2014 NURSING ANNUAL REPORT

Saint Clare’s Health System

CELEBRATING OUR JOURNEY TO EXCELLENCE

PATHWAY DESIGNATED
AMERICAN NURSES CREDENTIALING CENTER
This 2014 Nursing Annual Report is a celebration of our journey to excellence and achieving the Pathway to Excellence® designation from the American Nurses Credentialing Center (ANCC). This report is dedicated to our nurses, who work tirelessly to allow Saint Clare’s to achieve excellence in the delivery of care to our patients.

I am proud that the staff of Saint Clare’s Hospital, in a time of transition, consistently meets the challenges of the ever-changing healthcare environment. Nursing continues to move forward to transform the care we provide by challenging each other to learn, grow and advance the profession of nursing. The personal and professional contributions, along with the entire interdisciplinary team, lead to our continued success.

The annual report allows us an opportunity to celebrate the journey in nursing that reflects our nurses’ dedication and commitment to our patients, their family members, our colleagues, each other, and the profession of nursing.

Saint Clare’s nurses live our values of respect, compassion, integrity and excellence. I am also proud that they consistently meet the challenges of a demanding yet rewarding profession that empowers nurses to create a positive work environment where professional growth can thrive.

Our nurses’ passion for the profession of nursing makes a difference at Saint Clare’s. Their caring hearts and healing hands allow us to continue to provide the highest quality of compassionate care to our patients and their families each and every day. Saint Clare’s nurses uphold the promise to keep our patients at the center of everything we do.

As this annual report clearly shows, we have much to be proud of. We are poised to make 2015 just as remarkable. We should be energized by our accomplishments and inspired to continue to raise the bar for excellence. I extend my sincere thanks and deepest appreciation to every Saint Clare’s nurse and our collaborative partners for making a difference in the lives of our patients and their families, and for leading the way toward a culture of excellence for nursing and for Saint Clare’s!

What you do each and every day inspires me and makes me proud to be a Saint Clare’s nurse.

Sincerely,

Deb Regen, BSN, MS, RN, NEA-BC
Vice President of Nursing, Chief Nursing Officer

† Saint Clare’s Health System

COVER PHOTO: Pictured (l-r) are: Dante Dizon, RN, staff nurse, IMCU/Telemetry; Angela Garces, BSN, RN, OCN, Clinical Nurse Educator; Elisa Navarro, BSN, RN, OCN, Shift Supervisor, 3 Hope; Al Farrell, BSN, RN, staff nurse, Resource Team; and Dorothy Skordinsky, BSN, RN, staff nurse, Urban 2.
Providing Extraordinary, Family-Centered Care

At Saint Clare’s Health System, dedicated nurses deliver extraordinary, family-centered care focusing on excellence every day. Nurses ensure that patients and their families receive high-quality and high-touch nursing care.

Saint Clare’s strategic pillars – Strategic Growth, Resource Stewardship, Clinical Quality and Best People – are the foundation for nurses to uphold the promise to serve patients, providing compassionate care with the most advanced medicine and procedures available.

★ STRATEGIC GROWTH
Saint Clare’s strives to extend the scope and influence of its Catholic health ministry.

★ RESOURCE STEWARDSHIP
Saint Clare’s stewards resources to innovate and excel in meeting the needs of its communities.

★ CLINICAL QUALITY
Saint Clare’s health care practices set the standard for delivering the highest quality care possible.

★ BEST PEOPLE
Saint Clare’s dedicated caregivers, along with a mission-based culture, define the patient experience.
On November 19, 2014, Deb Regen, BSN, MS, RN, NEA-BC, Vice President of Nursing, Chief Nursing Officer, along with members of the nursing staff and leadership team, received the phone call from the American Nurses Credentialing Center (ANCC) informing her that Saint Clare’s Hospital had achieved Pathway to Excellence® designation. Pathway to Excellence is a designation that recognizes health care organizations for positive practice environments where nurses excel. The designation substantiates the professional satisfaction of Saint Clare’s Hospital nurses and identifies it as one of the best places to work.
Pathway to Excellence

This national Pathway to Excellence designation showcases the accomplishments of the Saint Clare’s Nursing Department. “Saint Clare’s Hospital could not have achieved this award without our nurses’ dedication and commitment to our patients, their families, their colleagues, and to the profession of nursing,” said Deb Regen.

Pathway to Excellence designation is granted based on the confirmed presence of characteristics known as the Pathway to Excellence Criteria. Presence of the 12 Pathway to Excellence Practice Standards was shown through submission of written, specific examples or evidence for each standard along with completion of the ANCC Pathway to Excellence Nurse Survey. The 12 Pathway to Excellence Practice Standards are:

**Standard 1:** Nurses Control the Practice of Nursing  
**Standard 2:** The Work Environment is Safe and Healthy  
**Standard 3:** Systems are in Place to Address Patient Care and Practice Concerns  
**Standard 4:** Orientation Prepares New Nurses for the Work Environment  
**Standard 5:** The CNO is Qualified and Participates in all Levels of the Organization  
**Standard 6:** Professional Development is Provided and Used  
**Standard 7:** Equitable Compensation is Provided  
**Standard 8:** Nurses are Recognized for Achievements  
**Standard 9:** A Balanced Lifestyle is Encouraged  
**Standard 10:** Collaborative Relationships are Valued and Supported  
**Standard 11:** Nurse Managers are Competent and Accountable  
**Standard 12:** A Quality Program and Evidence-Based Practice are Used

Saint Clare’s nurses completed the ANCC Pathway to Excellence Nurse Survey in September 2014. To attain Pathway to Excellence designation, 50% of Saint Clare’s nurses must respond to the survey and there must be a 75% favorable response. Saint Clare’s had a 66% response rate with 448 nurses responding to the survey. As the following graph indicates, there was an overwhelming positive response by Saint Clare’s nurses with the majority of the responses to the Pathway Standard questions greater than 89% favorable.

As a Pathway to Excellence-designated organization, Saint Clare’s Hospital is committed to nurses, to what nurses identify as important to their practice, and to valuing nurses’ contributions in the workplace. This designation confirms to the public that nurses working at Saint Clare’s Hospital know their efforts are supported. The honor encourages other nurses to join their colleagues in this desirable and nurturing environment. The Nursing Department will develop goals and action plans to continue to improve scores for each of the standards with a special focus on the standards that were below 75% favorable.

![Pathway to Excellence® Standards](image)
Obstetrical Emergency Simulation – Postpartum Hemorrhage

“Can I have help in here? Go get the postpartum hemorrhage cart!” This is just one of the phrases heard over and over again during the postpartum hemorrhage simulation drills. High-tech simulations with birthing simulators are being used at Saint Clare’s to prepare the Labor and Delivery team for high-risk, low-volume emergencies such as postpartum hemorrhage. Jennifer Waters, MSN, RN, NE-BC, Director of Maternal-Child Nursing, explains, “Postpartum hemorrhage is an obstetrical emergency that occurs in 1 to 5% of all deliveries in the U.S., so it is important to prepare the team with simulation drills.” A multidisciplinary team, which includes nurses, OB physicians and anesthesiologists, work collaboratively during emergency simulation drills coordinated by Amy Hrdy, MSN, RNC-OB, the clinical educator for Maternal-Child Health. Participation in the simulation drills assists health care providers to not only learn interventions to perform should a hemorrhage occur, but also to learn how to work better as a team in an emergent situation. Caitlin Maday, BSN, RN, staff nurse, Labor and Delivery, participated in these drills and explained, “No text book or any amount of reading could prepare someone for an experience such as this. I highly recommend these drills and am extremely grateful for the experience, which enabled me to hone my skills in a controlled situation and help me create sound, natural instincts for when this emergency arises.”

Multidisciplinary Education at Saint Clare’s

Education stimulates imagination, creativity and sparks interest in obtaining more knowledge. Education provides information on the ever-changing healthcare environment and enhances the ability to apply knowledge in real-life scenarios to improve the quality of care provided. Multidisciplinary education has been a common thread in the many programs offered by Education Services this year as seen with the following:

• In-services have been provided that have a team building focus such as: Together Building a Better Team, Group Dynamics, Conflict Management, and Crucial Conversations.
• 12 Leads Made Easy: Advanced STEMI Topics - This program was attended by EMTs, paramedics, nurses and educators from Emergency Medical Services, the Emergency Department, Intermediate Care/Telemetry, Critical Care and the Cardiac Cath Lab.
• The EMS Conference: Morning Mix - A compilation of lectures related to drug and alcohol abuse, simulated emergency childbirth, and cardiac events were presented to EMTs, paramedics, nurses, case managers, and educators. Teaching modalities included a live birth simulation and case study analysis with a team approach.
• The Surgical Symposium - Nurses, surgical and sterile processing technicians, quality management, and educators attended lectures and presentations related to the care of the surgical patient.
• The 2nd Annual Long-Term Care Symposium: Conquering the Complexities of Aging - A compilation of lectures, related to care at the later stages of life, was presented to nurses, nursing assistants, social workers, case managers, spiritual service leaders, therapists, and administrators.
• Mock Code (Class and Drills) - This ongoing course offering is taught by a multidisciplinary team of nurses, paramedics, respiratory therapists, and educators and is open to all disciplines throughout the health system and includes recognizing and managing a code blue/white. The hands-on didactic component is complemented by unannounced monthly unit-based simulated drills on the medical-surgical nursing units. Debriefing is held after the mock codes to discuss the drill and areas for improvement. According to the latest hospital statistics, there has been an increase in rapid response calls and decrease in code blue calls, which lead to better patient outcomes.
• Personal Protective Equipment (PPE) - Review classes were held for staff to practice and prepare for potential exposure to high-risk, communicable diseases.
Saint Clare’s Partners with AWHONN to Quantify Clinical Practice

Saint Clare’s Maternal-Child nursing staff has joined with the Association of Women’s Health, Obstetric and Neonatal Nurses (AWHONN) to improve the treatment of pregnancy-related complications by participating in the postpartum hemorrhage project. Amy Hrdy, MSN, RNC-OB, the clinical educator for Maternal-Child Health, has been leading this project and educating nurses on how to quantify blood loss, and thus recognize when excessive postpartum blood loss can result in complications. Saint Clare’s has joined 54 other birthing hospitals to help educate staff in early recognition and management of postpartum hemorrhage (PPH). Kathy Machuga, BSN, RN, staff nurse, Maternal-Child, explains, “Weekly OB simulation drills were held for all OB staff to help familiarize them with early recognition and effective treatment of PPH, including quantification of blood loss.” This project reflects the ongoing commitment of staff to provide high-quality patient care.

Saint Clare’s Approved Provider Unit for Quality Education Programs

One of the many admirable characteristics of nurses is the constant pursuit of knowledge. Education does not cease when a degree is awarded. By definition, “lifelong learning” is the utilization of learning opportunities throughout people’s lives in order to obtain knowledge and skills needed for personal or professional growth. Providing nursing staff with quality continuing education programs is an important service provided by Saint Clare’s Education Department. Since 1988, Saint Clare’s has displayed this commitment to nurturing the lifelong learner in each nurse by applying for and maintaining an Approved Provider Unit for continuing nursing education through New Jersey State Nurses Association (NJSNA). The Provider Unit status allows Saint Clare’s to grant quality program contact hours for continuing education. This year, Education Services submitted the extensive application to the NJSNA to renew the ability to serve as an Approved Provider Unit. NJSNA is accredited as an approver of continuing education for nurses by the ANCC Commission on Accreditation. Education Services is proud to report that the application was accepted and the Approved Provider Unit status was renewed for three years. In 2014, Saint Clare’s approved 50 programs for continuing education credit and awarded participants more than 4,800 contact hours. Provider Unit Committee includes: Grace Carcich, MSN, RN; Diane Hassa, MSN, RN; Rosemarie Rocchio, BSN, MS, RNC-NIC; Rosemary Russo, MSN, RN, CNOR, RNFA; and Sue Weaver, MSN, RN, CRNI, NEA-BC.

Nurse Navigators at Women’s Health Center

“When a patient hears the words ‘you have cancer,’ it is often difficult to hear anything else,“ said Suzette Davenport, MSN, RN, OCN, CBPN, nurse navigator and manager of the Women’s Health Center. At the Women’s Health Center, patients are supported both clinically and emotionally throughout their care. As a part of this comprehensive approach, Saint Clare’s has a complimentary Nurse Navigation program for patients during their breast cancer journey, from diagnosis through survivorship. All nurse navigators are nurses who work one-on-one with breast cancer patients, and they include Davenport; Nina Sullivan, MSN, RN, OCN, CBPN; Ines Vittoria, LPN, CBPN; and Kristen Baier, MSN, RN. For patients, it can be overwhelming undergoing multiple tests and treatments as well as dealing with the various healthcare professionals and specialties, including radiologists, surgeons, oncologists, genetic counselors, to name a few. The nurse navigator is available to alleviate confusion, stress and anxiety for patients allowing them to focus on their health and recovery.
Patient Care Value Analysis

The Patient Care Value Analysis Committee was formed with the goal to proactively identify and prioritize cost savings opportunities. This committee, which consists of 50 percent direct care staff nurses, meets monthly to review and analyze products and equipment for patient care. With the staff nurses’ valuable input, this committee recommended conversion and adoption of quality healthcare products and also realized a financial savings of $65,000.

Patient Safety and Stewardship

At Saint Clare’s, one of the highest priorities is to keep patients safe and free from harm. A traditional strategy in maintaining patient safety is the utilization of a one-to-one patient sitter. At Saint Clare’s, nursing assistants are assigned to sit with the patient. In 2013, the use of patient sitters was on the rise with expenditures in the first quarter of the fiscal year reaching approximately $500,000. Laura Habel RN, BSN, NE-BC, and Rui Matos RN, BSN, NE-BC, directors of nursing, recognized that a new innovative program was needed to reduce costs and maintain patient safety.

A literature search was conducted to identify effective strategies utilized in other organizations. A work group was formed consisting of representatives from various units identified as having the highest rates of patient falls and highest expenditures of one-to-one patient sitters. After careful review of the evidence-based research, an every 15-minute safety rounds pilot program was created to meet the specific needs of the organization. Criteria were developed to identify patients who were appropriate for the rounding program. Staff were assigned to continuously round on their group of patients, which increased the amount of direct patient observation, timely response to patient needs, and the quality of the staff/patient interaction. The six-month pilot resulted in a cost avoidance of $165,000, a reduction in the utilization of one-to-one sitters, and maximized staff resources available on the units for direct patient care.

Employee Health

Employee Health works closely with all Saint Clare’s departments to keep patients and employees safe. Work-related injuries are reviewed on a regular basis, and trends are reported to managers to establish process improvements. Employee Health is an active member of the Patient Safety Committee, Quality Council, and Violence Committee. Current projects include reducing injuries related to patient handling and movement, needlestick, blood-borne pathogens, falls, and overall work-related injuries. Due to the Safe Patient Handling Movement initiative, employee lost work days were reduced from 215 days in 2013 to 56 in 2014. Employee Health screens employees based on pre-employment requirements/policy to ensure they are well to do their intended job. Employee Health also provides annual TB screening, respirator fit testing, and conducts a flu vaccine program.

Case Management

Over the past year, the Case Management department has accomplished several cost-saving initiatives for Saint Clare’s. The first goal was to decrease the number of observation cases for the Denville and Dover campuses. Comparing the first quarter of 2014 to the first quarter 2015, there has been a 22 percent reduction in observation cases. This has been accomplished by daily Case Manager and Physician Advisor reviews on all observation cases. An additional cost-saving goal has been to decrease the overall length of stay. The Case Management department has daily care teleconference rounds reviewing all potential discharge barriers and discussing all opportunities to decrease the length of stay.
DISCOVER CLINICAL QUALITY AT SAINT CLARE’S
At Saint Clare’s, delivering quality patient care is a partnership between employees, physicians, volunteers, and leadership.

Saint Clare’s is committed to offering patients the highest quality health care based on evidence-based practices, with the goal of excellent outcomes.

In 2014, there were 14 hospital-wide Performance Improvement (PI) initiatives and 18 department-specific PI projects. Additionally, there were multiple data collection, monitoring and improvement processes in place to address Inpatient, Outpatient, and Behavioral Health Core Measures.

- A financial recognition award of $223,215 was given to Saint Clare’s Hospital (Denville and Dover) as one of the New Jersey Hospitals – Top Performers. The Horizon Blue Cross Blue Shield of New Jersey Hospital Recognition Program acknowledges hospitals for improvements and for sustained superior performance. The initiative is in collaboration with the Leapfrog Group. Leapfrog is a comprehensive hospital pay-for-performance program that focuses on the most important national patient safety, quality, and resource use standards.

- In fall 2014, Saint Clare’s Hospital maintained its “A” grade for the sixth time in a row from the Hospital Safety Score administered by The Leapfrog Group. As an A-graded hospital, Saint Clare’s validates its commitment to keeping patients safe and for making critical safety information available to healthcare consumers through participation in national performance measurement and public reporting programs.

- Saint Clare’s Denville and Dover campus stroke program maintained the Get with the Guidelines – Stroke Gold Plus Quality Achievement Award for five years in a row, from 2010 to 2014, for the treatment of stroke patients. The award recognizes institutions’ commitment and success in implementing the most up-to-date research-based guidelines with the goal of speeding recovery and reducing death and disability for stroke patients.

- Saint Clare’s Hospital in Dover received the 2014 Quality Achievement Award, Mission: Lifeline® Bronze Referring Quality Achievement Award from the American Heart Association for implementing specific quality improvement measures for the treatment of patients who suffer severe heart attacks. Saint Clare’s Hospital in Dover was the only hospital in New Jersey to receive the Bronze Referring Award.
Discover CLINICAL QUALITY at Saint Clare’s

- A National Webinar on the Catheter-Associated Urinary Tract Infection (CAUTI) Project, through the National Database of Nursing Quality Indicators (NDNQI), entitled “Reducing CAUTIs: Strategies You Can Use Now” was presented by the Infection Control Department leadership on May 14, 2014. A team-based approach to culture change, catheter insertion and maintenance bundles, appropriate catheter use and removal protocols and rigorous monitoring and action on unit-level CAUTI data were shared and discussed with more than 1,200 registrants. Saint Clare’s has shown significant improvement on CAUTI infection rates as a result of multiple improvement initiatives.

- Hospital Readiness for Ebola Virus Disease (EVD): An interdisciplinary team, which included physicians, Infection Control, Emergency Department, Education Services, EMS and others, put actions into place for Ebola readiness. Policy and procedures on managing Ebola from risk identification, infection control procedures, specimen handling, environmental cleaning was developed and approved. Availability of personal protective equipment (PPEs) was evaluated and multiple communications to physicians and employees were sent. Educational materials were developed, and a risk identification questionnaire for potential cases was conducted. A screening script was given to frontline staff and a comprehensive donning and doffing teaching module was developed. Key employees, including physicians, were trained, observed, and evaluated on the donning and doffing of PPEs. Logistics that included patients’ entry to the hospital, route to the patient room and special rooms were laid out. PPE carts were provided to all key areas. Saint Clare’s participated in a New Jersey Department of Health drill to assess employees’ ability to respond and immediately isolate patients. An internal tabletop drill with Emergency Management Services and all affected departments hospital-wide was conducted. Saint Clare’s Ebola team participates in state and national conferences/webinars regarding the outbreak and is responsive to changes as needed.

Dr. Donald Allegra, infectious disease specialist, and member of the Flu and Ebola Task Force.

Visiting Nurse Association of Saint Clare’s

The Visiting Nurse Association (VNA) is committed to providing the best care possible. The trademark taking care of you and your family one precious moment at a time is a reflection of the VNA’s healing ministry in the community.
Partnership for Patients/Evidence-Based Practices Projects

The table below lists key initiatives to improve quality of care and patient safety. Most of the initiatives have improved in CY 2014 from that of 2013, while others have sustained improvement for several years. Saint Clare’s remains committed to continuous improvement to achieve the goals in areas of opportunity and sustain high quality scores.

<table>
<thead>
<tr>
<th>PROJECTS</th>
<th>CY 2013</th>
<th>CY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Adverse Drug Events (ADE)</td>
<td>0.17 (23)</td>
<td>0.26 (28)</td>
</tr>
<tr>
<td>2. Catheter Associated Urinary Tract Infection (CAUTI)</td>
<td>0.38 (5)</td>
<td>0.1 (1)</td>
</tr>
<tr>
<td>3. Central Line Associated Bloodstream Infection (CLABSI)</td>
<td>.90 (5)</td>
<td>0.43 (2)</td>
</tr>
<tr>
<td>4. Falls and Immobility</td>
<td>3.53 (160)</td>
<td>3.74 (153)</td>
</tr>
<tr>
<td>5. Elective Delivery &lt; 39 weeks</td>
<td>0.84 (2)</td>
<td>0 (0)</td>
</tr>
<tr>
<td>6. Pressure Ulcer Prevention</td>
<td>0.02 (1)</td>
<td>0 (0)</td>
</tr>
<tr>
<td>7. Preventing Surgical Site Infections</td>
<td>1.6 (7)</td>
<td>1.78 (7)</td>
</tr>
<tr>
<td>8. Prevention of Venous Thromboembolism</td>
<td>0.33 (15)</td>
<td>0.17 (7)</td>
</tr>
<tr>
<td>9. Ventilator Associated Pneumonia (VAP)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>10. Patient Flow:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Patient Throughput (admit decision time to ED departure time for acute care admitted patients)</td>
<td>198 minutes (3 hrs. &amp; 18 min.)</td>
<td>157 minutes (2 hrs. &amp; 37 min.)</td>
</tr>
<tr>
<td>b. Total ED LOS</td>
<td>399 minutes (6 hrs. &amp; 39 min.)</td>
<td>313.5 minutes (5 hrs. &amp; 13 min.)</td>
</tr>
</tbody>
</table>

Successes:

- **Preventing hospital-acquired ventilator-associated pneumonia (VAP)** has been an ongoing project at Saint Clare’s since 2005. With collaboration between departments, 2006 was the last time Saint Clare’s had a documented hospital-acquired VAP. The success of this project is attributed to the VAP team which includes Critical Care nursing staff, Respiratory staff, Infection Control and Dr. Michael Russoniello, pulmonologist. Saint Clare’s celebrates 2014 as the 10th year of “zero” VAP.

- **Preventing OB harm related to elective delivery <39 Weeks** is a successful collaborative effort between OB physicians, Maternal-Child Health Nursing, and the Quality department. This initiative started in 2011 as part of the Leapfrog initiative, now a The Joint Commission Oryx or Perinatal Core Measure. The initial performance was at 13.56% - meaning for every 100 mothers delivering, about 13 to 14 mothers electively delivered their babies without reaching the full term of 39 weeks. With standardization of processes, there were “0” babies electively delivered under 39 weeks in CY2014.
• **Prevention of Hospital-Acquired Pressure Ulcers (HAPU).** There have been significant improvements in the prevention of HAPUs at Saint Clare’s. Under the supervision of a wound care coordinator, Moira Cumella, MSN, RN, CWOCN, leading the PU Prevention Team, evidence-based practices have been initiated, including the requirement for the completion of a scheduled skin assessments, and the standardization of pressure ulcer management and treatment. In CY2013 and CY2014, there were no documented Stage III/Stage IV PUs, and only one Stage II PU in CY2013. In 2014, there have been “zero” documented PUs, at any stage, in the acute care setting.

• **The decreasing hospital-acquired venous thromboembolism (VTE) initiative** is a Center for Medicare and Medicaid (CMS) Core Measures requirement. The perfect care score as of September 2014 was 95% compared to 85% in 2013. This translated to seven (rate - 0.17) hospital-acquired VTEs in 2014, a 50% reduction from 2013, with 15 VTEs (rate - 0.33). This significant improvement is a result of a multidisciplinary team effort.

• **The improving patient flow project** looked at the length of stay (LOS) in the Emergency Department (ED). For CY2012 and CY2013, the median time from ED arrival to ED departure for admitted patients was about 7 hours and 30 minutes. In early 2013, a Patient Flow Team was developed to address issues surrounding the flow of patients and to prevent overcrowding in the ED. As of the third quarter CY2014, Saint Clare’s ED LOS decreased to 4 hours and 30 minutes – an improvement of 3 hours.

### Core Measures

Core Measures track a variety of evidence-based, scientifically-researched standards of care, which have been scientifically shown to result in improved clinical outcomes for patients. They are focused around timeliness and effectiveness of care for specific conditions. CMS (Center for Medicare and Medicaid Services) established the Core Measures in 2000 and began publicly reporting data relating to the Core Measures in 2003. The strength of the Core Measures is that they are grounded in science.

#### 2014 Inpatient Core Measures

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Perfect Care Score</th>
<th>Truven Benchmark</th>
</tr>
</thead>
<tbody>
<tr>
<td>AMI</td>
<td>96.7%</td>
<td>95.3%</td>
</tr>
<tr>
<td>HF</td>
<td>99.5%</td>
<td>97.7%</td>
</tr>
<tr>
<td>PN</td>
<td>99.4%</td>
<td>96.0%</td>
</tr>
<tr>
<td>SCIP</td>
<td>98.3%</td>
<td>94.2%</td>
</tr>
<tr>
<td>Stroke</td>
<td>92.0%</td>
<td>n/a</td>
</tr>
<tr>
<td>VTE</td>
<td>95.3%</td>
<td>91.5%</td>
</tr>
<tr>
<td>Global Immunization</td>
<td>98.5%</td>
<td>94.6%</td>
</tr>
</tbody>
</table>

#### 2014 Outpatient Core Measures

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Perfect Care Score</th>
<th>Truven Benchmark</th>
</tr>
</thead>
<tbody>
<tr>
<td>AMI/Chest Pain</td>
<td>100%</td>
<td>95.4%</td>
</tr>
<tr>
<td>OP Surgical</td>
<td>97.9%</td>
<td>96.4%</td>
</tr>
</tbody>
</table>

#### 2014 Inpatient Behavioral Health Measures

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Score</th>
<th>Benchmark</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multi Antipsychotic Meds at D/C (decrease in rate)</td>
<td>5.4%</td>
<td>&lt;10% (Truven)</td>
</tr>
<tr>
<td>Multi Antipsychotic Meds at DC/ with Appropriate Justification (overall rate)</td>
<td>47.6%</td>
<td>&gt;50% (Truven)</td>
</tr>
<tr>
<td>Post Discharge Planning Care (overall rate)</td>
<td>95.3%</td>
<td>33% (Internal 2013)</td>
</tr>
<tr>
<td>Post Discharge Planning Care Transmitted (overall rate)</td>
<td>90.3%</td>
<td>32% (Internal 2013)</td>
</tr>
</tbody>
</table>
DISCOVER BEST PEOPLE AT SAINT CLARE’S
**Nursing Practice Environment – Rated Favorably by RNs**

For the past seven years, Saint Clare’s nurses have participated in the annual National Database of Nursing Quality Indicators (NDNQI) RN survey. The Practice Environment Scale (PES) was the survey instrument used again this year and the results indicate that Saint Clare’s nurses have a favorable nursing practice environment. The PES is a psychometrically sound measure of the nature of the hospital practice environment with the following five subscales:

I. Nurse Participation in Hospital Affairs  
II. Nursing Foundations for Quality of Care  
III. Nurse Manager Ability, Leadership, and Support of Nurses  
IV. Staffing and Resource Adequacy  
V. Collegial Nurse-Physician Relations

Researchers have identified that values above 2.5 are considered favorable or that the nurses agreed that the item was present in their current job environment, and furthermore that hospital nursing practice environments are considered favorable when four or five subscales are rated favorably. In Saint Clare’s 2013 and 2014 RN survey, the values in all five subscales of nursing participation in hospital affairs, nursing foundations for quality of care, nurse manager ability, leadership and support of nurses, staffing and resource adequacy, and collegial nurse-physician relations were greater than 2.50. Saint Clare’s is proud that the nursing practice environment is rated favorably by RNs.

**Global Nursing Education**  
**International Collaboration with Bloomfield College and Korean Nursing Students**

Saint Clare’s has been hosting Korean nursing students since 2010 for observational experiences. Bloomfield College has Global Health Science programs that provide international nursing students with exposure to advanced U.S. healthcare systems like Saint Clare’s, and with intensive English classes and cultural experiences in the U.S. The Global Health Science programs have been in operation at Bloomfield College since 2005 and about 100 Korean students have come to Saint Clare’s for seven-week observational experiences. In spring 2014, ten Korean nursing students from Wonkwang Health Science University and Kyungbok University shadowed Saint Clare’s RNs at the Dover and Denville campuses on Oncology, IMCU/Telemetry, Critical Care, Medical-Surgical, OR and Same Day Surgery units. Saint Clare’s nursing staff welcomes this international collegial effort. Student evaluations have been excellent and Saint Clare’s plans to continue shadowing and observational rotations. When the nursing students return to Korea, they will become RNs and will work at hospitals in Korea. Many will return to Bloomfield College to obtain a RN-BSN or higher degree. This cultural experience has been as rewarding for our Korean colleagues as it has been for Saint Clare’s Nursing Staff.

감사합니다 (Thank you in Korean)
National Certifications

Saint Clare’s celebrated Certified Nurses Day on March 19th by honoring Saint Clare’s board-certified nurses with a morning tea during the 1st Annual Research Day and Certified Nurses Celebration. National board certification in a nursing practice specialty is recognized and regarded as not only a professional accomplishment, but also a commitment to quality and high standards. The Nursing Department proudly acknowledges the following Registered Nurses who have attained national certification.

2 SOUTH
Jennifer Staab, BA, RN-BC
Nicole Haws, RN, ONC
Maria Marisio, BSN, RN-BC
Bonnie McArdle, RN, CMSRN

CASE MANAGEMENT
June Barbone, BSN, RN, CCM
Alicia Vinci, BSN, RN, CCM

CCIS
Patricia Budsock, RN, C

CCU
Vivek Agnihotri, DNP, RN, CCRN, APN-BC
Ruth Alea, BSN, RN, CCRN
Nelly Cali, RN, CCRN
Beth Huschens, BSN, RN, CMSRN
Anna Krzyzak, RN, CCRN
Mary Pawar, BSN, RN, CCRN
Hildi Schneider, RN, CCRN
Marjorie Yagumyum, BSN, RN, CCRN

CHILD/BIRTH EDUCATION
Kathy McCabe, LPN, ICCE
Karen Phillips, EdD, RN, ICCE, IBCLC
Dale Simms, RN, ICCE
Rachel Smith, BSN, RN, IBCLC
Ellie Zaleski, RN, BSPA, ICCE, HBCE

COUNSELING SERVICES
Susan Egan, RN, APN-BC

EDUCATION
Rosemarie Rocchio, BSN, MS, RNC-NIC
Rose Russo, MSN, RN, RNFA, CNOR
Sue Weaver, MSN, RN, NEA-BC, CRNI

3 HOPE
Melody Celestino, BSN, RN, OCN
Erin Dicks, MSN, RN, APN-C, AOCNP
Anna Egorova, BSN, RN, OCN
Angela Garces, BSN, RN, OCN
Marceke Kenney, RN, OCN
Karen Licata, RN, OCN
Elisa Navarro, BSN, RN, OCN
Deepika Rai, RN, CMSRN

EMERGENCY DEPARTMENT
Maureen Aguigui-Scheeler, BSN, RN, CEN
Sue Friell, BSN, RN, ONC
Mike Henderson, RN, CEN
Thomas Holovacs, BS, RN, CEN, CCRN
Harmony McConnell, BSN, RN, CEN
Joanne Olsen, MSN, NP-C, CEN

EMERGENCY MEDICAL SERVICES
Doug Cook, BSN, RN, CEN, MICP
Amanda Gaughan, BSN, RN, CEN, MICN
Tracy Kiley, RN, CEN, MICP
Ken Kremer, BSN, RN, CCRN, MICN
John Marshall, RN, CFRN, CCRN
Raul Montes de Oca, RN, CTRN, MICP
Kyle Rowe, BSN, RN, CEN, CCRN
Karen O’Connell Schill, BSN, RN, CEN, MICP
Jennifer Sargeant, BS, RN, CTRN, CEN, MICN
Paul Sepanski, RN, CFRN, MICP

ACDU
Peggy Berenbak, RNCD
Melissa Brushaber, RNCD
Carolina D’Agostino, RN, CARN
Nisha Matson, RN, CARN
Kathleen Odgers, RNCD, CCM

FRANCISCAN OAKS
Kathleen A. Dittrick, BSN, RN-BC, CDP
Paulette LaConte, RN, HN-BC, CHTP

EDUCATION
Raul Montes De Oca, RN, CTRN, MICP

HEART AND VASCULAR LAB
Cathy Finkel, RN, MICN, CCEMPT-P, CEN
Linda Geary, RN, CMSRN
Cherriyn Quiambao, BSN, RN, CCRN, PCCN

CARDIAC REHAB
Mary Ann Moore, BSN, RN-BC

IC / CLINICAL QUALITY / CDI
Norma Atienza, MPA, RN, CIC, CPHQ
Denise Cusick, RN, C
Deborah Dirgo, MPA, RN, CPHQ
Juan Toro, BSN, RN, CCS

Discover BEST PEOPLE at Saint Clare’s Health System
2014 NURSING ORGANIZATIONAL CHART

Jan Bednar, BSN, MS, RN, CEN, NEA-BC
Executive Director, Clinical Operations

Grace Carcich, MSN, RN
Director, Education Services, EMS Training

Marianne DeAlessi, BS, BSN, MPA, RN, CSN-NJ
Director of Nursing, RRC

Susanne Graham, MA, RN-BC
Administrative Director, Behavioral Health

Laura Habel, BSN, RN, NE-BC
Director, Critical, Intermediate and Telemetry Care Services

Linda Keller, BSN, MS, RN
Administrator, Sussex

Betsy Lynch, BSN, MHA, RN
Director, Emergency Department

Darlene Borromeo, BSN, RN, BC
Operations Manager, Psychiatric Intensive Care Unit

Mary Ann Piro, BSN, RN, CARN
Director, ACDU, ACIS, CCIS
“Our nurses’ passion for the profession of nursing makes a difference at Saint Clare’s. Their caring hearts and healing hands allow us to continue to provide the highest quality of compassionate care to our patients and their families each and every day. Saint Clare’s nurses uphold the promise to keep our patients at the center of everything we do.”

Deb Regen, BSN, MS, RN, NEA-BC
Vice President of Nursing, Chief Nursing Officer
DISCOVER NURSING AT SAINT CLARE’S
ACHIEVERS AND WINNERS

Nurses Week Activities

Blessing of Hands, Cultural Celebration, Distinguished Nurse Lectureship, and Nurse Excellence Awards

To honor Saint Clare’s nurses, a week of activities was held, with events at each of the campuses, including Blessing of Hands, Spend a Day with a Nurse and Cultural Celebration Day. The Blessing of Hands is a way to remind nurses that the work they do is sacred and part of a healing ministry. The Fifth Annual Distinguished Nurse Lectureship and Nurse Excellence Awards were held along with many educational programs included in the Professional Development Day.

New events this year included a conga line, in which nurses danced into Nurses Week, and Nursing Olympics. On the Sunday of Nurses Week, nurses wearing “Live Healthy” t-shirts, met outside the hospital and did a conga line through the streets of Denville, ending up at the Denville Farmers Market and celebrating “living healthy” by dancing to the song “Happy.” The first ever Nurse Olympics was held at the Dover and Denville campuses. Nurses and nursing assistants were timed and had a chance to win a gold, silver or bronze medal in their performance of making a bed, starting an IV, putting a patient on a bedpan.

Once again, the popular and well attended Cultural Celebration Days were held at Denville, Dover and Boonton during which nurses and hospital staff from different countries proudly wore native costumes, and shared food, customs and dances. At the Denville campus, the Philippine Nurses Association presented the ethnic Filipino “Gayong Dance.”

The Fifth Annual Distinguished Nurse Lectureship featured Anne Ryder, freelance journalist and writer, who inspired Saint Clare’s nurses with her presentation entitled “The Golden Thread: The Compassion Connection from Mother Teresa to the Modern Bedside.”

Each year Saint Clare’s takes time during Nurses Week to present Nurse Excellence Awards and proudly recognized the winners:

• BRITTANY MOSCA, BSN, RN - Rising Star
• VIVEK AGNIHOTRI, DNP, RN, CCRN, APN - Excellence in Advancing and Leading the Profession
• JEAN GLORIA, BSN, RN - Excellence in Clinical Care
• FE ALMARIA, BSN, RN - Excellence in Home, Community and Ambulatory Care
• NICOLE HAWS, RN, ONC - Excellence in Patient and Staff Management
• GRACE CARCICH, MSN, RN - Excellence in Education and Mentorship
• ROBIN SKELLENGER, RN - Clara Barton Nurse Excellence Award
• Critical Care Unit-Based Practice Council - Distinguished Team Accomplishment
• NORA DELUGLIO - Excellence in Patient Care – Nursing Assistant
Nurses Week activities concluded with Professional Development Day in which nurses could obtain educational contact hours on programs such as “Positivity in the Workplace,” “Fad or Not… What’s the Skinny?,” “Laughter Yoga,” and “Hot Topics in Pharmacy.” The keynote speaker of the day was Ellen Giarelli, EdD, RN, CRNP, who spoke of Integrated Nursing Care for People with Autism Spectrum Disorders. Nurses who attended enjoyed a complimentary breakfast and lunch, were able to meet with vendors from universities to discuss advanced degrees, and participated in activities that challenged their critical thinking abilities earning a total of 5.5 contact hours. Professional development opportunities were also provided throughout Nurses Week with educational contact hour programs such as Ageism, The Value of Lab Results, and Group Dynamics. Education Services sponsored these successful events throughout Nurses Week in which more than 300 contact hours were awarded.

**Scholarships**

**BERNICE MEYER SCHOLARSHIP**

The Bernice Meyer Scholarship is for Saint Clare’s employees at the Franciscan Oaks Health Center and Assisted Living who are seeking advancement in the field of nursing. In 1922 Bernice Meyer, at the age of 16, came to the United States. She worked and built a successful life in Denville and in 1994 was among the first of the Franciscan Oaks residents. Upon her death, her family created the Bernice Meyer Long-Term Care Continuing Education Scholarship. The recipient of the Bernice Meyer Scholarship was PAULETTE LACONTE, RN, to attend the College of Saint Elizabeth for a BSN.

**JOAN SIMARD NURSING SCHOLARSHIP**

Joan Simard was a Registered Nurse and Director of Nursing at Saint Clare’s Hospital. She believed in lifelong learning. This scholarship, which was established in her memory, was awarded to EILEEN HassA, NA in the Emergency Department to attend Felician College for a BSN.

**MEDICAL STAFF SCHOLARSHIP**

Saint Clare’s Medical Staff awarded two scholarships to Saint Clare’s employees who demonstrated a commitment to nursing and dedication to Saint Clare’s. The scholarships are intended to assist employees who are pursuing a career as a registered professional nurse or are enrolled in a bachelor’s or master’s degree program in the field of nursing. The 2014 Medical Staff Scholarship recipients were ANGELA GARCES, RN, OCN, Clinical Nurse Educator, to attend the College of Saint Elizabeth for a BSN, and CATHY FINKEL, RN, MICN, CCEMP-P, CEN, Staff Nurse, Cath Lab, to attend the College of Saint Elizabeth for an MSN.

**SAINT CLARE’S NURSING EDUCATION SCHOLARSHIP**

Saint Clare’s Nursing Education Scholarships were awarded to Saint Clare’s employees who demonstrated a commitment to nursing and dedication to Saint Clare’s. The 2014 Nursing Education Scholarship recipients were PAT GIAQUINTO, BSN, MHA, RN-BC, Clinical Nurse Educator, to attend the College of Saint Elizabeth for an MSN; EAMON DAUL, BSN, RN, MICN, SCTU RN, to attend the Critical Care Emergency Transport Program; DANA PALMER, BSN, RN, Staff Nurse, CCU, to attend Rutgers University for an MSN, JENNIFER TEDERA, RN Staff Nurse, IMCU/Telemetry, to attend Ramapo College for a BSN, PHIANKA DAS, NA, IMCU/Telemetry, to receive EKG and Phlebotomy certification; and EILEEN HassA, NA, in Emergency Department to attend Felician College for a BSN.
Saint Clare’s Nurses who received awards, did presentations at state or national events, were elected to an office, or received state appointments.

**VIVEK AGNIHOTRI, DNP, RN, APN, CCRN**, who completed his doctoral studies in nursing at William Paterson University and successfully defended his practice dissertation, entitled “The Economic Impact of the IV Team.” Vivek’s study was accepted for two poster presentations at the Sigma Theta Tau, Iota Alpha Chapter Research Day Say at William Paterson University and at the National DNP Conference. At Saint Clare’s, Vivek is a Critical Care staff nurse and APN for the hospitalist group, and he is also a professor of nursing at County College of Morris and William Paterson University.

**RUTH ALEA, BSN, RN, CCRN**, staff nurse, CCU:
- Received the 2014 Philippine Nurses Association of New Jersey scholarship award. Ruth is a graduate student at Felician College pursuing an MSN in Nursing focusing on the role of Adult Gerontology Nurse Practitioner.
- Received the 2014 Philippine Nurses Association of New Jersey Clinical Nurse of the Year award.

**NORMA ATIENZA, MPA, RN, CIC, CPHQ**, Executive Director, Quality and Patient Safety:
- Presented a national webinar entitled: *Reducing CAUTIs: Strategies You Can Use Now* and discussed using a team-based approach to change the culture, along with catheter insertion, maintenance bundles, appropriate catheter use, removal protocols, rigorous monitoring, and action on unit-level CAUTI data. More than 1,200 people registered to listen to important prevention techniques to decrease CAUTI rates.
- Received the 2014 Nursing Leadership Award at the 6th Annual People’s Ball Gala on August 15 at the Doubletree Hotel in Newark. This award is bestowed by “Fiesta in America” to Filipino Americans who have achieved excellence in their profession.
- Was elected to the Nominating and Awards Committee of the National Association of Infection Control Practitioners (APIC).

**MOIRA CUMELLA, MSN, RN, CWOCN**, Wound Ostomy Nurse, was selected as a 2014 NY/NJ Nurse.com nursing excellence GEM Award regional FINALIST in the Clinical Care, Inpatient category, because of her work in revitalizing the pressure ulcer prevention committee, establishing skin care experts on each unit, and developing and copyrighting the pressure ulcer practice tool and three-day assessment form for all RNs.

**ELISA GREEN, MSN, RN, APN-BC**, Nurse Practitioner, Employee Health, was selected as a 2014 NY/NJ Nurse.com nursing excellence GEM Award regional FINALIST in the Home, Community and Ambulatory Care category, because of her work with employees and for designing and implementing the safe patient handling and movement project.

**MARIANNE DEALESSI, BS, BSN, MPA, RN, CSN-NJ**, Director of Nursing, RRC, **GRACE CARCICH, MSN, RN**, Director of Education and **GIFTY ADJIN-TETTY, RN**, Shift Supervisor RRC, had a poster presentation at the New Jersey State Nurses Association entitled, “The Transitional Orientation Program.”

**CLAIRE DONAGHY, PhD, RN, CCRN, APN, CNE**, Staff Nurse, PACU, received a prestigious J. William Fulbright Foreign Scholarship Award to teach at the University of Rwanda, College of Health and Medical Sciences, School of Nursing Sciences and Midwifery in Kigali, the capital of Rwanda.
SUE OLENICK, RN, Manager, Nursing Informatics, was recognized in Elsevier’s “Super Heroes of Nursing” recognition program for her excellence in blending technology with patient care with a goal of excellence.

DEB REGEN, BSN, MS, RN, NEA-BC, Chief Nursing Officer:
• Received the 2014 Empowerment Award at the 6th Annual People’s Ball Gala on August 15 at the Doubletree Hotel in Newark. This Empowerment Award is given to individuals who support and inspire Filipino Americans by “Fiesta in America.”
• Received the Institute for Nursing’s DIVA award, which recognizes outstanding individuals who exemplify the highest standards for the nursing profession and make a notable difference in the lives of many.

SUSAN STEER, BS, RN, CRNI, IV Team Nurse, was the winner in the 2nd Annual Tangent Medical 2014 Nurses’ Choice Awards. The awards were created to honor nurses during National Nurses Week and to recognize those who demonstrate excellence in improving patient comfort, satisfaction, safety and the overall quality of patient care.

SUE WEAVER, MSN, RN, CRNI, NEA-BC, Education Specialist, was appointed to the New Jersey Collaborating Center for Nursing Advisory Council.

The DAISY Award
The DAISY Award is a nationwide program that rewards and celebrates the extraordinary clinical skill and compassionate care given by nurses every day. Saint Clare’s is proud to be a DAISY Award Hospital Partner, recognizing nurses with this special honor. The following staff nurses were DAISY Award recipients at Saint Clare’s during 2014:
• Linda Alexander, RN, Emergency Department
• Shirley Mones, RN, CCU
• Beth Meehan, RN, CCU
• Jennifer Radell, RN, Emergency Department
• Marcee Kenney, RN, OCN, 3 Hope
• Cara Pompei, BSN, RN, CCU
• Caitlin Maday, BSN, RN, Labor and Delivery
• Susanna Olson, RN, Emergency Department
• Roberta Henches, RN, IMCU/Telemetry
• Anna Magliocchetti, BSN, RN, IMCU/Telemetry
“In our journey to excellence, Saint Clare’s nurses make a difference in the lives of our patients every day.”

Deb Regen, BSN, MS, RN, NEA-BC
Vice President of Nursing, Chief Nursing Officer
Rediscover why you wanted to become a nurse;
Rediscover your passion for the profession;
Rediscover your abilities and your gifts;
Rediscover the nurse you’ve always wanted to be.

If you would like to join the Nursing Team at Saint Clare’s Health System, please contact Nurse Recruiter Paula Bertagna, RN, at paulabertagna@saintclares.org. Please send comments regarding this publication to sueweaver@saintclares.org.

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