

# Vizient/AACN Nurse Residency Program™

## News for Nurse Residents

July 2024



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## Letter from Evy Olson, MSN, MBA, RN VP, Nursing Programs

Greetings Nurse Residency Program members and nurses! I hope this finds you all doing well and enjoying the summer season.

Thank you for all the work you do in your Nurse Residency Programs. We are honored to work together to support and celebrate nurses as they enter our profession. Graduation season is indeed an exciting time, as new graduates embark on their nursing careers. The Nurse Residency Program plays a crucial role in providing resources and support to help these new nurses transition into the profession successfully.

With over 38,000 nurse residents in the Nurse Residency Program across the country, there is clearly a need for us to continue providing you with valuable resources. While many new nurses traditionally start their careers in acute care settings, we recognize the importance of supporting nurses entering all care settings as well. The nursing profession encompasses a wide range of specialties and practice areas, and it is encouraging to see the growth of nurses entering non-acute care settings.

To meet the needs of nurses in various care settings, we are expanding the resources within the Nurse Residency Program. Collaborations, such as the one we are with beginning with the American Association of Ambulatory Care Nursing, further enhance the Nurse Residency Program by providing resources specifically tailored to the transition to practice in ambulatory settings. This collaboration ensures that nurse residents have access to the knowledge, skills and support they need to excel in their chosen field - in all care settings.

The stories featured in this issue highlight the dedication and passion of nurses in providing high-quality, compassionate care. Learning from each other and from patients is vital in continuously improving the care we provide. It is inspiring to see the work being done by everyone involved in the nursing profession.

During this summer season, remember to take care of ourselves and prioritize our well-being. Managing stress and finding what works for us individually is crucial in maintaining a healthy work-life balance. While we continue to work hard, remember to take time to have fun and enjoy life.

Once again, thank you for all that you do. Your commitment to the nursing profession and to supporting new nurses is greatly appreciated. If you have any suggestions for the program, please do not hesitate to reach out to our team. We are here to work together and ensure a successful transition for our new nurses. Take care and stay safe.

Gratefully and humbly,

Evy Olson, MSN, MBA, RN  
Vice President, Nursing Programs



## Vizient/AACN Nurse Resident of the Year

### Stony Brook University Hospital, New York

The recipient of this award is Sabrina Sloan BSN, RN, CCRN from Stony Brook University Hospital in New York. Sabrina represents an exceptional nurse resident who demonstrates exemplary clinical skills, compassion, leadership and commitment to learning. She received the “CTICU Rookie of the Year” Award from her organization, attended a medical mission trip to Ecuador and serves as a wellness champion on her unit. The Nurse Resident of the Year serves as a role model for their peers and exhibits a profound dedication to providing high-quality patient care. Katherine Lewin, MS, RN, NPD-BC, CCRN, nurse residency program coordinator stated, “Ms. Sloan has a palpable sense of professionalism, compassion, and engagement that radiates throughout the unit. She is a leader amongst her peers, abiding by the highest standards of nursing care.”



Sabrina Sloan BSN, RN, CCRN



## Vizient/AACN Nurse Residency Coordinator of the Year

### Stanford Health Care, California

Kerry Zoss, MS, RN, NPD-BC, PCCN-K from Stanford Health Care in California is the recipient of this award. This category honors an outstanding nurse residency program coordinator who exhibits exceptional leadership, mentorship and advocacy for nurse residents. Kerry partnered with organizational leaders and the Stanford's Nurse Residency Program Advisory Board to create an innovative recruitment project targeting new graduate nurses, diversity and expansion of the NRP. She created a pathway to support recruitment including resume and cover letter writing, focused webinars, and interview skills. The diversity of applicants increased to 110% of candidates who identified as African American/Black, 130% who identified as Hispanic/Latino, and 300% who identified as Two or More Races. The Nurse Residency Coordinator of the Year plays a pivotal role in guiding and supporting nurse residents as they transition from students to professionals, fostering an environment of growth and development. Kristi Norris, MSN, RN, NRP-BC, CMSRN, nurse residency program coordinator stated, “Kerry’s bold approach and strategic collaboration enabled 120% growth of the Nurse Residency Program.”



Kerry Zoss, MS, RN, NPD-BC, PCCN-K



## Making A Difference

### Maryland Medical Center, Baltimore

Submitted by: Robin Price, MSN, RN

Manager, New Nurse Residency Program & Nursing Retention

Linda (Morales) Harmon, BSN, RN, a nurse at the University of Maryland Medical Center (UMMC) in Baltimore, Maryland is an unsung hero on the Vascular Surgery Progressive Care Unit (VSPCU). Her journey started as part of the Commission on Collegiate Nursing Education (CCNE)-accredited nurse residency program in February 2023. In less than 16 months as a new graduate nurse, she has consistently demonstrated a high level of engagement and proactivity on the unit, making a lasting positive impact on the team with her enthusiastic attitude and unwavering commitment to excellence.

It is truly remarkable to witness a new nurse who embodies the qualities of a change agent, constantly striving to improve the quality of care provided. Within a span of just over three months on the VSPCU, Linda took on the significant responsibility of serving as the chair of the service, quality, and safety council. In this role, she has spearheaded numerous initiatives aimed at advocating for and championing positive outcomes to foster the highest standards of care. One of her notable contributions is leading the unit's root cause analysis for all identified Hospital-Acquired Pressure Injuries (HAPI), diligently examining each case and implementing action plans based on thoroughly conducted reviews.

In addition to her leadership responsibilities, Linda also ensures that the unit's bulletin boards are regularly updated with relevant and timely information. She takes the initiative to create visually appealing and informative presentations, effectively disseminating vital information to the entire team. Her attention to detail and dedication to keeping everyone informed is truly commendable.

Furthermore, Linda was VSPCU's trailblazer for the recent American Nurses Credentialing Center's Magnet Recognition Program® site visit that ultimately resulted in UMMC receiving its 4<sup>th</sup> Magnet® designation. Her passion for nursing is evident in the love and respect she receives from her patients, peers, leaders, and healthcare providers, including attending physicians. Linda's name consistently stands out during nurse leadership rounds and patient experience surveys, where she is recognized for her exceptional service. Linda's positive influence extends beyond her immediate unit. Linda has also given back to UMMC's nurse residency program by taking on the role as a small group facilitator serving as a mentor for current new graduates.

Working diligently behind the scenes, she approaches every task with an enthusiastic attitude and a willingness to help in whatever capacity necessary. Linda's unwavering commitment to excellence serves as an inspiration to her colleagues and sets a high standard for others to follow. She wholeheartedly embodies the qualities of an individual who positively impacts the department, initiatives, and UMMC.



Linda Harmon, BSN, RN, Clinical Nurse II

## Spotlight

### Lehigh Valley Health Network

Submitted by: Ingrid Addy, MSN, RN  
Nurse Residency Specialist

Brett Swire graduated with his BSN from Gwynedd Mercy University and accepted a position at Lehigh Valley Health Network (LVHN), in the January 2023 Operating Room Internship Course: a 6-month long orientation process. Brett started the Nurse Residency Program at Lehigh Valley Health Network in 2023 and graduated our program in 2024.

Brett is described by his manager as “compassionate, conscientious, a strong patient advocate, a natural leader, has integrity and is a team player...he shows these attributes daily as he strives to give the very best patient-centered care possible.”



Brett Swire BSN, RN

Brett Swire is the recent recipient (May 2024) of **The LVHN Zero Harm Patient Safety Friends of Nursing Award**. Friends of Nursing is a philanthropic foundation established for the recognition and promotion of the nursing profession at Lehigh Valley Health Network. Friends of Nursing recognizes and promotes excellence in nursing practice, nursing education, nursing research and to enhance the image of nursing. Activities to support this philosophy include distribution of awards for outstanding practice, sponsorship of seminars and educational programs, creation of scholarship funds to support education programs, establishment of fellowships for research, funding for special projects and implementation of retention and recruitment efforts. Gifts to Friends of Nursing have come from patients and families, community members, nurses, physicians, and other health care professionals.

Although he has just over one year of nursing experience, he is recognized as a patient advocate who takes action to ensure safety in the operating room. The following are snippets of Brett's nomination letters:

“When new colleagues, especially new to practice nurses, begin their novel roles, there is often some time established before leadership can witness the expression in dedication to patients and safety. But from the first day Brett began his career as a registered nurse here at LVHN, his devotion and enthusiasm for safe patient care was present”.

“From the day that Brett began his journey in the Operating Room, he has exhibited stellar patient care and has been an advocate for their safety on numerous occasions, having several ‘Great Catches.’ One example of a great catch, “on one occasion, Brett noticed a medication bag with a medication label on it, but underneath was a completely different classification of medication. These were look alike/sound alike medications that were stored next to one another, in the pharmacy. He stopped everything in the room, notifying the surgical team, and took the medication bag to the Operating Room satellite pharmacy to notify them of the error. He was part of the process change that took place in the pharmacy.”

“Brett has found a strong voice in the Operating Room and is not afraid to speak up and be heard if he sees something that is questionable. His surgical conscience is outstanding, and he provides the best care possible to every patient he encounters. Brett is not only a great patient advocate, but he is a calming presence in the operating room for not only the patients, but the entire surgical team. Brett has exceeded expectations in his attention to detail and creating safe environments for all.”



## Rising Star Award

### Yale New Haven Health, Westerly Hospital

Submitted by: Christine Sylvia, MSN, RN

Nursing Professional Development Specialist

Susanna (Sue) Ali, BSN, RN a new graduate nurse in the medical/surgical unit, received the Rising Star Award at Yale New Haven Health, Westerly Hospital in May 2024. She was nominated for the Rising Star Award by peers on her unit who described Sue as an amazing nurse who is very patient and kind to all patients and staff. She has been a member of the Westerly Hospital family since May 2015, initially working as a certified nursing assistant. In December 2022 she graduated from Rhode Island College with her BSN. She transitioned to the new graduate nurse program on February 25, 2023. She was in the Nurse Residency Program cohort February 2023 and graduated from the program in January 2024.

Sue transitioned into her new role as a nurse very well. Sue recognized that knowing the staff and the processes of the unit made her transition to the RN role easier. She has been in her unit for 16 months as a nurse. Sue recently took the preceptor class and began precepting some of our undergraduate nursing students. She also took the charge nurse class and has eagerly assumed the charge nurse role on her unit. Her coworkers state she consistently comes to work with a positive attitude and respects all staff and patients. One nurse said, "she always advocates for the best care of her patients". Sue is never afraid to ask questions, always has a positive attitude and happily jumps in to help staff when needed. She is an exceptional role model.

Sue recently had the opportunity to help someone in our community. She was the first responder at the scene of an accident where she secured the site, started CPR, placed a tourniquet and gave report to EMS upon their arrival. Sue is never afraid to jump in. Sue was influential in saving this person's life.

Sue goes above and beyond every day in everything she does. She deserves this recognition.



Susanna Ali, BSN, RN

## Then and Now

### Emory Health

Submitted by: Wendy Hathaway, DNP, RN, NPJ-BC  
Education Coordinator

Written by: Taryn Kellogg, MN, RN  
Nurse Clinician

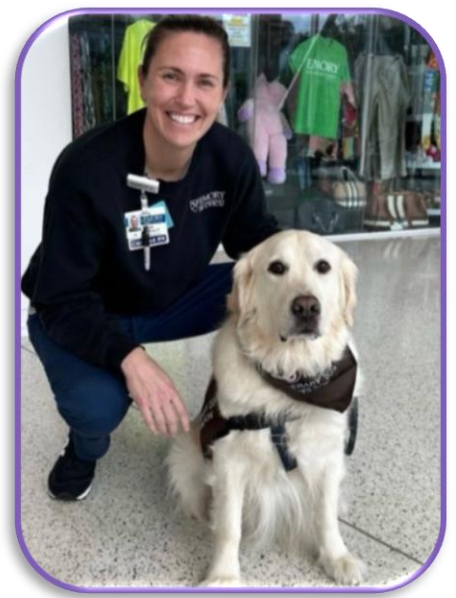
Graduated Emory Healthcare Nurse Residency Program March 2023

Nursing represents a pivotal transition in my professional journey, marking a departure from a nearly decade-long tenure in the zoological field, culminating in my role as an associate curator at the esteemed Georgia Aquarium, where I played a pivotal role in the establishment of the sea lion department. Motivated by a profound sense of purpose and a keen desire to engage with the most challenging patient populations, I embarked upon a new path in nursing.

My foray into nursing commenced with enrollment in the inaugural cohort of Emory University's Master of Nursing program. Concurrently, I served as a nursing extern within Emory University Hospital's Cardiovascular Intensive Care Unit (CVICU), an experience that proved invaluable in shaping my clinical acumen. After graduation, I assumed a full-time nursing position within the CVICU at Emory University Hospital and concurrently participated in the Emory Healthcare New Graduate Nurse Residency Program. This immersive program equipped me with the requisite tools, knowledge, and support to facilitate a seamless transition from student to professional nurse.

As I advanced in my nursing career, I remained steadfast in my commitment to ongoing education and clinical practice. Currently, I am nearing completion of my Doctor of Nursing Practice (DNP) and Advanced Practice Adult-Gerontology Acute Care Nurse Practitioner (AGACNP) program at Emory University, with an anticipated graduation date this December.

A defining aspect of my journey has been the evolution of my evidence-based project within the Nurse Residency Program, which has since blossomed into a passion project and now serves as the foundation for my doctoral research in the field of Nursing Practice. This project centers on exploring the efficacy of animal-assisted interventions in alleviating stress and anxiety among critical care nurses. Drawing from my unique background in the zoological field and my firsthand experience in the high-stakes environment of critical care nursing, I am deeply committed to investigating innovative approaches to address the well-being of healthcare providers. Through rigorous research and inquiry, I endeavor to contribute meaningful insights to the intersection of animal-assisted therapy and nurse resilience, with the ultimate goal of enhancing the quality of care delivery and fostering a supportive work environment within critical care settings.



Taryn Kellogg, MN, RN



## Nightingale Award

### Hartford Healthcare, St. Vincent's Medical Center

Submitted by: Michelle Ostrowski, MSN, RN, NPD-BC, PCCN

Nursing Professional Development Specialist

Nurse Residency Program Coordinator

Andrea Leon BSN, RN a Nurse Residency Program graduate of the August 2023 cohort of St. Vincent's Medical Center (SVMC), Hartford Healthcare, received the 2024 Nightingale award for her compassionate care, leadership and commitment to evidence based practice. Andrea began her nursing career in 2022 as an inpatient nurse at the Connecticut Orthopedic Institute of SVMC. Andrea's ambitious nature was quickly recognized as she prioritized her attainment of her BSN shortly after starting her career, and by her involvement in her unit's Unit Practice Council.

Andrea's peers describe her as supportive and a leader who have the natural ability to foster a culture of collaboration and professional growth. In Andrea's Nightingale nomination letter, she is described as compassionate, trustworthy, respectful person with an unwavering commitment to patient centered care and going "beyond the call." The letter details a specific situation when Andrea consoled a distraught patient who was alone and without family. Andrea stayed beyond her shift to ensure that the patient was settled before leaving.

As a member of her unit's fall prevention team, Andrea used her knowledge of Evidence Based practice to collaborate with the interdisciplinary team and provided evidence-based strategies and recommendations to fall prevention task force. As the unit representative, she partnered with the nursing leadership team to facilitate education, environmental modifications and patient education.

If Andrea's professional involvement was not enough, she was also awarded "Volunteer of the Year" for her participation in community events. Andrea's engagement in organizing health education workshops stems from her belief in empowering others to receiving equitable healthcare.

SVMC is so proud of Andrea of her achievements and the compassionate and care that she provides to her patients every day.



Andrea Leon BSN, RN

## Above and Beyond

### Hunterdon Health, Flemington

Submitted by: Kathy Scipione, MSN, RN  
Nursing Residency/Magnet Coordinator

Carly Skibinski has been working as a Medical Surgical nurse at Hunterdon Health since September 2021. She graduated from the Nurse Residency Program in December 2022. Her passion and dedication for orthopedic surgical patients has not been unnoticed. She coaches new resident nurses and welcomes any questions they may have about patient care. Carly has demonstrated excellent clinical knowledge and achieved her MEDSURG-BC certification in 2023. She is an active member of the Research Council and looks to bring about research to improve nursing practice. In May 2023 Carly also was asked to do a podcast for Nurse Insights for the New Jersey Collaborating Center for Nursing (NJCCN) on transitioning from nurse resident to staff nurse. As a result of her speaking about nursing and reasons why nursing was for her, Carly was asked to join the leadership team to the American Nurses Credentialing Center's National Magnet Conference® to receive our 4<sup>th</sup> Magnet® Recognition.

Carly successfully precepts new nurse residents and enables them to make a smooth transition from their nurse residency program to a competent nurse. She is an advocate for her patients. Her compassion for her patients is seen at the bedside. Carly is currently working on achieving her Professional Advancement Level 3 in nursing which she hopes to achieve the end of 2024.

We are proud of the accomplishments Carly has obtained in just a short time as a nurse and she feels the Nurse Residency Program has helped her in this journey of success.



Carly Skibinski, BSN, RN, MedSurg-BC

## DAISY Award

### Penn Medicine, Pennsylvania Hospital

Submitted by: Elise Turnbach, MSN, RN, CEN

Nurse Residency Coordinator at Pennsylvania Hospital

Tidarat (Tida) Pikuntong came to the United States from Thailand over 10 years ago seeking a professional career in nursing. She graduated with an associate degree and became a nurse resident on 6 Cathcart, a Medical-Surgical Unit at Pennsylvania Hospital in March 2023. While conquering her first year, Tida pursued her bachelor's degree in nursing.

Shortly after nurse residency graduation in March 2024, Tida received the DAISY Award. The nomination written by a patient reads: *"Nurse Tida was a breath of fresh air, bright sunshine after a rainy storm, and a mom-like soul of compassion. I've been on the 6th floor of Pennsylvania Hospital for several days now with a painful left leg infection. I also suffer from depression and PTSD. Tida made jokes, told funny stories and showed complete compassion all the while explaining everything perfectly with pristine knowledge. Tida took it upon herself, with my permission, to go through my chart to see what was going on and explain things to me. This was wonderful, and above and beyond her responsibility, and made me feel truly cared for."*

After Tida was presented with the award, I spoke with her about what made her pursue nursing. Tida shared, "one of the main reasons that I wanted to become a nurse is that I have strong Buddhist beliefs. I want to work as part of a medical team to help decrease people's pain and enjoy the reward of serving people. Doing so would be a direct way to help and give back to the community."

But it is not only her contributions to patients that makes Tida a worthy awardee. Her colleague Frank Visco, MSN, RN-BC writes "back when she was a new-to-practice RN, I knew Tida would find success in this profession because she was so inquisitive and so willing to go the extra mile for her patients. Patients pick up on these things, and, so, during her early days as a novice, they always seemed willing to give her grace as she learned and grew. Kindness, compassion, and energy go a long way. Now, as a proficient practitioner, Tida no longer needs that grace, but she still brings the Tida intangibles. It's no surprise, she was awarded with a DAISY Award. I'm so proud of the work she has done and excited for the career she is forging."

More praise from Chandra Simpson, MSN, RN, CCRN, PCCN, CMC, Clinical Nurse Education Specialist on Tida's unit, "from the moment Tida stepped into the interview, she impressed us with her warmth, intellect, and diligence. I'm so proud of her progression and how diligent she is about her profession. I'm also appreciative of the fact that now she is being recognized for it."

Tida has made her mark on patients and staff at Pennsylvania Hospital. We are incredibly fortunate to have her on our team.



Tidarat Pikuntong, BSN, RN, Clinical Nurse II

## Making a Difference

### University of Maryland Medical Center

Submitted by: Robin Price, MSN, RN  
Manager, Nursing Residency Program &  
Nursing Retention

Micaela Baca, MSN, RN began her journey with nursing in February 2023 as a new graduate on the Surgical and Thoracic Intermediate Care Unit at the University of Maryland Medical Center (UMMC) in Baltimore, Maryland. From the beginning, her bright and outgoing personality made her a standout in UMMC's Commission on Collegiate Nursing Education's (CCNE)-accredited new nurse residency program. One year later, with the completion of the program in February 2024, Micaela presented an impressive final evidence-based practice project entitled "Closing the Confidence Gap in RN Skin Assessment and PI Identification Among Diverse Skin Tones."

Micaela is an exceptional nurse who consistently goes above and beyond for her patients. She not only provides outstanding clinical care but also ensures that her patients feel supported and cared for during their hospital stay, with personalized gestures to make their day brighter.

In December 2023, Micaela was selected as a DAISY Award recipient in recognition of the imaginative ways that she used to personalize the patient experience. She added handdrawn sketches to patients' wound care dressings as a way to bring joy and laughter during their hospital stay. As one patient shared, "It's the little things that mean the most." Even her fellow nurses have commented how these drawings always bring a smile to their faces when they change their patients' dressings and discover a new surprise doodle.

It is truly these thoughtful and compassionate actions that set Micaela apart. Her commitment to providing a positive experience for her patients extends beyond their clinical needs, making a lasting impact on their overall well-being. Micaela's excellence as a nurse is widely recognized, as she is consistently mentioned by name in the automated discharge phone calls, patient satisfaction surveys, and Nurse Leadership Rounds.

In May 2024, Micaela was also the recipient of the **Excellence in Quality and Safety** award given out at the annual awards ceremony during UMMC's Nurses' Week. We are truly proud and humbled to have Micaela on the Surgical and Thoracic Intermediate Care Unit team at the UMMC. We are honored to recognize this exceptional nurse who is making a difference in so many ways.



Michaela Baca MSN, RN, Clinical Nurse II



Example of one of Micaela's doodles on a wound dressing

## Spotlight

### Loyola University Medical Center

Submitted by: Cheryl Nazal, MS, APRN-CNS, NPD-BC, NE-BC, ACNS-BC



Karolina Magnuszewski, BSN, RN, CBRN

Karolina Magnuszewski, BSN, RN, CBRN, a Loyola University Medical Center Burn ICU nurse and recent graduate of the American Nurses Credentialing Center's Practice Transition Accreditation Program® (PTAP)-accredited Loyola Medicine New Graduate Nurse Residency Program, participated in a two-day accreditor well-being meeting held at the ACGME offices in Chicago, alongside 12 others accrediting bodies from across the interdisciplinary healthcare team such as PT/OT, pharmacy and medicine. Karolina spoke on behalf of nurse residents across the country and beyond, sharing her experience as a new graduate nurse and discussing well-being resources and needs for the nurse resident within their first year of transitioning into practice. In these two days, Karolina and team defined and discussed well-being and brainstormed universal ideas, approaches, and services that healthcare organizations could integrate that would transform wellness for every healthcare worker. She has already begun implementing some of these great ideas in her unit! We are proud of Karolina. She advocated for and represented nursing and Loyola Medicine admirably.

## Safety Good Catch Award

### Penn Medicine, Princeton Health

Submitted by: Allison Healy, MSN, RN, GERO-BC  
Nurse Residency Coordinator

Learning medication safety as a nurse resident is crucial, as it forms the backbone of patient care and effective care plan delivery. This involves understanding pharmacology, proper dosing, administration techniques, and monitoring for side effects. It requires meticulous attention to detail, adherence to protocols, and effective communication with the healthcare team. Nurse residents must also stay current with hospital policies, utilize technology for double-checking medications, and foster a culture of safety by promptly reporting and addressing errors using Just Culture. Through continuous education and practical experience, they build confidence and competence in ensuring patient safety. At Penn Medicine Princeton Health, nurse residents serve a vital role in medication safety through their fresh perspective that enhances the quality of care provided.

Isabella Piccininilattari, BSN, RN, from the March 2023 nurse residency cohort, was recognized on the unit level and for a good catch after she identified a recurring problem when she was hanging reconstituted IV medications. Her attention to detail allowed her to notice medication infusions being completed on the pump but some of the medication dripping back down into the glass vial, resulting in patients not receiving their full ordered dose. When escalated to the unit pharmacist, the issue was identified related to a new adapter product connecting the vial and the IV bag and noticed hospital wide. She won the first Acute Care of the Elderly staff member of the month for this and continues to create positive change in the realm of medication safety.

Libeth Jimenez, RN from the March 2024 nurse residency cohort, was also the recipient of a good catch award for her efforts with medication safety. During her first rotation on the Acute Care for the Elderly unit, she promptly caught a discharged patient's insulin pen in the patient specific bin in Omnicell of her current patient. She prevented a medication error by correctly identifying a near miss and highlighted the need for leadership rounding on these bins for discharged patients. Her catch also created awareness for the unit through safety event reporting, investigation, and follow up education, leading to improved clearance of discharged patients' bins. Libeth's commitment to patient safety identified an opportunity for improvement in the previous process of handling discharged patients' medications and enhanced the future safety of all patients.



Libeth Jimenez RN



Isabella Piccininilattari BSN, RN



## Rising Star

### Hunter Health, Flemington

Submitted by: Kathy Scipione, MSN, RN

Nurse Residency/Magnet Coordinator

At Hunterdon Health we celebrate Nurses week by ending with Nursing Excellence Awards. On May 10, 2024 we celebrated our 12<sup>th</sup> Annual Nursing Excellence Awards. There are ten nomination categories. One category is the Rising Star Award. This awardee is an advanced beginner/competent nurse and has been in practice for less than two years. This nurse has made a successful transition into professional practice, is an engaged member of their team, and exhibits exceptional promise and professionalism.

Lauren Spilletti, BSN, RN started her nursing career at Hunterdon Health on August 7, 2023 on a 20 bed Cardiovascular Step-down unit (5 West). Lauren is currently in Cohort 13 and due to graduate from the Nurse Residency Program on September 12, 2024.

Lauren excels in therapeutic communication along with performing nursing tasks. This was evidenced in the way she provided care for her first inpatient hospice patient. She not only provided dignified and respectful care to the patient but also provided support to the patient's daughter who was having a difficult time dealing with her mother's death. Lauren took the time to hold hands with the patient and her daughter, explain everything that was happening and that was going to happen - all while maintaining her composure and professionalism. Lauren always comes to work with a smile on her face and exudes positive energy. Lauren and a few of her 5 West colleagues developed the "Sunshine Committee" with the mission being to bring joy to the workplace. Every holiday, Lauren coordinates decorating the breakroom and has special treats for the staff. For Valentine's Day, she gave staff members an opportunity to give/receive valentines and she coordinated an egg hunt for Easter. Nurses Week came with treats for all staff, a picture walls of staff and decorations throughout the unit. On a busy unit, there is seldom time for extracurricular activities at work and Lauren finds the time to bring joy to the workplace and a smile on her coworkers faces.

As a new nurse, Lauren has been very engaged from the beginning. She motivated the unit even on a not so good day. We are proud to have Lauren on our nursing team and thank her for making her unit a better place to work.



Lauren Spilletti, BSN, RN



## Daisy Award Winner

### Hunterdon Health, Flemington

Submitted by: Kathy Scipione, MSN, RN  
Nurse Residency/Magnet Coordinator

Hunterdon Health recently awarded the DAISY Award to a nurse resident for her outstanding care. The DAISY Award celebrates the extraordinary clinical skills and compassionate care given by nurses every day. Throughout the year anyone can submit a nomination for the DAISY Award for a nurse who provides extraordinary compassionate care.

Megan Bill, BSN, RN began her career at Hunterdon Health on September 9, 2023. She is a current nurse resident in Cohort 14, who works on a 48 bed Medical Specialty Oncology Unit (3W). According to her nomination letter, Megan was chosen in recognition of her outstanding commitment to patient care and unwavering compassion.

The daughter of a patient wrote the following nomination letter about Megan Bill. My father was a patient at Hunterdon on 3W. We had the privilege of experiencing firsthand the exceptional care provided by Megan during his hospitalization. My father was diagnosed with Stage IV metastatic lung cancer. Over the past years, he underwent stereotactic radiation treatments, years of chemotherapy, lumpectomy, countless MRI and CAT scans and previous hospitalizations for chemo

toxicity. I believe my father knew this hospitalization was different. He was not improving and due to the complexity of his condition, he made the decision to accept comfort care measures and his wishes were to go home on Hospice care. Megan was his nurse on the first day.

From the moment she walked into his room, her warm smile and genuine concern immediately put him at ease. She was an excellent advocate for my father and made sure we were informed throughout his stay, whether it was a medication change, new test that was ordered, or the results of those tests. I can remember on the second morning, my father specifically asking me if Megan would be his nurse that day. He said she was so sweet and really knew her stuff. What truly sets Megan apart, in my opinion, is her level of compassion and empathy. Not only did she attend to my father's physical needs with skill and expertise, but also took time to understand the emotional aspects of his illness. Megan demonstrated the core values of Hunterdon and embodies the qualities of an exemplary nurse, compassionate, competent, and dedicated to making a positive difference in the lives of

her patients. Her impact extends far beyond the walls of this hospital, touching the hearts of all those fortunate enough to be under her care."

Megan is an exceptional new nurse whose passion for nursing and the dedication to the profession clearly shines through to her patients. Thank you, Megan, for making a difference in the lives of your patients. We are honored for you to have receive this DAISY Award.



Megan Bill, BSN, RN

## Spotlight

### Capital Health Medical Center – Hopewell and Capital Health Regional Medical Center

Submitted by: Kim Coleman, MSN, RN, ACNS-BC, APN-C

Nurse Residency Coordinator

On Tuesday, April 30, 2024, eleven staff members from Capital Health Medical Center-Hopewell and Capital Health Regional Medical Center traveled to New Orleans from Trenton, New Jersey to celebrate their American Nurses Credentialing Center's (ANCC) Practice Transition Accreditation Program® (PTAP)-accreditation that was received in July 2023. While celebrations occurred in the hospital, it was important to our management team that staff participate in celebrating this achievement in person during the 2024 ANCC Accreditation Transition to Practice Symposium.

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

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



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

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

Accreditation is not the end of the journey but rather the beginning of a commitment to continuous improvement. By celebrating accreditation, organizations reinforce the importance of quality and continuous improvement as core values. It encourages ongoing efforts to identify areas for enhancement and implement best practices to further improve the program. Accreditation is also an opportunity to acknowledge and appreciate the hard work and dedication of everyone involved, boost morale, help nurses feel valued, motivated and empowered in their roles, leading to improved job satisfaction, retention, and ultimately better patient re outcomes. As such, the nurse resident attendees were chosen because of their involvement not only within the nurse resident program, but because they have volunteered to assist during Nurse Resident Open Houses, RN orientation and to be nurse resident ambassadors for our future cohorts. The Capital Health nurse resident management team and nurse residents had a great time bonding together as colleagues and now friends during this wonderful symposium. We not only absorbed the great and motivating insights from the speakers during the day, we also celebrated our accreditation with other stellar institutions, while enjoying the delicious cuisine and culture that New Orleans has to offer.



Past and Present Nurse Residents at Capital Health

Left to right: Miranda Mowery BSN, RN; Jesus Bravo Jauregui BSN, RN; Kaitlyn Ludes BSN, RN; Ting Zhang ADN, Carrie Hixson ASN, RN.

## Daisy Award

### Yale New Haven Health, Westerly Hospital

Submitted by: Christine Sylvia, MSN, RN  
Nursing Professional Development Specialist

Caitlin Bouchard, BSN, RN, a new graduate nurse in the Emergency Room received the DAISY Award at Yale New Haven Health, Westerly Hospital this May. She was nominated by two of her peers, her preceptor and one physician on her unit. Caitlin is described unanimously as being an incredibly caring and compassionate nurse and an amazing addition to the Westerly Hospital Emergency Department. Caitlin started in the Emergency Room in August 2023. She is currently in the Nurse Residency Program and will complete the program in July 2024.

Caitlin arrives to work on every shift with a big smile and leaves every shift with the same smile. “Caitlin’s positive attitude is infectious, and you can always feel the vibe when she is on the unit,” said a CNA in the ED. “Her enthusiasm for gaining nursing knowledge, learning new skills and improving her own skills is infectious,” said an RN in the ED. In addition to bringing joy to the department, she also brings joy to her patients with the incredible care she provides. An RN in the ED states, “Caitlin is amazingly compassionate, respectful to all patients.” She is aware of how to meet her patient’s physical and emotional needs while also supporting their families and her co-workers. Caitlin is always willing to lend a hand when she is not busy, and she always asks her team who needs help. This includes emergency room techs and all members of the care team. Caitlin is a team player and sees everyone as an equal part of the team, stated Rachel.

Dr. Nato, a physician at Westerly Hospital shared Caitlin exemplifies what it means to be a rising star, “she shows compassion for her patients, treating everyone with respect and thoughtfulness. She has a thirst and curiosity for knowledge, constantly asking thoughtful questions. She demonstrates accountability and empathy every shift and is quickly becoming a leader in patient care in the Emergency room.”



## Novice Nurse of the Year Award

### Johns Hopkins Howard County Medical Center

Submitted by: Stephanie Al-Adhami, MSN, RN, NPD-BC, CAPA  
Nursing Professional Development Specialist

Congratulations to Tashia Henderson, Clinical Nurse, RN, Special Care Unit for winning the 2024 Johns Hopkins Howard County Medical Center Novice Nurse of the Year Award! The nomination for Tashia read, in part, “Tashia quickly became a talented nurse on the unit. Patients and coworkers alike praise her calm demeanor and ability to both think and act quickly in critical situations. Talking to her and watching her operate, you would guess she’s been here 10 years”. Tashia graduated from the hospital’s Nurse Residency Program in June 2023.



Tashia Henderson, RN

Ron Langlotz, DNP, RN, NEA-BC  
Vice President of Nursing

## And the Award Goes To....

### Capital Health Medical Center – Hopewell and Capital Health Regional Medical Center

Submitted by: Kim Coleman, MSN, RN, ACNS-BC, APN-C  
Nurse Residency Program Coordinator

The American Nurses Association (ANA) initiated the celebration of National Nurse's Week in 1954, marking the 100<sup>th</sup> anniversary of Nightingale's mission to Crimea. It became an annual celebratory event in 1994. Like many facilities, Capital Health Medical Center - Hopewell and Capital Health System at Fuld celebrated and honored our nurses the week of May 6, 2024. Overall, celebrating nursing achievements during Nurse's Week is a crucial way to honor the dedication, expertise and compassion that nurses bring to their work every day. It also, reinforces the value and their contributions to healthcare and helps build a stronger more motivated nursing workforce.

During this weeklong celebration, Capital Health shows appreciate for their nurses by hosting meal celebrations, ice cream and a gift distribution, but the highlight of the week concludes with recognizing our nurses that have excelled in their practice. This daylong celebration includes a guest speaker and the presentation of nursing awards along with cake and goodies. This year, nominations were accepted for Rookie of the Year, Excellence in Nursing Practice, Nurse Mentor, Partner in Practice, Lifetime Achievement, Community Impact and Dream Teammate awards.

I am very proud to announce that out of the 14 awards, 8 prior and current Nurse Residents received awards. I'd like to acknowledge the following:

#### Capital Health System at Fuld:

- Community Impact Award - Anthony Monti, RN 8/2022 Nurse Resident Cohort
- Nurse Mentor Award – Andrew Freas, RN 4/2022 Nurse Resident Cohort
- Rookie of the Year Award – Brandi Jones, RN 7/2023 Nurse Resident Cohort & Robyn Elcenko, BSN, RN 1/2023 Nurse Resident Cohort
- Nursing Excellence Award – Jen Imburgia, RN 8/2020 Nurse Resident Cohort

#### Capital Health Medical Center – Hopewell

- Rookie of the Year Award – Peyton Grogan, BSN RN 8/2023 Nurse Resident Cohort and Alexandra Stange, RN 7/2023 Nurse Resident Cohort
- Nursing Excellence Award – Kaylee Hammond, BSN RN 1/2022 Nurse Resident Cohort

Together these nurses show a commitment to quality, safety, and compassion in the provision of holistic nursing care, display a commitment to the health and wellness of our communities, support for others, either formally or informally and uphold the highest standards and mission of Capital Health going above and beyond expectations in their designated role. Congratulations!



From Left to right: Kristen Stuenckel MSN, RN, CCRN  
Nurse Manager TMICU/CVCU/IMU and  
Robyn Elcenko, BSN, RN – TMICU



Left to Right: Kaylee Hammond BSN, RN, Alexandra  
Stange, RN and Peyton Grogan, BSN, RN



To learn more, contact  
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