

# *Magnetism*

THE FORCES OF MAGNETISM



WHAT drives an institution to lead?

HOW does it distinguish itself from all others?

WHAT are the principles that guide its success?

# The Forces of Magnetism

E X E M P L I F I E D - C O N F I R M E D - S H A R E D

In the field of nursing, it is achieving  
the 14 categories that make up  
“The Forces of Magnetism.”  
The forces that once in place, together  
enable and propel a medical center  
to achieve the Magnet Award from the  
American Nurses Credentialing Center.



## A MESSAGE

from Toni Fiore, MA, RN, CNAA

### DEAR MAGNET NURSING COLLEAGUES:

It gives me great pleasure to present to you the Hackensack University Medical Center 2004 Nursing Review.

On the following pages you will see highlighted many of the extraordinary achievements of our award-winning Magnet nursing team. When colleagues achieve any goal, whether individually or collectively as a group, it only serves to further the significance of the role that nurses play as members of the healthcare team.

As you read this review, it is my hope that you will feel a tremendous sense of pride and accomplishment in the achievements of our team. It is through your collaborative efforts that we continue to be a role model for nursing in the nation, something each of you should be extraordinarily proud of.

Hackensack University Medical Center is proud of its many innovations, technologies, research projects, and medical expertise. But at the top of the list is the entity that often means the most to our patients – unparalleled nursing excellence that makes the medical center stand tall over all others.

Congratulations to all of you, our Magnet nurses, for your outstanding accomplishments and, as always, for your dedication and commitment to your patients. The success that our organization enjoys is due to your efforts, and I thank you for your continued commitment to excellence.

Sincerely,

*Toni Fiore*

## THE FORCES OF MAGNETISM

**EVERY ORGANIZATION HAS** its honors and awards to recognize excellence in the field, the pursuit of the highest values, and the attainment of goals to which all others aspire. In nursing, the highest recognition that a hospital or medical center can attain is the American Nurses Credentialing Center's Magnet Award – an affirmation that an institution attracts and retains well-qualified nurses, upholds stringent standards for nursing practice, and promotes exceptional patient care.

In 1995, Hackensack University Medical Center became only the second institution in the United States (and the first outside of a pilot program) to receive Magnet recognition for excellence in nursing service. In 1999, the medical center underwent a rigorous re-evaluation and site visit and was redesignated for another four-year period – the first medical center in New Jersey to be redesignated by the Magnet program. In 2003, the medical center was again redesignated and today continues its pursuit of excellence every day.

In order to achieve Magnet recognition, a hospital must attract and retain professional nurses and must distinguish itself from others by incorporating the "Forces of Magnetism" that are easily exemplified at Hackensack University Medical Center.

## THE FORCES OF MAGNETISM

create a working atmosphere at Hackensack University Medical Center that is conducive to teamwork, empowerment, autonomy, and authority giving nurses the ability to improve standards of care and to control their practice in their areas of expertise.

1. Quality of nursing leadership
2. Organizational structure
3. Management style
4. Personnel policies and programs
5. Professional models of care
6. Quality of care
7. Quality assurance
8. Consultation and resources
9. Level of autonomy
10. Community and the hospital
11. Nurses as teachers
12. Image of nursing
13. Collegial nurse-physician relationships
14. Orientation, education, and career development

# Exemplified

## THE FORCES OF MAGNETISM

**TO BE A MAGNET HOSPITAL** means that a never-ending culture of excellence exists at Hackensack University Medical Center. It is evident in the way we care for patients and their families, recognizing that each patient has individual needs, concerns, and ways of coping with illness. To be a Magnet hospital means that the medical center values the contributions of its nurses and seeks their input in all administrative and patient care decisions. To receive medical care and patient services in a Magnet institution means that patients are valued, respected, and cared for by the nation's top nurses within an atmosphere that is a model of healthcare excellence.

Each year during National Nurses Week in early May, Hackensack University Medical Center recognizes a number of exceptional nurses with the Nursing Excellence Award and a nursing team with the Team Spirit Award. The first winner of the Nursing Excellence Award, in 1989, was our executive vice president and chief nursing officer, Antoinette (Toni) Fiore, who continuously fosters a culture of excellence within the Department of Patient Care and throughout the medical center.

Nurses are nominated for the award by their peers based on how they exemplify Magnet standards of quality of care, leadership, quality assurance, community outreach, patient advocacy, and professional achievement. **It is with great pride and admiration that we recognize our 2004 Excellence in Nursing Award winners and Team Spirit Award winners for their tireless efforts and extraordinary accomplishments:**

2004 NURSING EXCELLENCE AWARD WINNERS	2004 TEAM SPIRIT AWARD WINNERS
n <b>Dorothy Seaborg, RN</b> Staff Nurse, Coronary Care Unit	n <b>Hospice</b>
n <b>Wendy Neidich, RN</b> Nurse Coordinator, Radiation Oncology	n <b>Medical Intensive Care Unit</b>

2004 NURSING  
EXCELLENCE  
AWARD WINNER –  
INPATIENT



**DOROTHY SEABORG, RN,**  
STAFF NURSE, CORONARY CARE UNIT

**NURSING, AS DEFINED BY ENCYCLOPEDIA BRITANNICA**, is a healthcare profession providing physical and emotional care to the sick and disabled and promoting health in all individuals through activities including research, health education, and patient consultation. Although this definition is broad – it is an accurate description of a nurse's role. I know that personally I provide care for my patients and their loved ones physically and emotionally, and it is by doing so that I have been honored as the critical care Nursing Excellence Award winner. I am humbled, to say the least, by this experience. I have been a registered nurse at Hackensack University Medical Center for almost eight years (my entire career), and I have developed through the years a personal definition of what it means to be a nurse. I reference the definition above because it is actual and to the point, but as I sit and think about it and think of what my experiences have shown me – nursing is so much more than that. I am honored to share my thoughts with you today regarding my role as a Magnet nurse.

My decision to become a nurse was an easy one. I have always joked saying that it is in the blood. In fact, many come before me: my mother, my aunt, and my cousin. They have been wonderful role models for me and have supported me no matter what. I am inspired by their compassion and dedication, and I know that what I learn from them drives what I do every day. Nursing has been a rewarding profession for me, and I believe that having my family in the same profession as I am enables me to compare my experiences to theirs.

When I began my career I had no knowledge of what a Magnet nurse was and neither did my family. They work at a small institution and although they value what they do, the impression I got was that they felt unsupported. It wasn't long after I began working that I realized things at the medical center were quite different. My family was impressed by how Hackensack University Medical Center seemed to have great respect for the nursing staff. My dad was always informing me of the new awards the medical center received and where they placed on the top 50 hospital list according to AARP! But seriously, overall, I have found myself in a place where the nurse is considered an integral part of a multidisciplinary team. Not only do nurses perfect their skills and perform tasks on a daily basis, they have a voice – and it is heard. People actually listen when nurses talk and that allows us to strive for excellence.

The practice of nursing has allowed me to touch the lives of others. Each day we have the opportunity to make a difference in so many ways. We are compassionate individuals that utilize our greatest resources to bring the best outcomes for our patients. I think it is very seldom that someone in the healthcare field does not have these qualities. I am honored to work with a great group of people who do the same every day. I have seen a random smile, hug, or even just a few moments of time spent on a nurse's part make a huge difference.

In light of advances in medical science we are seeing those with debilitating and terminal conditions living longer. It is not uncommon that you are caring for the same patients on more than one occasion. When I first was a staff nurse on 4 North, I cared for a young woman with a serious heart condition. She was a patient on the unit for almost a month and many of us got to know her and her family very well. She was readmitted several times over the past five years or so, but surprisingly enough we somehow managed to cross paths – even after I had transferred to the CCU. It was just recently that I received a phone call while I was working for a staff nurse on another unit stating that this particular patient was here and she was looking for me. I went to visit her, along with a fellow nurse who had also cared for her from the beginning to find out that she was finally going to be put on the list for a heart transplant. She was so excited; it was almost as though there was a light at the end of the tunnel, but the best part for me was that as one of her first nurses she wanted me to know about it. It was almost as though we went through the experience together. Even though we did not contact each other outside the hospital we had a connection to each other. It is experiences like this one that show me that nursing is dynamic, empowering, and a life-changing profession. Hackensack University Medical Center has allowed to me to grow in my career and establish bonds that will never be broken. It is because of this that I am proud to say that I am a Magnet Nurse.

# Exemplified

## THE FORCES OF MAGNETISM

2004 NURSING  
EXCELLENCE  
AWARD WINNER –  
OUTPATIENT



**WENDY NEIDICH, RN,**  
NURSE COORDINATOR, RADIATION ONCOLOGY

**MAGNET NURSING** is something that we do 24 hours a day and seven days a week, whether we know we are doing it or not. It is inherent. To me, nursing equals caring. Whether we are caring for an adult or child, inpatient or outpatient, caring is the common theme with all of the above. Each needs assistance in one way or another. I have worked inpatient as well as outpatient at Hackensack University Medical Center and both have proven to be very rewarding.

What drives me to be a “Magnet nurse” is definitely the pediatric population. When I was in college, I was a student nurse extern at Hackensack University Medical Center in the Pediatric Department. I learned numerous skills working with the nurses in caring for the children and from then on I knew exactly where I needed to be. I have always felt a bond with the children whom I have taken care of as well as their families. Whether it is working in PICU and/or Outpatient Radiation Oncology, a special bond is built with the child and his/her family. Despite not having children myself, I always try to think what I would do in the parents’ situation. The answer is never easy and is never clear. One thing I definitely do is treat the child how I would want my own child to be treated. I try to always listen to the parents and attempt to understand how they feel and what they are going through.

Sometimes what we do is not always pleasant and may cause discomfort. This is quite a challenge in the pediatric population. I always try and have the children participate in their care if they are able. It enables them to maintain control over one aspect of their care. Sometimes by just taking the extra 10 minutes to let the child clean an access site first is conducive to the situation. Also providing diversion such as the child's favorite video or superhero will help ease the situation. I cannot even count the number of times I have resorted back to my childhood and played games with them prior to their treatment.

Frequently those around us are uneasy and say, “How do you do it taking care of those sick children?” My answer is always the same: How could I turn my back on them knowing they need me? I always feel that I have to help; it is something inside of me. They are not just “little people;” each one is unique and special in his/her own way. Each has truly touched my heart in many ways I will never forget.

Focusing in on the specific patient whether he/she is a child or an adult proves beneficial to his/her overall care. Taking the extra time to be compassionate and caring to each specific person or family is Magnet nursing, and every nurse at Hackensack University Medical Center does this every day.

2004 TEAM SPIRIT  
AWARD WINNERS –  
OUTPATIENT

**HOSPICE TEAM**  
BY: DENIES BONURA, PATIENT CARE COORDINATOR, HOSPICE



**THIS HIGH FUNCTIONING** and performing Hospice team exemplifies the interdisciplinary approach to caring for terminally ill patients and their families. Admission visits are done jointly by a nurse and a social worker, allowing for emotional and physical assessments to be completed regarding patients and significant others in a timely and effective manner. This encourages collaboration between both disciplines in development of a comprehensive plan of care. All patients on the program are discussed by the Hospice team (at least weekly) in an effort to meet patients’ and families’ spiritual, emotional, and

physical needs. This encourages dialogue, and collectively the team decides and endorses the plan of care. Discussion of ideas, experiences, expertise, and suggestions with the ultimate outcome of quality patient care allows the team to formulate a unique plan of care for each patient.

The average amount of years working in hospice for the Hackensack University Medical Center staff is 13 years. In addition to the fact that this team loves their work, there is a deep passion, dedication, and commitment not only to patients/families, but also to each other.

The team demonstrates their willingness to help patients/families/significant others and colleagues and knows that dignity in life or death is something that is drawn from those around us. Many families say, “We could not have done it without you;” however, the Hospice team feels privileged to help families at this crucial time in their lives.

2004 TEAM SPIRIT  
AWARD WINNERS –  
INPATIENT

**MEDICAL INTENSIVE CARE UNIT**  
BY: COURTNEY COOK, RN, NURSE MANAGER, MICU/CCU



**THE MEDICAL INTENSIVE CARE UNIT** may seem like a small out-of-the-way unit. You may say, “Only a 10-bed ICU. Big deal!” But when you truly look inside past our double doors you can see something utterly amazing. You can see patients and their families at their worst possible moments. Tubes, drips, ventilators, bells, and alarms are constantly sounding. What looks like chaos to some, looks like a well-oiled machine at work to those we care for. The interdisciplinary team is working together every day to do what we can to save those who can be saved and bring peace to those who cannot be saved. Look even deeper though and you will find the heart of this unit. You can see them consoling a grieving wife,

in the med room getting patients’ medications together, and working alongside a physician calculating the hemodynamic profile of a young patient. The heart and soul of the MICU are the nurses. The MICU nurses practice highly academic interdisciplinary care with compassion every day to all of the patients here.

Compassion can be easily lost when things get busy and tasks take over, but not for this group. When a new nurse is in training the senior staff makes compassion training the first lesson. The second lesson is that teamwork is always a necessity in the MICU. The task work then follows. I have noticed that each and every nurse in the MICU is constantly working to improve patient care. Those who have passed their CCRN certification make reference binders for their colleagues to help motivate and educate their teammates. Those who are certified in other areas such as wound care always offer their expertise. Every nurse in the MICU brings something special to work with him/her every day and is always willing to share it with his/her colleagues.

I have worked in MICU for several years and what I see that makes this nursing team special is the fact that every nurse on this unit knows he/she cannot provide care by himself/herself. Every MICU nurse is aware that he/she is part of a team. The MICU nurses are part of a nursing team, yes, but moreover they are members of a greater team. This team includes nurses, unit clerks, nursing assistants, attending physicians, resident physicians, nurse practitioners, respiratory therapists, dietitians, physical therapists, speech therapists, social workers, and pastoral care chaplains. Together this team truly makes a difference in patient care, and it is the nurse who truly coordinates all the members of the team to work together.

I am so sincerely proud to work with this team on the good days and the bad days because together we make a difference in our patients’ lives. That is evident by the many letters from patients and their families we receive thanking us for caring for loved ones. This is truly an incredible group of nurses and wonderful human beings.



# Exemplified

## THE FORCES OF MAGNETISM

NATIONAL NURSES WEEK 2004  
AT HACKENSACK UNIVERSITY MEDICAL CENTER

**EACH AND EVERY YEAR**, nurses throughout the United States are honored during National Nurses Week, which begins on May 6, marked as RN Recognition Day, and ends on May 12, the birthday of Florence Nightingale, founder of nursing as a modern profession.

In 2004, the week-long events at Hackensack University Medical Center began with a prayer service. The next day nearly 75 poster presentations, submitted by every inpatient and outpatient unit, were on display in Palm Court. There was also a day dedicated to "Magnet Moments," in which approximately 15 nurses presented their personal views on being a Magnet nurse. The week's events ended with a nurses awards ceremony and luncheon.

## National Nurses Week 2004



# Confirmed

## THE FORCES OF MAGNETISM

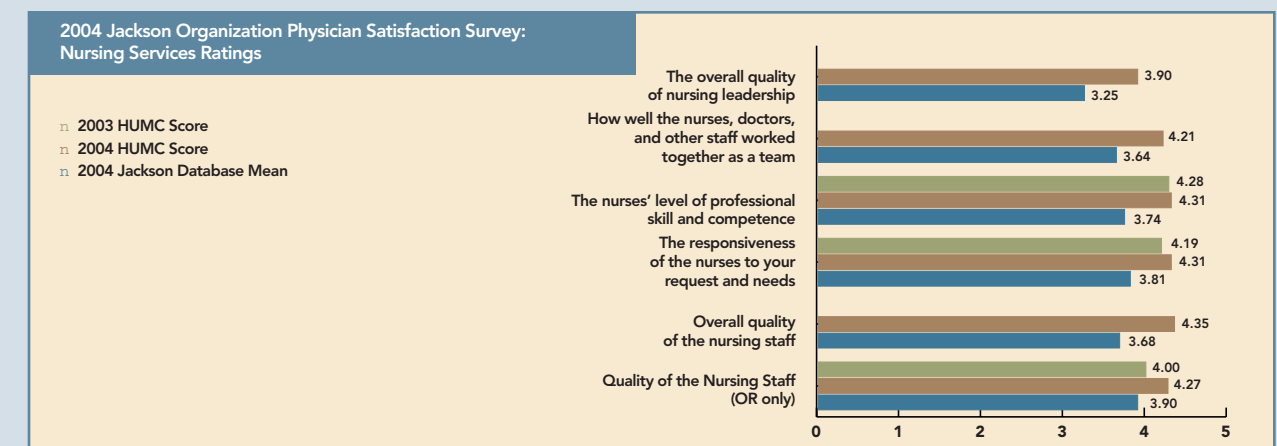
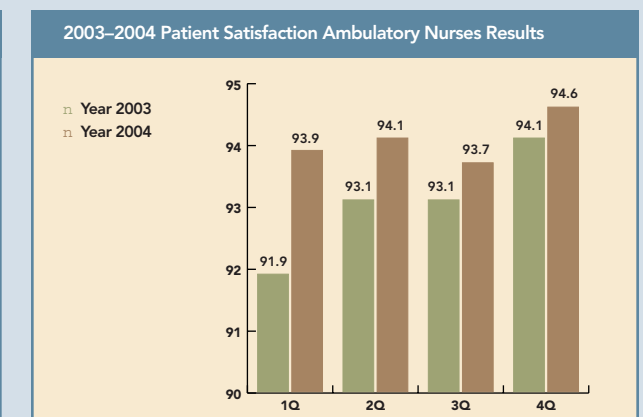
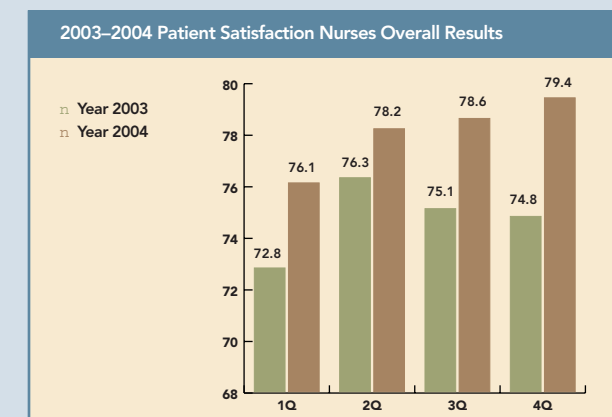
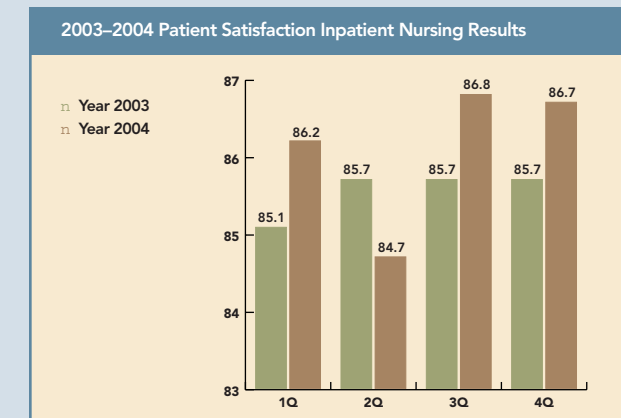
### PATIENT/PHYSICIAN SATISFACTION

**MAGNET RECOGNITION** sets Hackensack University Medical Center apart as a leader in patient care. To be distinguished by the Magnet Award exemplifies the profound differences nurses can make in a patient's overall experience with a hospital. Studies have shown that Magnet hospitals share several important traits that are crucial to excellence in patient care:

- n very high patient satisfaction rates
- n have a very low RN turnover rate
- n excellent RN-to-patient ratios
- n higher educational preparation of the RN workforce
- n show decreases in hospital-acquired infections, injuries, medication errors, and related complications

So it is no wonder that when it comes to patient satisfaction rates, the medical center consistently scores above national averages in the Press, Ganey patient satisfaction survey that measures patients' satisfaction in a number of categories, including overall nursing practice and the likelihood that a patient would recommend the medical center to others.

Also in 2004, the Jackson Organization surveyed physicians to gauge their satisfaction with nursing service at the medical center. Physicians were asked to rate nursing service in the following categories: nurse managers, the availability of necessary equipment and supplies on nursing units, the responsiveness of the nurses at the physicians' requests and needs, the courtesy of nurses toward patients, and the nurses' level of professional skill and competence. In all five categories, the medical center rated higher than the Jackson Survey's client database.



# Shared

## THE FORCES OF MAGNETISM

### HELPING OTHERS ACHIEVE MAGNET HOSPITAL STATUS: OUR MENTORING TEAM

BY: ANN SPINNER, RN

**HACKENSACK UNIVERSITY MEDICAL CENTER** is proud to serve as a model of excellence for others seeking to attain their own personal standards of excellence. Our Magnet team believes that mentoring enhances both organizations seeking Magnet status and those who have already received it because by sharing best practices, opportunities for learning and improvement abound.

Nursing in Hackensack University Medical Center has stretched to the horizons and beyond during these past 10 years. We have enjoyed the fruits of Toni Fiore's dedication and her vision for our future. Ten years ago, we began our journey to Magnet designation with a concept. Today, in our daily practice, we define the standards set by the ANCC.

Any successful organization is keenly aware that one of the keys to its success is to share with others what has been achieved to make them strong. The Department of Patient Care at Hackensack University Medical Center has been a valuable resource for mentoring scores of institutions in their reach for Magnet status. We have shared what has been effective for us as we continue on our own journey. This mentoring process has been ongoing; however, a portion of it has been handed over to our staff nurses. Kristen Peterson, Roxann Marucci, and myself, Ann Spinner, are part of the mentoring team.

One day each month is available to any organization interested in joining us for a day on our campus. Hospitals from around the country have accepted our invitation. Three of our staff nurses facilitate the conference. The first four hours are spent participating in a detailed discussion examining the Magnet designation process, our best practices, and the initiatives and strategies we have used at Hackensack University Medical Center. There are always many questions, comments, and lively exchanges. After a working lunch, the remainder of the program is dedicated to our guests' particular needs and goals.

### INSTITUTIONS MENTORED BY HACKENSACK UNIVERSITY MEDICAL CENTER IN 2004

- |                                       |   |
|---------------------------------------|---|
| n New York Presbyterian/Weill Cornell | n St. Vincent's New York Health Care System |
| n Westchester Campus                  | n Lahey Clinic, Burlington, MA              |
| n Fort Washington/Milstein            | n University Hospital at Stony Brook        |
| n Weill Cornell                       | n Capital Health, Trenton, NJ               |

The participants are quite amazed that this type of program is conducted by staff nurses. We three simply reflect to them the integral parts of your practice each day with your patients as Magnet nurses. Most openly share with us that they covet what we take as routine in the course of our shift at the bedside. It has become increasingly more important to us that we tell our story, to inspire others that what we have here is achievable with team effort and a deep commitment to put our patients' needs first above anything else. We have a wealth of experience and we not only want to, but need to share it with others.

We have mentored many organizations from every part of the country: Lahey Clinic, SUNY Stony Brook, and Columbia-Presbyterian/Weill Cornell to name a few. These institutions have invited us to be guest speakers at their Magnet kickoff events. This has proven to be remarkably successful for them. We have experienced a tremendous personal reward to be a source of hope and inspiration to our fellow nurses in other facilities. It has been a privilege for us to help other professionals reach for the highest standard of patient care, to achieve their Magnet designation.

### INSPIRING OTHERS TO JOIN OUR TEAM: NURSE RECRUITERS

BY: PATRICIA BRADY, RN, BS, BSN  
AND JOAN ORSECK, RN



PATRICIA BRADY, RN, BS, BSN



JOAN ORSECK, RN

**WE ARE THE NURSE RECRUITERS** at Hackensack University Medical Center. Patti has been in recruitment for three years, and Joan has been a recruiter for 16. We not only interview prospective candidates but are on the road often attending career days at colleges and conventions held for various organizations.

Some of the colleges we attended last year were: Villanova College, County College of Morris, Bergen Community College, Rutgers University, College of New Jersey, Fairleigh Dickinson University, and William Paterson University. We were also at all of the Nursing Spectrum career fairs as well as the New Jersey Nursing Students Convention, the New Jersey State Nursing Convention, the New York Students Convention, and the Emergency Room Nurses Convention. It is important to be at these events and to always have the HUMC name out there.

Another important part of a recruiter's life is membership in organizations. Both Patti and Joan belong to the New Jersey Association of Healthcare Recruiters. Patti is finishing up her job as first vice-president of the organization and will be president for the upcoming year. Joan was president from 1995 to 1998. We also belong to the National Association of Healthcare Recruitment, of which Joan was president in 2000. Joan was also recognized this past year as the Distinguished Member of the Year by both the New Jersey and National Association.

Patti is a member of the Bergen Community College Advisory Council and Joan is on the Nursing Spectrum Advisory Board. We also sit on hospital councils such as Recruitment and Retention and Marketing and Mentoring. We were speakers at the national conference held in June, which was spearheaded by the Marketing, Mentoring, and Communication Council and attended by nurses of many levels from across the nation.

We realize that one of the main reasons HUMC's vacancy rate and turnover rate are of the lowest nationally is because of our wonderful nursing staff. The nurses here at the medical center, in all areas, are the everyday recruiters and the reason that we are able to be as selective as we are. Last year we had over 50 externs and usually we can expect well over two-thirds of them to return to us as new grads. We are still using no outside help and, again, so much of that is due to our everyday recruiters – our staff.

Everyone's help in recruitment and retention here at Hackensack University Medical Center is most appreciated.



# Shared

## THE FORCES OF MAGNETISM

MAGNET NURSING CONFERENCE  
HOSTED BY HACKENSACK UNIVERSITY MEDICAL CENTER

GREETINGS FROM U.S. SENATOR HILLARY RODHAM CLINTON

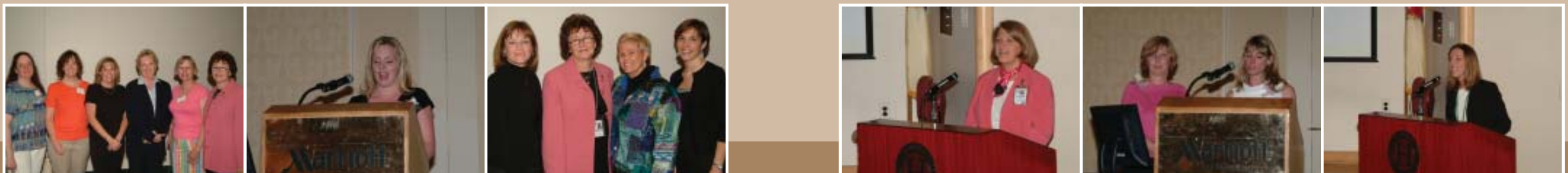
**WHEN MAGNET NURSES** at Hackensack University Medical Center hold a nursing conference it hardly goes unnoticed. In fact, nursing professionals who traveled far and wide to attend the June 2004 event held in The Marriott at Glenpointe in Teaneck, were greeted with "Best wishes for a productive and successful conference," in a letter sent by United States Senator Hillary Rodham Clinton.

The senator wrote, "Friends, I am pleased to have this opportunity to send greetings to each of you attending *Creating a Culture of Excellence: The Journey of Hackensack University Medical Center.*"

I am grateful for the efforts of Hackensack University Medical Center to host this conference that allows more than 300 nursing professionals from across the nation the opportunity to have an open exchange of ideas and practices in healthcare."

Keynote speaker Linda H. Aiken, PA, Ph.D., FAAN, FRCN, RN, of Philadelphia, PA, Claire M. Fagin Leadership Professor in Nursing, professor of Sociology, and director of The Center for Health Outcomes and Policy Research told the audience, "Hackensack University Medical Center is a national and international leader. They took the Magnet concept and proved its sustainability, creating an environment where nurses can provide the best possible care to patients."

# Magnet Nursing Conference



THE 5 STAR CARE CAMPAIGN was implemented to improve patient and staff satisfaction. The campaign ensures a patient-focused culture within the medical center by rewarding and recognizing employees who exemplify the Magnet standards of care.

The 5 Star Care Campaign incorporates the use of stars to recognize high levels of achievement. We chose 5 stars because that is what is needed to garner a “very good” rating on our patient satisfaction surveys. Nurses are rewarded with a 5 Star Care pin when they achieve a high level of patient satisfaction.

In 2003, the Consumer Affairs Department introduced the Ruby Star into the 5 Star Care Campaign. When an employee has received four emerald pins and has redeemed enough coupons to earn a fifth pin, he/she receives a Ruby Star.

CONGRATULATIONS TO THESE 2004 WINNERS

Gina Allatto	Maryann Barto	Caroline Buhion	Jennifer Chicoine
Jill Alport	Milabel Batol	Marisa Buonanno	Elsat Chiu
Yarenka Alvarez	Sherry Baumol	Sharon Burrowes	Krystal Choi
Alex Amador	Karen Beggs	Lisa Bury	Jae Chung
Palka Anand	Jennifer Bellin	Vilma Buska	Evelyn Cioletti
Carmelita Antonio	Lynsey Bello	Kathryn Buttner	Teresa Cobuzio
Carolina Aponte	Maureen Bennett	Megan Caffrey	Kathleen Cohen
Yolande Aqui	Francine Bent	Ann Marie Calvo	Janis Comstock
Patricia Aquilano	Carolyn Bernhart	Peter Canino	Kathleen Concilio
Julie Arias	Pedra Blackwood	Maria Capano	Jessica Connors
Walter Ash	Nancy Blumenthal	Jacqueline Caperino	Maryhelen Corrado
Redemptor Atuma	Alison Bocis	Leah Cappadona	Helena Correia
Deborah Babino	Susan Boguszewski	Laura Capuano	Karen Costello
Courtney Baker	Gale Bornkamp	Melvin Carrillo	Romie Costello
Kimberly Baker	Jennifer Brady	Robyn Caruso	Patricia Coughlan
Tracy Baker	Kristil Bray	Cynthia Cassiello	Donna Cricco
Greg Balogh	Maria Breakey	Elizabeth Castro	Jennifer Crist
Deborah Bambino	Kelly Briggs	Christine Cavallo	Geraldine Crowley
Ikepo Bamkole	Jeana Brinkofski	Fanta Ceesay	Virginia Cuce
Kathryn Banyar	Kathleen Budny	Diane Cheer	Mary Curtin

The Forces of Magnetism  
E X E M P L I F I E D - C O N F I R M E D - S H A R E D

Sandra Cusack	Gayle Easton	Wanda Gibson	Maureen Imbrogno
Maribel Damian	Fiona Egan	Jill Gilbert	Michele Imprevuduto
Michelle DeAngelis	Evangeline Epper	Maria Godevas	Maria Infante
Margaret Decker	Glenda May Equipado	Megan Goldin	Alma Intal
Patrick DeGennario	Ysela Espinoza	Staceyann Gordon	Joann Jaeger
Lorena DeJesus	Rowena Estrera	Linda Grisi	Rupal Jani
Karen DeLuccia	Michela Falco	Dawn Grossano	Rosita Jaworski
Geri Descafano	Robyn Feldman	Maria Guerrero	Magallie Jean-Francois
Joan DeVito	Donna Felter	Valter Guevarra	Wynell Jeffrey
Michelle DeVito	Giuseppina Finnerty	Barbara Gumbman	Elizabeth Jillson
Normalyn Diaz	Caryn Fisher	Evelyn Gunther	Dawn Johnson
Kelly DiGiacco	Maureen Fitzgerald	Linda Gurick	Carolinda Jones
Teresita DiMaano	Gregory Flaim	Tammy Guyre	Manju Joseph
Kimberly DiMino,	Dawn Fleisch	Rita Haman	Thankamany Joseph
Cara DiNapoli	Margaret Flynn	Patricia Hanrahan	Gordana Josevski
Elizabeth Dishuk	Dawn Focarino	Noreen Hauck	Irena Jovanoska
Elizabeth Dodd	Alison Forte	Nancy Hauser	Sungwon Jung
Lisa Dolack	Zalta Framan	Susan Hawkins	Jennifer Kaminski
Laurie Donnelly	Clavel Francisco	Diane Healy	Kimberly Katwaroo
Darla Donohue	Carol Frangipane	Gail Hendrickson	Kathleen Kennedy
Janice Dorman	Theresa Frost	Traci Herchick	Elizabeth Kenyon
Brett Dragwo	Cecilia Galang	Leonora Hernandez	Marilou Khan
Colleen DuBois	Sylvia Gallardo	Kathleen Herron	Igor Kharchenko
Elizabeth Duffy	Maritza Gallegos	Lisa Hogan	Lori Kimball
Jane Duncan	Caridad Gallorini	Maureen Hogdahl	Eric Kobayashi
Susan Dunn	Venus Galope	Alison Holmes	Michelle Kobayashi
Lauren Dyson	Kenia Galow	Janiece Howell	Denise Koch
Jennifer Dziuba	Domenic Giannella	Lisa Iachetti	Eileen Kochis
Debra Dziubinsky	Lauren Giarratana	Patricia Iadarola	Linda Kohles



# The Forces of Magnetism

E X E M P L I F I E D - C O N F I R M E D - S H A R E D

Maria Kopic	Helen Lumapan	Donna McGourty	Michelle Normandia	Michele Perrette	Amber Rogers	Myra Stansfield	Tara Vaughan
Vivian Kotor	Young-Sook Lupetti	Patrick McGovern	Marylise Norrell	Whitney Perrotta	Vera Romano	Dorianne Stellato	Jennifer Vega
Janice Kozzi	Nadja Madon	Yvonne McKeon	Tina Occhiuto	Kristen Peterson	Rachel Rothenberg	Laura Stiansen	Kathleen Vega
Adriana Kramer	Christy Magno	Jason Meaney	Lisa O'Hare	Wilma Peterson	Yvonne Ruiz	Andrea Stroz	Tara Vernieri
Jill Krapels	Hamid Mahmood	Rebecca Merrifield	Lisa Oldham	Daniela Pisacane	Lisa Rule	Mary Sullivan	Angelica Vida
Robyn Kretzschmar	Maria Malabunga	Monique Metzger	Eileen O'Mahoney	Patricia Pizarro	Stephanie Ryan	Leticia Surez	Karen Vienckowski
Eva Krynski	Mary Malady	Kate Meyersburg	Arlene Ong	Giovanna Placencia	Monica Sampedro	Mary Surman	Leah Villareal
Henrieta Kubik	Gloria Maldonado	Regina Mieke	Barbara Osbon	Jeri Pole	Yerman Santana	Arlene Syvertsen	Zenaida Viri-Schaller
Susan Kumka	Cheryl Marchal	Miha Heather	Amina Oughourli	Justyna Potocka	Grace Santos	Jennifer Szilva	Amy Vogel
Suja Kurian	Tracy Marciano	Cheryl Minassian	Joanne Paginski	Sindu Prasad	Tamara Sanzari	Tara Szwagulinski	Kimberly Volpe
Maggie Kus	Adrienne Marciniak	Nancy Minutillo	Marybeth Palmieri	Karen Primich	Donna Sapnar	Romy Tabacznik	Mary Warchalowsky
Kathleen Kwiatkowski	Claudine Mardaga	Denise Miranda	Magdalena Panek	Tracy Provost	Donna Sarfity	Karen Taglieri	Patrick Ward
Kathleen Laico	Maria Mark	Janice Mirigliano	Cecilia Panes	Donna Puleo	Jessica Sarubbi	Jana Tancredi	Doreen Watson
Yolanda Laman	Rosemary Marques	Antoinette Mitchell	Alexandria Papa	Christine Purcell	Lauren Scannell	AnnLouise Tanis	Melanie Weigeshoff
Tenzin Lama-Tamag	Joan Marro	Carol Molina	Eileen Parapar	Deirdre Ramos	Carolyn Schell	Petra Tepper	Harriet Weinberg
Jack Lee	Phyllis Marshall	Sandra Mollica	Judith Pardo	Donna Ramsey	Patricia Schlett	Rachel Thomas	Donna Werger
Junghee Lee	Colette Martin	Maryann Monaco	Frances Parisi	Mary Ray	Nora Schuffenhauer	Maria Nelia Tiangson	Floyd Whitaker
Michael Lee	Roxann Marucci	Hillary Morais	Myla Pasaporte	Leonel Recinos	Collette Schwartz	Agnes Torres	Jacqueline Willer
Kenneth Leff	Elzbieta Mastaj	Jeanne Moran	Michael Pasquale	Roma Reighard	Sharon Schwartz	Petal Trim	Michael Williams-Healy
Lisa Legner	Susan Mathus	Donna Morgello	Sejal Patel	Annmarie Reilly	Keri Scibilia	Dawn Trusio	Cynthia Wong
Kelly Leitch	Karen Mattes-Szucs	Christine Moriarty	Dianne Patino	Joseph Reissner	Clayona Shand	Linda Tuozzo	Gillit Yaron
Janis Lenihan	Laura McAdam	Marjorie Morrow	Denise Patoir	Marie Remiggio	Susan Smith	Deborah Turner	Joanna Yohannes
Melissa Linke	Angela McCormack	Victoria Mulbauer	Sandy Pazsoldan	Carol Richardson	Cynthia Sonzogni	Elizabeth Vaccarino	Sossi Youmshakian
Donna Livingston	Barbara McCormack	Kimberly Muller	Christine Pearce	Christina Riffard	Patricia Sorensen	Jennifer Vallillo	Louise Zaros
Ann LoBasso	Dena McDonald	Erin Mulligan	Ellen Peltz	Josephine Rimicci	Nancy Spagnuolo	Irene Van Baulen	Mark Zerrudo
Amber LoMenzo	Maureen McElwee	Dorothy Murray	Sandra Peluso	Kimberly Rivera	Gloria Spina-Mianulli	Kathleen Vander Ploeg	Varaporn Zipperle
Sylvana Lopez	Carol McEvily	Veronica Nelson	Marie Percarpio	Jayne Rizzo	Ann Spinner	Annanma Varghesse	
Marybeth Losauro	Eileen McFadden	Njoki Nganga	Christine Perdon	Jo-Ann Robinson	Geralyn Sroka	Christy Varrato	
Deborah Loughlin	Katherine McGarril	Kelly Nierstedt	Jacquelyn Perez	Jennifer Rodgriguez	Karen Stafford	Charlene Vasilik	





KUDOS TO CARRILLO



IN JULY 2003, the Institution for Healthcare Improvement, in partnership with the Robert Wood Johnson Foundation launched a new national initiative called “Transforming Care at the Bedside” (TCAB). This initiative aims to study and develop one or more models of care at the bedside on medical and surgical units that would result in improved quality of patient care and service, more effective care teams, improved staff satisfaction and retention, and greater efficiency.

After a national search in May 2004, our very own Mel Carrillo, RN, BSN, BC, was chosen as the only staff nurse representative for the National Advisory Committee for the TCAB initiative. As a National Advisory Committee member, Mel provides substantial input in program selection and in the strategic direction of “Transforming Care at the Bedside.” He has been attending most of the National Advisory Committee’s meetings held with the Institution for Healthcare Improvement in Boston as well as numerous Web conferences and teleconferences.

Mel has also been involved with visiting some of the 13 pilot hospitals involved in TCAB and has given advice and recommendations from his unique perspective as a bedside professional nurse. He has visited Seton Northeast Hospital, Ascension Health System, Austin; Brigham & Women’s Hospital, Boston; James A. Haley VA Hospital, Tampa; and the University of Texas MD Anderson Cancer Center, Houston.

ACHIEVEMENTS

**Mary Ann T. Donohue, Ph.D.**  
Nursing Administration  
Awarded the 2004 Institute for Nursing, the Foundation of the New Jersey State Nurses Association “DIVA” Award, December 2, 2004

**Irene Happe**  
3 West  
Sigma Theta Tau  
Honor Society Inductee

**Donna Morgello**  
Case Management  
Sigma Theta Tau  
Honor Society Inductee

**Joan Orseck**  
Human Resources  
Distinguished Member Award  
New Jersey Association of Health Care Recruiters and The National Association of Health Care Recruiters

**Pat Puchalik**  
Hospice  
New Jersey Hospice and Palliative Care Organization  
Distinguished Service Award

**Karen Setti**  
MICU/CCU  
“Ventilator Bundle”  
Ways to reduce ventilator associated pneumonia  
Patient care Innovation

**Doreen Tabussi**  
Bader Institute  
Who’s In Executive and Professionals 2004 – 2005

PROFESSIONAL CERTIFICATIONS

**Maritess Aavidor**  
The Cancer Center  
Oncology Nursing Certification

**Denise Awaad**  
Center for Ambulatory Surgery  
CNOR

**Vangie Bagalay**  
Inpatient OR  
CNOR Certification

**Joyce Benech**  
Pediatrics  
Pediatric Nurse Certification

**Sharon Burrowes**  
PER  
Trauma Nursing Certification

**Lorna Cando**  
Inpatient OR  
CNOR Certification

**Janet Carozza**  
Center for Ambulatory Surgery  
CNOR

**Donna Christiano**  
3 West  
Medical Surgical Nursing

**Robin DeSimone**  
Ambulatory Care Center  
NCC Certification  
Maternal/Newborn

**Janice Dorman**  
Dialysis  
Certified Dialysis Nurse

**Susan Dunn**  
Center for Ambulatory Surgery  
CNOR

**Rowena R. Estrera**  
4 Pavilion West  
Medical-Surgical Certification

**Donna Felter**  
Center for Ambulatory Surgery  
CNOR

**Alexis Fitzsimmons**  
Institute for Breast Care  
Forensic Nursing License

**Sylvia Gallardo**  
5 Pavilion West  
Medical-Surgical  
Nursing Certification

**Rebecca Gounaris**  
4 South  
Cardiac Certification

**Lisa Grath**  
Cardiac Rehab  
Cardio Vascular  
Nursing Certification

**Linda Gurick**  
Hospice  
APRN BC PA  
ANCC Advanced Practice  
Certification in Pain  
and Palliative Care

**Peter Hedenhag**  
Inpatient OR  
CNOR Certification

**Clarissa Johnsen**  
Inpatient OR  
CNOR Certification

**Maryori Kerschner**  
Dialysis  
Certified Nephrology Nurse

**Agnes Kim**  
Inpatient OR  
CNOR Certification

**Helaine Koster**  
The Molly Center  
Certified Diabetes Educator

**Seana Krauss**  
The Cancer Center  
Oncology Nursing Certification

**Vivian Kufour**  
Inpatient OR  
CNOR Certification

**Maggie Kus**  
9PE  
Medical Surgical Certification

The Forces of Magnetism  
E X E M P L I F I E D - C O N F I R M E D - S H A R E D

**Michelle Leone**  
Pediatric Pulmonary  
National Asthma  
Educator Certification

**Debbie Loughlin**  
Center for Ambulatory Surgery  
CNOR

**Helen Lumanapan**  
SDAR  
Ambulatory Nursing Certification

**Sharon Mancini**  
Dialysis  
Certified Nephrology Nurse

**Claudine Maroaga**  
5PW  
Medical Surgical Nursing

**Noelle McCartney**  
Pediatrics  
Pediatric Nurse Certification

**Ann McEvily**  
Inpatient OR  
CNOR Certification

**Ann McNeill**  
The Cancer Center  
Oncology Nursing Certification

**Cynthia Meyer**  
The Cancer Center  
Oncology Nursing Certification

**Luz Molina**  
Dialysis  
Certified Nephrology Nurse

**Danielle Moll**  
The Cancer Center  
Oncology Nursing Certification

**Lisa Oldham**  
9PE/9PW  
Geriatric Care Manager

**Mary Beth Palmieri**  
Pediatrics  
Pediatric Nurse Certification

**Lolita C. Paredes**  
4 Pavilion West  
CCRN Certification

**Denise Patterson**  
3 PW  
Medical/Surgical Certification

**Sue Pazoga**  
Inpatient OR  
CNOR Certification

**Jacqueline Pender**  
Dialysis  
Certified Dialysis Nurse

**Marie Percarpio**  
Center for Ambulatory Surgery  
CNOR

**Laura Scalera**  
Dialysis  
Certified Nephrology Nurse

**Julie S. Sloan**  
AHN Medicine/ICU  
Nursing Administration ANA,  
ANCC

**Tammy Triglianos**  
The Cancer Center  
ANCC Certification

**Debra Tufel**  
SDAR  
Ambulatory Nursing Certification

**Robert Vollero**  
Nursing Education  
Professional Development  
ANCC Certification

**Alison Walsh**  
The Cancer Center  
Oncology Nursing Certification

**Patricia Westcott**  
AHN  
Nursing Administration ANA

DEGREES/EDUCATION

**Nelly Gavalakis**  
Pediatric GI  
Masters in Science and  
Pediatric Nurse Practitioner

**Irene Happe**  
3 West  
BSN

**Liz Kenyon**  
Nursing Education  
MSN in Healthcare Administration

**Dana Kuehne**  
AHN  
BSN

**Lolita C. Paredes**  
4 Pavilion West  
Masters of Science in  
Healthcare Administration

**Melissa Pisani**  
2 St John  
BSN

**Kimberly Rivera**  
Nursing Education  
Masters Degree in Nursing

**Maggie Serafim**  
Inpatient OR  
Masters in Public Administration  
Fairleigh Dickinson University

**Joann Tabuzo**  
Inpatient OR  
BSN St Peters College

**Tammy Triglianos**  
The Cancer Center  
MS Adult Oncology  
Nurse Practitioner  
Columbia University

**Joanne Wendolowski**  
HARP  
Masters in Nursing  
Rutgers University

**Rosemarie Wellman**  
The Cancer Center  
Nurse Practitioner  
William Paterson University

PROFESSIONAL POSITIONS

**Denise Bonura**  
Hospice  
New Jersey Hospice Palliative  
Care Organization Board Trustee

Hospice  
New Jersey Hospice Palliative  
Care Organization liaison to  
Home Care Association Board





# The Forces of Magnetism

E X E M P L I F I E D - C O N F I R M E D - S H A R E D

**Patricia A. Brady**  
Human Resources  
New Jersey Association  
of Health Care Recruiters  
1st Vice President

Human Resources  
Bergen Community College  
Board Member Division  
of Continuing Education

**Melvin A. Carrillo**  
3 North  
National Advisory Council for the  
Robert Wood Johnson Foundation  
and Institute for Healthcare  
Improvement “Transforming  
Care at the Bedside.”

3 North  
“Surgical Clips Newsletter”  
Co-editor

**Kathleen Cocozzo**  
Ambulatory Care Center  
NJ AWHONN  
Coordinating Committee

**Victoria Correale**  
Nursing Education  
NJSNA Region 2 Nominations  
and Election chair

**Scott Croonquist**  
Nursing Administration  
\* President, Region II – NJSNA  
\* Elected Alternate Delegate –  
House of Delegates, ANA  
\* Magnet Appraiser, ANCC

**Mary Ann T. Donohue, Ph.D.**  
Nursing Administration  
\* Board of Directors – NJSNA  
\* Elected Delegate – House  
of Delegates, ANA  
\* Appointed Secretary –  
Institute for Credentialing  
Innovation (formerly, IREC)  
of the American Nurses  
Credentialing Center (ANCC)  
\* Appointed to Planning  
Committee for 2005 Ninth  
Annual Magnet Conference

**Geraldine Harris**  
Nursing Education  
Professional delegate to  
South Africa on Palliative Care

**Laura Kamphausen**  
4 South  
NJSNA Publication Chairperson

**Susan Kumka**  
9PE  
“Surgical Clips Newsletter”  
Co-editor

**Jo-Ann Lee**  
Cardiac Cath  
President-elect American  
Association of Cardio Vascular  
and Pulmonary Rehabilitation

Cardiac Rehab  
President-elect of the American  
Association of Cardio Vascular  
and Pulmonary Rehabilitation

**Denise Occhiuzzo**  
Nursing Education  
NJSNA Education Review Team

Nursing Education  
ANCC Content Expert  
panel member

**Jo-Ann Robinson**  
Nursing Education  
Member Northern NJ APN  
Forum education committee

**Ruzha Skoblar**  
Nursing Education  
Member of the board of Health  
in Ridgefield

**Joanne Wendolowski**  
HARP  
Director of Health Education  
HARP Board of Health contracts

**Laura Wisse**  
Inpatient OR  
Society of Urological Nurses  
Association North Jersey  
chapter President

**PRESENTATION/  
PUBLICATIONS**

**Patricia A. Brady**  
Human Resources  
“Recruitment and Retention,  
It’s Everyone’s Business”  
Creating a Culture of Excellence :  
The Journey of Hackensack  
University Medical Center

**Melvin A. Carrillo**  
3 North  
“Men in Nursing” Career Day  
Bergen Catholic High School,  
Don Bosco Prep High School,  
FDU Teaneck-Hackensack campus.

**Sharyn Cerreta**  
Nursing Education  
“Creating a Culture of Educational  
Excellence: The Journey of  
HUMC’s Women’s and Children’s  
Service. International Professional  
Educational Conference

**Dorothy Cockefair**  
Nursing Education  
“Creating a Culture of Excellence –  
The Journey of HUMC”  
Presentation

**Mary Del Guidice**  
Nursing Administration  
“Leadership” Lancaster General  
Hospital Magnet Celebration

**Mary Ann T. Donohue, Ph.D.**  
Nursing Administration  
“Nothing Succeeds Like Success –  
The Story of Hackensack University  
Medical Center.” January 27,  
2004. IRETA (Institute for Research,  
Education & Training in Addictions)  
Workforce Development Summit.  
New York, New York.

Nursing Administration  
Ethics in Healthcare.” March 25,  
2004. Management Certification  
Program. Hackensack University  
Medical Center.

Nursing Administration  
“Projecting Professionalism.”  
April 23, 2004. Nursing Career  
Fitness Expo. Teaneck,  
New Jersey.

Nursing Administration  
“Emotional Effects of Trauma.”  
April 21, 2004. Eighth Annual  
Pediatric Emergency/Trauma  
Symposium. Teaneck, New Jersey.

Nursing Administration  
“Balancing It All – Taking Care of  
Our Mental Health.” October 6,  
2004. The New Jersey Governor’s  
Conference for Women.  
New Brunswick, New Jersey.

Nursing Administration  
“What You Can Do to Prevent  
Abusive Relationships – on the  
Job and in your Personal Life.”  
October 2, 2004. Women’s Health  
Day. Hackensack University  
Medical Center. Hackensack,  
New Jersey

Nursing Administration  
ABC Eyewitness News for  
segment on holiday depression,  
seasonal affective disorder (SAD)  
December 14, 2004.

**Kathleen Emr**  
Home Health Agency  
“Beat Practice for Indwelling  
Catheter in the Home Setting”  
Home Healthcare Nurse

**Michele Funt**  
Clinical Informatics  
“Implementation of Nursing  
Documentation” 22nd Annual  
International Nursing and  
Computer Technology Conference

**Maureen Goodman**  
Cardiac Rehab  
Stress Management for  
Mommies and More

**Patti Gorgone**  
Clinical Informatics  
“Building a Safer System”  
NJSNA Nursing Conference  
Atlantic City, New Jersey

Clinical Informatics  
“eMAR: Collaboration,  
Cooperation and Communication”  
IDX CIO/PAG Annual Conference

Clinical Informatics  
“eMAR: Collaboration,  
Cooperation and Communication”  
IDX User Group  
Annual Conference

Clinical Informatics  
“Informatics Nurse Certification  
Review” 22nd Annual International  
Nursing and Computer  
Technology Conference

Clinical Informatics  
“Implementation of Nursing  
Documentation” 22nd Annual  
International Nursing and  
Computer Technology Conference

**Barbara Hall**  
Cardiac Rehab  
Stress Management for  
Mommies and More

**Geraldine Harris**  
Nursing Education  
“Role modeling Clinical Nursing  
Practice” Ohio State University

**Lucia Izzo**  
Cardiac Rehab  
“Woman’s Wellness Wednesdays”  
Women’s Heart Foundation

Cardiac Rehab  
Senior Platinum Plus

**Jo-Ann Lee**  
Cardiac Rehab  
“Woman’s Wellness Wednesdays”  
Women’s Heart Foundation

**Terry Moore**  
Clinical Informatics  
“Building a Safer System”  
NJSNA Nursing Conference  
Atlantic City, New Jersey

Clinical Informatics  
“eMAR: Collaboration,  
Cooperation and Communication”  
IDX CIO/PAG Annual Conference

Clinical Informatics  
“eMAR: Collaboration,  
Cooperation and Communication”  
IDX User Group  
Annual Conference

**Diane Ohme**  
Pediatric Oncology  
“Pediatric Oncology Success  
Story” The Spirit of Excellence:  
How Healthcare Organizations  
area Acheiving Success,  
Quality and Satisfaction.

Pediatric Oncology  
“Mapping the Course for an  
Efficient Admission Process  
through a Multidisciplinary  
Team” NACHRI Quality  
improvement Workshop

**Lisa Oldham**  
9PE/9PW  
“Building a Safer System”  
NJSNA Nursing Conference  
Atlantic City, New Jersey

**Joan Orseck**  
Human Resources  
“Recruitment and Retention –  
It’s Everyone’s Business”  
Creating a Culture of Excellence:  
the Journey of HUMC

**Mary Panico**  
Performance Improvement  
“Health Information Managers role  
in Improving Patient Care through  
Data Quality Management of  
Regulatory Reporting of Outcomes”  
AHIMA National Convention

**Eileen Parapar**  
9PE  
“Building a Safer System”  
Poster Presentation NJSNA  
Nursing Conference Atlantic City,  
New Jersey

**Pam Pascarelli**  
Nursing Education  
“Keeping the Passion for  
Education Alive” National  
Nursing Education Conference

Nursing Education  
“In Celebration of Nurse  
Educators” in Nursing Spectrum

**Jo-Ann Robinson**  
Nursing Education  
“Keeping the Passion for  
Education” International  
Professional Nurse  
Educators Conference

Nursing Education  
“Bridging the Gap:  
Standardization of Education  
& Practice Across the  
Pediatric Services.”  
Creating a Culture of Excellence:  
the Journey of HUMC

Nursing Education  
“Creating a Culture of Educational  
Excellence: The Journey of the  
Women’s & Children’s Services  
at HUMC” Poster presentation  
at Drexel University Nursing  
Education Institute Conference,

Nursing Education  
“Creating a Culture of Educational  
Excellence: The Journey of the  
Women’s & Children’s Services  
at HUMC” Poster presentation  
at International Professional  
Nurse Educators,

Nursing Education  
“Updates in Contraceptives”  
in Northern NJ APN Forum

Nursing Education  
“Health Promotion Strategies  
for Childbearing Age Women.”  
William Paterson University

Nursing Education  
“In Celebration of Nurse  
Educators” in Nursing Spectrum

**Karen Setti**  
MICU/CCU  
“Fundamental Critical Care  
Support Course” Society  
of Critical Care Medicine

MICU/CCU  
“Fundamental Disaster  
Management Course”  
Society of Critical Care Medicine

**Ruzha Skoblar**  
Nursing Education  
“Barriers too Effective Pain  
Management” HUMC  
National Nursing Conference



**Ed Strause**  
Inpatient OR  
“Nursing Care of the Patient”  
Endovascular Symposium for  
Nurses and Technologists telecast

**Doreen Tabussi**  
Bader Institute  
Career Day, JFK High School  
Paterson NJ

**Maryann Villanella**  
Inpatient OR  
“Nursing Care of the Patient”  
Endovascular Symposium for  
Nurses and Technologists telecast

**Robert Vollero**  
Nursing Education  
“Mentorship in Nursing”  
Creating a Culture of Excellence:  
the Journey of HUMC

Nursing Education  
“Professional Practice Council  
at HUMC” Creating a Culture of  
Excellence: the Journey of HUMC

**PROMOTIONS**

**Josette Alquitran**  
4 North  
CAP Coordinator

**Tracy A. Baker**  
Maternal Fetal Medicine  
Administrative Head Nurse

**Jazmin Cascante**  
3 South  
CAP Coordinator

**Donna Christiano**  
3 West  
CAP – Care coordinator

**Rowena R. Estrera**  
4 Pavilion West  
CAP Coordinator

**Sylvia Gallardo**  
5 Pavilion West  
CAP Educator  
Promotion

**Linda Gurick**  
Hospice  
CAP Educator

**Judy Haystrand**  
3 West  
Manager Inpatient APN's

3 West  
Collaborative Practice Credential

**Ann Marie Klein**  
3 West  
CAP Nurse

**Linda Kohles**  
5 Pavilion West  
CAP Educator

**Helaine Koster**  
The Molly center  
Nurse Coordinator

**Dana Kuehne**  
AHN  
AHN Surgical Contiumum

**Linda Lapinski**  
Home Health Agency  
Nursing Supervisor

**Michelle Leone**  
Pediatric Pulmonary  
Nurse Coordinator

**Ann Lo Basso**  
3 Main  
Nurse Manager

**Claudine Maroaga**  
5PW  
CAP R

**Pat Mazur-McChristal**  
3 West  
CAP – Educator

**Cheryl Minassian**  
4 North  
CAP Educator

**Elaine Neal**  
3 West  
CAP – Care coordinator

**Denise Occhiuzzo**  
Nursing Education  
Manager Nursing Education

**Maria Ramirez**  
4 Pavilion West  
CAP Educator

**Julee Sin-Kim**  
Inpatient OR  
CAP Educator

**Doreen Tabussi**  
Bader Institute  
Nurse Coordinator, Bader Institute

**Joann Tabuzo**  
Inpatient OR  
CAP Educator

**VOLUNTEERS**

**Victoria Correale**  
Nursing Education  
Emergency relief member  
Town of Parsippany

Nursing Education  
Team Member-Relay  
for Life East Hanover  
American Cancer Society

**Geraldine Harris**  
Nursing Education  
Partnership for  
Community Health, inc.

**Cathy Healey**  
Center for Ambulatory Surgery  
Paramus Health Fair

**Dana Kuehne**  
AHN  
First Aid, CPR and EMT Instructor

**Dorothy Murray**  
Center for Ambulatory Surgery  
Operation Smile China

**Michele Normandia**  
Center for Ambulatory Surgery  
Operation Smile China

**Jo-Ann Robinson**  
Nursing Education  
Dominican College Community  
Health Fair

**Carol Schultz**  
CAS/SDAR  
Project Linus Blanketeer – Crochet  
Blankets for hospitalized children

**Dawn Seik**  
Cardiac rehab  
Blood Drive for 12 year old

**Doreen Tabussi**  
Bader Institute  
Arthritis Foundation, NJ Chapter  
Juvenile Arthritis Committee mem-  
ber; Arthritis Foundation Annual  
Family Picnic, Arthritis Foundation  
annual Family Conference; Camp  
CHAT camp Nurse; Cornerstone  
Caterers coordinator – meals for  
cancer patients; Race for the Cure



Hackensack University Medical Center is a nationally recognized healthcare organization offering patients the most comprehensive services, state-of-the art technologies, and facilities. A leader in providing the highest quality patient-centered care, Hackensack University Medical Center has been recognized for performance excellence encompassing the entire spectrum of hospital quality and service issues. Theses honors include the HealthGrades Distinguished Hospital Award for Clinical Excellence™ and the J.D. Power and Associates Distinguished Hospital Program.™ The medical center is home to one of the most comprehensive cancer centers in the nation – The Cancer Center at Hackensack University Medical Center.

**ACKNOWLEDGEMENTS**

**DEAR COLLEAGUES:**

It is always an honor and a privilege to publish Hackensack University Medical Center’s Nursing Review. It is an honor because we are collaborating with so many fine nurses; a privilege because we have the opportunity to share the contributions they have made to the field of nursing and in the lives of all those who come to Hackensack University Medical Center for quality medical care. Each year the list of professional accomplishments grows – yet another demonstration of the aspirations and motivations of our nursing team.

**Congratulations to all of you and a special thank you to those who made this publication possible.**

**2004 NURSING REVIEW COMMITTEE MEMBERS**

**Scott Croonqist, RN, BSN, MSN**  
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Administative Director of Nursing

**Patricia Brady, RN, BS, BSN**  
Nurse Recruiter

**Anne Marie Campbell**  
Chief Public Affairs Officer/Director  
of Public Relations

**Melvin Carrillo, RN, BSN**  
Staff Nurse, 3 North

**Susan Giordano, RN, BSN, MBA, CNA**  
Administrative Director of Nursing

**Terry Moore, RN, BSN, BC**  
Nurse Manager of Clinical Informatics

