registered nurse and patient care team who practice to achieve and sustain outstanding patient and staff satisfaction. This team is the first at Virtua to receive this award and one of 12 nationally to receive this award.
Goals and Themes for 2015

One goal in 2015 was to develop a professional practice model for Virtua Nursing. A professional practice model is a schematic description that depicts how nurses practice, communicate, collaborate, and develop professionally to provide the highest quality care to patients.

The Virtua Nursing Professional Practice Model was developed by nurses from staff to senior leadership. Our shared governance structure was a foundation for our schematic development; we worked on models at divisional Professional Practice Councils, and at our quarterly Nursing Congress meeting. As we created our model, we validated our work, and integrated the responses received from our nursing executive council.

The Virtua Star and Values serve as foundational elements; Virtua nurses then collaborated on determining the additional nursing-centric components that depict how we practice, collaborate, communicate, and develop professionally. Relationship-based care and shared governance were essential components, of course, and our existing vision statement and shared governance chairs built upon these to create a new Virtua Nursing mission statement: To provide compassionate evidence-based care, achieving safe, high quality outcomes, and advocate for the wellness of our community.

Despite our enthusiasm over the development of this statement, we recognize no model can account for all of variables that are unique to our practice experience. However, our Virtua nursing model is the current best fit to describe our goals and vision. Our model is a living document, and will continue to evolve as we move forward in our nursing journey to excellence.
RBC 2015: Speak Up!

**Relationship Based Care (RBC)** is a compass that guides each Virtua employee, in order that we might all move in a more unified direction. During 2015, Virtua focused on how RBC can strengthen the culture of safety. Employees across Virtua learned how better relationships can prevent errors, primarily by making speaking up safe.

In June, the RBC conference — “Pump Up the Volume to Promote a Speak Up Culture” — featured presentations on this theme by Virtua nurses:

- Voorhees Mother Baby 3 and Labor and Delivery shared how they visited each other’s units, and developed a “shadow” program among the two units’ nurses, to gain insight into each other’s work and to strengthen relationships.
- The Marlton Professional Practice council presented the results of a project that refined patient handoffs between the emergency department and inpatient units.
- Nurses from Virtua Memorial shared their “Great Catch” program, which positively recognizes those who bring attention to a mistake or near-miss.

Many similar projects were shared from across the system, including a project to improve communication in homecare, and an initiative to make questioning peers more comfortable in long term care. Together, we learned in 2015 that focusing on relationships with our customers, our colleagues, and ourselves will make us all safer and stronger.
Continuing the Magnet Journey

Virtua officially started the journey to Magnet excellence by submitting an application in October 2015, and we continued our journey throughout 2015.

MAGNET MILESTONES:
New Knowledge, Innovations & Improvements

The Virtua Nursing Research Council is a system-wide council that meets monthly. The council has a diverse voluntary membership comprised of professionals: direct care nurses, advanced nurse clinicians, academic affiliates and ad hoc employees. Members provide ongoing support to nursing research at Virtua, and to educate their fellow nurses about evidence-based practice and clinical research. Two initiatives in 2015 particularly illustrate Virtua’s commitment to inspiring research and practice improvements.

In 2015, the VNRC identified, researched, and completed a project to determine the validity of temperatures taken with the temporal artery thermometer. Once data was collected, the Council divided into subgroups to work on the various tasks involved in translating their work for widespread dissemination. Council members then wrote a manuscript of their method and findings, and submitted it for future publication in a national nursing journal.

The VNRC also organized a “PICOT de Mayo” event, a seminar focused on the process of developing a research proposal, held in May 2015. Upon announcing the event, nurses systemwide were encouraged to submit their own nursing practice research questions. At the event, attendees voted to select the top 3 submissions. These winning submissions were awarded a $500 grant, and will receive support from the Center for Learning to complete an evidence-based project.

Pictured above, top photo: Christine Catts, Cathye Foran, Susan Politsky; bottom photo: Donna Barto, Christine Venuto, Amanda Mazaleski
MAGNET MILESTONES:
Exemplary Professional Practice

Exemplary professional practice in Magnet recognized health systems is demonstrated by efficient and effective patient care, collaboration between disciplines, and positive patient outcomes. Nurses partner with patients, families, care partners and other team members to improve patient care and outcomes. In July of 2015, a team from palliative care demonstrated how exemplary professional practice can change the course of a life, even at its end.

A patient was admitted to the Special Care Nursery (SCN) at Virtua Memorial with a diagnosis that was considered “not compatible with life.” While a palliative care program was in the midst of being developed for the entire Virtua system, it had not yet been implemented. A swift collaboration between the SCN Team and Ann Coyle, RNC, Coordinator of the Perinatal Bereavement Program, brought palliative care to the bedside in record speed for this patient and family.

The medical team educated the nursing staff on the diagnosis and clinical expectations for this patient. Nursing leadership prepared staffing, with nurse-to-patient ratios to ensure comfort for the patient and family at all times. This team of nurses spent partnered with the family to develop an individualized plan of care. Conversations about end-of-life wishes were necessary to provide a peaceful and dignified death for the infant and family. Ultimately, the patient passed away surrounded by numerous loved ones in their local community hospital.
MAGNET MILESTONES: Structural Empowerment

Structural empowerment is a crucial component of our Magnet journey. We enculturate all of our new nurses (those who have been practicing for less than one year), and endeavor to get them engaged early, by mandating participation in the New to Practice Program. Launched in the winter of 2014, with more than 5 cohorts and over 100 nurses participating, this program has facilitated the critical thinking skills and social validation that every new nurse needs to succeed at Virtua.

The New to Practice Program prepares our new nurses with real life scenarios, including case study analyses, learning lab simulations, pre- and post-tests, and invaluable classroom dialogue. In small class settings, the educators can assess individual learning needs and customize accordingly, creating a superior educational experience. The Casey-Fink Graduate Nurse Experience Survey is administered before they start the program, at six months, and again at one year, to ensure educational goals are being met and new nurses empowered. The curriculum was built around the Commission on Collegiate Education (CCNE) recommendations. A return of investment was analyzed, and this program has already provided a 253% savings to Virtua.

MAGNET MILESTONES: Transformational Leadership

One example of transformational leadership at Virtua is the implementation of our Nurse-Driven Telemetry Discontinuation Protocol with the Voorhees 4A team. This initiative fits well within the Magnet manual’s evidence of nursing leadership, in that a change in nursing practice was influenced by the clinical nurses’ communication with a nurse leader.

In June 2014, the 4A team, along with physicians, telemetry technicians, nurse directors, and the administrative director participated in several team meetings to identify and overcome barriers to effective utilization of remote telemetry. Prior to July 2014, average telemetry use on 4A was 73.5%. After implementation of the new standard operating procedures, average use dropped to an astounding 53% in January 2015 and has remained at this level. By effectively engaging our RNs to communicate with the nurse leader and promote change, patient care has improved and the wait time for an available telemetry pack reduced.
Better Care, Better Outcomes

5 STOKES: “SCRUB THE HUB”
In order to increase consistency in nursing practice, the nurses on our unit decided to conduct research on IV tubing hub disinfection. Proper technique has proven to be the best strategy to prevent blood stream infections. Our team conducted a literature search and found there was no clear “best practice” for increasing compliance with hub scrubbing, so we conducted a research study of our own to determine if packaging the alcohol pad and the syringe flush together would increase compliance with hub-scrubbing. We collected data on hub-scrubbing compliance during IV med administration before and after introducing the combination flush/swab package. Our data showed that while our overall scrubbing compliance was high before we introduced the product (85%), compliance with the new packaging increased to 97%. We are proud to have contributed to nursing knowledge and for bringing attention to this important patient safety issue. We presented our study at a professional conference, and have submitted a manuscript for publication. We were excited to see such high rates of hub scrubbing, but until we reach 100% there is work to be done. Remember, scrub every time you access a hub!

BETTER PAIN MANAGEMENT IN REHAB & LONG-TERM CARE
At the Berlin and Mount Holly Health and Rehabilitation centers, managing pain is a high priority. Effective pain management ensures each patient can actively participate in his or her therapy, and eventually experience rehabilitation, recovery, and return to the community. Pain management is also critical for our long-term care and dementia residents. Some studies suggest that up to 80% of long-term care residents are likely to suffer from at least one source of chronic pain, yet less than 40% routinely receive any form of pain relief protocol. There is evidence that the under-treatment of pain increases with the severity of dementia. The ability of an individual to self-report pain has always been the golden standard for pain assessment. Residents with cognitive impairment are often unable to self-report pain, and therefore less likely to receive treatment. In the case of patients with dementia, the symptoms of delirium and pain behavior patterns often overlap. Our new comprehensive pain assessment uses population-specific assessment tools, and we are now better equipped to offer relief to individuals unable to express their needs.
**Spotlight on Home Care**

**A HOME CARE HOLIDAY**

Home care nurses have the privilege of caring for patients where patients live. Most often, patients live in nice homes and have their basic needs met; sometimes, however, patients have unmet needs, including financial ones. The holiday season can be especially difficult for these families. Our nurse, Adrianna, met a patient living in a 1 bedroom apartment with his daughter and her three children. This family was struggling, with no spare funds to purchase Christmas gifts for the children. Adrianna spoke with the patient and his daughter to offer support during this difficult time. She received a wish list from the mother, and collaborated with her team members, who embraced her mission to purchase and wrap the gifts on the list. They made plans to surprise the children with the gifts, but faced a challenge, as the youngest child was not yet in school and was home all day. The team then decided to deliver the gifts through a bedroom window to keep their secret. Christmas day was very special when the children awoke and saw that "Santa" had come, and brought all they had asked him for. The patient and her family were overwhelmed by the kindness of this home care team.

**VIRTUA HOME CARE TAKES HOME NJHA HONOR**

The Transition in Care program, created by Virtua home care to aid patients in the transition back to their homes, has been recognized by the New Jersey Hospital Association (NJHA) with the 2015 NJHA Excellence in Quality Improvement Award. With a focus on intensive care coordination, motivational interviewing and teach back, patients receive information about their care in unique, easy to understand ways.

Home care nurses are also trained to provide transitional care and education to patients who are identified as being high risk for readmission. They teach patients to proactively utilize their physician rather than wait on an issue to arise.

When comparing readmission rates to 2009, when the program was implemented, the percentage of readmission dropped from 30% to 17%. This 13% decrease was accompanied by an increase of patients seeing their physician within seven to 14 days of discharge. The program’s success has prompted all Virtua nurses to participate in the transition of care program.
Virtua Home Care: “Public Health Heroes”

Virtua Home Care/Health Promotion Services’ commitment to quality and safety was paramount in 2015. The shared governance council, aptly named “Public Health Heroes” by the council members, improved patient care delivery using evidence-based research.

CLINICAL QUALITY AND SAFETY ACCOMPLISHMENTS INCLUDE:

- Revised depression screening tool for Improved Pregnancy Outcomes Program
- Updated anaphylaxis and emergency protocols
- Changed hand washing policy from 15 to 20 seconds based on CDC guidelines
- Transitioned from multi-use to single-use tourniquets in clinics
- Initiated lead indicators for lead levels less than 10µg/dL
- Developed client satisfaction survey for clinic programs
- Incorporated STD testing with pregnancy testing to allow for early intervention and treatment
- Redesigned adult emergency bags and developed pediatric emergency bags
- Formulated cost effective kits for epinephrine and Benadryl dosing for these bags, and wrote standing orders for both drugs for adult and pediatric clients
- Implemented fifteen minute wait post vaccination administration

BEST PEOPLE ACCOMPLISHMENTS INCLUDE:

- Exceeded expectations for employee engagement with a 98% ranking

CUSTOMER LOYALTY ACCOMPLISHMENTS INCLUDE:

- Continued to partner with Burlington County Health Department in their quest for National Public Health Accreditation
- Continued to partner with Statewide Parent Advocacy Network (representative located in-house) as well as Exceptional Families Network Program with the Joint Military Base
- Continued to partner with Burlington County Community Action Program – created a centralized intake process with the goal to improve pregnancy outcomes for Burlington County
Getting Involved
CARLY M. RICHMAN, VIRTUA MARLTON

The Behavioral Health Council is doing great things, and it is very exciting to be part of the change! We are breaking down the stigma of mental health and behavioral health diagnoses. Virtua staff nurses frequently see patients with behavioral health problems, even if that problem isn’t listed as one of their diagnoses. According to the American Psychological Association, about 20% of people over 55 suffer from a mental disorder; 2/3rd of nursing home residents exhibit mental and behavioral problems; 15-20% of older adults have experienced depression, and 1 in 8 persons over the age of 65 have Alzheimer’s disease. With the increasing number of older adult patients in the hospital and rehab settings, training for staff members is extremely important. The Behavioral Health Council is constantly working on educational opportunities for all Virtua employees. We held the Behavioral Health Symposium in December 2015 and have seen an increase in the number of requests for the Identification and Management of Aggressive Behavior training.

As a member of this council, I am able to represent my team and share their experiences from the unit level. The committee offers opinions and recommendations for particular issues that I then share with my team members. Committees empower staff nurses to play a part in the strategies and decision-making that affect them every day. As a staff nurse on the Behavioral Health Council, I know my opinion matters, and I am able to help create changes in this organization.
Better Care, Better Outcomes

**BETTER OUTCOMES AFTER OSTOMY**

Adapting to life after a new ostomy is challenging for most patients and their families. Virtua WOC (Wound Ostomy Continence) Nursing Services provides comprehensive ostomy care with a major focus on outpatient services. Outpatient “Ostomy Clinics” were created at Berlin and expanded to Memorial in 2015 to provide WOC ostomy services by CWOCN (Certified Wound and Ostomy Care Nurse) Advanced Practice Nurses.

These clinics were created after Virtua physicians started seeking recommendations and care for their patients with complicated ostomies. The Virtua outpatient clinics have made significant improvements in the care and lives of patients: providing basic ostomy education, answering questions prior to surgery, performing stoma site markings to prevent postoperative complications, and offering information about living with a new stoma. The WOC nurse team also collaborates with the UOAA (United Ostomy Association of America) Support Groups as “WOC Experts” at monthly outpatient support group meetings at Memorial and Moorestown Health and Wellness locations.

**EXCLUSIVE BREASTFEEDING ON THE RISE AT VIRTUA**

Established in 2012, the maternal child health nurses at Memorial and Voorhees continued on the Baby Friendly Journey in 2015. Virtua delivered close to 8,000 babies in 2015 and provided support and education to these new families in order to promote exclusive breastfeeding for the first 6 months of life. The American Academy of Pediatrics, AWHONN, and many regulatory bodies have determined that breastmilk is the best nutrition for infants.

A multidisciplinary team has revised the infant feeding policy, provided education to more than 500 nurses and 200 physicians, and revised and standardized all parent education materials regarding newborn care. Keeping mother and baby together for the first hour after birth (when possible), assisting with pumping and breastmilk storage, and promoting “rooming in” — some of these initiatives being new in 2015 — have all proven to be important for helping mothers establish successful breastfeeding.

Due to these efforts and the dedication of our maternal child health nurses, the exclusive breastfeeding rate at Virtua reached 58%! 

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Technology-Enabled Care

WEB-BASED LEARNING AND DREXEL PARTNERSHIP HELP BUILD COMPETENCY

The use of technology has changed the landscape of health care delivery. At Virtua, the Clinical Transformation Team is at the forefront of technology-enabled care as an integral part of nursing practice. All Virtua nurses are educated and updated accordingly throughout their careers—from new hire to seasoned veteran—through resources that include web-based education, partnerships with higher education, and co-laboratories.

NEW HIRE ORIENTATION

In today’s learning environment, the classroom setting is continuously evolving. Learners want the ability to access education at their own convenience, rather than having to meet a specific schedule.

The Clinical Transformation Team responded by developing web-based tutorials (WBTs) to orient new nurses to Virtua’s clinical technology. The Clinical Transformation Specialist (CTS) team effectively provided an overview of the documentation processes for a variety of specialty areas. A traditional instructor-led classroom would require a CTS for each specialty area; the new method saved considerable time and resources. Interactive WBTs also allow learners to advance through the educational modules at their own pace, review the information, and practice documentation as many times as necessary.

As with traditional classroom learning, content and knowledge retention can still be validated through quizzes.

Current research suggests that a realistic, interactive, web-based or on-line learning environment is as effective, if not better, than instructor led class offerings. The WBTs being offered to our nursing staff meet the needs of the learner without compromising the quality of the educational experience, as evidenced by data reported in surveys, follow-up meetings and preceptor feedback.

TECHNOLOGY-ENABLED CARE SEMINAR (OCTOBER 2015)

In partnership with Drexel University’s Clinical Informatics program, Virtua offered a day-long seminar to educate over 80 leadership and staff members on changes occurring in the marketplace. Topics covered include: healthcare reform and its impact on access, cost, and quality of healthcare; the responsibility of
nurses to use data to evaluate outcomes, thus ensuring quality and safety; the role of nurse informatics in the future of healthcare; clinical staff attitudes in technology adoption and readiness; and examples of best practices in the use of technology to improve clinical care and outcomes. The program was so well received that an enhanced, two-day program is planned for the fall of 2016.

**CO-LABORATORY AT THE TECHNOLOGY-ENABLED CARE SEMINAR**

Clinical staff tend to be visual and tactile learners. Virtua’s Clinical Transformation Team partnered with Information Technology staff to bring physical devices running live programs to the staff who attended the October Technology-Enabled Care seminar. The clinicians were able to create their own personal health record, test-drive various devices that record and document clinical information, troubleshoot potential issues with the hardware, try a sample web-based tutorial, and assess their knowledge about nursing informatics.

This was an interactive and valuable learning experience for the team. The process by which education is delivered continues to evolve and improve, resulting in highly skilled and knowledgeable clinicians that utilize the latest technology to care for Virtua’s customers.

Virtua nurses rely on technology to enhance the delivery of high quality health care. Fostering technology competencies, and creating a culture where nursing practice works hand in hand with technology, leads to more effective use of electronic tools and better patient outcomes.

In 2015, 145 nurses and other clinicians joined a new and robust group of technology champions and super users. This group has branded themselves as the iTeam (Informatics Team). The iTeam aligns with Virtua’s Shared Governance Model, and works to sustain healthcare transformation. Members of the iTeam collaborate with their Shared Governance Councils and technology partners to identify technology issues and solutions. They communicate technology updates in their departments, and provide peer-to-peer support in the course of their daily practice. In 2015, iTeam members attended two training sessions on technology competencies, adoption, collaboration, and communication.

*Pictured above: iTeam members at a recent training*
Spotlight on Education

IN 2015...

- We received $67,500 from CMS Graduate Nurse Education Demonstration Project for clinical placements of our Nurse Practitioner Students.

- We had a 19% increase in placing Primary Care Nurse Practitioner students.

- We awarded $50,000 in nursing scholarships, above and beyond tuition reimbursement, to 18 nurses getting advanced degrees.

- We implemented a Transition to Practice Program for RNs, and 79 new nurses completed it.

- We decreased the time to complete the Annual Mandatory Online Competencies by 40%.

- We had a 60% increase in number of RNs in orientation as compared to 2014.

- Together with the American Association of Critical Care Nurses, we provided a regional Critical Care Conference for 550 nurses.

<table>
<thead>
<tr>
<th>2015</th>
<th>Number of Learners</th>
<th>Hours of Learning</th>
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</thead>
<tbody>
<tr>
<td>Simulations</td>
<td>2,213</td>
<td>9,842</td>
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<tr>
<td>Live CE Programs</td>
<td>5,420</td>
<td>18,927</td>
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<tr>
<td>NursingCenter.com</td>
<td>6,821</td>
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<td>Undergraduate Placements</td>
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<td>Graduate Placements</td>
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<tr>
<td>Orientation</td>
<td>954</td>
<td>30,528</td>
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<tr>
<td>Annual Mandatory Online Competencies</td>
<td>11,037</td>
<td>27,592</td>
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<tr>
<td><strong>Totals</strong></td>
<td><strong>28,301</strong></td>
<td><strong>251,514</strong></td>
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Specialty certificates earned in 2015
Jennifer Arent  
Lindsey Bowman  
Mary Claire Bretz  
Amy Brengman  
Patricia Brown  
Dana Burch  
Annie Capone  
Marion Carino  
Vicki Casey  
Alexis Connoy  
Helen Chau  
Alexis Connoy  
Margaret Cunningham  
Lis Digneo  
Bailey Diffulo  
Jennie Erigo  
Marianne Everett  
Emily Francia  
Karen Fonollosa  
MaryAnn Genavi  
Andrea Graziano  
Diana Hart  
Pamela Humphrey  
Tammy Hustler  
Sue Kehoe  
Michael F. Kirk  
Michael Kolodziej  
Paula Konstantinides  
Maryanne Kuchler  
Bridget LaGrazie  
Ashley Low  
Ruth Mac Gregor  
Janet Mazzeo  
Jane McCarty  
Kathleen Mitchell  
David Meyer  
Zaltuni Murphy  
LaToya E. Myers  
Venita Nocito  
Christine Pawlczek  
Aimee Reed  
Karen Ruffin  
Lynn Shinin  
Joann Skowron  
Jennifer Smith  
Randi Soden  
Zamina Spikalova  
Natalie Stacchini  
Susan Sullivan  
Shanice Thayer  
Alaina Thomas  
Kerri Venuti  
Brandi Wooding  
Elizabeth Zwillinger

Academic Affiliations: Virtua’s academic partnerships support meaningful clinical experiences, empower graduates to transition to practice seamlessly, and create a pipeline of capable candidates.

Workforce Development: Virtua partnered with the nursing and allied health group at Rowan College at Gloucester County in 2015 to develop an externship program for students in the Certified Clinical Medical Assisting program on a nursing path. Students can earn ten credits towards the Associate of Applied Science, Health Science degree. Eligible students are assigned for clinical to a site within the Virtua Medical Group network. Eleven students have been hired into full-time or per diem positions within the VMG network to date.

Paying It Forward: Virtua RN preceptors provided individual guidance for 28 BSN students in 2015. The preceptors share clinical expertise under the direction of the course instructor, and assist with the evolution of professional skills by facilitating students’ development of prioritization, organization, and critical thinking. 1700+ undergraduates experienced clinical learning at Virtua in 2015, of which 1,519 were nursing students.

PRECEPTORS

Voorhees 5th floor is a very busy adult medical-surgical unit. In 2015, 24 new RNs and 6 experienced nurses started on the floor. While some new nurses pursue specialty floors, many begin in med-surg.

Preceptors must balance caring for patients with continuously assessing the progress of frightened novice nurses, helping them to become self-sufficient within a couple of months. Med-surg nurses arrive with no experience, so that knowledge base must also be developed.

After orientation, peer preceptors become the mentors that ensure these new nurses stay in nursing, stay in acute care, and stay at Virtua.

Literature shows early experiences govern the success and future of the nurses. There is also projected to be a tremendous shortage of nurses in the next ten years. Without skilled and compassionate preceptors, new nurses would not grow professionally or bond with Virtua, potentially leading to high turnover, affecting patient care, lowering nurse satisfaction, and causing a financial drain on the organization. That said, preceptors truly are the backbone of the nursing profession.
## Spotlight on Professional Development

### Publications

<table>
<thead>
<tr>
<th>Author(s)</th>
<th>Book/Journal</th>
<th>Article/Chapter Title</th>
</tr>
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<tbody>
<tr>
<td>Donna Berry, Susan Burt, Patricia Quackenbush</td>
<td>Home Healthcare Nurse Journal (July 2015)</td>
<td>&quot;Implementation of Transition in Care and Relationship Based Care to Improve Rehospitalization&quot;</td>
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<tr>
<td>Sylvia S. Estrada, Bridget LeGrazie, Anne Capone, Susan Montgomery</td>
<td>Oncology Nursing Forum (November 2015)</td>
<td>&quot;Next-Generation Gene Sequencing: Looking Beyond Hereditary Breast and Ovarian Cancer&quot;</td>
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<tr>
<td>Kavitha Dalal, Donna Barto, Tiffany Smith</td>
<td>Nursing Critical Care (September 2015)</td>
<td>&quot;Preventing Medication Errors in Critical Care&quot;</td>
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<tr>
<td>Janine Gesek</td>
<td>HIMSS Clinical Informatics Insights Newsletter (November 2015)</td>
<td>&quot;Informatics is Not Just for Informaticians&quot;</td>
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<tr>
<td>Peter Bish, Mary McCormick, Mojisola Otegbeye</td>
<td>Journal of Emergency Nursing (August 2015)</td>
<td>&quot;Ready-JET-Go: Split Flow Accelerates ED Throughput&quot;</td>
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### Presentations

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<th>Presentation Title</th>
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<td>Donna Barto</td>
<td>ECG Interpretation</td>
<td>Lippincott Clinical Nursing Conference</td>
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<tr>
<td>Donna Berry, Mary Alice Lynch</td>
<td>Empowering Staff Nurses to Lead in an Evidence Based Culture: A 3-Prong Approach to Reducing Hospitalizations</td>
<td>Home Care Annual Conference</td>
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<td>Nicole Carroll, Dr. Nicole Lamborne</td>
<td>Keeping Normal Normal: Virtual's Best Practice Efforts Resulting in Reduction in Overall C/S Rate, as well as Primary C/S Rate</td>
<td>NJ Perinatal Collaborative Webinar</td>
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<tr>
<td>Dolores Buonauro, Marianne Crane, Karen Mansfield, David Meyer</td>
<td>PeriAnesthesia /Perioperative Handoff</td>
<td>American Society of PeriAnesthesia Nurses National Conference</td>
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<td>Christine Catts, Andrea Motterhead</td>
<td>Reduction in NICU CLABSI through Shared Governance</td>
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<td>Marianne Crane, Karen Mansfield, David Meyer</td>
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<td>Nate Collins</td>
<td>Quality Reporting in AMKAI Charts</td>
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<tr>
<td>Tammy Huster, Kate Gillespie</td>
<td>Joint Replacement Institute: Strategies for Sustaining Excellent Patient Satisfaction and Quality Outcomes</td>
<td>National Association of Orthopaedic Nurses Conference</td>
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<tr>
<td>Author(s)</td>
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<td>Conference</td>
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<tr>
<td>Karen Mansfield, Donna Fahey</td>
<td>Integrative Nursing in the Virtua Health System</td>
<td>International Integrative Nursing Symposium</td>
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<tr>
<td>Jacqueline Miller</td>
<td>Camp Oasis: Implementing a Day of Support for Children Who Have a Parent Diagnosed with Cancer</td>
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<tr>
<td>Christine Moraca, Wendy Rosen, Lauren Hodges, Shirley Donato</td>
<td>Virtua’s Nursing Education to Promote Exclusive Breastfeeding to Over 500 RNs Across the System</td>
<td>California Breastfeeding Collaborative</td>
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<tr>
<td>Susan Politsky</td>
<td>Relationships Among Self-Care Behaviors and Professional Quality of Life in Oncology Nurses</td>
<td>International Conference of Cancer Nursing</td>
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<td>Toni Schmidt</td>
<td>Meeting the Needs of AMKAI Customers</td>
<td>AMKAI Conference</td>
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<tr>
<td>Lisa Smith, Dr. Susanne Adamson, Barbara Hansen</td>
<td>Virtua System Wide Effort to Comply with Baby Friendly Steps 3 and 10, in Effort to Support Exclusive Breastfeeding</td>
<td>NJ Mother Baby Summit</td>
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<tr>
<td>Christina Stone, Erika Stahl, Victoria McClain</td>
<td>Skin to Skin: Making an Evidence-Based Practice Routine Through Six Sigma™</td>
<td>UCLA Evidence Based Care Conference</td>
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<td>Patricia Quackenbush</td>
<td>Medication Management in Home Care – Practical Solutions to Drive Better Results</td>
<td>Home Care Annual Conference</td>
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<td>Andrea Chinosi</td>
<td>A Day in Her Shoes - Project with the Labor and Delivery Unit</td>
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<tr>
<td>Elizabeth Wiertel, Christine Venuto</td>
<td>Impact of User on Variability of Temporal Artery Thermometer Measurements</td>
<td>Abramson Cancer Center Poster Symposium and the Best of ONS Congress 2015</td>
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<tr>
<td>Sharice Thayer</td>
<td>Adjuvant Endocrine Therapy in the Hormone Receptor Positive Breast Cancer Patient</td>
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<tr>
<td>Donna Barto</td>
<td>1. Let’s Move It, Move It: Progressive Mobility in the Acute Care Setting; 2. Code Blue, Why We Do The Things We Do; 3. CCN/PCRN Certification-Gastrointestinal System</td>
<td>Trends in Critical Care Nursing</td>
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<td>Donna Siegmeister</td>
<td>Stroke in the Young</td>
<td>Trends in Critical Care Nursing</td>
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<tr>
<td>Tracy Carlino</td>
<td>Creating Nursing Awesome</td>
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<tr>
<td>Amy Glasofier, Donna Barto</td>
<td>Impact of User Technique on Variability of Temporal Artery Thermometer Measurements</td>
<td>Aria Health Evidence Based Practice Conference</td>
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<tr>
<td>Marianne Everett</td>
<td>Integrated Clinical Summary</td>
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<td>Janet Branco, Maryanne Kuchler</td>
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<td>Janine Gesek</td>
<td>HIMSS/TIGER – Academic/Provider Partnerships: Streamlining Transition to Clinical Practice</td>
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<td>June Clower, Jennie Errigo</td>
<td>Nursing Certifications</td>
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<tr>
<td>Anne Bertino-Lapinsky</td>
<td>A Qualitative Study Exploring the Roles and Responsibilities of the Nursing Supervisor</td>
<td>Nursing Congress 2015</td>
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<tr>
<td>Patricia Bowen, Dawn Ciber</td>
<td>Implementation of a Nurse-Driven Cardiac Telemetry Discontinuation Protocol: Use of Six Sigma™ Methodology to Drive Evidence-Based Practice</td>
<td>Academy of Medical Surgical Nurses Convention</td>
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<tr>
<td>Joan Dacanay, Danielle Glogovsky, Paula Konstantinides</td>
<td>Promoting Skin Integrity through Staff Collaboration</td>
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<tr>
<td>David Dacanay, Lauren Dominick</td>
<td>Safety First Using Visual Aids as a Motivational Tool to Promote a Culture of Safety</td>
<td>South Jersey Research Consortium, Nursing Research Day</td>
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<tr>
<td>Jennifer Vecere</td>
<td>1. Monitoring Opioid Induced Respiratory Depression on the Medical Surgical Units; 2. A Glimpse into the Medical Field: An Overview of the PCT and RN Role; 3. Overcoming Obstacles and Becoming a Peer Leader</td>
<td>1. Aria Health Evidence Based Practice Conference; 2. Camden County High School; 3. Burlington County High School</td>
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<td>Joan Lombardi</td>
<td>HPV and Cervical Cancer for NJ State School Nurses</td>
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<td>Carol Childress, Jennifer Smith</td>
<td>Standardization Drives Efficiency</td>
<td>Marshall Steele Orthopedic and Spine Summit</td>
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<td>Lisa Shaw</td>
<td>Weight Loss Segment on “Life &amp; Living with Joanna Gagis”</td>
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Virtua Nurses’ 2015 Awards and Honors

NURSING EXCELLENCE AWARD
L to R: Sharon Andress, Janet Branco, Linda Butler, Barbara Curley, Maryann Gallagher, Lois Hawley, Rebecca Kelly, Donna Silverman, Lisa Welsh

NURSING LEADER AWARD
L to R: Barbara Fernando, Jackelynn Fish, Kathleen Lado, Tanya Lewis, Christine Ligon, LaToya Myers, Lisa Tedesco

NURSING SCHOLAR AWARD
L to R: Maria Allen, Susan Burt, Kristin Pancoast, Susan Politsky, Diane Schiller, Dawn Jones, Jennifer Sherlock, Amanda Wheeler
DAISY AWARDS
The DAISY Award was created to thank nurses who deliver excellent and compassionate care to their patients. Established in memory of J. Patrick Barnes, it has been adopted by healthcare facilities nationwide. Virtua’s 2015 winners are:

MARLTON
Esther Kim
Nick D’Acqua
Nicole McFetridge
Kristy McGee

VOORHEES
Melanie Smith
Kelli Ann Quigley
Joe Abato
Lisa Walko
Kari Sweeney
Morgan Strauss
Maria Tartaglia
Diane Kelchner
Beth Gross
Kami Guetherman

MEMORIAL
Anna Lindsey
Lisa Shively
Desiree Aragon
Judy Mcdonald
Diane Jennings

Special Care Nursery Team Award:
• Lora Carbury
• Vanessa Williams
• Claire Verdon
• Donna O’Brien

OUTSTANDING PATIENT EXPERIENCE AWARD
L to R: Lori Andrews, Tracy Blakey, Elizabeth “Betty” Blandy, Jaclyn Cook, Patricia Cocuzzi, Angela Hoffman, Patricia DeHart, Ragdee Saberon

EXCELLENCE IN ADVANCED PRACTICE NURSING AWARD
L to R: Dorothy “Dodi” Iannaco, Karen Mansfield, Meryl Penalver, Jennifer Vecere
Virtua Nurses in Action

NURSING RESEARCH LEADERS

Christine Venuto and Elizabeth Werfel at the South Jersey Nursing Research Consortium, held at Stockton University in November 2015.

Andrea Chinosi with her poster presentation at the National Newborn Conference, held in Orlando.

MORE 2015 AWARDS

Tracy Carlino
Exceptional Women Entrepreneurs and Executives
South Jersey Magazine

Diane Costanzo
“Wall of Fame” Award for Teaching Excellence
Rowan University

Patricia DeHart
Top Nurse, South Jersey Magazine

Catherine Hughes
Impact Award for Mentorship
Organization of Nurse Executives, NJ

Stephanie Hummel
“Excellence in Nursing” Award, Rowan University

Rebecca Kelly
Top Nurse, South Jersey Magazine

Paula Konstantinides
Top Performer, South Jersey Business Journal
“Super Woman,” South Jersey Magazine

Agatha Reidy
Nurse of the Year Award for Public Health, Occupational Safety & Health
March of Dimes

Donna Roesler
Top Nurse, South Jersey Magazine

Christine Venuto
Alice Stein Novice Award
American Association of Critical Care Nurses, SE PA Chapter
Brushing Up on Social Media @ Virtua

Social media provides a new way to connect health care teams and the community. It’s a platform for internal communication and relationship building, as well as a tool to foster Virtua loyalty by sharing stories, wellness tips, and accomplishments that resonate with the community.

Virtua has a social media presence, and many of VirtuaNurse stories and activities are shared through Twitter, Facebook, LinkedIn, and Instagram.

If you are new to the social media craze, here are some tips to ensure professionalism on these sites:

• Post statements and share links only if you’d feel comfortable sharing them with your boss or clients in person.

• Never negatively comment about work online.

• Be grammatically unimpeachable.

• Post photos of yourself that you consider to be professional.

• Hide friends’ comments or information that is deemed to be inappropriate.

• Only link, follow, or friend people you know and trust.

DO YOU KNOW THE #1 MOST “LIKED” TWEET USING THE #VIRTUANURSE HASHTAG IN 2015?

This photo, shared by 4A Voorhees when they won the PRISM Award for Medical Surgical Excellence on December 19, 2015, was the most popular #VirtuaNurse tweet of the year!

Stay connected and share VirtuaNurse accomplishments with your connections on any one or all of these social media sites. Here are some Virtua nurses to follow:

Facebook:
Virtua; Tracy Carlino; Melissa Zak; Lisa Ferraro; Paul Minnick

Twitter:
@VirtuaHealth; @tcarlino; @lferleelee; @ZakMellssa

Instagram:
Tracy Carlino

LinkedIn:
Virtua Health; Tracy Carlino
Patients Discuss Their Favorite Virtua Nurses

“Lisa Shively from the MBU at Memorial consistently has gone above and beyond. For example, staying beyond her hours to comfort, time to explain all operational procedures prior, an open ear to vent to when time gets tough and if she don’t know the answer she will do whatever it takes to find the answer. My wife and I have been honored to have such a remarkable nurse!”

“Physical aspects of care are important and make a great nurse, but recognizing and dealing with the patient as a whole person makes a great nurse better. A nurse who willingly gives her own time is extraordinary. That nurse is Diane Jennings from 2N at Memorial.”

“Judy McDonald from 3NE at Memorial was a breath of fresh air the moment I met her. There was no pretense, no medical talk unless I asked, and she always knew or would be sure to get an answer. What was most impressive to me about her is that she remembered all the little things about me, like my fear of needles and my constant need to have a clean basin.”

“As we all know, it is so difficult to be surprised by a medical event, and even more difficult when it happens away from home. Anna Lindsey from Memorial’s 4NE was by our side the whole time. She is the definition of a caring nurse.”

“Nick D’Acqua from Marlton’s ER is by far the most genuine, compassionate and knowledgeable RN that I have had the honor to interact with. He has amazing follow through and is a dependable team member. He is never intimidated with any task. He should be cloned and placed in all of the Virtua Hospitals. He is kind to the elderly too!”

“My mother-in-law was in the ER for approximately 12 hours. Kristy McGee from Marlton was very knowledgeable, professional, and cheerful the whole time we were there. She was attentive and showed no signs of annoyance whenever I asked a question. Very nice person and a very nice nurse.”

“Nicole McFetridge always goes above and beyond! She came in on her day off to say goodbye to a patient who has been hospitalized on 3 North. He was awaiting placement and had no clothes or belongings of his own. Nicole was nice enough to bring him in a suitcase full of clothes, sneakers, socks, etc. This is just one of the million examples of how caring, sweet, and compassionate Nicole is to her patients.”

“I have been in this hospital 5 times in the last year. Esther Kim from Virtua Marlton has been the most courteous and knowledgeable nurse I have ever met. She continues to check my meds and when I needed assistance, she appears without delay. I have had 14 surgeries in different hospitals and Esther is the best!”

“Kami Guetherman from Voorhees 6A was a sweet and happy person. I like to be around people that I can have a conversation with because getting to know them a little makes me feel at ease. The hospital is scary and I would rather be around someone who makes you feel like you are special.”
“Beth Gross from pediatrics at Voorhees was always patient and kind to my daughter. My daughter was having trouble drinking fluids because of an asthma attack. My daughter only wanted certain flavors of the freeze pops, so Nurse Beth went the extra mile to get them. Beth just truly has the type of personality that shows she cares. She brightened up our room with her smile.”

“Thank you is just two little words, but they come with such heartfelt gratitude for the professional and warm human concern you showed me. You are good at what you do and people benefit from the dedication that you bring to your chosen profession. Great Job Diane Kelchner from Voorhees 1A.”

“Maria Tartaglia in Labor and Delivery at Voorhees is really an amazing woman. You can tell she just absolutely loves her job. I really hope she gets to win the Daisy Award because I could not imagine there being a better candidate in this whole hospital, or the world for that matter!”

“I keep searching for nurses like Megan Strauss on MB4 at Voorhees...Knowing that if I would have Megan for a nurse, my stay would be comfortable and I would be well cared for. Thank you Virtua for Megan!”

“I wake up every day since with a sense of relief and positivity because of her efforts and her concern for all of her patients. Thank you Kari Sweeney from High Risk OB at Voorhees for helping me through a difficult moment that has allowed me to open myself up to hope and a sense of calmness.”

“Lisa Walko on MB4 at Voorhees came in for her shift remembering me from the night before and knowing what I was going through. She made me her #1 priority. She did not rest until she knew that I was going to finally get some relief.”

“I remember Joe’s hand on my arm as he carefully woke me. I was very embarrassed and upset. He took the time to orient me and then reassure me, calming my fears. For the rest of the night, he left my door ajar and on two occasions I saw him quietly ducking his head in to see that I was ok. Thank you Joe Abat from Voorhees 6th Floor.”

“After she took care of everything my husband needed, she asked me how I was doing. She was the first one to do so, and she patiently listened. Finally, I felt like someone cared about how my husband’s health has affected me. Thank you Laura Monastra from the 6th floor at Voorhees.”
Spotlight on Giving Back
1. ADOPT A FAMILY, 3N MARLTON
For a 2nd year the Shared Governance Council on 3 North partnered with Oaks Integrated Care to adopt a family in need for the holidays. The family’s entire wish list plus more was collected by the unit. Pictured L to R: Jessy Wolf, Heather Kearney, Tanya Gauntt, Bill Lawson, Kayla Taylor-Galletta, Nicole McFetridge

2. BACKPACK DRIVE, MARLTON
The staff on 3N collected items for the annual Backpack Drive held through Oaks Integrated Care. They collected numerous backpacks and school supplies for children in the community in need. The 3N Shared Governance Council continues to partner with Oaks Integrated Care and will be holding their 3rd Backpack Drive on the unit this year. Pictured L to R: Grace Morgan, Heather Kearney, AJ Papeika, Cathy Marston, Kely Knowles, Sharon Deck, Dawn Doyle

3. THANKSGIVING WITH GIFT OF LIFE, MARLTON
The Marlton ICU Shared Governance Team fund and cook meals for families and patients waiting for organ donors or those who have had transplants and staying at the Gift of Life house. This is an annual event held around Thanksgiving. As part of this rewarding experience, the team also collects and donates food to the house. Front row L to R: Sejal Patel, Stephanie Patrizio, Lauren Burk; Second row: Gwen Meise, Danielle Rosen, Debra DeGeorge, Ada Talley; Third row: Gijo Mathew, Franklin Ochieng

4. FOOD DRIVE, MEMORIAL
For a First Friday “Give Thanks” celebration, the 4NE staff helped the community by supporting the Haddon Heights Cub Scout Troop #163. The food was ultimately donated to local food pantries. Pictured L to R: Tom Maxwell, Kim Edson, Jakinar Davidson, Crystal Barton, Heather Rue, Sylvia Dousuah

5. HOLIDAY MEALS, VOORHEES
Nurses and staff from Virtua Voorhees provided holiday meals at the New Visions Shelter in Camden; each shelter visitor also received a bag of warm clothing and personal hygiene items. Back row L to R: Mike Kotzen, Kate Gillespie, Terry Price, Sanjay Cheulkar, Barbara Hansen, Christine Carlsen, Paul Minnick, Mary Carter, Lynn Walker; Front row: Bernadette Walsh, Donna Roesler, Fern Bell Woodley, Shirley Pildis, Wanda Smith, Laura Hayes, Christine Moraca, Carol Childress, Susan Dilks, Cindy Kennedy

Give Back to Fellow Nurses

The VirtuaNurse Logo Shop supports our Nursing Scholarship fund through the Virtua Foundation. From fleece wear to sweaters and mugs to scrubs, all products are produced to create awareness that Virtua Nurses are a team of dedicated professionals committed to nursing excellence. Virtua nurses can be seen throughout our facilities showing their VirtuaNurse pride in their scrubs and lab coats.

We need your feedback and suggestions. Go to www.virtualogoshop.com and click on the suggestion button to make suggestions or recommend new products.
## Virtua Nurses: National, Regional and State Leaders

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<td>Nadine Cottle, BSN, RN, RNFA, CNOR</td>
<td>Board Member - Garden State Chapter 3105 of AORN</td>
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<tr>
<td>Donna Barto, DNP, RN, CCRN</td>
<td>Editorial Advisory Board - Nursing 2015 Critical Care Journal</td>
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<td>Peer Reviewer - AACN Critical Care Nurse Journal</td>
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<td></td>
<td>Board Member - AACN, Southeastern Pennsylvania Chapter</td>
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<td></td>
<td>CCRN/PCCN Certification Course Coordinator - AACN, Southeastern Pennsylvania Chapter</td>
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<tr>
<td>Janine Gesek, MSN, RN</td>
<td>Board Member - NJ HIMSS</td>
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<tr>
<td>Jane Nicole Johnson, MSN, RN, CWOCN, NP-C</td>
<td>Southern NJ Advisor - National Ostomy Association</td>
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<tr>
<td>Kathleen Judge, RN, APN-C, ACNS-BC, NP-C, CWON-AP, CCCN, NEA-BC</td>
<td>Advance Practice Board - Wound Ostomy Continence Nurse Certification Board</td>
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<td>Member - National Task Force for Wound Ostomy Continence Nurse Society:</td>
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<td>Consensus Paper on “Avoidable vs. Unavoidable Pressure Ulcers”</td>
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<td>Board Secretary - Delaware Valley WOCN Society</td>
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<tr>
<td>Linda Koszyk, MSN, RN</td>
<td>Education Committee - AACN, Southeastern Pennsylvania Chapter</td>
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<td>Member - TRENDS Planning Board</td>
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<tr>
<td>Kimberly Briggs, RN</td>
<td>Chair - Regional Case Conferencing Committee, South Jersey Behavioral Health Innovations</td>
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<tr>
<td>Theresa Heller, RN</td>
<td>President - AORN, Garden State Chapter 3105</td>
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<tr>
<td>Kathleen Lado, BSN, RN</td>
<td>Vice President - AORN, Garden State Chapter 3105</td>
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<tr>
<td>Denice Jackson, RN, BS, CNOR</td>
<td>Board Member - AORN, Garden State Chapter 3105</td>
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<tr>
<td>Meg Coley, BSN, RN, RNFA, CNOR</td>
<td>Board Member - AORN, Garden State Chapter 3105</td>
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<td>NJ State Advocacy Coordinator - AORN</td>
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<td>Catherine Hughes, MSN, MHA, RN, NEA-BC</td>
<td>Mentorship Committee - Organization of Nurse Executives/NJ</td>
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Two Virtua ICUs Honored with Beacon Awards

The American Association of Critical-Care Nurses recognized the ICU at Virtua Marlton with the silver Beacon Award for Excellence, and the ICU at Virtua Voorhees with the gold Beacon Award for Excellence. The award recognizes unit caregivers who improve patient outcomes in alignment with AACN’s six Healthy Work Environment Standards.

MARLTON ICU, SILVER BEACON

VOORHEES ICU, GOLD BEACON

Front Row, Kneeling L to R
Cheryl Player
Lori Smith
Kara Kruzewski
Dr. Bhavika Patel
Rose Abrams
Michael Pascale
Front Row, Standing L to R
Tracy Carlino
Laura Hayes
Patsy Owen
Dr. Neha Vagadia
Jennifer Carmody
Cathye Foran
Linda Boyoe
Joan Osborne
Irene Netreba
Deborah Jones
Ian Diaz
Peggy Glaspey
Middle Row L to R
Cindy Kennedy
Francisco Tabamo
Theresa Lacey
Janine Katsanos
Ying (Stan) Pang
Maryellen Dougherty
Kathy Alcoy
Angela Meraviglia
Lauren Diaz
Jennifer McNair

Front Row L to R
Lauren Burk
Ninfa Recinto
Melissa Martin
Lyndon Cueto
Karen Faulkner
Jen DeRosa
Amy Johnson
Donna Barto
Christie Venuto
Bunny Kennedy
Becky Donegan
Debra DeGeorge
Back Row L to R
Michael Sanville
Stephanie Hummel
Ethan Albino
Monica Baran
Carly Settar
Jill Brzozowski
Michael Kirk
Anna Wilbur
Dr. Eric Stzjeman
Franklin Ochieng

Back Row L to R
Dean Mazzoni
Doug Hurley
Dr. Erik Delue
Kristina Booth
Dr. John Matsinger
As one of New Jersey’s largest health systems, Virtua helps people be well, get well and stay well through a comprehensive range of health care services. Services are delivered through three health and wellness centers, two ambulatory care centers, three fitness centers, three acute care hospitals, primary and specialty physician practices with 380 physicians plus 39 additional practitioners, urgent care centers, 13 ambulatory surgery centers, home health services, two long-term care and rehabilitation centers, 13 paramedic units and a wide range of outpatient services. A leader in maternal and child health services, Virtua delivers nearly 8,000 babies a year. Virtua also provides employment and wellness services to 1,700 businesses and corporations. An innovator in clinical and information technology such as electronic medical records, Virtua is recognized for its ground-breaking partnerships with GE Healthcare, Children’s Hospital of Philadelphia (CHOP) and Penn Medicine. Virtua employs more than 8,700 people and has been honored as the #1 Best Place to Work in the Delaware Valley every year since 2007. It is the recipient of the Consumer Choice Award from the National Research Corporation.

For more information, visit www.virtua.org or www.virtuabroadcastnetwork.org.