

2022 Nursing Annual Report

Pursuing Nursing Excellence





At Garnet Health Medical Center (GHMC), quality is the center of our continual journey for **nursing excellence**. Our mission is devoted to improving the health of our community by providing exceptional healthcare. Patient-centered care, which places our patients and families first, is paramount. Transparency and open communication foster a robust and engaged workforce. We are driven by operational excellence, teamwork, collaboration and communication, so that nurses are accountable and take ownership to provide an impeccable healing environment for our peers, our patients and our community.

These past two years, healthcare and our lives have changed dramatically. Even through a pandemic and its aftermath, GHMC has been busy re-establishing its workforce growth numbers—but more importantly, enhancing and promoting professional excellence. Our Shared Governance Nursing Congress exemplifies evidence-based practice through ongoing research projects at all levels. Members of our team have been recognized at state, national and international levels. By participating in Shared Governance Nursing Congress Committees and Councils, GHMC nurses make change happen. We work at a facility that encourages staff to use evidence to enhance the quality of care we provide to our patients. Our peers act as a team to teach and mentor one another.

When a nurse obtains their license, they make an extraordinary decision to dedicate their career to the science and Art of Nursing. Decisions were made on which school to attend and apply their most important years of study to achieve licensure. Choosing a healthcare employer is an important decision. We are proud of our second Magnet designation in 2021 and that over 1,000 nurses have chosen to practice the Art of Nursing within our walls. Nursing is the foundation in driving the patient experience to provide exceptional service. The list of achievements for 2022 signifies only a small amount of the work that is done by our nursing staff.

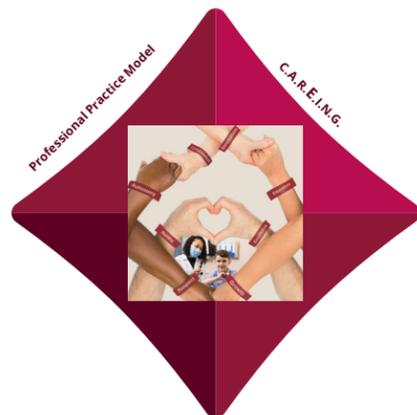
The difference at GHMC is that our nurses own their practice. It is part of our nursing strategic plan and goals. The future is in our hands to enhance the patient experience, encourage professional growth and embrace cultural diversity within our community. The 2025 journey for our third Magnet redesignation is all about celebrating **GHMC nursing excellence** in practice.

Sincerely,

Nicole Sewell, MSN, RN, NE-BC, CMSRN
Interim Chief Nursing Officer/Vice President Patient Care Services

“Let every dawn find us courageous, brought closer; heeding the light before the fight is over. When this ends, we’ll smile sweetly, finally seeing In testing times, we became the best of beings.”

— Amanda Gorman



GHMC’s Magnet Destination Journey

Magnet designation is a prestigious credential that recognizes excellent patient outcomes, nursing care practices, innovation and teamwork across an organization. There are only 44 other hospitals in the State of New York to have this recognition. In April 2021, the American Nurses Credentialing Center (ANCC) awarded Garnet Health Medical Center (GHMC) with Magnet redesignation! The journey to Magnet redesignation, that occurs every four years is a rigorous process, yet we achieved it during the COVID-19 Pandemic—a time when most hospitals around the globe were challenged with providing patient care, GHMC continued steadfast in our practice to provide excellent care.

Transformational Leadership, Structural Empowerment, Exemplary Professional Practice, New Knowledge Innovations and Improvements, and Empirical Outcomes are components of the Magnet model that guide our practice journey. As we forge ahead on another redesignation journey, the following highlights some of our dedicated Magnet nursing team’s accomplishments thus far:

Transformational Leadership

- Our nursing leaders were always accessible and transparent, and made sure there was effective communication throughout the pandemic due to constantly changing practices and guidelines.
- The Nurse Leader Advisory Council (NLAC) implemented a nursing research study focused on new-nurse-leader preparedness, retention and satisfaction.
- We welcomed a new Interim Chief Nursing Officer/Vice President Patient Care Services, Nicole Sewell, MSN, RN, NE-BC, CMSRN and Senior Administrator Nursing Process, Magnet and Professional Practice, Nancy Folino, MSN, RN, NE-BC, CCRN.

Structural Empowerment

- The Community Committee partnered with colleagues and donated food baskets on Thanksgiving and to adopted families in need for the holiday season.
- We redesigned our celebration process for all newly certified nurses to recognize their commitment to lifelong learning and exceptional patient care in their specialty area.
- Based on Shared Governance member feedback, we assessed and enhanced our Shared Governance Nursing Congress structure.
- We’ve built on the success of our New Graduate Cohort Program, ICU, and OR Nurse Residency programs by adding an ICU fellowship program and planning similar for the birthing center service line.

Exemplary Professional Practice

- Magnet Champions played a major role in our last Magnet virtual-site-visit success.
- Our Shared Governance members, Magnet Champions and leaders assessed and updated our Nursing Professional Practice C.A.R.E.I.N.G. Model to ensure our focus on patient-centered care.
- We established an Annual Board Certification and Degree Fair to educate our staff on the resources available to them for pursuing a specialty certification, as well as the other partnerships in place with universities for continuing education.

New Knowledge, Innovations and Improvements

- Nursing research and evidence-based practice projects have been completed, presented and disseminated internally as well as externally, including a virtual global Pecha Kucha.
- We successfully opened of our 4 South Progressive Care Unit and cardiac surgery program so our community can get the care they need right in the community.

Empirical Outcomes

- Our redesignation is proof of our commitment to excellence.
- Healthgrades five-star ratings year after year demonstrate our dedication to delivering quality care for stroke, hips fracture, sepsis, pulmonary embolism and respiratory-failure patients.

Garnet Health Medical Center is on the journey for our third Magnet redesignation. Sustaining our culture of excellence, working together and providing exceptional patient care is what it means to be on the Magnet journey. Healthcare is constantly evolving, but we continue to showcase our hard work and dedication.

“We are what we repeatedly do. Excellence, then, is not an act, but a habit”. —Aristotle



By **Ashley Miller, DNP, RN, NE-BC**
Magnet Program Director



Nursing Strategic Plan 2023-2025

Our 'Signature' promise that we own our practice.

Mission

Nursing will improve the health of our community by providing exceptional healthcare.

Vision

Nurses are caring professionals driven by standards of excellence who go above and beyond to provide an exceptional patient care experience.

Values

- Patients and families first
- Respect and civility
- Honesty, integrity & transparency in action
- Operational excellence
- Teamwork, collaboration & communication
- Accountability
- An impeccable healing environment

Goals

Service: Sustain OUR Nursing C.A.R.E.I.N.G. model to create an exceptional patient experience utilizing RELATE principles.

Quality & Patient Safety: Promote a harm-free environment by providing safe, quality care for our patients.

Finance: Provide fiscally responsible, efficient Nursing practice that supports GHMC financial health.

People: Support excellence in clinical practice by recruiting and retaining the highest quality Nursing personnel.

Growth: Further Nursing professional growth and development by employing Evidence Based Practice and embracing change.

Wellness: Enhance our Nursing C.A.R.E.I.N.G. model to balance physical activity while nurturing mental wellbeing for a healthy work environment.

Nursing is more than a profession of integrity and compassion; it is a privilege that measures your values as a human being and the responsibilities granted to you with the precious gift of life.

Nursing by Numbers

30 Nursing Specialties

1,167 Total Registered Nurses

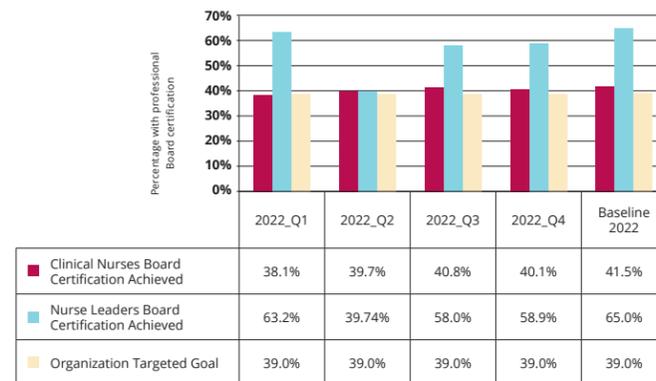
12.51 Average years of nursing experience

65% Nurse Board Certification Rate

153 Nurse Leaders

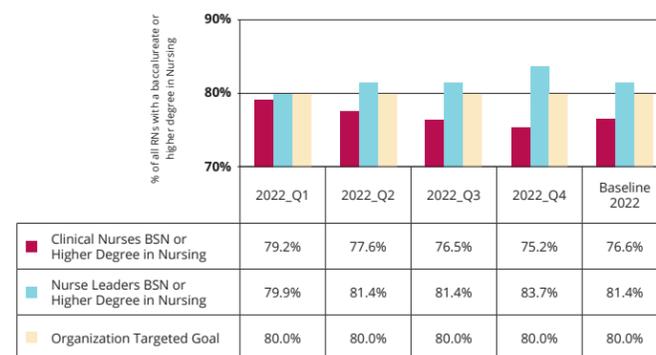
81.4% Our degree rate for BSN or higher surpasses the national average

Garnet Health Medical Center
Organizational Professional Board Certification, Targeted Goal =>39%



* PLEASE BE MINDFUL THAT THE ABOVE INSERTS ARE NOT FIXED

Garnet Health Medical Center
Results for RNs who have Earned a Baccalaureate or Higher Degree in Nursing, Targeted Goal =>80%



Falls				
QRT 1	QRT 2	QRT 3	QRT 4	
2.35	3.58	2.88	2.31	

Falls with Injury				
QRT 1	QRT 2	QRT 3	QRT 4	
0.89	1.55	1.19	0.63	

HAPIs				
QRT 1	QRT 2	QRT 3	QRT 4	
2.00	2.27	1.45	2.61	

Magnet Champions

Magnet Champions are essential in our Magnet journey and exemplify our Nursing Professional Practice C.A.R.E.I.N.G Model. They teach and embrace the Magnet Model components, as it is our framework for our Magnet journey. The champions host "Magnet Mondays," a time when the champions round throughout the hospital on day and night shift to discuss Magnet, educate, empower and inspire others. Magnet Champions host free monthly raffles as well as treats for those that participate while rounding, and support Nurses Week activities, including our favorite Annual Board Certification and Degree Fair. Our Magnet Champions make a difference in our hospital and beyond.

Difference in Healthcare Around the Globe

I am currently a Registered Nurse employed by Garnet Health Medical Center. My journey with Garnet Health Medical Center started in 2019 when I was hired for 5 West, our Medical Surgical and Pediatric floor. I experienced most of the COVID-19 pandemic on 5 West. Recently, I transitioned to the Emergency Department. I was given the opportunity to partake in a medical mission to Guatemala with Glens Falls Medical Mission as a Nurse Practitioner student. I was treated as a provider student and I spent my week in the pediatric clinic. I was able to experience so much of what GHMC embraces through their Magnet Model—Transformational Leadership and Structural Empowerment being a major component of this entire experience. The families woke as early as 3:00 a.m., walking down the mountain with their children, or if they could afford the bus fare, they would ride a bus several hours to attend our mission. This mission attends the same location in October and April annually. Unfortunately, due to the COVID-19 pandemic and restrictions, it had been three years since their last mission trip. Four pediatric providers, including myself, diagnosed, treated and educated approximately 75 pediatric patients daily. Much of the education focused on nutrition and dental care. We also offered women's health, adult, dental, psychology, nutrition and pharmacy services. The interdisciplinary team consisted of approximately 40 team members. It was a truly humbling opportunity for me as both a healthcare professional and a student. I was able to see the differences in healthcare that we experience. I am currently a member of Shared Governance Nursing Congress as well as a Magnet Champion. This experience helped me realize I want to continue to give back and help instill the pillars of Magnet into my everyday nursing practice. COVID effected all healthcare workers differently, but this opportunity was able to reset for me how fortunate our healthcare system truly is and to continue to provide the best care possible every day. It was such an enlightening experience to realize the true impact that one can have on another person's life.

By **Danielle DiFazio**, BSN, RN CMSRN, Magnet Champion



Team-Building and Resilience: The Renewed Hope Bench Dedication

"Hope is not pretending that troubles don't exist. It is the trust that they will not last forever, that hurts will be healed and difficulties overcome. It is faith that a source of strength and renewal lies within to lead us through the dark into the sunshine." —Liz Chase

In January of 2022 I was putting on my scrubs in the locker room. I realized that the tone within me and among my coworkers was different. Though we had come through the worst of the COVID crisis, people seemed emotionally beaten up and deflated in spirit. I had heard of the Trex Company recycling program before COVID, and I decided that the Surgical Services department could take on a bench challenge as a team-building project. I loved the concept of renewing our physical environment by turning our scrub wrappers (500 pounds of trash) into a functional item. But my true heart was that we could use the project as a springboard to help us tap into that source of strength and renewal that lies within us individually and collectively as healthcare workers. My hope was that we would see a healing of our mental and emotional well-being. Due to our teamwork, our bench project was a success.

The plaque on the bench reads:

"In honor of healthcare workers who showed resilience and fortitude throughout the COVID crisis."

Merriam-Webster defines fortitude as: "strength of mind that enables a person to encounter danger or bear pain or adversity with courage." I am truly proud to say that I belong to a healthcare team that demonstrated unparalleled fortitude. We geared up in personal protective gear every day and did what was needed to care for our patients. Resilience is defined as: "the capacity to recover quickly from difficulties; toughness." COVID was an uninvited adversary.

The COVID crisis thrust us into the most difficult situation that I have faced in my 35-year nursing career. COVID has taken a toll on us individually and collectively. But the story isn't over; though we didn't choose to have our lives invaded by COVID, we do have a choice about how we allow the circumstances of COVID to permanently affect our life. We can choose to write our own happy ending. We are healthcare workers. By definition, we are the group that works to promote physical and mental well-being. I believe that it's not just our job; it's who we are. We are drawn to this field because we love people. What better group to lead the way toward a happy ending. The COVID story doesn't have to be about the hardships. It can be about how the situation stretched and challenged us to grow. Our story can be about how we have been inspired to make more meaningful choices regarding how we spend our time, money and personal interactions. So, let's tap into that source of strength and renewal that lies within us. Let's be good to ourselves, be kind to those around us and show the world that we can be triumphant and they can too.

By **Margaret (Maggie) Swyka**, MSN, RN, CPAN, Magnet Champion

Thanks to Maggie's selfless act of kindness, many colleagues on Shared Governance Nursing Congress have shown great interest in earning more benches throughout the hospital to honor others.



It Takes a Village to Put Food in the Bank: Changing Food Insecurity in our Community One Patient at a Time

In 2019, Garnet Health Medical Center conducted a Community Health Assessment (CHA) in conjunction with HealtheConnections staff and the seven county Mid-Hudson Region hospitals and health agencies. Upon completion of the assessment, to better serve our community, our organization decided to address Social Determinants of Health (SDOH) with our patients upon admission to our hospital and outpatient services.

The U.S. Department of Health & Human Services defines SDOH as the conditions in the environments where people are born, live, learn, work, play, worship and age that affect a wide range of health and quality of life. One of the five domains of SDOH is Economic Stability, which includes Food Insecurity. Based upon research conducted during the CHA, it was determined that in Orange County, 28% of respondents to a health survey who earn less than \$25,000/year reported that in the past 12 months, they or other members of their household have been unable to get food. In Sullivan County, data obtained from focus groups and surveys indicated that 41% of respondents reported that the health of residents was impacted by the lack of access to nutritious food.

Through collaborative efforts shared among GHMC Nursing Shared Governance committees, the project "It Takes a Village to Put Food in the Bank: Changing Food Insecurity in our Community One Patient at a Time" was initiated. The Community Committee, Nursing Research and Evidence Based Practice Committee, Nursing Innovation Committee, and Project Management Committee all took part in formulating our SDOH-Hunger Vital Signs screening tool to help identify patients who are food insecure upon admission. Following months of meetings, planning, trials, education and revisions (let's not forget a pandemic), the nursing supportive screening tool was added to our Electronic Medical Record and went live in 2021.

Today, the Hunger VSS screening tool asks patients upon admission, "Are you currently concerned about your ability to purchase food for yourself or your family?" If the patient answers yes, a drop-down of two statements is listed "Within the past 12 months, you worried that your food would run out before you got the money to buy more" and "Within the past 12 months, the food you bought didn't last and you didn't have money to get more". If one or both statements are true, a list of services are automatically printed on the patients' After Visit Summary. The list of services includes local food banks/pantries, Meals On Wheels, Office of the Aging and the Department of Social Services. The data collected from this screening tool is also aiding GHMC to further assist our patients with food insecurity in the future. As of today, a program titled Food Farmacy is underway. This program is building a food bank within the hospital and will help supply patients who identify as food insecure with food and goods upon discharge from the hospital.

After launching the Hunger-VSS questions in 2021, The Daisy Foundation awarded GHMC the Health Equity Grant for Research and Evidence-Based Practice. The funds were utilized to provide supportive education to nursing staff. Community Committee members completed supportive education with unit staff. Pre-and post-surveys were completed during the education to help better support staff through the FI initiative and to determine if staff has a firm knowledge of food insecurity and the importance of using the Hunger VS screening tool to better serve our community. Complete study information can be found at <https://sigma.nursingrepository.org/handle/10755/22847>.

In 2022, Community Committee members were selected to present the "It Takes a Village..." FI poster. The poster was presented at Garnet Health Medical Center's 8th Annual Research Poster and Competition in May. The poster was also selected by 1199 SEIU and The Institute for Healthcare Improvement (IHI) to present at the 2022 Forum in November held in Orlando, Florida.

Nicole Dugan, BS, RN, CMSRN, Magnet Champion

Put your love on the shelf.

Help us fill our Food Farmacy!



Take part in Garnet Health's Food Farmacy initiative and assist those facing food insecurity in our communities. Just under two million people in New York are facing hunger, and nearly 600,000 are children. You can help by donating canned goods and shelf-stable foods:

- Instant oatmeal/instant breakfast
- Granola bars
- Minute rice
- Canned soup/chili
- Canned veggies
- Canned beans
- Cases of water
- Pasta
- Tuna fish
- Nuts
- Personal hygiene items (toilet paper, toothpaste, etc.)
- Mac and cheese
- Peanut butter
- Pudding
- Dried fruit
- Applesauce cups
- Canned fruit
- Anything shelf-stable!

For more information, contact Stephanie Loos at sloos@garnethealth.org, or Nicole Dugan at ndugan@garnethealth.org.

Garnet Health Medical Center:
Find multiple boxes throughout the hospital.

Garnet Health Medical Center – Catskills:
Jodi Goodman's Community Service office.

Garnet Health Medical Center – Callicoon:
Call Maureen Donnelly, at (845) 333-6807 for location.

C.A.R.E.I.N.G. We Have Heart!

By Dana Mallory, RN, BSN, CNOR
Director of Cardiothoracic Operating Room

It has long been a goal of Garnet Health Medical Center to bring a Cardiac Surgery Program to Orange and Sullivan counties. Steady growth of our Cardiac Cath Lab and Cardiac Rehab programs have highlighted this need. After careful review of SPARCS data and examination of inpatient transfers out of our medical center for urgent and emergent cardiac procedures, we made the decision to pursue Department of Health approval to bring Cardiac Surgery to our community in 2021.

To ensure our nursing staff was prepared to care for this new patient population, ICU and OR nurses were given the opportunity to train with the Cardiothoracic ICU (CTICU) and Cardiothoracic OR (CTOR) nurses at New York Presbyterian. Eight Garnet Health ICU nurses and two Garnet Health OR nurses spend 16 weeks each at NYP Queens, including one week of classroom training with their nurse educator. They also returned for a two-week "refresher" prior to our Go-Live on January 3, 2023. In addition, experienced CTICU and CTOR staff were hired to these new units.

As we prepared for our first patients, the new and experienced CTICU and CTOR staff were instrumental in ordering the right supplies and organizing our supply rooms, carts and patient rooms. They assisted in policy writing, creating schedules and safe staffing plans, and developing workflow. Every Thursday, our Chief Cardiothoracic PA organized speakers, participated in the further education of the nurses on a variety of topics and scheduled in-services for new equipment with our vendors. Physical Therapy, IT, Blood Bank, Pharmacy and Respiratory were all brought in to these sessions. These sessions were a great opportunity for staff to get to know one another and to create workflow as a team!

Two weeks prior to our first scheduled case, the team ran mock patient "drills," with interdisciplinary representation from IT, BME, Respiratory, Blood Bank, Pharmacy, Laboratory, CTICU nursing, CTOR nursing, CTOR techs, perfusion, Cardiac Anesthesia and our surgeons and PA's. This allowed us to identify operational and workflow concerns in real time and implement quick and effective "fixes." We practiced scheduled elective cases, urgent and emergency returns to the CTOR, and urgent and emergent pathways from the Cardiac Cath Lab and the Emergency Room to the CTOR. After each drill, the team held a debrief to discuss issues and implement adjustments.

On January 3, 2023, we had our first Cardiac Surgery case. Due to all the preparation and input from our staff, it went off perfectly! We have continued post-case debriefs as well, led by our clinical leadership team, giving all team members an opportunity to identify potential concerns. Our first patient reached out to our leadership team to express how happy he was to be able to have this procedure so close to home, and how that positively impacted his family and will ease his recovery. Mission accomplished!



Nursing Professional Practice C.A.R.E.I.N.G. Model

Nursing is more than a profession of integrity and compassion...

Collaboration is the interaction that Garnet Health nurses have with patients, family members and other professionals to ensure we provide an exceptional patient-care experience.

Autonomy is the authority and freedom of Garnet Health nurses to advocate in a safe, professional manner and make decisions within the full scope of our practice, to provide the best care to our patients.

Respect is the empathic approach to communication that Garnet Health nurses share with patients, families and colleagues—without bias—to reach patient-centered goals.

Education is empowering patients with information and patient-engagement initiatives. Patients and families come first in a compassionate, healing environment with respect for dimensions of diversity and an informed decision-making process.

Innovation is being open to change and new processes that further enhance staff and patient experiences.

Nursing excellence is when Garnet Health nurses hold one another accountable for behaviors and performance through transparency. We recognize the actions of one nurse speak for the entire team. We build on team values and strive to provide an exceptional patient-care experience.

Growth is a continuous process. We are always evolving to provide exceptional care to patients.

Nursing is a privilege that measures our values as human beings.

Celebrating Certified Nurses Day



Garnet Health Medical Center and Garnet Health Medical Group celebrate Certified Nurses Day by honoring their Board-certified nurses. This list reflects Board-certified nurses between the dates of March 20, 2021, and March 19, 2023, as they appeared in the *Times Herald-Record* in March 2023.

Laura Abkarian, RN	Jennifer Breitenfeld, RN	Jeanine Davison, RN	Tonya Fox, RN	Kimberly Jablonski, RN
Nicholas Acierno, RN	Cynthia Brennan, RN	Sara De Hoyos, RN	Nora Gage, RN	Laura Jacobs, RN
Rowena Adiong, RN	Robin Brennan Seibel, RN	Susan Decker, RN	Lynn Gailie, RN	Edmund James, RN
Susan Agugua-Anyene, RN	Gina Brooks, RN	Michelle Dejesus, RN	Fabrisa Gallagher, RN	Magalie Jean-Francois, RN
Stefanie Alexander, RN	Jillian Brown, RN	Laura Del Regno, RN	John Gallagher, RN	Sandra Jimenez, RN
Kelly Alleque, RN	Margie Pete Brown, RN	Edilyne Delima, RN	Margaret Gallagher Brother, RN	Tammy Jollie, RN
Heather Anderson, RN	Rachelle Brutus-Bush, RN	Karen Deroziere, RN	Sharon Geidel, RN	Dana Jones, RN
Karen Anderson, RN	Christina Burgess, RN	Andrew Deserto II, RN	Justine Geisler, RN	Jasinth Jones-Clark, RN
Angel Angeles, RN	Lauren Burke, RN	Valentina Desmedt-Wells, RN	Andrea Gerspach, RN	Kathleen Joy, RN
Morgan Athanas, RN	Deirdre Burns, RN	Colleen Devitt, RN	Renee Gerstner, RN	Jean Kania, RN
Elise Babcock, RN	Tara Byrne, RN	Ann DiAgostino, RN	Jane Giganti, RN	Dina Kapzynski, RN
Dawn Baldwin, RN	Tanya Camacho, RN	Barbara DiCaprio, RN	Joanne Gilbert, RN	Shannon Karwoski, RN
Kristen Balogh, RN	Susan Cannock, RN	M'Lissa Dick, RN	Stephanie Gliedman, RN	Narjeet Kaur, RN
Jennifer Bankich, RN	Christine Canzoneri, RN	Danielle DiFazio, RN	Shannon Goodwin, RN	Dawn Kaylor, RN
Lauren Barnable, RN	Lauren Caroli, RN	Jennifer DiMascio, RN	Dawn Goring, RN	Maureen Kennedy, RN
Morgan Barnum, RN	Shannon Carosella, RN	Kerry Dineen, RN	Loretta Grahn, RN	Jung Kiene, RN
Ellen Barron, RN	Jacquelynn Carroll, RN	Kristal Dolson, RN	Katrina Grandolfo, RN	Erin Kirwan, RN
Cynthia Barth, RN	Jeanette Castillo, RN	Karen Donaldson, RN	Melinda Grant, RN	Sarah Klein, RN
Chelsea Beach, RN	Michele Cauchard, RN	Mary Lou Donnelly, RN	Nicole Gray, RN	Joseph Klotz, RN
Debra Beakes, RN	Barbara Charland, RN	Kalyn Drasher, RN	Shanae Green, RN	Amy Knapp, RN
Tiffany Beam, RN	Jing Chen, RN	John Duffy, RN	Jamie Greene, RN	Elizabeth Knight, RN
Pamela Beaudette, RN	Dawn Cherry, RN	Nicole Dugan, RN	Virginia Grieb, RN	Jacqueline Knosp, RN
Melissa Beck, RN	Linda Chudow, RN	Charlotte Durma, RN	Skye Guerra, RN	Belinda Kowal, RN
Jessamyn Becker, RN	Melissa Cirigliano, RN	Theresa Eckert, RN	Jennifer Hadden, RN	Colleen Kowal, RN
Angel Beebe, RN	Jessica Citriniti, RN	Patricia Elliott, RN	Christina Hahn, RN	Lisa Kozma, RN
Jennifer Behrent, RN	Kevin Clay, RN	Lisa Enright, RN	Shufei Hall, RN	Jessie Krasko, RN
Zoe Beickert, RN	Paula Coleman, RN	Peggy Ensslin, RN	Jaclyn Halpin, RN	Tara Kruger, RN
Martha Belzie, RN	Dawn Colon, RN	Alicia Erler, RN	Katie Hanrahan, RN	Samantha Krunfol, RN
Leland Bendel, RN	Tamera Compasso, RN	Nancy Eschenberg, RN	Sara Hanson, RN	Laura Hedberg, RN
Heidi Benedict-Lewis, RN	Daphne Conde, RN	Matthew Esposito, RN	Laura Hedberg, RN	Melissa Kuhn, RN
Enid Berg, RN	Renee Conklin, RN	Sara Estes, RN	Evelyn Hehir, RN	Angelie LaBarbera, RN
Lauren Berweger, RN	Lauren Connoly, RN	Josephine Ewanciw, RN	Amy Heins, RN	Margaret Laggner, RN
Megan Besaw, RN	Daniel Conroy, RN	Ricky Fairbairn, RN	Deborah Heins, RN	Nancy Lane, RN
Stephanie Bianchi, RN	Rosemarie Corigliano, RN	Donna Ferguson, RN	Jillian Helt, RN	Megan Lask, RN
Teressa Bianchi, RN	Christopher Costello, RN	Jamie Ferguson, RN	Nora Higgins, RN	Rachel Lauver, RN
Stacey Binns, RN	Mary Ellen Crittenden, RN	Christina Fernandez, RN	Deborah Hill, RN	Katie Laux, RN
Debbie Biondi, RN	Alyssa Crowe, RN	Kristen Ferrier, RN	Kyra Holland, RN	Jean Lazio, RN
Kereen Blackwood-Hiller, RN	Marie Jasmine Cuison, RN	Enid Figueroa, RN	Michelle Hostutler- Okeefe, RN	Jennifer Lebron, RN
Stefanie Blasko, RN	Dionne Curtis-Hamilton, RN	Halana Finnie, RN	Lashay Houston, RN	Courtney Leslie, RN
Tracy Blum, RN	Rhonda D'Agostino, RN	Kathleen Flessa, RN	Joan Howe, RN	Kristin Lingerman, RN
Zoe Boniface, RN	Deirdre D'Alfonso, RN	Soila Flores, RN	Nadine Howland, RN	Hannah Loderhose, RN
Stacy Bonner, RN	Andrea D'Altilio, RN	Nancy Folino, RN	Katelyn Huber, RN	Danielle Long, RN
Steven Bowley, RN	Annamarie Dale, RN	Rebecca Forget, RN	Corinne Hugel, RN	Adriana Longo Kuzicki, RN
Melissa Boyce, RN	Kareema Dale, RN	Mackenzie Formale, RN	Christine Ierardi, RN	Jennifer Losardo, RN

Robert Lotz, RN	Rebecca Munkelt, RN	Carmella Pistone-Halpern, RN	Cindy Shufelt-Boyce, RN	Breanna VanDyk, RN
Pamela Lovell, RN	Meghan Murphy, RN	Katherine Pitt, RN	Judit Sibilia, RN	Allison VanGlahn, RN
Katherine Lucchese, RN	Molly Murphy, RN	Monica Polick, RN	Alessandra Siculo, RN	Yahaira Vazquez, RN
Vanessa Lupo, RN	Sean Murphy, RN	Lorraine Porcaro, RN	Nicole Siegel, RN	Nicole Ventre, RN
Kirsten Lykens, RN	Marianne Murray, RN	Michelle Prada, RN	Alysyn Silva, RN	Jessica Verblaauw, RN
Wendy Mack, RN	Brittany Nagy, RN	Jeanne Price, RN	Sarah Slyter, RN	Lucy Vesely, RN
Christine Mackay, RN	Susanne Neenan, RN	Promesa Primus, RN	Meghan Smith, RN	Melissa Villamil, RN
Dana Mallory, RN	Maureen Neidnig, RN	Pamela Pugliese, RN	Kimberly Soria, RN	Samantha Villanueva, RN
Jenna Malouf, RN	Tracie Newkirk, RN	Veronica Quinn, RN	Susan Spinato, RN	Alexis Vinciguerra, RN
Amrita Mangar, RN	Maranique Nichols, RN	Alyssa Raldiris, RN	Melina St. Tulas, RN	Donna Waaland, RN
Corinne Manger, RN	Carol Nivens, RN	Emily Rappa, RN	Edna Stachurski, RN	Shari Wagner, RN
June Maniaci, RN	Joanne O'Brien, RN	Christine Rauschenbach, RN	Laurie Stalter, RN	Alexandria Walker, RN
Kristen Marino, RN	Leah O'Brien, RN	Ann Reilly, RN	Tanya Sterling-Lynch, RN	Donna Watch, RN
Agnes Marvulli, RN	Lauren O'Connell, RN	Theresa Reinle, RN	Stephanie Stewart, RN	Lauren Werner, RN
Lynn Matthews, RN	Lisa O'Connell, RN	Robin Remaley, RN	Jemps Stfleur, RN	Stephanie Wheeler, RN
Jacqueline McCloud-Rundle, RN	Kelsey O'Dell, RN	Shanita Reynolds, RN	Mary Stillman, RN	Kaitlin Wickes, RN
Sophia Mcfield, RN	Jayne O'Malley, RN	Rena Rios-Martin, RN	Jacklyn Stimpson, RN	Patrick Wilcox, RN
Sidoney McKenzie, RN	Jeane-Marie Oehme, RN	Tennille Rivera, RN	Sue Sturtz, RN	Lauren Wildrick, RN
Kristin Mecocci Walicki, RN	Ellen Oehrlein, RN	Kristina Roberts, RN	Margaret Swyka, RN	Kimberly Wilkins, RN
Tenipa Medina, RN	Jennifer Okereke, RN	Myrtle Robertson, RN	Yoriko Tange-Campbell, RN	Khalilah Williams-Perry, RN
Aimee Meehan, RN	Michele Olszanecki, RN	Sady-Ann Robinson, RN	Kristy Taylor, RN	Emani Wilmore, RN
Alyssa Melvin, RN	Belinda Ong, RN	Nearco Rodriguez, RN	Patricia Taylor, RN	Caitlin Winters, RN
Dianne Merenyi, RN	Sara Oquendo, RN	Sara Rodriguez, RN	Selin Tekin, RN	Serena Winum, RN
Leslie Miccio, RN	Rebecca Orman, RN	Tiffany Rosario, RN	Roberta Tenorio, RN	Melissa Wixon, RN
Michele Michalak, RN	Jennifer Ortiz-Patton, RN	Margaret Rosas, RN	Susan Thirkield, RN	Christina Wood, RN
Ashley Miller, RN	Jennifer Osowick, RN	Lisa Rose, RN	Katelin Trainor, RN	Jessica Wood, RN
Melissa Mills, RN	Julia Paccio, RN	Rogia Rosemberg, RN	Laney Travers, RN	Shaylyn Wood, RN
Nancy Millspaugh, RN	Lindsay Pallini, RN	Sarah Ruggiero, RN	Jaclyn Tremblay, RN	Kate Woods, RN
Kelly Minnerly, RN	Lucy Palomino, RN	Cathy Ryan, RN	Shanalynn Trent-Powe, RN	Alison Wright, RN
Colleen Minnock, RN	Theresa Partyka, RN	Alexandria Sabarese, RN	Kyle Trimble, RN	Rosalinda Yap, RN
Mary Miraglia, RN	Jessica Parzer, RN	Catherine Sanchez, RN	Trang Truong, RN	Julie Ziegler, RN
Irene Moloney, RN	Herminia Paulovici, RN	Michael Sanders, RN	Giovanni Tulino, RN	Elizabeth Zimmerman, RN
Alexandra Monell, RN	Kathryn Pecora, RN	Yesenia Sanz, RN	Brandi Turner, RN	Jennifer Zink, RN
Vickie Monti, RN	Anna Perkins, RN	Sara Sargente, RN	Kaitlyn Umstead, RN	
Michelle Morgiewicz, RN	Travonna Peterson, RN	Jennifer Schmalz, RN	Sara Unterreiner, RN	
Tonianne Motta, RN	Deirdre Pettus, RN	Nicole Sewell, RN	Amanda Van Boerum, RN	
Nora Mulcahy, RN	Jezzreel Phillips, RN	Lynne Shallcross-Diesel, RN	Raquel Van Weddinger, RN	
Jennifer Muller, RN	Jessica Picard, RN	Mary Shormis, RN	Stephanie Vanburen, RN	



Board certification of nurses plays an increasingly important role in the assurance of high standards of care for patients and their loved ones. Garnet Health encourages national Board certification for all our nurses.

Please join Garnet Health and the national nursing certification organizations in honoring these hardworking, dedicated nurses for their professionalism and a job well done! Thank you for all you do!

To join our team of dedicated nurses at Garnet Health, visit <https://careers.gamethealth.org/nursing>





1199 Nurse of Distinction Awards

The 1199SEIU (United Healthcare Workers East) Nurse of Distinction Awards honor peer-nominated Registered Nurses for outstanding achievement and commitment to patient-centered care. Each year, one winner is selected in each of the following categories: nurse of distinction, nurse leader, preceptor and novice nurse. Congratulations to the following nurses for being nominated by Garnet Health's Nurse of Distinction Committee these past two years, and a special congratulations to our 2022 winners Bobby Lotz and Amanda Brands.

2021

Nora Higgins

Nominee – Nurse of Distinction Hospital Setting

Kim Jablonski

Nominee - Nurse Leader of the Year

Chelsea DeVries

Nominee - Novice Nurse of the Year

Paula Mohansingh

Nominee - Nurse Preceptor of the Year

2022

Sue Allen

Nominee – Nurse of Distinction Hospital Setting

Shanita Reynolds

Nominee - Nurse Leader of the Year

Amanda Brands

WINNER - Novice Nurse of the Year

Bobby Lotz

WINNER - Nurse Preceptor of the Year

2022 DAISY AWARD WINNERS		
MONTH	NAME (HONOREE)	UNIT
January	Simeon Jean-Julien	2 South
February	Nicole Copeland	5 South
March	Nancy Lane	Endoscopy
April	Breann Sytsema	2 North
May	Monica Polick	OP Observation Unit
June	No nominations received	No nominations received
July	Nadria Hollis	Nurse Float
August	Lisa Rivera	Bone & Joint
September	Patrick Wilcox	SDS
October	Marie Irizarry	4 South
November	Amy Heins/Regina Falasca-Smith	5 South
December	Kaylor Dawn	2 West/CDA



Shanita M. Reynolds, MSN, RN, NE-BC, CMSRN
Nursing Administrator
Nursing Professional Development



Nancy Folino, MSN, RN, NEA-BC, CCRN, Sr. Administrator Nursing Process, Magnet and Professional Practice

The Beacon Award for Excellence 3 North

The Beacon Award for Excellence is a prestigious milestone for nursing. It showcases exceptional patient care and healthy work environments.

The American Association of Critical Care Nurses (AACN) created the Beacon Award for Excellence to recognize individual units that distinguish themselves by improving every facet of patient care. For 3 North, nursing excellence is part of our daily commitment to our practice, our patients and families, and our profession. Our efforts and successes were recognized during a heightened pandemic, which showcased the strength and need for creativity and rapid change of the 3 North team.

As nursing units strive for excellence, the Beacon program's three levels of designation—gold, silver and bronze—recognizes significant milestones along a unit's journey to excellence. GHMC 3 North received the Silver Award in October 2020 with the input and leadership from the unit's nursing staff. Units that achieve the three-year designation meet national criteria consistent with the Magnet Recognition Program, the Malcolm Baldrige National Quality Award and the National Quality Healthcare Award.

The Beacon Award for Excellence is a prestigious milestone for nursing. It showcases exceptional patient care and healthy work environments. This award recognizes individual caregivers who successfully improve patient outcomes by providing high-quality, safe patient care.

For nurses, this award means a positive and supportive work environment with interdisciplinary collaboration, higher morale and lower turnover. Nurses working in this environment report healthier work settings and higher job satisfaction. Beacon awardees set the standard for excellence in patient care environments by collecting and using evidence-based information to improve patient outcomes, patient satisfaction and staff satisfaction. This process was driven by the nursing staff on 3 North.

The journey began by implementing processes, procedures and systems to support nursing excellence and identify and eliminate any barriers. To receive the Beacon Award, 3 North had to meet criteria in the following categories:

- Leadership Structures and Systems
- Appropriate Staffing and Staff Engagement
- Effective Communication, Knowledge Management, Learning and Development
- Evidence-Based Practice and Processes
- Outcome Measurement

The application is evaluated by a panel of subject-matter experts. The process takes a few months to evaluate and receive feedback, which consists of an executive summary and a feedback report for recommendations.

This award has recognized the high-quality, safe patient care that the 3 North team provides. It also highlighted the staff engagement and family atmosphere of the 3 North team. We are very proud of this prestigious accomplishment and look forward to our reapplication this year.

A Nurse's Lessons from Hiking the Appalachian Trail



By Sharon Geidel, DNP, RN, RN-BC, Nursing Professional Development Specialist Garnet Health Medical Center

Burn-out and realizing it's time for a change.

I had always been able to juggle family, school and work life well, including roles as class mom, scout leader and community volunteer and completing my doctorate in nursing and working two jobs. But at a certain point, and despite my supportive family's efforts, I began to burn out. Working as a nurse leader for a behavioral health unit was a dream come true and a nightmare all in one. I found myself caring so much, investing so much of myself, that I lost myself in the process.

In the hope that it would help, I moved back to nursing education. It didn't. There was a void. I was missing something. I was missing me.

Maybe this is what burnout on the way to compassion fatigue feels like. But whatever we call it, my response was to quit my job and hike the Appalachian Trail for five months, from Maine to Georgia, with my husband. We'd always lived simply, and once we'd made the decision to go, the pieces fell into place.

Along the way, I made many discoveries. It's paradoxical that I'd gone hiking to forget about nursing, yet I was reminded about it with each step.

Here are some souvenirs from the trail that helped me return to nursing with resilience.

1. Best foot forward.

Early on, I tripped often. I was distracted by negative thoughts until I realized that if I wanted the day to go smoothly, I must put my best foot forward, keeping a positive attitude despite the size or difficulty of the mountain or the task ahead. One study found that sending positive thoughts to nurses throughout the day through smartphone apps helped improve their perception of work life. While no panacea, I suggest trying to start each workday on the right foot, sharing positive thoughts, quotes or compliments with colleagues when the moment seems right.



2. Never quit on a bad day.

Our scariest moments were atop a bald mountain during a horrific storm. We had no refuge, but remained steadfast. It has been suggested that it takes endurance to avoid quitting when things become difficult. Without this persistence, atrophy of the acquired skill can result, whether it's leadership or playing the violin. Instead of quitting, focus on the nearest destination—whether it be the next step down the mountain to safety or a breather in the break room for refuge.

3. Plan ahead & check equipment.

Our gear was sacred, as it kept us safe. Rain, snow and injuries were some of the barriers faced while hiking. Planning for setbacks helped us remain composed and mindful that the situation was temporary and we would prevail. Good days don't just happen; we make them happen. Carefully planning your workday, checking equipment and following regulatory agency recommendations and checklists seem mundane, but it's for safety's sake. Safety checks are the core of patient care and the achievement of certain goals, so carve time to do so.

4. Take care of your feet.

While hiking the first 100 miles of wilderness, my feet grew and I broke my toe and earned serious blisters. I never had such an appreciation for healthy feet until then. According to one study, nurses in some departments walk an average of five miles per shift. Our feet carry us through life—thank them by wearing supportive socks and shoes, and taking time to stretch and massage them daily to prevent arthritis.

5. 'Camel up!'

Water was scarce on the Appalachian Trail. We sought streams and lakes to collect/filter water along the way, then drank as much as we could tolerate before continuing. I'm thankful to be able to drink water at will now, but mask mandates remind me to "camel up" when I can, because it may be hours before I can drink again. Getting enough water can prevent dehydration, which can cause unclear thinking, mood changes, hypothermia, constipation and kidney stones. Take your breaks and cherish every sip!

6. Check your compass.

On the trail, it's obvious that you need to know your position and what lies ahead to plan food resupply, sunsets and much else. But it's equally important to reassess your personal compass to see where you are. Perhaps you're feeling disengaged from work because you aren't doing enough that's new or challenging? Consider resetting your compass by learning more about your profession or studying for a certification. A study of critical-care nurses found that healthy work environments lead to more engaged nurses, decreased burnout, lower turnover and better patient care. Try conducting a Strengths, Weaknesses, Opportunities, Threats (SWOT) analysis on your unit to see where you are as a team.



7. You cannot stumble on what's behind you.

It's true! That error you made, that meeting you missed, that patient you didn't get to say goodbye to...is all behind you. Stop beating yourself up and move forward. Many have wisely observed that the journey is the real destination. My favorite part of the Appalachian Trail wasn't summiting the final mountain, but the discoveries we made along the way. Although nursing is faced with difficult challenges, we can enjoy the journey, the calling—together.

8. Or walk a labyrinth!

Thru-hiking may not be an option. But there are other ways to take a meaningful journey, like walking a labyrinth. Tips for how to walk a labyrinth include the following: Prior to entering a labyrinth, set your intention by taking a moment to say/write a question, thought or word. As you enter, release distractions and anxieties. When you reach the center, say the word you chose. Take time to rest in the center to receive a message before bringing it out with you upon your return. Enjoy your journey.



Nursing Professional Development

During the COVID-19 Pandemic, from 2021 through 2022, Nursing Professional Development (NPD) continued to educate and support the staff at Garnet Health Medical Center (GHMC). NPD did have to shift gears from teaching live classes to teaching classes via Webex. Some classes did remain live, such as the New Grad Cohort, ED Residency, ICU Residency, PCU Orientation and OR Residency Programs. When the NPD Practitioners were not teaching classes, they were either rounding on the units offering helping hands or actually working shifts at the bedside.

The NPD team remained active in Shared Governance as Nurse Leader Advisors of several Committees and Councils, such as Interdisciplinary Education Committee (IDEC) and Nursing Professional Excellence Committee (NPE). These two committees work together annually to host the Board Certification and Degree Fair. The Board Certification portion of the fair promotes Nursing certifications and assists nursing staff in preparing to take exams for certifications such as CMSRN, CEN, CORN, PCCN, CRRN, CCRN, NE-BC, NPD-BC and many others. The Degree portion of the fair hosts multiple colleges and universities to promote continuing education. The Degree Fair is open to all staff, not just Nursing. NPD and the IDEC also worked with 1199 and Human Resources to make sure information was available regarding certification-review classes and tuition reimbursement.

The IDEC developed the Nursing Learning Needs Assessment Survey for 2021 and 2022. The survey was distributed to all Nursing Staff throughout GHMC. It was distributed through various forms of media, such as email blasts, paper surveys, QR Codes and with the 2022 RN Annual Education via a weblink. The information gathered from the survey has assisted the NPD team in developing the RN Annual Education for 2022 and 2023.

The NPE, Magnet Champions and NPD team worked collaboratively to make Nurses Week exceptional in both 2021 and 2022. The three groups brought guest speakers from GHMC and outside to present topics such as Self-Care, and Risk Management, and members from Committees and Councils presented their completed projects. Many of the presentations offered Continuing Education Credits from GHMC as a provider of American Nurses Credentialing Center (ANCC) credits. The presentations were recorded and made available to all nursing staff via the GHMC Intranet after Nurses Week in both 2021 and 2022.

Additional activities performed by the NPD team during 2021-2022 included research projects and clinical instruction. Zoë Beickert, with the assistance of Ebony Samuel-Bakpessi, researched and wrote "Alleviating the Jetlag." This project focused on the well-being of the nursing staff at GHMC. Zoë Beickert presented the poster of this project at the 1199 Symposium in December 2022. Many of the NPD team also continued to teach as clinical adjunct instructors for several local colleges and universities. Many of the clinical hours, when not virtual, were performed at GHMC. It is with pleasure that some of the students decided to join the GHMC Nursing staff upon their graduation, including the New Grad Cohort, ED Residency and ICU New Grad Residency.



A Nurse's Journey Through the Years

There are many opportunities to learn and grow in our organization. We are always evolving to provide an exceptional care experience. Michele Worden's, BSN, RN, career exemplifies what growth in nursing looks like at Garnet Health Medical Center:

Michele is the perfect example of someone who has grown and thrived at Garnet Health Medical Center. She started as a per-diem snack-bar attendant in 1979, and went on to become a unit clerk, nursing assistant, LPN and, ultimately, a registered nurse. She worked 13 years in the Medical Intensive Care Unit (MICU) and then transferred to Diagnostic Imaging (DI). A few years after into her position in DI, Michele was diagnosed with breast cancer after her very first mammogram—a fact that shows the importance of screening—and then weathered the rigors of cancer treatment.

When the position of Breast Patient Navigator was created, she eagerly applied as someone who "walked the walk" and who knew many of the struggles these patients faced. Michele became GHMC's first cancer navigator in 2010. As a navigator, Michele acted as an advocate, cheerleader, educator and supporter of breast cancer patients and their families and friends, and of women with noncancerous breast issues. She is incredibly dedicated and compassionate. She put in many hours with her patients, working to meet all their needs.

In her tenure as a navigator, she had many accomplishments including establishing a Breast Cancer Support Group, creating tools to facilitate Breast Tumor Boards, and educating both her colleagues and the public about all aspects of Breast Cancer diagnosis and treatment.

In 2018, Michele became the Manager of the Breast Center, yet another advancement in her long career at GHMC. Michele has led a department that has continued to grow, implementing new programs such as implementation of the NYSDOH Breast Screening Navigation Grant, the Brevera 3-D Biopsy systems, the Savi Scout for radio frequency breast lesion localization, and the Kubtec for intraoperative specimen sampling. The Breast Center has been reaccredited by NAPBC in 2019, with no deficiencies, and continues to have excellent patient-satisfaction scores under her leadership.

An excellent speaker, Michele has presented at numerous educational events throughout the years on breast health. She is also generous with her time and talent in supporting the fight against this disease. One recent example is Making Strides Against Breast Cancer, where Michele has been recognized for her superior performance and has received numerous awards over the years. These include a "Care and Compassion" Quality award in 2013 and two Daisy Awards. She was also a finalist for the Hudson Valley Nursing Award. She is not only recognized by her peers as a role model for patient care and for her support of her colleagues, but she is also respected in the community, where she was honored at the Orange County Democratic Women's gala several years ago.

Committed to lifelong learning, Michele received her CBHN (Certified Breast Health Nurse) certification in 2011 and was certified in Survivorship Training and Rehabilitation (STAR), which is a specialized rehabilitation program for cancer patients, in 2013. She has also completed her BSN. Though her accomplishments are many, she doesn't rest on her laurels. She continually challenges herself and her colleagues to improve the care we provide to our patients. Michelle's journey highlights each component of our Nursing Professional Practice C.A.R.E.I.N.G Model: Collaboration, Autonomy, Respect, Education, Innovation, Nursing Excellence and Growth. What is your journey?



Research

1. Hunger Vital Signs—A Good Beginning to End Food Insecurity

a. Nursing Research

i. IRB # HH2111

b. Principal and Co-Investigators

- i. Tanya Camacho, BSN, RN, OCN
- ii. Nicole Steinberg, BSN, RN
- iii. Kim Morrell, NA
- iv. Dr. Colleen Fleming Damon
- v. Teresa Bryant, MSN, RN
- vi. Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC

c. Nursing Research and EBP Advisor

i. Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC

d. Dissemination

i. 17th Annual Cleveland Clinic Nursing Research Conference, April 25 & 26, 2022

- 1. Podium Presentation
- 2. **Presenters:** Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC, Tanya Camacho, BSN, RN, OCN, Nicole Steinberg, BSN, RN

ii. Garnet Health Medical Center 8th Annual Poster Competition, May 20, 2022

- 1. **Presenters:** Tanya Camacho, BSN, RN, OCN & Nicole Steinberg, BSN, RN

2. Takes a Village to Put Food in the Bank: Changing Food Insecurity in Our Community One Patient at a Time (EBP)

a. Evidence-Based Practice

b. Principal and Co-Investigators

- i. Beth Post, BSN, RN, MT (CLS), POCS (AACC); Nicole Dugan, BS, RN, CMSRN; Christopher Costello, MSN, OH; Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC; Tanya Camacho, BSN, RN, OCN; Sadhana Subramanian, BSN, RN, CRN; Nicole Sewell, MSN, RN, CMSRN; Dionne Johnson, MSN, RN; Sharon Geidel, DNP, RN; Magon Moncrieffe, MHA, B.Sc.; Shelly Massimilla, MSN, RN

c. Nursing Research and EBP Advisor

i. Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC

d. Dissemination

i. Garnet Health Medical Center 8th Annual Poster Competition, May 20, 2022

- 1. **Poster Presentation**
- 2. **Presenters:** Nicole Dugan, BS, RN, CMSRN

ii. Institute for Healthcare Improvement 2022, December 4–7, 2022

- 1. Poster Presentation
- 2. **Presenters:** Nicole Dugan, BS, RN, CMSRN and Nicole Sewell, MSN, RN, CMSRN

e. Published

- i. Sigma Repository
- 1. <https://sigma.nursingrepository.org/handle/10755/22847>

3. The Effect of Aromatherapy to Decrease Perceived Stress During the COVID-19 Pandemic (and Beyond)

a. Nursing Research

i. IRB # HH2010

b. Principal and Co-Investigators

- i. Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC
- ii. Judith Malloy

c. Dissemination

i. 17th Annual Cleveland Clinic Nursing Research Conference, April 25 & 26, 2022

- 1. Podium Presentation
- 2. **Presenters:** Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC & Judith Malloy

4. Let's Do Nights! Improving Bi-Directional Communication Within Nursing Service by Implementing a Tiered Huddle Structure: The Next Level

a. Nursing Research

i. IRB # HH2022

b. Principal and Co-Investigators

- 1. Michelle Olszanecki, MSN, RN, CCRN, TCRN, CMSRN
- 2. Melissa Beck, BSN, RN, CMSRN
- 3. Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC

c. Nursing Research and EBP Advisor

i. Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC

d. Dissemination

i. Sigma Theta Tau Creating Healthy Work Environments 2022, March 24–27, 2022

- 1. Pecha Kucha podium presentation
- 2. **Presenter:** Michele Olszanecki, MSN, RN, CCRN, TCRN, CMSRN

ii. Garnet Health Medical Center 8th Annual Poster Competition, May 20, 2022

- 1. **Poster Presentation**
- 2. **2nd-place winner**
- 3. **Presenters:** Michele Olszanecki, MSN, RN, CCRN, TCRN, CMSRN & Melissa Beck, BSN, RN, CMSRN

5. Continence Care: A Transdisciplinary Integration of ARN Tools In-patient and Beyond (Decreasing Incontinence of Rehabilitation Patient Upon Discharge)

a. Nursing Research

i. IRB # HH2117

b. Principal and Co-Investigators

- i. Carmella Pistone-Halpern, MA, BSN, RN, NEA-BC
- ii. Sadhana Subramanian, BSN, RN, CRRN
- iii. June Maniaci, BSN, RN, CRRN
- iv. Nora Higgins, BSN, RN, CMSRN
- v. Ann McEnroe-O'Connor, MBA, PT
- vi. Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC
- vii. Sharon Geidel, DNP, RN, RN-BC

c. Nursing Research and EBP Advisor

i. Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC

d. Dissemination

i. Garnet Health Medical Center 8th Annual Poster Competition, May 20, 2022

- 1. **Poster Presentation**
- 2. **Presenters:** June Maniaci, BSN, RN, CRRN & Nora Higgins, BSN, RN, CMSRN

ii. Sigma Theta Tau International 33RD Nursing Research Congress, August 3–5, 2022

- 1. **Poster Presentation**
- 2. **Presenters:** June Maniaci, BSN, RN, CRRN, Nora Higgins, BSN, RN, CMSRN, Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC, Carmella Pistone-Halpern, MA, BSN, RN, NEA-BC,

iii. Association of Rehabilitation Nurses Conference, September 19–23, 2022

- 1. **Podium Presentation**
- 2. **Presenters:** June Maniaci, BSN, RN, CRRN, Nora Higgins, BSN, RN, CMSRN, Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC, Carmella Pistone-Halpern, MA, BSN, RN, NEA-BC,

iv. 1199 SEIU Research Symposium December 3, 2022

- 1. **Presenters:** June Maniaci, BSN, RN, CRRN & Nora Higgins, BSN, RN, CMSRN

6. Implementation of Medical Surgical Orthopedic Trauma Toolkit to Improve Competency Among Novice Nurses

a. Nursing Research

i. IRB # HH2124

b. Principal and Co-Investigators

- i. Melissa Villamil, BSN, RN, CMSRN
- ii. Sunceray Clark-Velez, MSN, MBA, RN, NEA-BC

c. Nursing Research and EBP Advisor

i. Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC

d. Dissemination

i. Garnet Health Medical Center 8th Annual Poster Competition, May 20, 2022

- 1. **3rd-place winner**

ii. **Presenter:** Melissa Villamil, BSN, RN, CMSRN

7. Nurse Leader Protégé Plan—Guiding Nurse Leaders: A Robust Plan for Preparedness, Sustainability and Satisfaction

a. Nursing Research

i. IRB# GH2206

b. Team

- i. Nicole Sewell, MSN, RN, CMSRN, NE-BC; Deborah Szulewski, BSN, RN, CRN; Nancy Folino, MSN, RN, NEA-BC, CCRN; Margaret Laggner, MSN, RN, NEA-BC; Sharon Geidel, DNP, RN, RN-BC

c. Nursing Research and EBP Advisor

i. Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC

8. Educational Intervention to Support Novice Nurses with Pressure Injuries

a. Nursing Research

i. IRB# GH2208

b. Principal Investigator

i. Staomir Touissant, MSN, RN

c. Nursing Research and EBP Advisor

i. Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC

9. Implementation of an Evolving Case Study Educational Activity to Prevent, Recognize, and Treat Infiltration and Extravasation of Antineoplastic Agents

a. Evidence-Based Practice

b. Principal Investigator

i. Fabrisa Gallagher, MSN, RN, OCN

c. Dissemination

i. **Shared Governance Nursing Research and EBP Committee, October 2022**

10. Alleviating the Jet-Lag and Promoting Wellness to Fly

a. Nursing Research

i. IRB# GH2221

b. Principal and Co-Investigators

- i. Zoe Beickert, MSN, RN, CMSRN
- ii. Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC

c. Nursing Research and EBP Advisor

i. Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC

d. 1199 SEIU Research Symposium December 3, 2022

i. **Presenter:** Zoe Beickert, MSN, RN, CMSRN

11. Grant

a. Daisy Foundation Health Equity Grant-\$2,500

- i. Acquired by: Ebony M. Samuel-Bakpessi, MSN-Ed., RN, NP-D-BC & Beth Post, BSN, RN, MT (CLS), POCS (AACC)



Shared Governance Nursing Congress

What is Shared Governance Nursing Congress?

Garnet Health Medical Center Shared Governance Nursing Congress provides the framework for shared decision-making and allows frontline staff members to have influence over their practice. Active engagement and collaboration throughout the healthcare team promotes a culture of safety, positive patient outcomes, and satisfaction for our staff that is built upon research and evidence-based practice principles. Shared Governance Nursing Congress aligns with our Nursing Strategic Plan Goals of service, quality and patient's safety, as well as finance, people, growth and wellness.

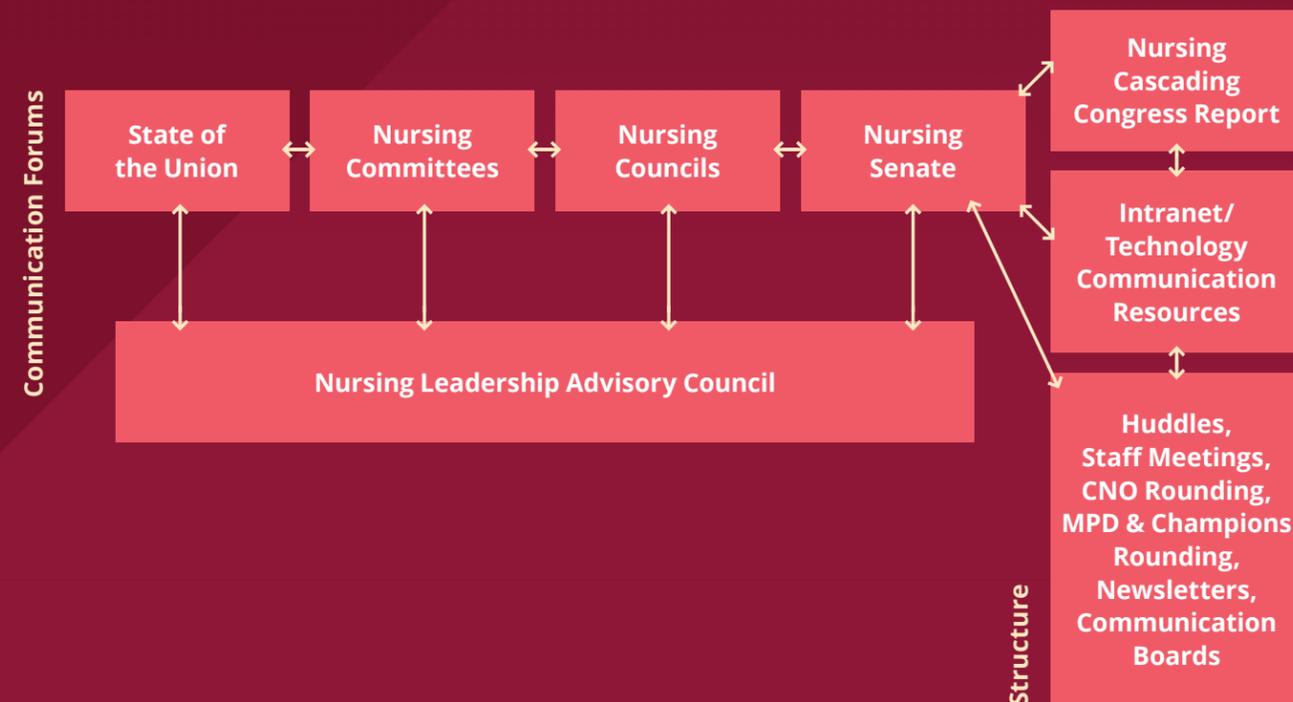
Shared Governance is comprised of leader advisors and frontline staff who actively identify and promote best practices in nursing. Our robust structure includes five Focused-Based Committees and nine Nursing Councils. Members meet on the first Tuesday of the month to conduct research and adopt evidence-based practices. Continuing Education (CE) credit-eligible projects are presented during Nurses Week each May. New and continuing members are invited to participate in Inauguration and Education Day that takes place in June. This day is dedicated to learning about our Shared Governance structure.

Shared Governance meetings function as follows:

- **State of the Union address:** Council and Committee members attend a 15-minute update session with the CNO, Magnet Program Director and Nurse Leader Advisors. Expectations, plans for the day and announcements are shared.
- **Committees:** Members meet in their respective Focused-Based Committee for 2 ½ hours to work on focus-based concerns and evidence-based projects, and to plan nurses' recognition and educational events throughout the year.
- **Councils:** Members meet in their respective Nursing Council for 2 ½ hours to develop and implement evidence-based practice projects to promote high-quality patient care. The councils represent where nurses practice across the organization, and each council can focus on their individual practice area.
- **Nursing Senate:** The day concludes with a 45-minute session where the Chair, Co-Chair, CNO and Magnet Program Director facilitate the sharing of Committee and Council updates with members. Committee and Council officers share the status of their projects and receive feedback from members for continual success.
- **Cascading Senate Highlight:** This is a report that includes summarized key discussions from each Committee and Council. This report is cascaded and disseminated with the CNO's spotlight report to all leaders to share with their staff and post on their units.

2022-2023 Shared Governance Nursing Congress Communication

Nurse Communication Stream



GHMC Committees

- Interdisciplinary Education & Safety Committee
- Community Committee
- Research and Evidence-Based Practice Committee
- Night Shift Nursing Committee
- Nursing Professional Excellence & Holistic Committee

GHMC Councils

- Ambulatory/Procedural Council
- Behavioral Health Council
- Critical Care/Progressive Care Council
- Emergency/CDA Council
- Maternal/Child/Pediatric NICU Council
- Medical/Oncology Council
- Nursing Unit Coordinators (NUC) Council
- Nursing Leadership Advisory Council (NLAC)
- Orthopedics/Rehabilitation/Surgical Council

Monthly Meetings

- State of the Union – intent for the day
- Committees – work session
- Councils – work session
- Senate – report out
- Nursing Leadership Advisory Council – report out/work session
- Behind the scenes work to gain approval of Research and Evidence-Based Practice projects via the IRB
- Behind the scenes work to prep for nursing recognition (Daisy, Nurses Week, Certifications)



Nursing Focused-Based Committees and Councils



Interdisciplinary Education Committee



Nursing Professional Excellence Committee



Holistic Collaborative Committee



Night Shift Nursing Committee



Community Committee



Nursing Research & Evidence-Based Practice Committee



Nursing Informatics/Innovation/Project Management Committee



Nursing Leadership Advisory Council



Safety Committee



Ambulatory/Procedural Council



Nursing Assistants/Technicians Council



Emergency/CDA/Critical Care/Progressive Care Council



Maternal/Child/Pediatric NICU Council



Orthopedics/Rehabilitation/Surgical Council



Medical/Oncology Council



Behavioral Health Council

For more information, please contact Ashley Miller, DNP, RN, NE-BC, Magnet Program Director Nursing Professional Development Department at (845)-333-2131 or amiller1@garnethealth.org.

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