Officially designated by the American Nurses Association, 2020 certainly turned out to be the Year of the Nurse! Because of the coronavirus, the whole world came to know the power and value nurses—we’re essential to life and health! More than ever before, we were challenged to embrace our profession to heal and save countless lives during the pandemic of a lifetime. Our own health and the health of our loved ones were at stake. Still, we rose up to do what we do: provide care, ease suffering and fear, send home hundreds of recovered patients and hold the hands of those taking their final breaths on earth. And you, the nurses of Virtua, performed these acts with grace and honor. You were advocates for your patients, families and each other. I am so proud of all of you. I will never forget what you did and the sacrifices you made through these trying times.

In our annual report you will witness “Excellence in Action.” It is demonstrated in your heroic responses to the COVID-19 pandemic. You worked together across disciplines to support the lives under your care. Because of the emergency plan in place, many of you worked in roles that were different from your usual work. You will see excellence in the achievements such as completing advanced degrees and specialty certifications. You will see the excellence achieved through new technology and ongoing work to improve safety and clinical outcomes.

I am honored to be the Chief Nursing Officer for Virtua Health, to work with nurses who consistently demonstrate passion for nursing, commitment to excellence and the resilience needed to be a nurse. I look forward to the work we will do in 2021 to further advance our culture of excellence and High Reliability. We are a powerful team of professional nurses who can do “whatever it takes!”

Thank you for all that you do and for your extraordinary work through 2020. This Nursing Annual Report is dedicated to you!

Cathy

Because of the Coronavirus, the whole world came to know the power and value of nurses...
Our Nursing Mission
To provide compassionate, evidence-based care—achieving safe, high-quality outcomes—and to advocate for the well-being of our community.

Our Nursing 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.

The Virtua Values
We value integrity, respect, caring, commitment, teamwork and excellence. These are the core values of our organization and of Virtua Nursing.

NURSING PROFESSIONAL PRACTICE

Our Nursing Mission: To provide compassionate, evidence-based care achieving safe, high-quality outcomes—and to advocate for the well-being of our community.

Our Nursing 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.

The Virtua Values: We value integrity, respect, caring, commitment, teamwork and excellence. These are the core values of our organization and of Virtua Nursing.

NURSING CONGRESS 2020
In January 2020, we welcomed our Lourdes colleagues to Nursing Congress. We looked forward to sharing the information we gathered from the Nursing Congress gallery walk in 2019, which helped us to identify what clinical nurses really wanted during Nursing Congress. We received great ideas on how to make Nursing Congress better. Sadly, like everything else, Nursing Congress was put on hold for the remainder of 2020 to allow nurses to focus on providing care to our COVID 19 patients and supporting each other. We are ready to renew, refresh and reinvigorate Nursing Congress for 2021. We will be looking for new ideas on how Nursing Congress can serve our clinical nurses!!!
2020 NURSES ON BOARDS

Amy Glascoer, PhD(c), DNP, RN, NE-BC
Nursing Critical Care: Editorial Advisory Board Member
Ann Marie Palatnik, DNP, APRN, ACNS-BC
Sigma Theta Tau, Eta Mu Chapter, Board of Directors;
“Nursing 2019 Critical Care Journal”: Editorial Board member; ONL-NJ: Nursing Workforce Environment and Staffing Commission (NWESC) Steering Member and Chair of the NWESC Education Committee
Catherine Hughes, MSN, MHA, RN, NEA-BC
Organization of Nurse Leaders, Board of Directors; Gloucester County Institute of Technology—Advisory Board for Health Careers
Colleen Chiodo, MSN, RN, CNOR, RNFA, Board Member; Garden State Chapter 3105, AORN; Scholarship committee
Cheryl Tilton, BSN, RN, CNOR, Board Member, Greater Delaware Valley ANIA Chapter; AORN, Garden State Chapter 3105; Community Service committee

Kate Gillespie, MBA, RN, NE-BC
Southern NJ American Red Cross Board Member and Chair of the Bio Med Committee; SG2 National Spine and Orthopedics Advisory Member; NJNSA President-Elect/Chairperson IFN, 1/2017-12/2018; NJENA President, 1/2020-12/2020.
Kathleen Judge, RN, APN-C, ACNS-BC, NP-C, CWON-AP, CCNN, NEA-BC, National WOCN Education Committee Board Member
Leslie Foran-Lee, MSN, RN, PCN, AORN, Board Member and Secretary of the Southeastern Pennsylvania Chapter (SEPA) American Association of Critical Care Nurses
Lis Dignee, BSN, RN, CNOR, Board Member, ASARN, Garden State Chapter 3105
Malissa Adams, MPH, BSN, RN, NE-BC, Director, Bayshore Living Waters Retreat, Inc. Director, Global Favor Prayer
Meg Coyle, MSN, RNFA, CNOR, Board Member, Greater Delaware Valley ANIA Chapter; AORN, Garden State Chapter 3105; Community Service committee
Djouana Rivers, MSN, RN, CCS, CPPS, NEA-BC
Healthcare Technology Foundation Board of Directors; Healthcare Technology Foundation—Advisory Board for Health Careers
Susan Politisky, PhD, RN, NE-BC, Organization of Nurse Leaders Education Council
Rosemarie Roadie, RN, CNOR, Board Member, Garden State Chapter 3105, AORN
Karen Mansfield, RN, MSN, NEA-BC, Connections Committee; Greater Delaware Valley ANIA Chapter
Grace Soubb, Secretary, New Jersey/Bermuda PeriAnesthesia Association
JoAnne Phillips, DNP, RN, CNS, CPPS, NEA-BC, FCNS
Healthcare Technology Foundation Board of Directors; Healthcare Technology Foundation—Advisory Board for Health Careers
Karen Fonollosa, MPH, BSN, RN, NE-BC, Board Member, Garden State Chapter 3105, AORN; Scholarship committee

CONGRATULATIONS TO PDAP 2020 RECIPIENTS!

THE PROFESSIONAL DEVELOPMENT ADVANCEMENT PROGRAM

Level 3
Amy Melsi, Voorhees L&D
Angela Travia, Memorial 4NW
Anna Speaker, Memorial 4NW
Ashley Sawyer, Memorial 4NE
Carolyn Faniro, Memorial 4NE
Carolyn Smith, Memorial ICU
Christine Schillinger, Voorhees Peds
Cindy Gittens, Memorial MBU
Courtney Johnson, Memorial ICU
Crystal Barton, Memorial 4NE
Darlene Berghaier, Voorhees SPA
Elinor Failag, Memorial Surg Services
Elizabeth Donaldson, Memorial PACU
Erin Amon, Voorhees 6AB
Ferlita Watkins, Marlton ICU
Heather Florian, Marlton 3N
Helen Crawford, Memorial OR
Ilissa Ramirez, Memorial 4NE
Jamie Santiago, Voorhees ED
Jamie Shelson, Voorhees 5AB
Julia Siler, Memorial 3NW
Karen Allen, Memorial ICU
Kathleen Happe, Memorial PACU
Katie Grau, Voorhees 2B
Kelly Davis, Memorial SCN
Kely Knowles, Marlton 3N
Lang Thach, Marlton PCU
Lauren Burk, Marlton ICU
MaryAlice Lynch, Homecare
Melissa Rivera, Memorial 4NE
Mia Blansett, Voorhees ED
Michelle Boyle, Memorial 4NE
Michelle Zakroff, Memorial PACU
Paula Konstantinides, Voorhees 7A
Robin Ortutay, Memorial Surg Services
Sarah Dolan, Marlton 3N
Sarah Keller, Marlton 4N
Theresa Flick, Memorial 5 Stokes
Vanessa Williams, Memorial SCN

Level 4
Caitlin Murray, Marlton ICU
Carly Richman, Marlton 3N
Carolyn Schmidt, Marlton 4N
Jody Durbin, Memorial Peds
Kimberly Seasholtz, Memorial 5 Stokes
Kristin Fiore, Memorial Peds
Linda Berti-Hearn, Homecare
Monica Baran, Marlton ICU
Nancy Corn, Voorhees NICU
Pamela Britland, Voorhees NICU
Suzanne O’Brien, Memorial Peds
Tracy Orfe, Memorial Peds

Are you interested in applying for PDAP in 2020 or have questions about the program? Reach out to Christine Moraca or Anne Bertino-Lapinsky.
Nationally recognized speakers included:

- Dr. Al Rundlo
- Deb Gauldin, RN, Singing Nurse Humorist (right)
- Donna Wright

Co-provided an educational series for APNs in Family Practice

- Provided seven 2-hour educational series partnering with Rutgers University

Provided a 2-day Nurse Executive/Advanced Nurse Executive Review Course

- Outcome: 83.3% of nurse leaders are certified

Academic Affiliation Metrics:

- Total graduate students: 143
- Total undergraduate students: 883
- Total Allied Health students: 145
- GRAND TOTAL of students: 1,171

Scholarship information:

- $47,500 offered to 26 recipients

Continuous Learning & Innovations, Highlights

- Maintained Basic Dysrhythmia and Breastfeeding Success courses during 2020
- Use of Zoom for virtual courses
- Converted “Identification and Management of Aggressive Behavior” course into web-based training for orientation purposes
- 37 Nurse externs
- 1,120 new employees oriented in 2020

Joint Providers with Oncology Nursing Society of South Jersey, Rowan University and Rutgers University

Voorhees OR competency demonstrating patient positioning

October 2020 marked one full year since the opening of the Small Baby Unit in the Virtua Voorhees NICU. This “unit” is located within the NICU at Voorhees and is the home to the smallest of babies born at Virtua. Within this unit, extremely premature infants born at 29 weeks gestation or earlier are provided unique and individualized care from specially trained staff. This unit is staffed by 57 RNs, 4 respiratory therapists, 1 nutritionist, 1 speech therapist, 1 radiology tech and 1 developmental specialist, who all completed extensive training in the care of the small baby. In addition, all neonatal medical providers completed this extensive training. The team created guidelines for all aspects of small baby care including delivery room management, infection prevention, respiratory therapy, nutrition and developmental care. These guidelines are all aimed at preventing morbidity and mortality in this population to support the best long-term outcomes. The team provides two-person care every time these infants receive any hands-on care so that the infant can be personalized, developmentally supportive interventions during any medical care. During their first year, the team went 414 days without a morbidity and mortality in this population to identify better ways to provide care to this vulnerable population, including the physical location of the rooms within the NICU. After trialing multiple locations within the unit, the team decided to use the back hallway glass room doors, which promotes lower noise levels since the rooms have doors. In 2020, the NCC also developed a new national certification in caring for extremely low birth weight infants (C-ELBW) and four small baby unit employees have successfully obtained this certification so far!
WHAT A YEAR!

VIRTUA HEALTH

changes in our personal lives that resulted from differently. Stress at work was coupled with all of the but so did our personal lives. We were all living life be mindful that not only did our work lives change, worked our way through the pandemic. We had to initially, but staff was encouraged to open up as we

the impetus for managing the work load, but we all

COVID-19 patients as it was a dynamic process with:

emergency upgraded from the medical-surgical units four to five times per day. It was an avalanche of high-acuity patients. Everyone was still working their way up the learning curve on managing COVID-19 patients which was a dynamic process with uncertainty abounding. Recommendations on how to manage these patients changed daily, sometimes before the end of a shift. Everyone answered call bells and did a tremendous job. Adrenaline was the impetus for managing the workload, but we all knew that pace was not sustainable. The workload and duration of the pandemic were unpredictable. Anxiety and fear were also present, but were suppressed. No one wanted to show weakness initially, but staff was encouraged to open up as we worked our way through the pandemic. We had to be mindful that not only did our work lives change, but so did our personal lives. We were all living life differently. Stress at work was coupled with all of the changes in our personal lives that resulted from the shutdowns.

Despite the challenges, what won out was perseverance and ingenuity. Due to the acuity and supply shortages, some regulations and policies were relaxed, which allowed for creativity to step in. The staff was constantly trying to find ways to be more efficient. One idea presented was IV pumps into the hall, each RN donned/doffed at least 10 times less per shift. We estimated that we saved at least 200–300 masks and gowns per day just in the Voorhees ICU. The ability to adjust frequently titratable medications without donning/doffing PPE was a huge morale boost and lessened nurse fatigue and exposure. The practice was quickly adopted by all of the ICUs throughout Virtua.

From there we quickly learned how to prone our patients. At one point we were proning four to six patients per shift. We’ve always worked well as a team, but we had to take it up a notch to be able to have four to six healthcare providers in a room manually proning and unproning patients. Safety agents were on all units and were a great help. We instituted team nursing and quickly integrated nurses from other units into our ICU culture. The message sent to the ICU team was that they were guests coming to our house. The expectation was for us to foster them and recognize that while the ICU was not their forte, we could utilize their strong nursing skills and experience. Team nursing in our ICU was a success. Despite being displaced, most team nurses enjoyed their time here. It would have been difficult to get through the crisis without their help. As the months passed, we all became better at managing the COVID-19 patient population and we slowly rolled back some of the care designs we created during the crisis.

Looking back, I can say it was a great time to be a nurse. There was a lot of pain, fear, anxiety and sadness. But what I will remember the most is the love, support, strength, teamwork, pride and caring. You often hear how your true character is revealed when faced with insurmountable challenges—I got to see firsthand just how strong our healthcare providers are as clinicians and as people. I have never been more proud of a group of people or to be a part of the ICU team and the Virtua family.

...we saved at least 200–300 masks and gowns per day in just the Voorhees ICU...

...your true character is revealed when faced with insurmountable challenges...

It was not an act of martyrdom, it was solidarity with the ICU staff...

OH...
When I think about this past year, I think about 6 staff members and a respiratory therapist. And learned how to prone our intubated patients with the quarantine rooms with extension tubing. We adapted. We brought our IV pumps out of the pumps in the room. As the weeks went on, almost every half hour to tend to my patient and to keep them alive. I donned and doffed PPE intubated and had nine IV pumps running at once. I've lost the ones I love and anxious that I didn't know enough about critical care to effectively take care of these patients. Something I never adapted to was the emotional trauma that I will carry with me always. I've held hands with my dying patients until their very last breath without any family present. I've Zoom-called families on an iPad to say their final goodbyes. I've held the phone to my intubated patient’s ear so that a priest could give them last rites. I've watched patients suffer for weeks, sometimes months on end until their bodies gave up. I've given encouraging, positive words to my scared patients about to be intubated, knowing their life may be lost. Throughout all the trials and tribulations of this past year, none of it would be possible without the team I have the privilege of working with. Virtua nurses saw 600 patients through their last days and coordinated efforts so their loved ones could say their last goodbyes over an iPad. Nurses asked for donations of baby monitors for COVID patients. Everything we do is to make sure our patients have a comfortable transition as they move from life to death. We were the last link to their family member. Virtua nurses saw 600 patients through their last days and coordinated efforts so their loved ones could say their last goodbyes over an iPad.

ASHLEY SHEETS RN, MSN, CEN
ADVANCED NURSE CLINICIAN
MEMORIAL L&D AND SCN STAFF

Almost as if predicting the future, the World Health Organization declared 2020 the year of the nurse. It definitely was. 2020 brought a year and experiences none of us could have imagined. As nurses we were there on the front lines and, as the world was shutting down, we were showing up. We learned quickly that we had to adapt what we knew to get through this global health crisis. This year has been a year in which nurses demonstrated grace under pressure, extreme adaptability, compassion and ingenuity.

Grace under pressure—in the beginning, the unknowns of COVID invoked a sense of fear in all. Nurses showed up with an unwavering commitment and a moldable outlook to learn new processes related to safely managing a new pathogen. Perhaps nervous, afraid for their health and that of their families, but with the help of their team, colleagues and leaders, they persevered.

Extreme adaptability—New PPE requirements meant wearing an N95 and surgical mask for full shifts. As the PPE requirements changed through the CDC, nurses adapted quickly to their new uniform. They made headbands with buttons to loop masks around to alleviate ear pain from wearing two masks all day. In efforts to conserve PPE, elective surgeries were canceled. Nurses were temporarily medically paralyze critically ill patients, prone and run continuous dialysis machines at the bedside. The year 2020 has changed me for the better. I've learned to love harder, appreciate the smaller things and to be more present in the moment. 2020 will be a year we will never forget and although life may never look the same again, we adapt, move forward and create a new normal.
Kristin Pilong, MSN, RN, CNL
ADVANCED NURSE CLINICIAN
MEMORIAL 3NE

Nursing has been at the top of the list as being one of the most trusted professions for years, but this past year has only heightened the awareness of just how crucial nurses are to the healthcare system. The selfless work every nurse within this organization put forth in the past year has been nothing short of incredible. On March 12, 2020 Virtua Memorial received the first suspected positive COVID patient in the health system. The patient, admitted to 3NE, was met at the ambulance bay by two RNs. Prior to the patient arriving, Don Schwarzman, director of EVS, listened as the two RNs discussed how nervous they were, how bad this could get and what this could mean for our hospital and community. But that discussion turned from concern to compassion in an instant. When the patient emerged from the ambulance and was placed on the awaiting bed, the streets with their flashing lights and horns honking to remind every person in that hospital that they were loved and supported. And community members decorated the sidewalks and entrances of our hospitals to show support that was visible every time we walked into work. 2020 was a year full of overwhelming emotions, long days and nights and endless worrying of what would come next. But with the bad comes the good: Nurses came together and formed bonds that will never be forgotten.

Virtua nurses certainly felt the love and support from the community during the last year. Handwritten cards were sent to nursing units from community members of all ages. Copious amounts of food were delivered to the hospital on a daily basis. First responders driving down the streets with their flashing lights and horns honking to remind every person in that hospital that they were loved and supported. And community members decorated the sidewalks and entrances of our hospitals to show support that was visible every time we walked into work. 2020 was a year full of overwhelming emotions, long days and nights and endless worrying of what would come next. But with the bad comes the good: Nurses came together and grew closer than they ever had before, found ways to support each other and formed bonds that will never be broken. We learned how to distinguish our coworkers when all we could see were their eyes. We learned to adapt, as not much stayed the same for long. But one thing was constant: the dedication of our nurses. What they have done over the past year will never be forgotten.

Colin Woolley, RN

Colin Woolley is a new nurse on the 7th floor in Voorhees with an interesting perspective on nursing during a pandemic. He worked as a PCT on the 7th floor during nursing school and graduated in May 2020 in the middle of the pandemic from Rutgers/Camden. He describes similar challenges that nursing students across the country were experiencing—in-person classes were halted as of March 2020; he finished his classes on Zoom and had a virtual graduation. “Nursing school was extremely difficult and I was looking forward to that satisfying moment of picking up my diploma, but instead I got it in the mail.”

Tell me about your first impressions of being a new nurse during a pandemic.

“I started my nursing career during a pandemic! And it’s been full steam ahead! During 12 weeks of orientation, the census was really high, with higher acuity than we would normally see. So my orientation was extended for 2 weeks just to make sure I got it all. I have to give a shout out to Paula Konstantinides. She was so helpful, she was a great resource for me too to make sure I had what I needed. It was a great experience!”

What has your experience been like with COVID?

“I have not been pulled to any COVID floors yet. My PCT, or in this role, if a patient had a rapid test come back positive. But I’ve learned, if I have a respiratory patient with a questionable diagnosis, I go in with full PPE and luckily that has worked out for me! Also, it’s definitely strange with the masks! I realized that I’ve never seen some of my new co-workers without a mask and I don’t know what they actually look like! Especially those that work on day shift, since I work on night shift. I don’t have a chance to see them in the break room without a mask on.”

What has been the most challenging thing about adapting to your new role as an RN?

“What are your favorite expected and unexpected things that happened to you during the last year?

“My favorite expected thing has to be the human connection and I knew that was how it was going to be. I love making a difference, easing patients’ anxiety—it’s why I became a nurse—building rapport with patients and earning their respect. No one wants to be in the hospital, so I get a lot of joy and satisfaction and feel very happy to be one of the people that gets to help others when they need it—when they’re scared and sick. That’s my favorite part.”

“My favorite unexpected thing is that I didn’t realize how much a fantastic help everyone around me would be! They drop everything and help me because I’m a new nurse. Even calling the ICU, saying, ‘Hey, I’m a new nurse and I’ve never drawn blood from this access port before and I’m not comfortable with this procedure.’ The response I get is ‘Oh, yeah, of course!’ I’ve worked with a lot of these people before, but they were still happy to help me because they know I’m a new nurse and new in this role. It’s made me feel really welcome here at Virtua, as a nurse and as a person.”
2020 PRESENTATIONS & PUBLICATIONS

An Educational Intervention for Increasing Nurses Knowledge in Telemetry Monitoring (DNP project), New Jersey Collaborative of Magnet Organizations, Donna Siegmeister, DNP, RN, CCRN-K

An Evaluation of Non-Invasive Continuous Temperature Monitoring in the Perioperative Setting, AORN Conference, Colleen Chiodo, MSN, RN, CNOR

Beyond the Narrative Note: Nurses Using Speech Recognition Technology for Discrete Data Entry, ANIA Annual Conference, Marianne Everett, MSN, RN, NEA-BC, CSN; Jennifer Redner, MSN, RN-BC, CMSRN; Amy Kalenscher, MSN, RN, IBCLC; Dana Durso, MBA, BSN, RN; Suong Nguyen, BSN, RN

Beyond the Narrative Note: Nurses Using Speech Recognition Technology for Discrete Data Entry, Virtua Health Innovations in Care Conference, Sara Mignano, BSN, RN, CRRN; Caitlin Murray, BSN, RN, CCRN

Critical Care Skin Bundle, Virtua Innovations in Care Conference, Sara Mignano, BSN, RN, CRRN; Melissa Weissman, DNP, NRC-NIC, C-ELBW, CPNP-PC

Developing a Sepsis Quality Improvement Program in a Community Pediatric Emergency Department, NJENA Annual Conference, Kelly Carbone, MSN, APN, PPCNP-BC; Jody Durbin, BSN, CPEN, CEN, CEN

Implementation of a Standardized Bedside Handoff for Nursing in the Emergency Department to Improve Patient Satisfaction, NJENA Annual Conference, Kristin Fiore, BSN, CPN; Sue O’Brien, BSN, CPN; Jody Durbin, BSN, CPEN, CEN, CPN; Alex Carr, BSN; Tracy Orfe, BSN, CPEN

Improving Patient Satisfaction through Hourly Rounding, 2020 Innovations in Care, CMSRN; Brianna Cotton, BSN, RN, Joan Dacanay, BSN, RN, CMSRN; Paula Konstantinides, BSN, RN, CMSRN; Cindy Kavano, MSN, RN, CMSRN

Making Dragon Available for Nurses, Epic UGM, Marianne Everett, MSN, RN, NEA-BC, CSN; Jennifer Redner, MSN, RN-BC, CMSRN; Amy Kalenscher, MSN, RN, IBCLC; Dana Durso, MBA, BSN, RN; Suong Nguyen, BSN, RN

Patient and Family Education for Stroke Patients, For education prior to TJC site visit, Sara Mignano, BSN, RN, CRRN

Safety Glance, Virtua Innovations in Care Conference, Rita Watkins, BSN, RN, CCRN

Star Family Initiative: A Patient Satisfaction Improvement Practice, ASPAN National Conference, AORN Conference, David Meyer, RN, CNOR; Darlene Berghaier, BSN, RN, CRRN; Jennifer L. Sulzner, BSN, RN, OCN, CAPA; Kimberly Laramee, BSN, RN; Lis Digneo, BSN, RN, CNOR; Colleen Chiodo, MSN, RN, CNOR

2020 PRESENTATIONS & PUBLICATIONS

(Continued)

The Medical-Surgical Nurse Resource Role: Pilot to Implementation, 2020 Innovations in Care, CMSRN; Brianna Cotton, BSN, RN; Joan Dacanay, BSN, RN, CMSRN; Paula Konstantinides, BSN, RN, CMSRN; Cindy Kavano, MSN, RN, CMSRN

The RN roles in a Code Situation, Virtua Health Innovations in Care Conference, Nickolas Knights, BSN, RN, CCRN

Unplanned Extubation: What it is and how to prevent it, Virtua Innovations in Care Conference, Donna Siegmnter, DNP, RN, CCRN-K; Suong Nguyen, BSN, RN; Cindy Wen, BSN, RN

Utilization of the Humpty Dumpty Falls Scale to Identify Pediatric Emergency Patients at Risk for Falls, NJENA Annual Conference, Kristin Fiore, BSN, CPN; Kelly Carbone, MSN, APN, PCCNP-BC; Melissa Weissman, DNP, NRC-NIC, C-ELBW, CPNP-PC

Utilizing an Interdisciplinary Team in High Risk Deliveries to Improve Outcomes, CHOP/Virtua Small Baby Conference, Kelly Davis, BSN, RNC-LRN; Joy Haines, RNC-LRN; Vanessa Williams, BSN, RNC-LRN; Lora Carberry, RNC-NIC; Donna O’Brien, RNC-NIC

2020 PUBLICATIONS

Determining the level of evidence: Nonexperimental research designs, Nursing Critical Care, 15(1), 24-27, Glasofer, A. & Townsend, A. B.


Snack Attack, Association of Diabetes Care & Education Specialist, Patricia DeHart, RN, BS, CDE

Thank you for your resilience, Nursing Critical Care, 15(4), 4, Palatnik, A. DNP, RN, ACNS-BC
The mission of Virtua Our Lady of Lourdes School of Nursing is to provide a learner-centered environment that develops competent, compassionate and knowledgeable professional nurses for entry into practice. With the onset of COVID-19, this mission was challenged.

**Two weeks.** Two weeks to transition a brick and mortar 59 year nursing program to virtual education. Two weeks to transition the hallmark of our nursing program, the clinical experience, to virtual education. Two weeks to implement policies and measures to keep the students, staff and faculty safe.

**Rigor and Consistency.** Online classes continued to be delivered as outlined in the course syllabi. If classes were four hours when we were face-to-face we would be four hours virtually. Clinically were delivered as an 8- or 12-hour day online rotation. The academic resources available to the school were harnessed and adjunct faculty were trained. Unfolding case studies and electronic patient records were used to provide virtual patient care. Online group assignments centered on patient diagnoses provided opportunities for real-time clinical judgement, communication, interdisciplinary and inductive and deductive reasoning. The Zoom classroom and the Virtua IS department became friends during the transition. With the didactic and clinical experiences in place, we turned to how to evaluate students and provide exams securely online. Now in place, we turned next to how we would evaluate students and provide course examinations in a safe and secure manner in an online environment.

ExamSoft. ExamSoft was purchased along with the security package to ensure the integrity of all examinations. Test banks were moved from the in house testing software to ExamSoft. Now students can take their examinations at home, monitored by the ExamSoft team.

**Outcomes-Clinical-NCLEX.** Would the student outcomes suffer? When would it be safe to return to clinical? What would the NCLEX results be? The May 2020 graduating class missed about six weeks of in-house clinical and returned to hospital-based clinical setting in the fall of 2020 with NCLEX results of 96.67%. The December 2020 graduating class missed approximately 16 weeks of in-house clinical and returned to hospital-based clinical setting in the fall of 2020 with NCLEX results of 93.75%. The overall pass rate for both classes was 93.75%.

Teamwork, collaboration, dedication and the love of our students inspired the faculty, staff and administrators to push beyond comfort and adapt swiftly to the new reality of our school and our students.
2020 NEW DEGREES

Left to right: Celebrating the DNP achievement of Deb Schaeffer, Voorhees Endo staff work with the Malignant Hypothermia carts; Virtua Marlton

Berlin
Joseph Phillips, MSN, Berlin Rehab

Home Care
Dana MacDonald, MSN
Naomi Goldman, MSN

Marlton
Gijo Mathews, MSN, ICU
Luis Pacheco, MSN, PCU
Megan Kennedy, MSN, PCU
Pan Phelps, BSN, RN, BSN, ICU

Virtua Our Lady of Lourdes
Alicia Gelzinis, BSN, 6 North
Carol Francesco, MSN, OR
Danielle Rota, MSN, Stepdown Cardiac
Doreen Maj, BSN, Pre-Admission
Jamie Coller, BSN, CCU
Jasmin Negron, BSN, 6 North
Jessica Kernizan, BSN, CCU
Margaret Stachowski, MSN, Stepdown Cardiac
Stacey Naus, BSN, Nursing Supervisors
Stefanie Fisher, BSN, CCU

Virtua Willingboro
Binu Abraham, MSN, ICU
Dawn Wright, BSN, ICU
Dorcas Mensah, BSN, E5
Julianne Leisher, BSN, ICU
Kendyl Bobbi, BSN, ICU
Kayla Casa, BSN, E2
Marcy Simon, MSN, E4 & E5
Naa Ababio, BSN, E2
Nicole Farina, BSN, E2
Pamela Skowronsiki, MSN, E4 & E5
Phyllis Keeton-Fisher, BSN, E5

2020 NEW CERTIFICATIONS

Camden
Gregory Burger, CWCN, Wound Care
Kasmira Newby, CWCN, Wound Care

Marlton
Angie Jones, CCRN, ICU
Ceres Acosta, CCRN, ICU
Chip Tagland, CCRN, ICU
Donna Smith, CMSRN, 4N
Donna Siegmeister, CCN-R, ICU
Jennifer Redner, RN-BC, Nursing Informatics
Kasmira Newby, CWCN, Wound Care
Taylor Zawacki, CCRN, ICU

Virtua Our Lady of Lourdes
Alex Chinese, PMH-BC, 6 Stokes
Ariel Pappas, CCRN, ICU
Chelsea Driver, CSMRN, ICU
Christine DiPascale, RNC-LRN, SCN
Courtney Foody, NEA-BC, Quality
Diane Broder, NEA-BC, 4NW
Danielle Heisler, CNOR, OR
Erica Hughes, IBCLC, Mother Baby
Hayley Gomez, CMSRN, 4NW
Jami Sabec, RNC-LRN, SCN
Jennifer Binczewski, C-FPM, Mother/Baby
Julia Siler, CMSRN, 3NW
Julie Le, CCRN, ICU
Justin Carmaione, PMH-BC, 6 Stokes

Left to right: Celebrating the DNP achievement of Deb Schaeffer, Voorhees Endo staff work with the Malignant Hypothermia carts; Virtua Marlton

Kasmira Newby, CWCN, Wound Care
Keri Bulger, CWRN, ICU
Lisa Yanuci, C-FPM, Mother Baby
Rich Fala, CMSRN, 4NW
Sarah Kelly, MSRN, 4NW
Vanessa Williams, RNC-LRN, SCN

Virtua Lady of Lourdes
Hunter Dempsey, CCRN, CCRN
Kasmira Newby, CWCN, Wound Care
Mark Verzon, CCRN, CCRN
Sophia Forbes, CNOR, OR

Voorhees
Angela Gartland, CWCN, Wound Care
Brianna Cotton, CMSRN, 7A
Briana Jedlicka, PCRN, PCU
Bryan Rishel, CMSRN, 6AB
Colleen Chiord, CCRN, OR
Eleni Nakopoulos, PCRN, PCU
Fleur Germudo, PCCN, PCU
Jeong Esther Kim, PCRN, PCU
Kasmira Newby, CWCN, Wound Care
Kristin Andrick, CCRN, ICU
Mary Kate Hough, CMSRN, 7A
Melanie Rodriguez, CNE, Peds

Left to right: Celebrating the DNP achievement of Deb Schaeffer, Voorhees Endo staff work with the Malignant Hypothermia carts; Virtua Marlton

Linda Benner, RN, retires after 47 years
Marlton Cath Lab says goodbye to Michele Kuras, RN, after 44 years of nursing.
Colleen St. John, RN and David Meyer, RN, from Voorhees OR and SPA work in Voorhees ICU
Nursing Supervisor, Joyce Mappio, swipes out for the last time upon her retirement

Left to right:
Kasmira Newby, CWCN, Wound Care
Keri Bulger, CCRN, ICU
Lisa Yanuci, C-FPM, Mother Baby
Rich Fala, CMSRN, 4NW
Sarah Kelly, MSRN, 4NW
Vanessa Williams, RNC-LRN, SCN

Virtua Our Lady of Lourdes
Hunter Dempsey, CCRN, CCRN
Kasmira Newby, CWCN, Wound Care
Mark Verzon, CCRN, CCRN
Sophia Forbes, CNOR, OR

Voorhees
Angela Gartland, CWCN, Wound Care
Brianna Cotton, CMSRN, 7A
Briana Jedlicka, PCRN, PCU
Bryan Rishel, CMSRN, 6AB
Colleen Chiord, CCRN, OR
Eleni Nakopoulos, PCRN, PCU
Fleur Germudo, PCCN, PCU
Jeong Esther Kim, PCRN, PCU
Kasmira Newby, CWCN, Wound Care
Kristin Andrick, CCRN, ICU
Mary Kate Hough, CMSRN, 7A
Melanie Rodriguez, CNE, Peds

Linda Benner, RN, retires after 47 years
Marlton Cath Lab says goodbye to Michele Kuras, RN, after 44 years of nursing.
Colleen St. John, RN and David Meyer, RN, from Voorhees OR and SPA work in Voorhees ICU
Nursing Supervisor, Joyce Mappio, swipes out for the last time upon her retirement

Left to right:
Kasmira Newby, CWCN, Wound Care
Keri Bulger, CCRN, ICU
Lisa Yanuci, C-FPM, Mother Baby
Rich Fala, CMSRN, 4NW
Sarah Kelly, MSRN, 4NW
Vanessa Williams, RNC-LRN, SCN

Virtua Our Lady of Lourdes
Hunter Dempsey, CCRN, CCRN
Kasmira Newby, CWCN, Wound Care
Mark Verzon, CCRN, CCRN
Sophia Forbes, CNOR, OR

Voorhees
Angela Gartland, CWCN, Wound Care
Brianna Cotton, CMSRN, 7A
Briana Jedlicka, PCRN, PCU
Bryan Rishel, CMSRN, 6AB
Colleen Chiord, CCRN, OR
Eleni Nakopoulos, PCRN, PCU
Fleur Germudo, PCCN, PCU
Jeong Esther Kim, PCRN, PCU
Kasmira Newby, CWCN, Wound Care
Kristin Andrick, CCRN, ICU
Mary Kate Hough, CMSRN, 7A
Melanie Rodriguez, CNE, Peds
2020 NURSE EXCELLENCE AWARDS

The 33 nurses that are honored here have been selected from among nearly 4,000 nurses at Virtua Health. They were nominated by their peers and then won recognition as the best in their categories of Exemplary Professional Practice, Structural Empowerment, New Knowledge, Innovation and Improvement and Transformational Leadership. The nominations for these nursing winners highlighted values, accomplishments and many accounts of excellence spanning work at the bedside to work in the community. The impact of these great nurses, combined with the high-quality work and caring of the colleagues throughout Virtua Health, makes us very proud of the entire nursing department. It is a pleasure to honor these special nurses.

CONGRATULATIONS TO OUR OUTSTANDING 2020 VIRTUA NURSING EXCELLENCE AWARD WINNERS!

Exemplary Professional Practice
Norma Bozarth, RN-BC
Trisha Finn, RN
Jennifer Idler, RNC-OB
Ann Jones, DNP, FNP-BC, MBA, MPH
Joan McBride, RN
Lang Saberon, BSN, RN, PCCN
Ashley Sheets, MSN, RNCEN
Michelle Zakroff, BSN, RN, CCRN

New Knowledge, Innovation and Improvement
Anne Fox, MSN, RNC-OB
Donna Gontowsi, LPN
Nicole Maulo, BSN, RN
Suong Nguyen, BSN, RN
Deborah Schaeffer, MSN, RN, CMSRN
Christine Schlegel, RN, BS
Linda Tesch, RN
Sharon Weinberger, MSN, RN, COGS

Structural Empowerment
Amanda Concepcion, BSN, RN, CCRN
Kristin Fiore, RN
Shawna Francis, RN
Dorothy Kaiser, RN, CRRN
Cindy Kellman, MSN, RNC
Milfa Mangulabnan, BS, RN, WCC
Linda O’Neill, MSN, RN, WCC
Catherine Tucker, RN
Jessica Vales, BSN, RN

Transformational Leadership
Erin Armon, BSN, RN, CMSRN
Donna Berry, MSN, RN
Dolores Buonacuore, BSN, RN
Joseph Halin, RN
Dorothy “Dodi” Iannaco, DNP, RN, APN, NE-BSC
Kathleen Judge, MSN, APN-C, CWONCN-AP
Jessica Kernizan, BSN, RN
Karen Mendoza, BSN, RN, CEN

Recognition
Thomas Maxwell, MSN, MA, RN, NPD-BC
ANPD 2020 Scholarship Award

Kristin Leone, MSN, RN, CNL
Female Grand Marshall of the Philadelphia Veterans Day Parade
South Jersey Magazine’s Super Women of 2020 Honoree

Top to bottom:
Nicole Maulo, New Knowledge, Innovation and Improvement
Virtua OLQOL 2EW Winners
Amanda Concepcion and Suong Nguyen
Dolores Buonacuore, Transformational Leadership

THE VIRTUA NURSE EXECUTIVE COUNCIL

Kristen Fiore, Structural Empowerment

Anne Fox, New Knowledge, Innovation & Improvements

Structural Empowerment
Amanda Concepcion, BSN, RN, CCRN
Kristin Fiore, BSN, RN, CCRN
Shawna Francis, RN
Dorothy Kaiser, RN, CRRN
Cindy Kellman, MSN, RNC
Milfa Mangulabnan, BS, RN, WCC
Linda O’Neill, MSN, RN, WCC
Catherine Tucker, RN
Jessica Vales, BSN, RN

Transformational Leadership
Erin Armon, BSN, RN, CMSRN
Donna Berry, MSN, RN
Dolores Buonacuore, BSN, RN
Joseph Halin, RN
Dorothy “Dodi” Iannaco, DNP, RN, APN, NE-BSC
Kathleen Judge, MSN, APN-C, CWONCN-AP
Jessica Kernizan, BSN, RN
Karen Mendoza, BSN, RN, CEN
WE AWARDS

Our Culture of WE makes us special and unique. It’s prevalent throughout our organization and alive in all aspects of our work. The Virtua Health WE Awards celebrate and recognize our colleagues who have made outstanding contributions and organizational impact by going above and beyond in living our Culture of WE, providing service to our community and driving quality and safety through high reliability. In 2020, along with many other honored employees, Virtua nurses, as individuals and as members of nursing or interdisciplinary teams, were highly visible as they claimed awards through many of the nine categories. Here are the nurses who were honored in 2020 and a selection of pictures recognizing their achievements.

Caring With Accountability:
Matilda Adams — Moorestown Cancer Center
4NE Team at Virtua Memorial

Continuous Learning & Innovation:
Thomas Maxwell — Voorhees ICU
Aiming for Zero Planning Team — Memorial and Voorhees MCH
Unique Valve Replacement Team — Our Lady of Lourdes Camden

High Reliability Organization:
Patricia Reilly — Lactation Voorhees
Interdisciplinary Falls Prevention Team — Home Care
Maternal Child Health at Virtua Voorhees

Inclusive Teamwork:
Susan Sullivan — Memorial OR

Open Communication:
ICU Team at Virtua Marlton

Purposeful Leadership:
Helene Loeb — Quality Management

People’s Choice Award:
Small Baby Unit — Virtua Voorhees NICU

Virtua Our Lady of Lourdes Guardian Angel Program
offers patients and their families a way to recognize a caregiver by making a donation in honor of the patient or loved one in recognition of the caregiver or team. This recognition is a special way to thank a caregiver who might have made their journey easier while in the hospital. The award is given to the colleague at a unit-based ceremony, along with a pin in acknowledgement of their kindness. The donations are earmarked to the foundation and used to improve quality in patient care.

DAISY AWARD WINNERS 2020

The DAISY Foundation was established in 1999 by the family of Patrick Barnes. Patrick died at the age of 33 related to complications from ITP. The Barnes family wanted to find a way to turn their grief into something positive and do something that would honor the wonderful person that Patrick was. DAISY is an acronym for Diseases Attacking the Immune SYstem and the award represents the excellence and extraordinary compassion of nurses. Each award winner is presented with a pin created by the DAISY foundation and a sculpture called “A Healer’s Touch,” as a symbol of recognition from the Foundation.

Top to bottom:
Patricia Reilly — High Reliability Organization Award
Matilda Adams — Caring with Accountability Award
Structural Heart Team — Continuous Learning and Innovation Award
Aiming for Zero Planning Team — Continuous Learning and Innovation Award
Susan Sullivan — Inclusive Teamwork Award

Voorhees 7A winners Angela Patterson and Paula Konstantinides
Karen’s nomination came from Samaritan Hospice — “We are so grateful to Karen Allen today. We called the ICU for assistance this morning (with a procedure)... it is not something we do here at Hospice... though I’m sure she was busy with other things, she came right over and was very kind and patient with us while showing us what to do. We appreciate our neighborly relationship and great team spirit with Memorial staff and nurses!”

Lily is very attentive, caring and simple amazing at what she does. As a nurse myself, I have encountered other great nurses, but Lily truly impacted our life.”

“Karen is an amazing nurse! She always goes above and beyond, and her bedside manner is second to none!”

Lilly truly impacted our life.”
DO YOU HAVE PICTURES — of yourself, fellow nurses or your team at community events, supporting health initiatives or volunteering for local causes? Would you like to see your team recognized in the next Nursing Annual Report? If so, send your pictures to nursingnews@virtua.org

Ginormous Christmas! Marlton ICU — Holiday packages for foster children and gift boxes for community foster families

Food Bank of South Jersey
Memorial ICU — Fundraised $6,247

Memorial 5 Stokes wears blue for Colorectal Cancer Awareness month

Turkey Lapolooza — A Virtua-supported event
Gijo Mathew, RN, AJ Papieka, RN, Christine Pawliczek, RN, Amanda Concepcion, RN, Anne Bertino, RN, Vera Albright, RN, Kim Edson, RN, Donna Siegmeister, RN, Dawn Uhrick, RN

Voorhees 6AB wears red for Heart Health Awareness

DO YOU HAVE PICTURES — of yourself, fellow nurses or your team at community events, supporting health initiatives or volunteering for local causes? Would you like to see your team recognized in the next Nursing Annual Report? If so, send your pictures to nursingnews@virtua.org

Voorhees 6AB wears pink for Breast Cancer Awareness

Ginormous Christmas! Marlton ICU — Holiday packages for foster children and gift boxes for community foster families

Food Bank of South Jersey
Memorial ICU — Fundraised $6,247

Memorial 5 Stokes wears blue for Colorectal Cancer Awareness month

Turkey Lapolooza — A Virtua-supported event
Gijo Mathew, RN, AJ Papieka, RN, Christine Pawliczek, RN, Amanda Concepcion, RN, Anne Bertino, RN, Vera Albright, RN, Kim Edson, RN, Donna Siegmeister, RN, Dawn Uhrick, RN

Voorhees 6AB wears red for Heart Health Awareness

DO YOU HAVE PICTURES — of yourself, fellow nurses or your team at community events, supporting health initiatives or volunteering for local causes? Would you like to see your team recognized in the next Nursing Annual Report? If so, send your pictures to nursingnews@virtua.org

Voorhees 6AB wears pink for Breast Cancer Awareness

Ginormous Christmas! Marlton ICU — Holiday packages for foster children and gift boxes for community foster families

Food Bank of South Jersey
Memorial ICU — Fundraised $6,247

Memorial 5 Stokes wears blue for Colorectal Cancer Awareness month

Turkey Lapolooza — A Virtua-supported event
Gijo Mathew, RN, AJ Papieka, RN, Christine Pawliczek, RN, Amanda Concepcion, RN, Anne Bertino, RN, Vera Albright, RN, Kim Edson, RN, Donna Siegmeister, RN, Dawn Uhrick, RN

Voorhees 6AB wears red for Heart Health Awareness

DO YOU HAVE PICTURES — of yourself, fellow nurses or your team at community events, supporting health initiatives or volunteering for local causes? Would you like to see your team recognized in the next Nursing Annual Report? If so, send your pictures to nursingnews@virtua.org

Voorhees 6AB wears pink for Breast Cancer Awareness

Ginormous Christmas! Marlton ICU — Holiday packages for foster children and gift boxes for community foster families

Food Bank of South Jersey
Memorial ICU — Fundraised $6,247

Memorial 5 Stokes wears blue for Colorectal Cancer Awareness month

Turkey Lapolooza — A Virtua-supported event
Gijo Mathew, RN, AJ Papieka, RN, Christine Pawliczek, RN, Amanda Concepcion, RN, Anne Bertino, RN, Vera Albright, RN, Kim Edson, RN, Donna Siegmeister, RN, Dawn Uhrick, RN

Voorhees 6AB wears red for Heart Health Awareness

DO YOU HAVE PICTURES — of yourself, fellow nurses or your team at community events, supporting health initiatives or volunteering for local causes? Would you like to see your team recognized in the next Nursing Annual Report? If so, send your pictures to nursingnews@virtua.org

Voorhees 6AB wears pink for Breast Cancer Awareness

Ginormous Christmas! Marlton ICU — Holiday packages for foster children and gift boxes for community foster families

Food Bank of South Jersey
Memorial ICU — Fundraised $6,247

Memorial 5 Stokes wears blue for Colorectal Cancer Awareness month

Turkey Lapolooza — A Virtua-supported event
Gijo Mathew, RN, AJ Papieka, RN, Christine Pawliczek, RN, Amanda Concepcion, RN, Anne Bertino, RN, Vera Albright, RN, Kim Edson, RN, Donna Siegmeister, RN, Dawn Uhrick, RN

Voorhees 6AB wears red for Heart Health Awareness

DO YOU HAVE PICTURES — of yourself, fellow nurses or your team at community events, supporting health initiatives or volunteering for local causes? Would you like to see your team recognized in the next Nursing Annual Report? If so, send your pictures to nursingnews@virtua.org

Voorhees 6AB wears pink for Breast Cancer Awareness

Ginormous Christmas! Marlton ICU — Holiday packages for foster children and gift boxes for community foster families

Food Bank of South Jersey
Memorial ICU — Fundraised $6,247

Memorial 5 Stokes wears blue for Colorectal Cancer Awareness month

Turkey Lapolooza — A Virtua-supported event
Gijo Mathew, RN, AJ Papieka, RN, Christine Pawliczek, RN, Amanda Concepcion, RN, Anne Bertino, RN, Vera Albright, RN, Kim Edson, RN, Donna Siegmeister, RN, Dawn Uhrick, RN

Voorhees 6AB wears red for Heart Health Awareness

DO YOU HAVE PICTURES — of yourself, fellow nurses or your team at community events, supporting health initiatives or volunteering for local causes? Would you like to see your team recognized in the next Nursing Annual Report? If so, send your pictures to nursingnews@virtua.org
**NURSING INFORMATICS LIAISON PROGRAM**

**BY MARIANNE EVERETT, MSN, RN, NEA-BC**

The Nursing Informatics Liaison (NIL) Program continued in 2020 with at-the-elbow support, rounding and user efficiency projects. The NIL team in 2020 consisted of 53 Nursing Informatics Liaisons across inpatient and ambulatory sites. The NIL program was integral in the successful support for both the OneVirtua 2020 and Rover Pilot Go-Lives. Informatics Liaison monthly meetings continued to be held via Zoom throughout 2020, to provide updates regarding system changes and any ongoing projects that were available during the pandemic.

**Nursing Informatics Liaison Rounding/Support:**

- **188 Rounding Sessions complete**
- **699 Staff Member Encounters**
- **91 Build Hours logged**
- **87 Project Hours completed**
- **822 hours of OneVirtua 2020 Epic Go-Live Support logged**

**Sample of Liaison Support Projects in 2020:**

- NILs filled the vast majority of at-the-elf bows for the Mobile Device (Rover) Rollout project go-live
- Dragon for Nursing Promotion & Upgrade command testing
- Creation of End of Shift smart text to replace paper handoff tool for ICU/PCU, Med-Surg.
- Creation of Epic Smart Phrases to help with Sepsis communication and Marilton 35 CHF rounds documentation

**Mobile Devices for Nursing—Pilot Launched September 22, 2020**

Nursing colleagues on select units at Virtua Marilton, Memorial and Willingboro hospitals received iPhone SE devices equipped with many applications to maximize workflow and increase safety, including: Epic Rover, QliqSOFT, Cisco Jabber, My-EDP, Nursing Reference Center Plus, Dragon mobile microphone, calculator, flashlight, clock and Safari. With Rover at their fingertips, nursing colleagues can continue to access Epic on the go, without needing to be at a stationary workstation or use paper tools. These devices increase safety and efficiency for nursing and patient care technicians (PCTs) while meeting Virtua’s High Reliability Organization standards. Marilton received 64 devices, distributed among the Intensive Care Unit, Progressive Care Unit and four Medical-Surgical units. At Memorial, Mother Baby, Special Care Nursery and Labor and Delivery units received 26 devices. On Nov. 1, 2020, an additional 27 devices were distributed at Virtua Willingboro Hospital on the E2, E4 and E5 units.

**Efficiency Epic Rover Application**

Color images of patient wound photos are uploaded directly into Epic from the devices, allowing for efficient documentation of wounds into the legal health record. Nursing can record documentation, record documentation and conduct barcode medication and blood product administration in the application.

**Safety**

Capture patient identification photos on admission to aid in patient identification.

Push notifications from Rover and other applications to alert nursing colleagues of tasks (e.g., new orders on a patient or specimen collection are needed). Best Practice Advisories and QliqSOFT messages waiting to be read.

Nursing can access worklists and Medication Administration Records (MARs) on mobile devices, eliminating the need to print.

Decreases IV Pump programming errors due to the ability to view the MAR side-by-side with the pump.

Marilton Rapid Response Team (RRT) nurses converted the department-purchased iPhone and data plan to a Rover device, resulting in cost savings and allowing the RRT nurses to have patient information at their fingertips.

**OneVirtua 2020 Epic Go-Live**

**Clinical Readiness Groups (CRG) across different areas and specialties were formed and consisted of operational champions from both Virtua and Lourdes, subject matter experts, super users, clinical informaticists, IT trainers, analysts and project managers. The CRGs met regularly throughout the duration of the OneVirtua 2020 project, engaging in various readiness activities and providing a venue for ongoing communication while continually assessing operational needs to ensure a smooth transition and a successful Go-Live.

**New Technology Knowledge for Nurses**

- **563 New Hire Nurses Completed Epic Training**
- **421 New Hire Nurses Attended Epic Training Remotely Online**
- **194 Nurses Completed Epic Refresher, Thrive and Dragon Training**
- **987 Nurses Trained in the OneVirtua 2020 Epic Go-Live**
- **202 Epic Nurse Super Users from Virtua, Our Lady of Lourdes and Willingboro**
- **75 Epic classes taught by 14 Nurse Informatics Liaisons for the OneVirtua 2020 Go-Live**

**Reducing Documentation During the COVID-19 Pandemic**

Below are some of the ways documentation was reduced and technology used to save time and resources while increasing efficiency for nurses providing care during both COVID waves.

**Epic**

- Collaboration with Directors of Nursing Practice to create Disaster Practice and Reduced Documentation Guidelines for MedSurg, Critical Care Nurses and Respiratory Therapists.
- Reduced Retention of Required Documentation Fields.
- Replacement of the Care Plan Activity and Patient Education Activity with abbreviated flowsheets.
- Creation of an abbreviated Disaster Admit Navigator, Disaster Shift Navigator and ED Outbreak Navigator.
- Dragon voice recognition access given to ED, Critical Care, PCU and MedSurg Nurses.
- Removal of interruptive Bedchecks.
- Expansion of copy forward logic.

**IT Training Support During the COVID Pandemic**

How To Help Desk—Started week of 4/6 to assist with reduced documentation and remote office visits workflow changes.

Epic Training—Shifted to remote learning online using Zoom.


Ambulatory staff trained on video visit telehealth workflows.

(Epic and Soarian) Web-based Trainings created for Fast track training videos offered to train Nurses, PCTs, Unit Secretaries, RTs and Dieticians who were new to Epic or new to ED/ICU/MedSurg areas.

**New Hire Nurses Attended Epic Training Remotely Online**

<table>
<thead>
<tr>
<th>Session Hours</th>
<th>208</th>
<th>38</th>
<th>176</th>
<th>103</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shadow Charting</td>
<td>32 CRG</td>
<td>Mock Go-Live Events &amp; Road Shows</td>
<td>Cutover Dry-Runs</td>
<td>Cutover Participants</td>
</tr>
<tr>
<td>208 shadow charting session hours</td>
<td>32 CRG</td>
<td>38 mock go-live events</td>
<td>176 dry-run cutover participants</td>
<td>103 cutover participants</td>
</tr>
</tbody>
</table>

**Pharmacy Retining meds for COVID patients to group med times.**

- Medication rooms reconfigured to allow for Dual Sign for high-alert medications in medication room to save PPE.

- Developed smart tools and macros to help with quick narrative documentation.

- Participated in development of sofa scoring tool to be used for ventilator triaging if needed.

- Created COVID order panels within the ED and Critical Care and MedSurg Admission Order Sets.

- Shifting of provider practice visits to tele-visits.

- Implemented many Epic service updates to support the rapid COVID infection control practice standard changes and data needs.

- Creation of Surge units and Pyxis cabinets to account for cross-campus/ unit staff coverage.
SPOTLIGHT ON PRONING
BY DEBORAH LARSEN, DNP, RN-BC, OCN, PCCN

These words above describe nursing every day but now more than ever they describe how nursing responded to the pandemic that hit us all in 2020. The 5th floor at Voorhees is the Surgical GI floor; however, when the novel coronavirus struck and surgeries came to a halt, our unit became the COVID overflow unit. There were many challenges that staff encountered while taking care of patients that were COVID positive and our care evolved as this pandemic continued. In the early days when the patient’s condition deteriorated while being oxygenated, nursing was quick to respond to the emergency and transfer the patient to a higher level of care. Early intubation was the course; however, as we navigated this new disease, our treatment options changed. In the ICU, intubated patients were being placed in a prone position to improve oxygenation. The ANCs of COVID medical-surgical and PCU units collaborated with the ANCs of the ICUs to see if we could adapt the prone positioning technique used for intubated patients to the non-intubated patients who were not in the ICU. A policy and education were developed and staff was excited to educate their patients on prone positioning. There were able to see the results of slowly being able to titrate oxygen needs over the course of the patient’s hospital stay.

The success of prone positioning assisted in preventing the clinical deterioration that was so prevalent in the early months of COVID. The success of this intervention has been written up by the ANCs and was accepted to be published in MEDSURG Nursing this spring.

Here is one of our own, Leslie Foran-Lee, ANC of the ICU at Virtua Memorial, demonstrating several of the different positioning techniques that nursing staff were educated about as the practice of proning became more prevalent.

NURSING GEAR AT THE VIRTUA LOGO SHOP

Have you visited the Logo Shop lately? Virtua’s colors and brand are proudly on display on a number of new products, including masks, bags, clothing, lab coats and scrubs. In addition, the logo shop promotes the professional development of the Virtua Nurse by donating 20% of every sale to the Virtua Nurse Scholarship Fund. To learn more, visit the logo shop via the VINE or at mjccorpstore.com/virtua.