



2021

NURSING

ANNUAL REPORT

STRONGER TOGETHER



CentraState
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STRONGER TOGETHER



Letter from Cathleen Janzekovich 2021

The year 2021 proves that we are stronger together as we continue the “Year of the Nurse.” This is especially true given the continued challenges posed by the COVID-19 pandemic, but our nursing team has much to be proud of as the year finished.

The start of this year held so much promise with the development and deployment of COVID-19 vaccines. CentraState’s clinical teams worked hard to fulfill the hospital’s mission to successfully deliver a “shot of hope” to our community and staff. In late summer and early winter, the new Delta and Omicron variants posed their own unique challenges to the hospital, yet our nurses proved their strength, resilience, and commitment to their patients and profession during the changing dynamics throughout the year.

While maintaining the highest level of quality healthcare throughout the pandemic, CentraState nurses successfully navigated The Joint Commission’s unannounced survey. The survey’s purpose was to review our quality and safety measures supporting patient care. Our survey resulted in no conditional findings, which is outstanding.

In constantly proving their dedication to being patient-centered, our nursing units continued to work on improving our quality metrics related to nursing-sensitive indicators. Our organization received recertification for The Joint Commission Disease-Specific Certification in Heart Failure for the fourth time, and the program was additionally honored with the American Heart Association’s Get With The Guidelines® Gold Plus Target Heart Failure Award. Also for the fourth year in a row, CentraState received the Get With the Guidelines® Target Stroke Honor Roll Elite Gold Plus distinction and The Joint Commission designated CentraState a primary stroke center for the fifth time. These recognitions validate the hard work and resolve of our nurses.

The switch to the Epic electronic health record (EHR) platform is planned for February 2022. Numerous clinical bedside nurses and nursing leadership have worked tirelessly ensuring that the documentation meets our needs. Epic will provide our nurses with improved user-friendly capabilities, better integration of inpatient and outpatient encounters, and a new patient portal allowing for information to be easily accessed in one location.

Our nursing team continued to maintain certifications and pursued advanced degrees throughout this challenging year, outperforming other Magnet® hospitals in certification and BSN rates proving the devotion of our CentraState nurses to our patients, community, and profession.

While COVID-19 called upon our nurses for the last two years to constantly change and adapt, we did this successfully because we realized we were stronger if we worked together. It also attested to the hard work of our nurses and their ability to continually deliver the best-in-class healthcare to patients. This annual report highlights your stellar work. Thank you for everything you do. I am gratified and honored to lead this dedicated and committed team of nursing professionals.

Cathleen Janzekovich, PhD, MA, FHELA, MEDSURG-BC, NEA-BC, Vice President, Patient Services



Caring for the Hearts of the Community

CentraState's cardiology team continues to provide innovative and personalized cardiovascular care to the community. Here are some of the accomplishments the department achieved throughout 2021.

New Cardiovascular Interventional Suite

CentraState's new Cardiovascular Interventional Suite opened for care on February 14. The new suite offers the complete integration of leading-edge imaging and technology to diagnose and treat patients with cardiovascular disease and other conditions using minimally invasive alternatives to surgical procedures. The team consists of expert radiologists, vascular surgeons, electrophysiologists, interventional cardiologists, radiology technologists and registered nurses working together to provide innovative, personalized care to the community. Preparing for this new suite required strong collaboration and shared goals to make this an outstanding service for patients.

Cardiac Rehabilitation Accreditation

The hospital's cardiac and pulmonary rehabilitation program is one of the few programs in the state to achieve accreditation from the American Association of Cardiovascular and Pulmonary Rehabilitation. This accreditation requires an annual assessment of clinical knowledge and competency skill above industry standards. This program is designed to assist patients with cardiovascular disease to recover faster and lead healthier lives, going beyond a supervised exercise program to include support groups, nutritional counseling, and education.

Cardiology Team Highlights

- This past year, three nurses successfully achieved cardiovascular nursing certification through the American Nurses Credentialing Center and Cardiac Rehabilitation Professional from American Association of Cardiovascular and Pulmonary Rehabilitation.
- Nicole Interrante, BSN, RN, CV-BC, published "How Cardiac Rehab Can Improve Functional Capacity in Patients with Left Ventricular Assist Device" in the newsletter for Preventive Cardiovascular Nurses Association (PCNA). Nicole presented this research at CentraState's 2021 Nursing Research Day.
- Tricia Marceante, RN, MSN, APN-C, and Kelly Collazo, RN, MSN, lead the Transition of Care Heart Failure program at CentraState. Kelly and Tricia successfully achieved outstanding outcomes for the American Heart Association Get with the Guidelines® seven-day follow-up for patients suffering from heart failure. Tricia presented a series on stress management titled "Be Sweet to Your Heart" to CentraState's cardiac rehabilitation patient population.

Amy Quinlan, DNP, MBA, APN, RCIS, CCRN, Cardiovascular Service Line Director

CAUTI Reduction Taskforce Takes Action

The prevention of catheter-associated urinary tract infections (CAUTI) remains a focus for the CentraState nursing team given the patient safety implications. An interdisciplinary group was formed in 2020 to develop action plans and processes to prevent urinary catheter infections along with central line-associated bloodstream infections (CLABSI), ensuring safe and evidence-based patient care.

By October of 2020, the rate of CAUTI at CentraState was at 1.339 with a target goal of 0.718. To address this, the prevention committee created new task forces to focus on CAUTI and CLABSI prevention separately. The new group included a physician champion, representation from several nursing departments including the Emergency Department, Inpatient and Perioperative Services, nursing leadership, Infection Control, and Professional Development.

This group took on several activities for CAUTI rate reduction. A literature search was conducted for evidence-based practices and standards of care for urinary catheters. A survey sent to staff in January 2021 ascertained perceptions of and barriers to removing indwelling urinary catheters. The creation of required simulation labs for nursing staff ensures ongoing competency for catheter insertion and maintenance.

Vendors educate staff and conduct independent urinary catheter prevalence studies to coincide with internal prevalence studies quarterly. Tips of the month go out from the monthly meeting of this committee for ongoing education and reinforcement of practices. Progress reports occur at the meetings for nurse managers and infection control. This data is tracked on quality department scorecards and communicated via an intranet for all staff.

In 2021, the CAUTI rate increased in the first quarter to 3.33. By the second quarter, the CAUTI rate reduced to 1.92. Ongoing surveillance, education, reinforcement, and accountability processes are in place for further reduction in the CAUTI rate to ensure that prevention of CAUTI remains a high priority and focus for the organization.

Dawn Kline, BSN, RNC-LRN, DHA, Executive Director of Mother Child Health, Orthopedics & Patient Experience





Central Line-Associated Bloodstream Infection (CLABSI) Improvements

The year 2020 was quite challenging with the central line-associated bloodstream infection (CLABSI) rate superseding value-based purchasing requirements at CentraState. Value-based purchasing impacts financial incentives for meeting performance measures. To decrease the CLABSI rate in 2021, a rapid-cycle task force was created that meets weekly to discuss policies and current practices.

Jayne Craig, PhD, RN, nurse researcher at CentraState, underwent literature reviews on best practices for the use of midline catheters instead of central lines and femoral venous access. The team conducted a CLABSI risk assessment as well. To help deploy these best practices, a hospital-wide prevalence study was conducted with opportunities for improvement identified.

New policies emerged from this research. All nurses are re-educated on the use and care of central lines. Each unit management team obtains the central line catheter report daily with a checklist and assesses each central line. Central lines are also included in the nurse shift report each day. The infection prevention nurse is present at daily interdisciplinary rounding on the Critical Care Unit (CCU) and central lines are discussed with the team. Root cause analyses (RCA) are performed for each CLABSI identified. With each RCA, the team learns another challenge and addresses it, down to the products used for central lines.

Some of the task force's successes include a new policy that requires the IV Therapy Team to take responsibility for all central line dressing changes and the creation of a central line removal flow chart. To date for 2021, the number of CLABSI's identified has decreased by 50 percent.

Laurie Gambardella, RN, MSN, Executive Director of Specialty Services

CentraState Achieves Recognition for Excellence in Heart Failure Treatment and Outcomes

In May 2021, the Heart Failure Program at CentraState Medical Center received its fourth recertification for The Joint Commission Disease-Specific Certification in Heart Failure. The program was also honored with the American Heart Association's Get With The Guidelines® Gold Plus Target Heart Failure award. These achievements emphasize the hospital and staff commitment to delivering safe, quality-driven, evidence-based care while aiding in the reduction of frequent and untimely rehospitalizations for heart failure patients in the community.

The program underwent a one-day site review where The Joint Commission evaluated the program's compliance with disease-specific care standards and heart failure requirements. The primary focus of this bi-annual review included the referral and enrollment of patients into cardiac rehabilitation, the discussion of POLST, and the provision of early provider follow-up care post-hospitalization.

To improve the quality of outcomes for patients, the Heart Failure Program at CentraState participates in the American Heart Association's Get With Guidelines® database. This award program provides structured formats that focus on improving nursing and provider interventions and patient education. A successful educational plan is a key component of the CentraState Heart Failure program and aids patients and caregivers in acquiring the skills, knowledge, and problem-solving abilities necessary for self-care and adherence to the treatment plan.

The Heart Failure program consists of a multidisciplinary team entrusted to set standards of care, provide staff and community education, and oversee program outcomes. Members of the team include inpatient and outpatient nursing staff/managers, a HF cardiologist/physician, a palliative care APN and physician, pharmacists, dietitians, care managers, social work, cardiac rehabilitation and wellness health coaches, physical and occupational therapists, a medical librarian, and quality improvement analysts. Collaborative work ensures optimal heart failure care while evaluating quality metrics and adapting processes as needed.

One such process and a highlight of the past year, included the addition of the Heart Failure Transition of Care program. A successful transition from the hospital to the community setting is a proven measure that helps to reduce avoidable readmissions. Partnering with the Gloria Saker Women's Heart Program at CentraState, patients who are unable to obtain early provider follow-up appointments post hospitalization are now seen by an APN at the hospital. Face-to-face visits or telehealth services are available to the patient where an APN provides a review of discharge information, reinforces education, clarifies discharge medication reconciliation, orders or follows up on diagnostic tests or treatments, and interacts with the patient's primary care physician and/or cardiologist to facilitate the resumption of care and assistance in scheduling follow-up care needs. The Transition of Care program additionally assists the overall heart failure program in meeting The Joint Commission quality measures by providing early follow-up care. Since the program's induction in October 2020, the percentage of HF patients receiving seven-day follow-up appointments has risen from 68 percent to a monthly average of 95 percent.

Kelly Collazo, RN, MSN, Cardiac Coordinator, 5 North





Improving Outcomes: CODE-STAT

CODE-STAT is a computer software program that provides real-time statistics and details of all in-house adult medical emergencies including CPR, ECG, ETCO2 waveforms, and CO2 trends. The program allows for in-house downloads of all medical emergencies which enable the completion of a real-time review from the time the LifePack is turned on until the event ends. This analysis improves the overall performance and response of the medical staff while improving patient outcomes.

CODE-STAT provides access to relevant high-quality data including chest compressions, time and time off the chest, ventilation rates, pauses and post-shock pause times measurements, and time elapsed before the first shock. Staff use the program to create custom performance reports, individual case reviews, and training plans.

The information retrieved from the CODE-STAT program assisted in the creation of an adult medical emergency review committee as well as a resuscitation committee that utilizes the American Heart Association's Get with the Guidelines® Resuscitation Clinical Tools. The committees consist of emergency department and critical care physicians and residents, and nurses from the Emergency Department, Intensive Care Unit, Respiratory, Education, and Performance Improvement departments. The overall goal of these committees is to improve education, patient outcomes, and enhance the response and performance of all hospital staff.

JoAnn Wolfson DNP, MSN, CCRN, Nurse Manager CCU

Endoscopy Excellence in Professionalism Award 2021

The American Board of Certification for Gastroenterology Nurses (ABCGN), an organization dedicated to the professional development of gastroenterology nurses, awarded CentraState's Endoscopy Department with its Excellence in Professionalism Award for 2021. This award recognizes facilities that support the gastroenterology nurse's commitment to excellence through certification.

To be eligible, the facility must have 50 percent or greater of the nurses certified in gastroenterology in a hospital-based endoscopy unit or outpatient surgery center.

Although CentraState's Endoscopy Unit is relatively small, most of its nurses have attained and maintained their GI certification over the past 20 years. Through their commitment to gastroenterology nursing, the nurses attend various regional and national conferences to stay current with standard procedures and practices. Since the pandemic, the nurses continue their education through online learning.

The endoscopy nurses collaborate with physicians assisting with the latest interventional procedures. They sit on various nursing committees to represent peri-operative services and are continually learning to adapt to an ever-changing healthcare environment.

The Endoscopy Unit also includes surgical technicians who are certified by the National Center for Competency Testing (NCCT). Their commitment to excellence is apparent as they provide exceptional technical support for all interventional procedures. Their dedication to maintaining proper cleaning and disinfecting protocols has been paramount to the department.

The Endoscopy Unit at CentraState introduced new, innovative technology and procedures such as endoscopic and endoscopic bronchial ultrasounds.

As a team, the Endoscopy Unit strives to achieve excellence while providing the most compassionate and competent care for all patients

Helen Bueti, RN, BSN, CGRN, Endoscopy Unit Team Leader





The Epic Adventure Begins

CentraState's nursing team worked hard over the past year in preparation for the deployment of Epic, the hospital's new electronic health record (EHR). Prior to the "Go-Live" date, all aspects of the workflow within Epic were reviewed and approved by members of the nursing staff.

Jen Wiley, RN, MSN, PCCN, Clinical Leader 4 East Neuroscience Spine Center, acted as the Clinical Documentation Operational Lead. This role required attendance at weekly meetings with Epic to get a better understanding of how nurses document patient information and orders within this system. As a Clinical Leader, Jen has an excellent understanding of the workflow of bedside nurses at CentraState. In her role as an Operational Lead, she vocalized the needs of the bedside nurses to ensure that they would be able to provide the best care possible while utilizing the new system.

In addition to gaining an understanding of the new workflows in Epic, nursing also examined the impact of introducing a new documentation system on our current nursing policies and procedures. Margaret Kurczeski, RN, MSN, CEN, Nurse Educator, and Toni Vaccarello, RN, BSN, Clinical Leader, 2 West, lead the Nursing Standards Epic Policy Alignment subcommittee. This subcommittee reviewed all nursing policies related to documentation and ensured that CentraState Medical Center policies align with our practice when Epic roll-outs. The subcommittee was responsible for verifying all policies were driven by evidence-based practice and met all standards of regulatory agencies during the review process. Having up-to-date policies gives our nurses the guidelines they need to provide effective and individualized nursing care.

The nursing team is excited about the arrival of Epic and looks forward to seeing all the ways it will positively impact patient care at CentraState.

Anna McSorley, RN, MS, BSN, Director of Clinical Applications and Workflow;

Margaret Kurczeski, RN, MSN, CEN, Nurse Educator;

Toni Vaccarello, RN, BSN, Clinical Leader, 2 West;

Jennifer Wiley, RN, MSN, PCCN, Clinical Leader 4 East Neuroscience Spine Center

Maternal Child Health Improves Exclusive Breastfeeding Rates

Exclusive breastfeeding is the ideal nourishment for newborns and provides multiple physical and emotional benefits to mothers.

In 2016, the PCB-5 exclusive breastmilk feeding perinatal quality indicator was first benchmarked against the Agency for Healthcare Research and Quality's (AHRQ) benchmarks of 50% or greater at CentraState Medical Center. In 2016, 45% of our mothers exclusively breastfed for the year, followed by 36% in 2017; 46% in 2018; 42.5% in 2019; and 49% in 2020.

In 2021, the Maternal Child Health Department updated its target goal of exclusively breastfeeding mothers to 51% to coincide with updated AHRQ benchmarks. CentraState's Chief Nursing Officer required that the nursing staff read and sign the 2021 Nursing Performance Improvement Indicators form as part of their annual performance evaluation, indicating an understanding of the expectations to improve patient care and outcomes related to exclusive breastfeeding.

The Maternal Child Health Department added two specific performance indicators on exclusive breastfeeding and supplementing to its guidelines. As part of that initiative, all mothers admitted to labor and delivery are educated on the benefits of exclusive breastfeeding and documentation is completed on this teaching. MCH team members explore the reasons why formula-feeding mothers do not want to breastfeed. The supplementation indicator requires that if an exclusively breastfeeding mother requests to supplement, steps are taken to maintain exclusive breastfeeding.

Additionally, CentraState's lactation consultant began to educate the department's night staff on how to work with exhausted mothers who request to supplement. She now trains the staff, demonstrates how to help babies to latch, and educates mothers on the benefits of exclusive breastfeeding. The lactation consultant and the clinical leader review every chart to assess the education that was provided and to determine if the supplementation guidelines were followed.

CentraState's nurse educator instituted a training module to reinforce exclusive breastfeeding and supplementation guidelines as an addition to standard, yearly breastfeeding education. This mandatory education was required to be completed within 30 days and had a 100 percent compliance rate.

With all of these measures in place, CentraState's exclusive breastfeeding rate reached an all-time high of 60% for the first quarter of 2021, followed by 57% in the second quarter and 58% in the third quarter. Following the supplementation policies and procedures has steadily led to increased compliance, which has directly impacted the targeted exclusive breastfeeding rates. The nurse staff continues to learn about, support, and promote exclusive breastfeeding.

Diane Savastano, MSN, RN, RNC, C-EFM, Nurse Manager, Maternal Child Health



A Golden Opportunity to Celebrate Nursing Achievements

On a small patch of farmland in 1968, groundbreaking ceremonies for a brand-new hospital commenced, planting the seeds for a new era in community healthcare in Freehold. Local newspaper articles at the time stated the much-needed Greater Freehold Area Hospital would be the first new hospital in Monmouth County since 1928. The surrounding community recognized the urgency for a hospital to provide care close to home and spent years working and fundraising to make this dream a reality.

On September 20, 1971, Greater Freehold Area Hospital opened its doors to its very first patients. Fifty years later, it's incredible to see the growth from a 120-bed rural hospital to a leading regional healthcare organization that provides comprehensive, state-of-the-art health services found at many larger, metropolitan hospitals.

Throughout its rich history, CentraState's humble roots were cultivated and nurtured by its passionate nursing team. Its nurses' commitment to providing skilled care while staying true to the hospital's deep-rooted sense of community never wavers and the nursing team's four consecutive Magnet® recognition achievements from the American Nurses Credentialing Center showcase this dedication. The resiliency and ingenuity of the nursing staff are guiding lights through the hospital's most challenging of times, including the ongoing COVID-19 pandemic.

On CentraState's golden anniversary, it's clear that its nursing team shines brightly and leads the way in providing compassionate, innovative care.



With Honors: Vincent Tognetta of the Milstone Health Auxiliary, standing left and second left, presented a ceremonial shovel to Mrs. Nancy Chenevix, head nurse, of the Voluntary Department of Freehold Area Hospital and his wife, Mrs. Tognetta.



The Stories of CentraState's Longtime Nurses

"The hospital was only licensed for 120 beds when I started. The Emergency Department was just two rooms: a code room with two beds and another room with four stretchers. Despite its small size, the hospital offered me a flexible schedule and professional growth. I had many jobs at CentraState, including night supervisor, IV therapist, and educator. We have an exceptionally caring nursing staff. Our nurses live in this community and take pride in caring for their neighbors, friends, and the people from their church."

– **Beverly Deneff, RN, BS, MED, EdS, MBA • 50 Years** at CentraState



"CentraState is very special to me. I met my two best friends in the world here in 1979. I have grown personally and professionally. In my role as an infection control professional, I've dealt with challenges like meningitis, Ebola, COVID-19, and employee health issues, which broadened my horizons. Every challenge brought new knowledge."

– **Jacquie Breuer, RN, BSN, CIC • 42 Years** at CentraState

"It's been an honor and a privilege to watch this organization grow. In the early years, we watched hot air balloons land in the fields around the hospital. Now those grounds are home to our ambulatory campus. We're adding an interventional cardiology suite and further expanding our services."

– **Marcia Schaefer-Noto, MSN, RN, NE-BC • 42 Years** at CentraState



"CentraState has made a huge difference in this community. We offer the services that bigger hospitals do while keeping that hometown community feel. I think that has been CentraState's biggest achievement over the last 50 years. We continue to reach out to the community and take care of everyone."

– **Ellen Kane, RN, BSN, CPAN • 45 Years** at CentraState



"I've gotten to know so many patients and their families over the years. I've seen patients at their sickest, and it's rewarding to see so many feel better. And sadly, I've seen some patients decline. It can be a challenge to stay positive and supportive. I've cried with patients and their families, and have even gone to several patients' viewings. I've felt appreciated in this role and my co-workers are like my family. We try to find the humor in life when we're having a bad day."

– **Joanne Wolfe, RN • 44 Years** at CentraState

"Some of the most challenging times have also been some of the most memorable. When there were snowstorms and the staff stayed overnight, we put together packages of sheets and towels and included peppermint candies so it felt like a hotel stay. I remember fielding phone calls from community members who offered the use of their four-wheel-drive vehicles to pick up staff, and watching the roof overhang blow off the Medical Arts Building during Superstorm Sandy. And, of course, the tremendous challenge of caring for hospitalized COVID-19 patients during a pandemic, something we never thought we'd see in our lifetimes."

– **Kim A. Kelly, MS, RN, NEA-BC, FACHE • 28 Years** at CentraState





COVID-19 Vaccines: No Community Left Behind

In an effort to curb the coronavirus pandemic, CentraState has worked tirelessly to deliver COVID-19 vaccinations to residents of its local community. Since mid-December 2020, the Star and Barry Tobias Health Awareness Center (HAC) has been an integral part of the team that has administered COVID-19 vaccines to almost 70,000 grateful recipients.

From the start of the vaccination rollout, the HAC's motto has been, "anybody who can get vaccinated should get vaccinated." Targeted population groups have included seniors, adults, teens aged 12 and up, teachers, the underserved, the Hispanic community, and those who are immunocompromised.

COVID-19 Outreach Efforts to Underserved and Hispanic Communities

Disparities affect access to COVID-19 vaccines, and the HAC has emphasized equity as a priority in its vaccine distribution plans. As a result of its education and vaccination outreach efforts, it has developed a bond of trust with the underserved communities in the area. Community partner collaborators have included a local food pantry, a housing authority, the Freehold Borough Restaurant Association, affordable housing communities, the Horse Breeders Association, faith-based organizations, and large employers. The goal has been to reach people of color, Hispanic and LatinX residents, and other vulnerable population members by bringing the vaccines directly to them.

When compared to non-minority populations, racial and ethnic minority groups continue to lag behind in COVID-19 education and vaccination. One of the strategies employed to address this disparity has included teaming with CASA Freehold/Neighborhood Connections and other community partners to coordinate times and dates of COVID-19 vaccines, thereby avoiding duplication of services and maximizing convenience for community members. Both the Pfizer and Janssen vaccines were offered at many locations, including:

- Mobile food pantry
- Farmers market
- Federally Qualified Health Center
- Faith-based organizations
- Day laborers: at 6-12 Convenience Store in early mornings and Casa Freehold in evenings

Maryellen Dykeman, RN, MSN, CCCE, TDTs, Director of Population Health

Behavioral Health Nurses Embrace Quality and Performance Improvement

In an initiative to standardize treatment and treatment outcome expectations among and between psychiatric care providers, the Centers for Medicare and Medicaid (CMS) established a Technical Expert Panel in 2010 to review clinical data and health trends in Psychiatric Services. Following a two-year development process, the U.S. Department of Health and Human Services published core measures specific to psychiatric services, called the Hospital Based Inpatient Psychiatric Services (HBIPS) Quality Measures, focusing on selected measures of quality, subsequent reporting, and national benchmarking. Participation was voluntary and organizations that opted to take part were provided information about the background of each indicator, data collection specification, and national goals.

Determined to facilitate quality and service excellence for patients, CentraState's Behavioral Health Unit clinical team opted to participate in the HBIPS initiative. Nurses have long applied the nursing process to work toward the best possible outcomes for our patients by instituting quality and performance improvement initiatives in freestanding psychiatric facilities and hospital-based psychiatric units.

The initial data submission included eight indicators to be addressed across behavioral health disciplines, and they include three indicators directly reflecting nursing-driven outcomes: physical restraint use, seclusion use, and the completion of the Alcohol Use Disorders Indicator Test (AUDIT) within three days of admission. Over five years, several additional nursing-driven indicators were added, including influenza vaccines, tobacco use, education, alcohol misuse counseling intervention, and screening for metabolic disorders.

The achievement in CentraState's HBIPS indicators through 2021 has been stellar. Multiple indicators have celebrated their place in the top tier, significantly exceeding New Jersey and national benchmarks. CentraState's team of behavioral health nurses continues to seek out new strategies to engage patients and families, improve patient outcomes, and continue to exceed standards.

Cheryl Craig, RN, BSN, MA, CNML, Administrative Director Behavioral Health Services





In-Patient COVID-19 Vaccination Program

In the third quarter of 2021, a multidisciplinary team at CentraState Medical Center convened to expand the COVID-19 vaccination to the in-patient population. The program goal was to operationalize an in-patient vaccination program to increase interest by proactively offering the vaccine in a clinical setting instead of waiting for patients to seek inoculation. The program is overseen by the 3 North nurse manager, Hazen Yu, RN, BSN, MBA, Nurse Manager 3 North and nurse resident, Gisselle Mealia, RN, BSN to provide coverage seven days a week, 8 am to 4 pm.

The program went live on September 13, 2021. Communication was sent to providers and nursing staff to introduce the in-patient COVID Vaccination Program and provide information about vaccine eligibility, ordering, education, and consent.

Patients are identified upon completion of the vaccine history completed by the admitting nurse. A report of admitted unvaccinated patients prints daily in the nursing office for the in-patient COVID vaccine nurse to review, plan her day, and provide education to patients willing to receive the vaccine. The COVID vaccine nurse works collaboratively with the patient attending physician and primary nurse. From the beginning of the program, the number of doses of vaccine administered to inpatients was better than predicted and continued success is expected.

Hazen Yu, RN, BSN, MBA, Nurse Manager 3 North and nurse resident, Gisselle Mealia, RN, BSN

Monoclonal Antibody Therapy in the Emergency Department

The FDA granted monoclonal antibody therapy Emergency Use Authorization (EUA) as a treatment for COVID-19 patients who are at high risk for deterioration. The goal of monoclonal antibody therapy is to help prevent hospitalizations, reduce viral loads, and lessen symptom severity. This therapy can be extremely effective, but it is not a replacement for vaccination. More recently, the FDA extended the application of monoclonal antibody therapy for preventive use in those at risk due to a confirmed exposure to the virus.

In December 2020, CentraState Medical Center began administering the infusion to outpatients who met the criteria as outlined by the FDA. The infusion is available seven days a week and is administered by the Emergency Department nursing staff, with an average of 5-7 infusions per day. To date, CentraState has administered more than 888 infusions. Ninety-eight percent of those patients did not require hospitalization for their symptoms. With the collaboration and coordination of physicians and Emergency Department management, scheduling for the infusion is seamless, and patients are typically scheduled within 24 hours after receiving their referral.

The Emergency Department Nursing staff works diligently to provide safe and efficient care to our patients. The infusion is administered in our Emergency Department overflow area and each patient is closely monitored by an infusion nurse. We currently have ten dedicated Emergency Department nurses available for the monoclonal antibody infusion therapy.

Our Emergency Department nurses have been working tirelessly on the frontline since the beginning of the pandemic and continue to adapt and persevere through the developments in treatment protocols.

Jennifer Tallant, BSN, RN, CEN; Clinical Leader - Emergency Department





Surgical Services Updates in 2021

Fostering New OR Skills

In October 2021, the Operating Room staff and PACU nurses held a joint Periop Poster Presentation and Skills Fair. The staff from both units learned about new advances in surgical procedures, reviewed important patient safety practices, as well as practiced hands-on patient prepping skills, and various surgical staplers and closure devices.

Speakers gave presentations, including Nancy Skrobola, RN, CCRN, and Beth Gutierrez, RN, BSN, CCRN, with “Propofol and RASS Score;” Denise Zolnowski, RN, BSN, CCRN, on “Whipple Procedure;” Greta Tedesco, RN, BSN, CNOR, “Care of the Bariatric Patient in the Operating Room;” Hannah Lidberg, APRN, MSN, FNP-BC, and Juana Buergo, RN, BSN, CNOR, with “OR Risk Management: Pressure Injuries;” Danielle Slipstein, RN, with “Sharps, Recycling and Medication Disposal;” Lisa Floyd, RN, CNOR, with “Intra Compartmental Monitor Syringe;” and Lori Chavez, RN, BSN, with “Cysto Back to Basics.” Skills Stations included “Patient Prepping,” by Kelsey Eugenio, RN, BSN; “Staplers and Endostich,” by Marie Ibarreta, RN, BSN, CNOR, and “Level 1 Infuser and Cheetah Machine Locations,” by Yelena Poley.

Smoke-Free Improvements

The OR is committed to converting its facilities into a smoke-free environment and making it easier to breathe in surgery. Surgical smoke is the by-product of energy-generating devices such as electrosurgery units or lasers. Surgical smoke may contain gaseous toxic compounds, bio-aerosols, viruses, viable cancer cells, carbonized tissue, blood fragments, and bacteria. Multiple studies found that the contents of surgical smoke are similar to the contents of cigarettes, with known and suspected carcinogens and mutagens. The Occupational Safety and Health Administration (OSHA) estimates that more than 500,000 health care workers are exposed to surgical smoke every year. Perioperative nurses report twice the incidence of many respiratory problems compared to the general population. Following OSHA and AORN guidelines for their “Go Clear” initiative, the OR is working to convert all electrocautery pencils to smoke-evacuating models and to add filtered smoke evacuation tubing for laparoscopic cases.

Rebecca Norton, RN, MSN, BA, CNOR, Nurse Educator, Operating Room

Inpatient Pressure Injury Prevention Program One Year Later

In 2020, CentraState recognized the need for specialized prevention, support, and treatment for pressure injuries. The pressure injury team consists of wound-certified registered nurses and advanced practice nurses (APN). Over the year, the team created roles and developed an action plan.

Patients identified as high risk for pressure injury development are seen on admission by CentraState's wound care nurses. Wound care-certified APNs guide the treatment of complicated wounds. Since 2020, the team added the responsibility of wound follow-up assessment, wound photography, and wound consult. On average, the wound care nurses see over 700 patients monthly.

As the team became acclimated to CentraState Medical Center, the program structure followed. A complete evaluation of available products was conducted and evidence supported changes in preventative dressings. Protocols were developed for the two points of entry to the hospital in the Emergency Department and Operating Room and offloading and positioning devices were implemented ensuring patients were positioned effectively to reduce pressure. Nursing units decreased their pressure injury events to find solutions and implement prevention strategies. Root cause analysis review ensured the nursing units held themselves accountable for pressure injury development.

The efforts of the Inpatient Pressure Injury Prevention Team and Nursing Department resulted in a reduction of pressure injuries in 2021. In June 2021, a 50 percent reduction in pressure injuries occurred and this reduction has been maintained through 2021. The program will continue to investigate evidence-based practice in wound care to ensure rates remain low.

Ashley Mackiel, RN, MSN





RN Residency Program Prepares Next Generation of Skilled Nurses

CentraState's RN residency graduate program is designed to prepare nurses for their dynamic role within the hospital setting. In accordance with CentraState's nursing mission and vision, the comprehensive program provides essential healthcare knowledge, promotes enculturation, encourages retention, supports positive patient outcomes, and follows the growth and development of the nurse residents closely to ensure a successful transition to an independent and fully engaged registered nurse.

Nurse residents attended monthly four-hour education sessions facilitated by nurse educators of the Professional Development department for five months. These sessions included didactic lectures, case study analyses, return demonstrations, and games. Presentation topics focus on leadership building, legal issues, death and dying, SBAR communication, pharmacology, pre-and post-operative care, and life-threatening emergencies. Additionally, nurse residents attended hands-on simulations: chest tubes, mock codes, nasogastric tube insertion, wound VAC dressings, urinary catheter insertion, and capnography. They also participated in clinical experiences with respiratory therapy, in the operating room, and the Wound Prevalence Study.

New additions to the program were added in 2021. Mastered-prepared bedside nurses shared their knowledge and experiences with RN residents through lectures and sim labs. A new wound observation shadowing experience was created, where RN residents spent time with wound care nurses to gain insight into pressure injury prevention and management.

The residents completed an evidence-based project before graduation. They were encouraged to choose topics based on hospital quality indicators while performing a literature review to determine the most updated evidence-based practice interventions for their topic. A poster presentation with all of the projects is displayed throughout the year.

Graduation ceremonies were held during the final program sessions, where the residents received program completion certificates. Awards were presented for nursing skills, teamwork, and leadership. CentraState's spring 2021 RN residency program graduated 20 RN residents who are now working on various nursing units throughout the hospital. The fall 2021 class had 31 RN residents who completed the program in December 2021.

Next year, there will be exciting changes to the RN residency program in preparation for Commission on Collegiate Nursing Education (CCNE) accreditation. The program will be lengthened to one year with new lectures and hands-on experiences added.

Rosanne Wike, MSN, RN, MEDSURG-BC, Nurse Educator

Specialized, Accredited Care of Bariatric Patients

In October 2020, CentraState Medical Center was accredited by the Surgical Review Committee (SRC) as a Bariatric Center of Excellence. As an interdisciplinary member of the care team, nursing is recognized as part of the accreditation.

SRC has a program of acknowledging the Bariatric Care Specialist. This program acknowledges nurses who care for this population of patients. The nurse is required to have completed continuing education about bariatric care, provided exemplars of great care, and must have a letter of recommendation from a bariatric surgeon. An expectation of the application provides evidence of how nurses deliver education to patients. Agnes Ogrodnik, BSN, RN, Maribel Tablar, BSN, RN, and Rachna Johary, LPN, developed a poster highlighting the exemplar work that the 4 North nursing staff delivers to the bariatric patient. In 2021, 48 staff members were submitted to receive acknowledgement as Bariatric Care Specialists.

Jeffery Anderson, MBA, BSN, MEDSURG-BC, Nurse Manager 4 North





Nurse Extern Program

The nurse extern program is a ten-week program for nursing students to broaden their knowledge of the role of the Registered Professional Nurse. Each extern works on an assigned unit and shadows an assigned preceptor. The extern group meets weekly for a planned program presentation and discussion, which focuses on an identified topic for the week. Toward the end of each weekly discussion meeting, the group shares their expanding learning experiences.

Some of these externs continue with our facility by accepting positions as technical staff members and, upon graduation/RN licensure, they can accept positions in our RN residency graduate program. This year, the RN residency graduate program welcomed ten nurse externs.

Nancy Engel, RN, MSN, ACNS-BC, APN-C, Nurse Educator

Walking Rounds Improves Patient Satisfaction

In 2021, Progressive Care Unit (PCU) became the pilot unit for a new project to address patient satisfaction and improve HCAHPS when it was identified in the first quarter that HCAHPS scores for responsiveness of staff, communication of medications, discharge information, and care transitions were not trending in the range of the national benchmark or better.

The care coordination team designated walking rounds as an opportunity to address some of these fields and improve patient experience while improving the perception and timeline of how care is delivered. The HCAHPS scores were used as the baseline for the effectiveness of the pilot program's success.

Before this pilot, "discharge rounds" were held in a closed-room with nurses, case managers, social workers, and Howard Stein, MD, Associate Director of Medical Affairs in Quality. On a daily basis, all patients under the care of PCU were reviewed verbally with the multidisciplinary team to ensure that the patients' needs were being met and their progress was improving throughout their stay.

In response to the HCAHPS scores and the need to improve patient involvement, the bedside discharge rounds pilot was created and designed to improve on the current process of discharge rounds by bringing the interdisciplinary team to the patient's bedside. This change allows the staff to include the patients in a real-time conversation regarding the progression of their care plan going forward. Case management led this with the cooperation of the clinical leaders and staff nurses in organizing and staying on task to see all patients every day.

Following the pilot, HCAHPS scores were reviewed and found an increase in the areas of responsiveness of staff, communication about medications, discharge information, and care transitions. With the success of the pilot program, there are plans to operationalize this throughout the organization for inpatient areas.

Matthew Breault, RN, PCCN, Nurse Manager, 5 North PCU





The Nursing Excellence Awards showcase nursing professionals who exemplify the highest standards of nursing practice through clinical competency, experience, professional development and participation in the continued improvement of patient outcomes.

The 2021 Nursing Excellence Awards recipients (L-R): Lisa Musante, RN, Matthew Breault, RN, MSN, PCCN, Alexandrina Ceausu, RN.

Active Nursing Studies

Date Approved	Review Type	Principal Investigator	Title	Date Completed or Ongoing
November 2018	Full IRB Review	Jayne Craig, Barry Asch, Bennett Shenker	Is access enough? Evaluating the Impact of Adding a Coordination Program to a Subsidized Colon Cancer Screening in an Uninsured Population	Completed January 2020
May 2019	Expedited IRB Review	Jayne Craig, PhD, RN	Attitudes and Beliefs About Breast Cancer From Women Who Obtain Screening Mammograms	Completed November 2019
June 2019	Full IRB Review	Jayne Craig, PhD, RN	A Psychological Approach to Increase Hand Hygiene	Completed March 2020
August 2019	Full IRB Review	Diane Yacono, APN	Experience of Patients With Lower Limb Edema Wearing Compression Garments	Completed July 2020
November 2019	Full IRB Review	Jayne Craig, PhD, RN	Are Mobile Phones Used By Healthcare Workers a Possible Source of Hospital-Acquired Infections?	February 2020
January 2020	Full IRB Review	Jayne Craig, PhD, Laurie Gambardella, MS, RN	Study Incivility: The Lived Experience of Employees of CentraState Medical Center	Completed April 2020
February 2020	Expedited IRB Review	Jayne Craig, PhD, RN	Accurate Measurement of Hand Soap in CCU and 4E TJC	Completed March 2020
January 2021	Full IRB- RU	Lita Richards, RN	The Effect of an Educational Program on Sepsis Interventions Beliefs and Intent in Medical-Surgical RNs in an Acute Care Setting	Completed June 2021
April 2020	Full IRB-RU	Nicole Delcore, RN	Implementation of a palliative care screening tool in the ICU: A quality improvement project	Completed June 2021
October 2021	Full IRB-WIRB	Jayne Craig, PhD, RN	Human Relations: The Nurse Resident and Their New Colleagues	Ongoing

2021 Nursing Excellence Program

Level I, Proficient

Matthew Cleaver

Sarah Finn

Johanna Chicaiza

Kaitlin McGowan

Nicole Misdorn

Vivian Stanger

Allisson Murphy

Nicole DelGiodice

Jennifer Lyons

Piyusha Parekh

Danielle Slipstein

Monique Meagher

Jennifer Hart

Level II, Advanced

Michelle Mena

Gabrielle Spinelli

Jessica Denney

Damian Kulikowski

Iryna Yuhman

April Colasanti

Lauren Scala

Marlee Schwalm

Kelsey Eugenio

Danielle Falzarano

Alexa Dean

Level III, Expert

Victoria Moon

Patricia Barnosky

Becker Bette

Maria Zjawiony

Janine Eyd-Adonizio

Karen Morgan

Michelle Mahler

Nicole Interrante

Glenda Lawson

Courtney Hulley

Leann Coppola

Darice Kluxen

Donna Dolcemasclo

Ariel Furlong

Yolanda Donahue

Helen Bueti

Maeghan Adinofi

German Butay

Crisann Maher

Lisa Davenport

Emily Rosenberger

Donna Betar

Tabitha Encarnacion

Debra Dafick

Lisa Musante

Courtney Thomaier

Theresa Faiella

Larissa Scanlon

Mychelle Lima

Lydia Sison

Marina Kovaleva

Jason Abo

Jennifer Barnes

Jena Kovacs

Meghan Daley

Suzanne Reddy

Cathy Glowzenski

Agnes Ogradnik

Laura O'Reilly

Donna Deane

Alison Tripple

Maribel Tablar

Esta Ross

Tamara Knisley

Crissy Maushardt

Nicole Labianca

Karen Aquino-Lopez

Juana Buergo

Recynthia Henderson-Jones

Allison Steinitz

Denise Zolnowski

Nancy Skrobola

Beth Gutierrez

Angela Lee

Tracy Lee

Tiara Remo

Alexandrina Ceausu

Ama Sika-Iddrisu

Claudia Nogueira

Lauren Leimbach

Level IV, Mentor

Jaymie Francisco

Christina Zarnowski

Maya Jiries

Lisa Morrell

Carole Reihing

Monique Raphael

Greta Tedesco

Hannah Lidberg

Melissa Mapa

Ellen Kane

Janice Perrone

Kelly McNulty

Madelaine Tricarico

Maria Elena Rodriguez

Louella Rowe

2021 Nursing Excellence Award

Alexandrina Ceausu, RN, PCCN

Medical Surgical Services Award

Angela Lee, MA, MEDSURG-BC

Runner Up, Medical Surgical Services Award

Kinjal Patel, BSN, RN

Runner Up, Medical Surgical Services Award

Matthew Breault, RN, MSN, PCCN

Registered Nurse-Advanced Award

Jen Wiley, MSN, RN, PCCN

Runner Up, Registered Nurse-Advanced Award

Teresa Fealy Duffy, MSN, MS, RN, APN, FNP-BC, CDE

Runner Up, Registered Nurse-Advanced Award

Lisa Musante, RN, BSN

Maternal Child Health Services Award

2021 DAISY Winners

Jessica Denney

CCU July 2021

Sarah Finn

2 West December 2021

2021 Promotions

Amy Quinlan

Director Cardiology Services

Patricia Guerriero

Director SSU/AMB

Laurie Jaffe

Assistant Nurse Manager PACU

Belisha Romeo

Clinical Leader 4 North

Matt Breault

Nurse Manager 5 North

Lisa Fishman

Clinical Leader PCU

Tiara Remo

Clinical Leader PCU

Helen Bueti

Team Leader SSU/AMB (ENDO)

Tracy Lee

Clinical Leader Observation

Marie Lydia Nelson

Clinical Leader Observation

Maggie Kurcaeski, RN, MSN

Nurse Educator

2021 New Managers

Donna Keeler

Emergency Dept.

JoAnn Wolfson

CCU

Staff Achievements 2021

Name	Credentials	Unit	New Degree	New Certification	Month	School
Angelika Boissen	BSN, RN, MEDSURG-BC	Emergency Dept.	BSN		April 2021	Grand Canyon University
Kristin Baillie	BSN, RN	5 North PCU	BSN		August 2021	Chamberlain University College of Nursing
Michel-ange Cenatus	MSN, RN	3 North/ACE Unit	MSN		June 2021	Chamberlain University College of Nursing
Kelly Collazo	MSN, RN	5 North/ PCU	MSN		May 2021	Monmouth University
Theresa Consolloy	BSN, RN, CCRN, CCRP	Cardiology Services		Certified Cardiac Rehabilitation Professional (CCRP)	September 2021	
Nicole Delcore	DNP, BSN, BS, RN	PACU	DNP		May 2021	Rutgers University
Jenny Hulse	MSN, RN	CCU	MSN		May 2021	Kean University
Elana Joyce	MSN, RN, NE-BC, ANP-BC	4 East Neuro Science		Nurse Executive Board Certified (NE-BC)	August 2021	
Mikhail Karpov	MSN, RN	Behavioral Health 1 South	MSN		April 2021	Chamberlain University College of Nursing
Darice Kluxen	BSN, RN,CEN	Emergency Dept.		Certified Emergency Nurse (CEN)	August 2021	
Tamara Knisley	BSN, RN, CMSRN, WCC	Nursing Administration		Wound Care Certified (WCC)	October 2021	
Kailee Lago	BSN, RN, MEDSURG-BC	3 North/ACE Unit		Medical Surgical Nursing (MEDSURG-BC)	October 2021	
Lauren Leimbach	BSN, RN, CWCA	Wound Center		Certified Wound Care Associate (CWCA)	September 2021	
Fernanda Lima Defreitas	MSN, RN	Emergency Dept.	MSN		May 2021	Johns Hopkins University
Hannah Lidberg	MSN, RN	Operating Room	MSN/FNP		May 2021	Monmouth University
Ashley Mackiel	MSN, RN	Nursing Administration	MSN		April 2021	Chamberlain University College of Nursing

Staff Achievements 2021

Name	Credentials	Unit	New Degree	New Certification	Month	School
Allison Marano	BSN, RN	CCU	BSN		January 2021	New Jersey City University
Crisann Maher	BS, RN, PMH-BC	Behavioral Health 1 South		Psychiatric Mental Health Board Certified (PMH-BC)		
Michelle Mahler	BSN, RN, MEDSURG-BC, CV-BC	Cardiology Services		Cardiac Vascular Nurse Board Certified (CV-BC)	August 2021	
Christine Maushardt	BSN, RN	Nursing Administration	BSN		April 2021	Chamberlain University College of Nursing
Michelle Mena	BSN, RN	2 West TJ/Orthopedics	BSN		June 2021	New Jersey City University
Samantha Mercy	BSN, RN	Interventional Radiology	BSN		April 2021	Chamberlain University College of Nursing
Nicole Misdorn	BSN, RN	CCU	BSN		April 2021	Chamberlain University College of Nursing
Karen Morgan	MSN, RN, MEDSURG-BC, CV-BC	Cardiology Services		Cardiac Vascular Nurse Board Certified (CV-BC)	October 2021	
Angela Onyiuke	MSN,RN, FNP-BC	5 North PCU	MSN/FNP		June 2021	Felician University
Nicole Rao	BSN, RN	3 North/ACE Unit	BSN		August 2021	Chamberlain University College of Nursing
Tiara Remo	BSN, RN	5 North/PCU	BSN		April 2021	Chamberlain University College of Nursing
Lita Abrazalso-Richards	DNP, MSN, RN, APRN, FNP-BC	4 East Observation Unit	DNP		August 2021	Monmouth University
Belisha Romeo	MSN, RN	4 North Med. Surg.	MSN		January 2021	Immaculata University

CentraState Professional Development 2021 Educational Offerings

Orientation Modules

EMTALA (ED and OB only)

Organ and Tissue – Sharing Network

Cultural Diversity

Age Related Growth and Development

Safe Patient Handling

IV Therapy

Central Venous Access Device

Additional Education Modules

Acute Coronary Syndrome

Chest Tubes Therapeutic Thoracotomy

Safe use of restraints

Chemotherapy and hazardous drugs: Safety and spill management

Catheter associated urinary tract infections

Skills module: Hypo/hyperglycemia

Disinfection of equipment: Utilizing the ultra-violet light cabinet

Levels of observation

Sensitivity: Bariatric patients

Sepsis update (Adult)

Assessment of suicide risk: C-SSRS

Suicide and self-harm: assessing and mitigating risk

Additional Education Modules continued

Stroke; Patient Management

Nurse Inquisitor

Instructor Led Programs

Basic Cardiac Monitoring

Critical Care Course (online and simulation)

Preceptor Course

S.T.A.B.L.E.

Triage Course

RN Resident Program

Nurse Extern Program

Inservice/CH Programs

Urinary insertion simulation lab

Asexuality in Humans: Expanding the View of the Spectrum

Skills Day

Mentorship Program

Peritoneal Dialysis

Target Temperature Management

Closed System IV Catheter

Simulation: Hemodynamic Monitoring

Celebrating the Careers of Two Lifelong Nurses

In 2021, we bid a “happy retirement” to two lifelong nurses, who spent the decades as dedicated nursing professionals committed to their calling in caring for others: Kim Kelly, MS, RN, NEA-BC, Vice President of Clinical Services and Marcia Schaefer-Noto, MSN, RN, NE-BC, Director of Cardiac Services. They also led important leadership positions that made a lasting impact on nursing at CentraState. Both Kim and Marcia will be greatly missed.

Kim Kelly



Kim joined CentraState in 1993 as Director of Surgical Services, was appointed Vice President of Clinical Services in 2005, and she has been an invaluable member of the CentraState leadership team ever since. With her leadership, Kim and her team helped to expand clinical services and communities served.

Marcia Schaefer-Noto



Marcia began her career at CentraState in October 1979 in the Emergency Department. She was promoted to administrative supervisor in the ED before transferring to Cardiology in 1990, where she led the Cardiac Services team for 20 years. In that time, Marcia and her team spearheaded some significant initiatives in the department, including the addition of the cardiac catheterization lab in 2005.

Pictured on front and back cover: Maria Caleen, RN, MEDSURG-BC, 3 North; Lauren Sanalang, RN- 4 North; Beverly Denef, BS, MBA, MNed, EDS, RN- Administrative Coordinator