

# 2022 Nursing Annual Report



# HOSPITAL AT A GLANCE



EMERGENCY ROOM VISITS	
32,135	MIDDLETOWN
17,942	SHORELINE
17,801	MARLBOROUGH

11,429	SURGICAL PROCEDURES
844	BABIES BORN
3,443	EMPLOYEES
275	LICENSED BEDS

## Table of Contents

Letter from our CNO . . . . .	1
Letter from our President & CEO . . . . .	2
Nursing Leadership Organization Chart . . . . .	3
Nursing by the Numbers . . . . .	4
Hospital Recognition . . . . .	5
APRNs . . . . .	6
Nursing Strategic Plan . . . . .	7
<b>TRANSFORMATIONAL LEADERSHIP (TL)</b> . . . . .	<b>8</b>
<b>STRUCTURAL EMPOWERMENT (SE)</b> . . . . .	<b>12</b>
<b>EXEMPLARY PROFESSIONAL PRACTICE (EP)</b> . . . . .	<b>20</b>
<b>NEW KNOWLEDGE, INNOVATION AND IMPROVEMENTS (NK)</b> . . . . .	<b>26</b>
Recognizing Nurses . . . . .	29

## Dear Colleagues,

It is with great pride that I present our 2022 Middlesex Health Nursing Annual Report, showcasing your incredible accomplishments over the past year. Our Middlesex culture and pride is illustrated throughout, each page being rich with examples of excellence in nursing practice, professionalism and exceptional care.

Though 2022 continued to challenge us with record patient volumes and acuity, workforce challenges and an ever-evolving health care environment, your dedication to excellence never wavered. A new strain of COVID-19 emerged, flu increased in our community, and we saw a staggering number of RSV cases, all of which you navigated with strength and poise.

As your chief nursing officer, I am so proud of the incredible, compassionate work you do each day. This beautiful annual report showcases how you “Care to Make a Difference,” not only caring for our patients, but also caring for each other – making our Middlesex Health family stronger than ever.

As a Middlesex Health nurse, you are empowered to be autonomous, use evidence-based practice to drive practice change and adopt new technology. We are also fortunate to have the encouragement of extraordinary transformational leaders. Your collaboration, scholarly inquiry, innovation, and inspiration improves the safety, quality of care and patient experience.

This year we are applying for our sixth ANCC Magnet designation, and I have no doubt that with your powerful voices, expertise, and enthusiasm we will reach our goal. As Middlesex Health nurses, we are 6x kinder, 6x smarter and 6x stronger. Please join me in celebrating all of our achievements in 2022, as we look forward to 2023!



**Kelly Haeckel,**  
**MSN, RN, CNML, NE-BC**  
Vice President,  
Patient Care Services/CNO

“..your dedication and commitment  
to excellence never wavered..”

## MISSION STATEMENT

Middlesex Health exists to provide the safest, highest-quality health care, and the best experience possible for our community.

## VISION STATEMENT

To be the clear, first choice for medical care.

## CORE VALUES

- + Pursue Excellence
- + Uphold Honesty
- + Cooperate and Collaborate
- + Support Innovation
- + Deliver Compassionate Care



## Dear Nursing Colleagues:

Thank you for your dedication and commitment to Middlesex Health and its patients!

I know it has been another challenging year as we continue to deal with COVID-19, as well as the added burden of staffing shortages. Your determination and resiliency are apparent — especially in the face of these adversities.

Never forget that the work you are doing is making a positive difference in the lives of thousands of people in our community!

At Middlesex, we are family, and we help each other when times are tough. I see examples of this every day, as you work together with your colleagues to provide high-quality, compassionate care to our patients. I'm also encouraged seeing you care for and support one another.

The past three years have tested us all in so many ways. Please know that I recognize and appreciate your contributions to our patients, our community and our health system.

Each of you are strong and capable, and a valued member of our amazing team! We are fortunate to have you as a member of our nursing staff.

Middlesex is stronger because of YOU!

Thank you again for your hard work!

**Vincent G. Capece, Jr.**  
President & CEO

# NURSING LEADERSHIP



**Jessica Gabriele,**  
DNP, BS, CNML, NE-BC, RN-BC, CNL  
Director of Surgical Services



**Torrey Trzcienski,**  
MSN, RN  
Director of Clinical Operations and  
Outcomes/Critical Care Unit



**Jennifer Woynar,**  
MSN, RN, NE-BC  
Director of Inpatient Services



**Kelly Haeckel,**  
MSN, RN, CNML, NE-BC  
Vice President,  
Patient Care Services/CNO



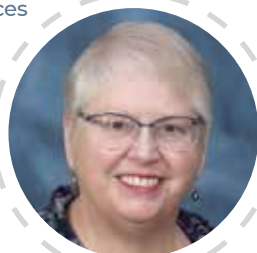
**Allison Dowe, MBA**  
Executive Director,  
Middlesex Health Care at Home



**Deb Warzecha,**  
DNP, RN, NEA-BC, CEN  
Director Emergency Department  
and Inpatient  
Behavioral Health Services



**Justin Drew,**  
MSN, RN, NEA-BC, FAONL  
Director, Cancer Center



**Victoria L. Reed,**  
DHA, RN, FACHE  
Business Administrator,  
Surgical Services



**Mary T. Allegra,**  
DNP, NPD-BC, NEA-BC  
Director, Nursing Professional  
Practice, Research, Magnet and  
Pregnancy & Birth Center

# Nursing by the Numbers

**837**  
Total number of registered nurses

**83%**  
Percent of clinical nurses with BSN

**84%**  
Percent of nurses in the organization with a BSN or higher

**12%**  
Percent of clinical nurses with MSN

**13**  
Number nurses with doctoral degrees

**51%**  
Percent of clinical nurses with a certification

**52%**  
Percent of nurses in the organization with a certification

**26**  
Number of LPNs

**84**  
Number of APRNs

**124**  
Number of RNs onboarded

**117**  
Number of nurses participating in ATTAIN

ATTAIN	<b>92</b>
ATTAIN Advanced	<b>+ 25</b>
<b>Total</b>	<b>117</b>



# HOSPITAL RECOGNITION



**LUNG CANCER SCREENING  
CENTER OF EXCELLENCE**



**NATIONAL COMMITTEE FOR  
QUALITY ASSURANCE (NCQA)**



**AGE-FRIENDLY HEALTH  
SYSTEM**



**FIRST  
IN CONNECTICUT**



**HEALTHGRADES AWARD**  
Recipient of the Critical Care  
Excellence Award™,  
(2019, 2020, 2021)



**COMPREHENSIVE BREAST  
CENTER**



**BREAST IMAGING  
CENTER OF EXCELLENCE**



**COMMISSION ON CANCER**



**TOP WORKPLACE**  
Middlesex Health has been  
named a top workplace by  
The Hartford Courant survey,  
(2017, 2018, 2019, 2020 and 2021)



**PATIENT SATISFACTION  
GUARDIAN OF EXCELLENCE**  
The Marlborough Emergency  
Department received this  
award for Patient Experience.



**THE LEAPFROG HOSPITAL  
SAFETY GRADE**  
Middlesex Health is awarded  
an A grade representing our  
performance inpatient safety.



**GOLD SEAL OF APPROVAL®**  
Awarded Core Certification  
for Total Hip and Total Knee  
Replacement by the Joint  
Commission.



**BABY-FRIENDLY HOSPITAL**  
The Pregnancy & Birth Center  
has been designated as  
"Baby-Friendly" since 2005.



**LEVEL 1 STROKE CENTER**  
Middlesex Health is certified as  
a Primary Stroke Care Center  
by The Joint Commission.



**HEALTHGRADES AWARD**  
Recipient of the Outstanding  
Patient Experience Award™,  
(2021, 2019)



**TOP 100 HOSPITAL**  
Recipient of America's 100  
Best Hospitals Award™,  
(2020, 2021)



**HEALTHGRADES AWARD**  
Recipient of the America's  
100 Best Pulmonary Care™,  
(2019, 2020, 2021)



**HEALTHGRADES AWARD**  
Recipient of America's 100  
Best Gastrointestinal Care™,  
(2019, 2020, 2021)



**LGBTQ LEADERSHIP AWARD**  
For six consecutive years  
Middlesex Health has been  
designated as a Leader in  
LGBTQ Healthcare Equity by  
the Human Rights  
Campaign Foundation.



**MAGNET-DESIGNATED  
HOSPITAL**  
Middlesex is the first hospital  
in Connecticut to be awarded  
Magnet status for nursing  
excellence by ANCC. We have  
been designated five times.

# APRNs making a difference

APRNs are an integral part of our health care team. They provide exemplary patient care in a variety of inpatient and ambulatory settings throughout Middlesex Health. Through advocacy and influence, our APRNs are making a difference by improving the outcomes for our patients and our community at large. Thank you for your dedication, clinical expertise and for being such a valuable influence in our health care system!



Making a difference in the lives of bariatric patients: **Dana M. Cantiello, DNP, APRN, FNP-C, CBN** (Surgical Alliance). Dana provides specialized care to patients with obesity. She is experienced in providing quality patient care, and in improving how that care is delivered so that each and every patient has the best possible outcome. Dana has campaigned at the state legislature for expansion of insurance coverage for bariatric surgery and anti-obesity medications. She is also an active member of the Connecticut chapter of the American Society of Metabolic and Bariatric Surgery.



Making a difference in the lives of LGBTQ+ patients: **Kathryn (Katy) Tierney, MSN, APRN, FNP-BC, FAANP** (MSG - Endocrinology). Katy has a long history of advocating for our LGBTQ+ population. She coordinates transgender medicine services across Middlesex Health and ensures that all patients have equitable access to the highest quality health care. In addition to her active clinical practice, Katy is a clinical instructor at the Yale University School of Nursing, Quinnipiac University and the University of Connecticut School of Nursing. She has authored multiple chapters for academic textbooks on transgender care and has presented at numerous local and national conferences to share her knowledge.

## APRNs BY THE NUMBERS

Number of H&Ps Written

2,286



4,541

Number of Admission Notes Written



2,133

Number of Consults



1,418

Number of Discharge Summaries Written





# Nursing Strategic Plan 2021-2023

## Strategic Positioning Statement

The Middlesex Health System Patient Care Services Department will be the first choice for health care in the communities we serve. We value clinician wellbeing and are committed to retaining and recruiting top talent. We will distinguish ourselves by delivering *Care That Makes A Difference* to our patients and their families. Our values of compassion, advocacy, reliability and expertise enable us to deliver exceptional care and achieve the best outcomes for our patients, their families and our team.

Our strategic plan provides a roadmap that guides us into the future in a systematic way, ensuring that Middlesex Health stays on top of relevant patient and community needs. A robust strategic plan is a critical component to ensure excellent patient care and the best possible outcomes.

PILLAR	BEST EXPERIENCE	EXCEPTIONAL CARE	NETWORK INTEGRITY
<b>Goal</b>	To provide our community with convenient, unparalleled service	To provide the best clinical outcomes for patients and community	To provide a coordinated network of clinical programs to attract patients and to ensure care is delivered locally
<b>Key Strategies</b>	<ul style="list-style-type: none"> <li>+ Invest in activities focused on improving the patient experience</li> <li>+ Outperform the benchmark for patient experience</li> <li>+ Make services efficient and convenient for patients</li> </ul>	<ul style="list-style-type: none"> <li>+ Standardize care and use performance improvement to drive clinical outcomes</li> <li>+ Strengthen the high-reliability environment</li> <li>+ Invest in our workforce recruitment and retention activities</li> </ul>	<ul style="list-style-type: none"> <li>+ Attract new patients and grow market share by strengthening our existing services and initiating new program development</li> <li>+ Drive operations performance, become more efficient and reduce waste</li> <li>+ Increase throughput</li> </ul>

# TRANSFORMATIONAL LEADERSHIP (TL)

We bring TL alive through advocating for resources, influencing change, mentoring and succession planning. We strive to align nursing practice initiatives with our nursing mission, vision, values and the organization's strategic plan. Transformational leaders create the structures to move initiatives forward.

## Transformational Leadership (TL) comes alive through:

- + Supporting the organization's mission
- + Using the strategic plan to improve patient outcomes
- + Advocating for resources
- + Using data to obtain resources
- + Communicating with leaders
- + Mentoring
- + Succession planning

## Mentoring

**What is mentoring?** Mentoring is a relationship between an experienced RN (*mentor*) who shares their knowledge, skills and expertise and another RN (*mentee*) looking to professionally grow in their current role.

**What is the goal of mentoring?** To provide information, advice, support and ideas.

**What can a mentor help with?** A mentor can help with a variety of personal and professional growth opportunities. Some examples may include providing support for the mentee going back to school, getting certified, achieving ATTAIN.

The following table illustrates a sampling of mentoring partnerships.

### Certification Mentoring

Mentor	Mentee	Mentoring Focus
Lori O'Leary	Olivia Emmanuel (OR)	CPHQ certification
Melissa Revicki	Taylor Krista (P&BC) Brenna Rich (P&BC)	Electronic fetal monitoring

## TL IN ACTION

### Component

Communicating with leaders

### Example

Clinical nurses communicating with nurse managers and directors to improve patient care

### Outcome

- + Created pre-procedure resource nurse position
- + Obtained new continuous monitoring equipment on S6

## Academic Mentoring

Mentor	Mentee	Mentoring Focus
Betty Molle	Taylor Culmone (ED)	DNP
Cheryl Mohrlein	Julie Grant (South 4)	BSN
Deb Warzecha	Kathryn Clark (ED)	DNP
Sandy Grela	Kelsie Kay (Float Pool)	MSN education
Jen Plocharczyk	Meghan Mazzola (IV Therapy)	MSN
Lori O'Leary	Mary Briscoe (OR)	MSN
Lori O'Leary	Teresa Pineau (OR)	BSN
Sarah Fliss	Ashley Savino (South 4)	MSN executive leadership
Sarah Fliss	Adrienne Wyckoff (South 5)	DNP
Mary Allegra	Heather Marica (CRN)	DNP
Betty Molle	Emily Riley (ED)	MSN
Jessica Gabriele	Kayleigh Martin (South 6)	CNL
Amanda Laureano	Alyssa Glasow (P&BC)	MSN education
Lori O'Leary	Donna Dubay (PACU)	MSN education

### TL IN ACTION

#### Component

Using the strategic plan to improve patient outcomes

#### Example

Organizing a heart failure collaborative

#### Outcome

We decreased heart failure readmissions rates during the project timeline



## Professional Growth & Development

Mentor	Mentee	Mentoring Focus
Deborah Pantalena	Loriann MacLean (Cancer Center)	Clinical trials
Lauren Boule	Shay Nevins (North 6)	Bedside report
Lori O'Leary	Heather Wirth (OR)	Charge role
Michelle Harper and Lauren Boule	Elizabeth Kuti (North 6)	QI project
Juliana Morin	Jen Arborio (ED)	MSN capstone
Juliana Morin	Christina Bosques (ED)	MSN capstone
Lauren Boule	Amanda Landry (Float Pool)	APRN
Cathy Wade and Stephanie German	Jacqueline Woynar (ED)	QI project
Lauren Boule	Samantha Melhorn (CPD)	Delphi rounds
Melissa Revicki	Samantha Nicotera (P&BC)	QBL project

### TL IN ACTION

#### Component

Using data to obtain resources

#### Example

Advocating for resources to grow the Outpatient Surgical Center

#### Outcome

Nursing leadership advocated for new equipment to increase urology cases

## EBP and Research Mentoring

Mentor	Mentee	Mentoring Focus
Betty Molle	Heather Marica (CRN)	EBP project
Betty Molle	Tyler Quinn (ED)	Research and IRB proposal
Betty Molle	Amy Gustafson (South 5) and Meghan Autencio (Float Pool)	EBP project
Lynn Jansky	Dani Czesak (Endoscopy)	EBP project
Betty Molle	Kathryn Clark (ED)	Research and IRB proposal
Betty Molle	Michelle Pallas, Janice Rzczka, Lisa Lee (CCU/Cardiac Rehab)	Research dissemination
Allison Myslak	LeAnn Bellos (North 5)	EBP project

### TL IN ACTION

#### Component

Supporting the organization's mission

#### Example

New initiative in nursing practice

#### Outcome

We created a standardized Massive Transfusion Protocol (MTP) that improves the quality of care and supports our mission statement

# Succession Planning

**What is succession planning?** A formal process organizations embrace to promote the development of professional skills among nurses for future career opportunities.

## What is the goal?

The goal of succession planning is to provide a structure used to help employees grow and learn new skills.

## What does Middlesex do to promote and assist with the succession planning process?

**Nursing “Draft:”** Twice a year a survey is sent to all nurses throughout the organization. The purpose of this survey is to provide an opportunity for nurses to share their desire for future career opportunities within Middlesex. The goal of the draft is to retain our talented staff and meet future career goals of each individual nurse.

**Fast Track Your Career Goals Networking Event:** The Transformational Leadership Council held a succession planning network event to provide an opportunity for staff to meet with different specialties to learn more about various roles. The roles that were represented were: APRN, clinical nurse leader, CRN/procedural nurse, charge nurse, nursing supervisor, quality coordinator, nurse navigator, case management, professional development specialist, research/faculty opportunities, assistant nurse manager, nurse manager, chief nursing officer/director.



## TL IN ACTION

### Component

Advocating for resources

### Example

Advocating for resources for education

### Outcome

Nursing leadership advocated for educational resources for telemetry training on N5

# STRUCTURAL EMPOWERMENT (SE)

Structural Empowerment provides nurses with the opportunity to engage, grow, and influence. Through our structures and processes we support professional development, academic achievement and career advancement. Through recognition, we celebrate staff accomplishments and support lifelong learning. Nurses and patients benefit from relationships beyond the hospital walls, making strong community partnerships an important part of structural empowerment.

## SE IN ACTION

### Component

Improving outcomes through participation in professional organizations

### Example

Using ONS to improve care in cancer patients

### Outcome

Decreased cancer patient fatigue scores from an average of 2.7 to 0.72 for the project timeline

### Structural Empowerment (SE) comes alive through:

- + Improving outcomes through nurse involvement in interprofessional groups
- + Improving outcomes through nurse participation in professional organizations
- + BSN and certification
- + Improving outcomes through professional development
- + Supporting the community
- + Practice Transition Accreditation Program (PTAP)
- + Recognition



# FOSTERING PROFESSIONAL DEVELOPMENT

## TUITION REIMBURSEMENT



Provided academic financial support to nurses through our tuition reimbursement program.

In 2022 Middlesex Health paid:

**\$155,018** for nurses to advance their degree

**\$26,514** for employees currently not in a nursing role to attend nursing school

## MONTHLY EDUCATION OFFERINGS

Provided a variety of free continuing medical education credits (CMEs) and contact hours (CH).

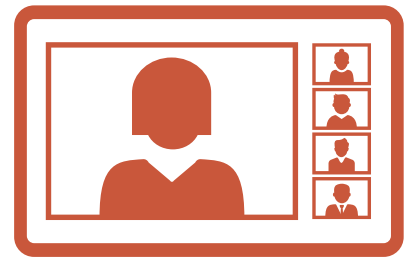
In 2022, **753** staff participated in CH activities.

### ACTIVITIES OFFERED:

**40** CH offerings

**4** Enduring programs

Multiple CME activities were available for nurses to attend



## SUCCESSPAYS®



Provided financial assistance for RNs to achieve certification through SuccessPays® program. SuccessPays® allows registering for the certification exam without putting any money up front (Middlesex Health absorbs the cost).

We paid **\$1,400** through SuccessPays®.

## SUPPORT FOR CONFERENCES AND SEMINARS



Provided compensation and support for staff to attend conferences and education seminars.

## WILCOX ENDOWMENT

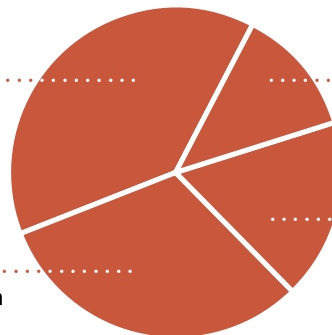
Provided financial support to nurses through the Ona Wilcox Endowment Fund. This fund assists nurses with formal education, continuing education activities, and professional certification costs.

In 2022, the Wilcox Endowment paid:

**\$11,047**

**\$4,265** Professional Certification

**\$3,455** Recertification



**\$1,401** Continuing Education

**\$1,926** Formal Education

# Conferences

Local and national conferences provide our nurses with an opportunity to enhance their knowledge and participate in continuing education. They provide a forum to learn more about evidence-based practice, reaffirm our current practice, network with colleagues and disseminate knowledge.

The following is a list of conferences that our nurses were supported in attending in 2022:

- + American Association of Colleges of Nursing (AACN) Transform 2022
- + Leading Evidence-Based Practice in Nursing and Healthcare
- + ASCEND Conference
- + ANCC National Magnet® Conference
- + Emergency Nurses Association
- + American Association of Cardiovascular and Pulmonary Rehabilitation
- + NAHQ Next Healthcare Quality Competency Framework
- + Professional Governance Leadership Conference
- + Association of Professionals in Infection Control and Epidemiology (APIC)
- + Emergency Stroke Care Conference "The First Hour: When Seconds Count"
- + American Association of Critical Care Nurses - NTI
- + New England Home Care and Hospice Conference
- + Mayo Clinic Care Network - Connect. Inspire. Grow. - Affinity Group Conference
- + American Organization for Nursing Leadership (AONL) Inspiring Leaders Conference
- + Clinical Nurse Leader Summit - A Contemporary Look at the CNL: Leadership and Versatility

## SE IN ACTION

### Component

Improving outcomes through inter-professional groups

### Example

Clinical nurse involvement in the Falls Committee

### Outcome

Decreased falls in behavioral health patients in the CCU





# BSN and Certification

Middlesex has a long legacy of valuing nursing education. We continuously assess and monitor our BSN and certification rates and have many strategies to assist nurses in going back to school and/or achieve their certification.

## Strategic Plan Goals Reached



### SE IN ACTION

#### Component

Improving outcomes through continued professional development

#### Example

Creating educational opportunities for CCU nurses

#### Outcome

Decreased CLABSI rate from 4.37 to 0 during the project timeline



# Nurse Residency Program

As the Nurse Residency Program Director, Lauren Boulé, MSN, RN, NPD-BC, has successfully transitioned almost 230 nurse residents from academia to the practice setting. Our 12-month Nurse Residency Program is part of a national program formed jointly by Vizient and the American Association of Colleges of Nursing (AACN). The program supports new graduate nurses as they transition into their RN professional role.



In December 2022, our residency program received re-accreditation with distinction in medical-surgical nursing from the ANCC Practice Transition Accreditation Program (PTAP), which is a HUGE accomplishment. The Center for Professional Development submitted formal documentation demonstrating how the program met the rigorous evidence-based standards for quality and excellence.

## Program Goals:

GOAL #1	GOAL #2	GOAL #3	GOAL #4
<b>Category:</b> Financial	<b>Category:</b> Professional development	<b>Category:</b> Practice-based knowledge, skills and attitudes	<b>Category:</b> Self-reported
<b>Objective:</b> 90% of the nurse residents, per cohort, will complete the 12-month program	<b>Objective:</b> 25% of the nurse residents will achieve ATTAIN after completing the program	<b>Objective:</b> 90% of nurse residents per cohort, will adhere to the organizational goal of performing barcode scanning of medication 98% of the time as measured by a cumulative percentage during week 8-12 of orientation	<b>Objective:</b> Nurse residents will outperform the benchmark at the 12-month mark as measured by the Casey Fink Survey Tool for the subcategory of communication/leadership that began in 2019



# Our 2022 Nurse Residents

## JANUARY 2022 COHORT

NAME	CREDENTIALS	SCHOOL	UNIT
Katherine Miller	BSN, RN	Holy Family University	South 6
Melissa Veliz	BSN, RN	UConn	North 5
Holly Dulak	BSN, RN	UConn	North 5
Maggie Dulak	BSN, RN	UConn	North 6
Morgan Rosa	BSN, RN	Sacred Heart University	North 6
Megan Winslow	BSN, RN	Quinnipiac University	South 5
Diana Delecke	BSN, RN	Southern Connecticut State University	North 4
Jonathan Palochko	BSN, RN	Goodwin University	CCU
Jimnalyn Santiago	BSN, RN	Goodwin University	North 4
Sara Carino	BSN, RN	Quinnipiac University	North 7
Mark Cho	BSN, RN	UConn	North 7
Kaitlynn Bento	BSN, RN	Goodwin University	Float Pool
Carlye Schwickrath	BSN, RN	Quinnipiac University	North 2
Alexys Sidani	BSN, RN	UConn	South 5

## JULY 2022 COHORT

NAME	CREDENTIALS	SCHOOL	UNIT
Samantha Nicotera	ADN, RN	Goodwin University	West 3
Jessica Fox	BSN, RN	Southern Connecticut State University	ED
Larissa Pucillo	ADN, RN	Goodwin University	North 5
Caterina Capasso	BSN, RN	Quinnipiac University	North 5
Lauren Graef	BSN, RN	Southern Connecticut State University	North 6
Katherine Wallace	BSN, RN	Quinnipiac University	South 6
Alexa Catania	BSN, RN	Southern Connecticut State University	North 6
Reid Rodrigue	BSN, RN	UConn	North 7
Cameron Michalek	BSN, RN	Sacred Heart University	North 5
Jeff Riggio	BSN, RN	Central Connecticut State University	CCU
Adrianna Rosado	BSN, RN	Central Connecticut State University	South 7
Mariah Morneau	BSN, RN	UConn	South 4
Adenike Fakiyesi	BSN, RN	University of Saint Joseph	North 4
Ashley Kołodziejczyk	BSN, RN	University of Saint Joseph	Float Pool
Robert Esposito	BSN, RN	Southern Connecticut State University	South 5
Ryan Moskovitz	BSN, RN	UConn	North 2
Kayleigh Samolis	BSN, RN	UConn	ED
Julia Pancrazio	BSN, RN	Pace University	North 5
Shelby Gallagher	BSN, RN	Central Connecticut State University	North 4

## SE IN ACTION

### Component

Improving outcomes through education assessments

### Example

Offering educational opportunities on self proning of COVID-19 patients on N4

### Outcome

Decreased length of stay for COVID-19 patients from 6.1 days to an average of 4.96 during the project timeline

# Middlesex Nurses Making a Difference in our Community

Throughout 2022 our nurses made a difference in the community by volunteering and participating in numerous initiatives. We contributed financially to resources such as the United Way and Helping Hands. Working with Volunteer Services we participated in food drives and collected holiday gift items for Adopt-a-Family. Here are a few other examples of how our nurses make a difference in the community.

## Amazing Grace Food Pantry

In November 2022, Surgical Services donated over 500 lbs of food items for the Amazing Grace Food Pantry, a program of St. Vincent de Paul. Amazing Grace offers food free of charge to individuals and families in need in the Middletown area. Great job Surgical Services!!

## ASMBS Walk From Obesity

In September 2022, **Dana Cantiello, DNP, APRN, FNP-C**, and **Kate Lee Salerno, BSN, RN, CBN** (Medical and Surgical Weight Loss) and other members from Middlesex Health participated in The Walk from Obesity. This event raises awareness about the disease of obesity and the treatment options that are available.



## Brodeur Breast Cancer Foundation's Walk for a Cure

**Terri Savino, DNP, RN, CPHQ, CPXP, FNAHQ, Ashley Savino, MSN, RN and their team, The Honey Bees**, raised \$3,492 for the Terri Brodeur Breast Cancer Foundation's (TBBCF) 17th Annual Walk for a Cure in October. They walked 13.1 miles in memory of friends and family who lost their battle to this disease, and in honor of those friends and family that are breast cancer survivors, or still in treatment. One hundred percent of the money raised goes directly to breast cancer research, and TBBCF has awarded \$5.5 million dollars for breast cancer research. Together - one step at a time - we are making a difference!



## Out of the Darkness

In October 2022, a group of our **Behavioral Health employees** volunteered their time at the Out of the Darkness Community Walk which was held at the state capitol. This event supports our communities and provides an opportunity to acknowledge the ways in which suicide and mental health conditions have affected our lives and the lives of those we love and care about.



## Wreaths Across America

In December 2022, **Danille Czesak, MSN, RN-BC** and **Judy Grippo, BSN, RN, CGRN, CAPA** along with other members of the Middlesex Health Surgical Services team volunteered to place wreaths on the graves of soldiers at the Middletown Veterans Cemetery. The Surgical Services Department collected more than \$300 for Wreaths Across America and sponsored 22 wreaths.



## Pride Parade

In June 2022, Middlesex Health employees showed their support of our LGBTQ+ community in the Middletown Pride March. The parade was an example of our commitment to an open and inclusive environment for employees. It was part of a larger Middletown PrideFest. Middlesex sponsored a table that showcased a variety of education topics specific to the LGBTQ+ community.

## Supporting Ukraine

In early 2022, Middlesex Health came together to support Ukraine. Employees throughout the organization raised money, collected food, toiletries and other essentials as well as medical supplies to ship to Ukraine. **Agnes Puorro, MSN, RN, CPAN (EPIC)** and **Tonia Skawinska, RN, CGRN (Endoscopy)** along with other members of our Middlesex family participated in a prayer service to extend hope and peace outward to the world.

## Middlesex Got Talent

In June 2022, Middlesex Health employees participated in the third annual Middlesex Got Talent show. Many employees volunteered their time and showcased their talent in an effort to raise money for our Cancer Center.

## Supporting Ukraine Children

**Lauren Boulé, MSN, RN, NPD-BC** and her **nurse residents** (July 2022 cohort) held a hat and mitten drive for the children of Ukraine. They collected and shipped over 900 hats and mittens to provide warmth and comfort to the young children enduring continued destruction of their power grids.



# EXEMPLARY PROFESSIONAL PRACTICE (EP)

Exemplary Professional Practice (EP) is the main tenant of our care delivery system, which is integrated within our Professional Practice Model (PPM). We promote nurse autonomy, collaborative partnerships, and quality initiatives to ensure high quality, comprehensive, patient care. This leads the way for patient-centered, professional practice environments that result in improved patient outcomes.

## EP IN ACTION

### Component

Participating in interprofessional quality improvement activities

### Example

Collaborating with speech/language, rehabilitation and informatics to improve processes

### Outcome

Decreased 30-day pneumonia readmission rates from 22.2% to an average 12.7%

### Exemplary Professional Practice (EP) comes alive through:

- + Professional Practice Model (PPM)
- + Teamwork
- + Autonomy
- + Interprofessional collaborative practice
- + Quality improvement activities



N4 Nursing Collaborative Council participated in an **interprofessional** quality improvement activity. **Heather Strauss, BSN, RN** and **Lisa Muraca, BSN, RN** (North 4) **collaborated** with MDs, Dietary, Pharmacy and Marketing to offer a sleep menu for their patients on N4. Through this initiative they improved patient satisfaction scores.

# Professional Practice Model (PPM)

Our Professional Practice Model (PPM), *CARE That Makes A Difference*, guides nursing practice at Middlesex Health and serves as a beacon for moving the Nursing Department forward. Our PPM articulates and represents professional nursing practice at Middlesex. The illustration at right demonstrates our PPM schematic.

## The key elements of our PPM include:

- + Nursing practice
- + Shared/professional governance
- + Outcomes for patients and families



**Danielle (Dani) Czesak, MSN, RN-BC,** (Endoscopy) recognized that patients undergoing ERCP procedures were developing red knees. Dani identified the problem and quickly utilized her resources. She went to the literature to research **best practice**, and she contacted her professional development specialist. Discovering best practice for positioning ERCP patients, Dani **advocated** for the purchase of gel pads to be used with positioning. Dani developed a plan to educate her peers through live demonstrations using the C-arm table, straps and gel pads. Through her clinical expertise, following evidence-based practice, and her advocacy for resources, she made a difference in the outcomes for patients undergoing ERCP.

## EP IN ACTION

### Component

Improving outcomes through evidence-based changes that align with our PPM, *Care that Makes a Difference*

### Example

Applying EBP to adopt a new hospice screening tool

### Outcome

Improved the timeliness of hospice referrals increasing the median length of stay for hospice Care at Home patients from 4 days to an average of 6.5 days during the project timeline

# Autonomy

Middlesex has a long legacy of autonomous nursing practice, promoted through our professional governance structures. The Clinical Practice Council (CPC) is the main forum for developing, reviewing, and evaluating the nursing care policies and our EBP guidelines. At the unit level, Nursing Collaborative Councils (NCCs) are responsible for ensuring clinical nurses' authority, autonomy, and accountability for nursing practice within specific patient populations. These professional governance structures honor the freedom of nurses to control their own practice and advance professional practice.

6

EBP  
guidelines  
reviewed  
and approved

64

Policies  
reviewed  
and  
approved





# Interprofessional Collaborative Practice



Interprofessional **collaboration** is key to improving patient outcomes. During the height of COVID-19, with increased use of oxygen delivery devices and proning of patients, we saw an uptick in hospital acquired pressure injuries on the head of patients. This increase in HAPIs led nursing to coordinate educational activities for both nursing and respiratory therapy. The **interprofessional** education led to decreased HAPIs on the head (nose, lips, ears) of patients in the CCU.

Using an **expert-recommended** change in practice, we implemented two evidence-based recommendations for placement of indwelling urinary catheters. The first recommendation was to utilize a buddy when inserting a catheter. The second recommendation was to follow a

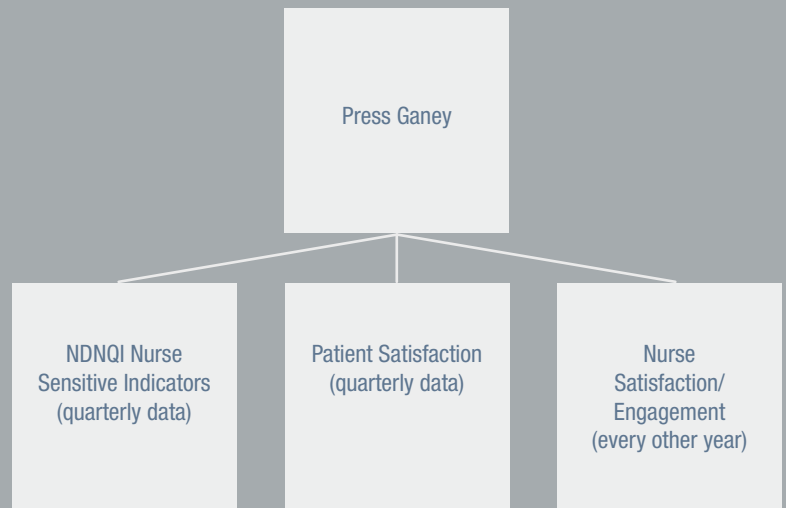
buddy insertion checklist, which identifies key steps to be observed during the insertion process. Through the adoption of this new recommendation for change in practice, we decreased house-wide CAUTI rates from 3.23 to zero.

**Alarie Contillo, BSN, RN**, (North 5) used the Evidence-Based Practice Guideline for Ethical Dilemmas along with other ethical resources to **advocate** for a patient. Alarie consulted with the Spiritual Care Department, advocated for a palliative care consult and an order for a formal ethics consult. Through her advocacy and application of ethical resources, Alarie made a difference for this patient.



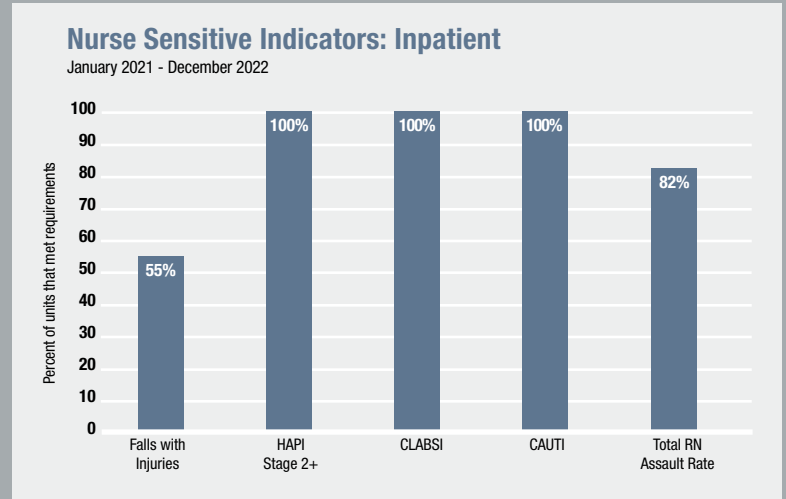
# Nursing Outcomes

Our Nursing Department measures three types of quality outcomes through Press Ganey. These include NDNQI nurse sensitive indicators, patient satisfaction and nurse satisfaction/engagement. We compare our data against national benchmarks.

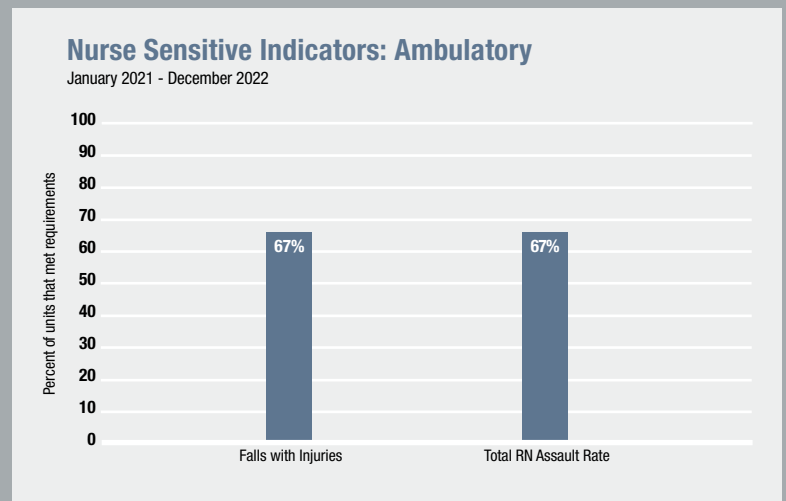


## NDNQI Nurse Sensitive indicators

This graph highlights the overall summative eight quarters (Q1 2021 - Q4 2022) of data for our inpatient units for five NDNQI nurse sensitive indicators: falls with injuries, HAPI Stage 2+, CLABSI, CAUTI and RN assaults.

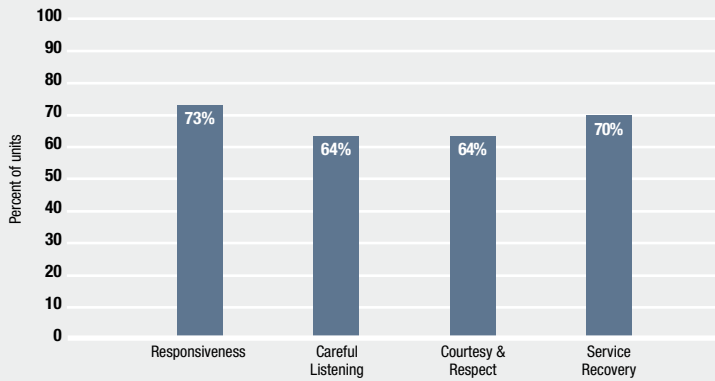


This graph highlights the overall summative eight quarters (Q1 2021 - Q4 2022) of data for our ambulatory units for two NDNQI nurse sensitive indicators: falls with injuries and RN assaults.



### Patient Satisfaction: Inpatient

January 2021 - December 2022

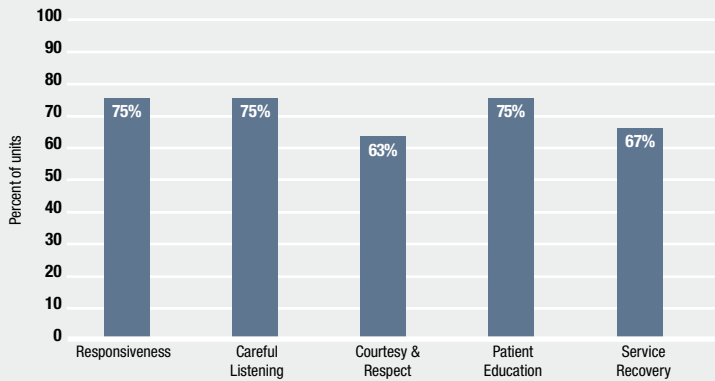


### Patient Satisfaction

This graph highlights the overall summative eight quarters (Q1 2021 - Q4 2022) of data for our inpatient units for patient satisfaction indicators: responsiveness, careful listening, courtesy/respect, and service recovery.

### Patient Satisfaction: Ambulatory

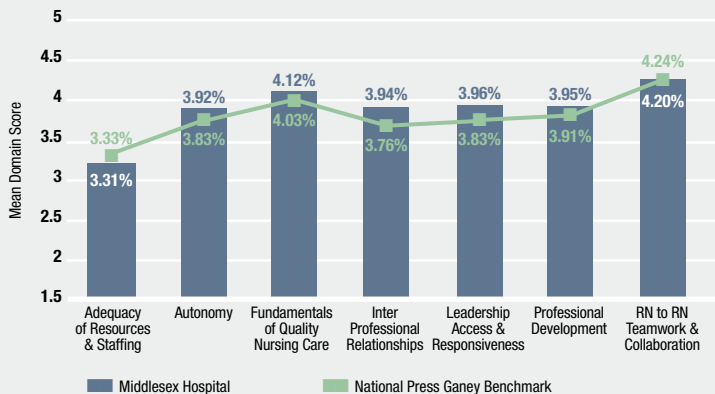
January 2021 - December 2022



This graph highlights the overall summative eight quarters (Q1 2021 - Q4 2022) of data for our ambulatory units for patient satisfaction indicators: responsiveness, careful listening, courtesy/respect, patient education and service recovery.

### Nursing Satisfaction and Engagement Survey

Fall 2021



### Nurse Satisfaction/Engagement:

We conduct our Nurse Satisfaction/ Workforce Engagement Survey every two years. This graph highlights the results from our last survey, October 2021. We outperformed the national benchmark. Our next survey will be sent out in Fall 2023.

# NEW KNOWLEDGE, INNOVATION AND IMPROVEMENTS (NK)

New Knowledge (NK) supports and integrates evidence-based practice and research into the clinical arena, which allows us to advance nursing science and push for scholarly inquiry. Through NK tactics we can improve patient and family outcomes.

## New Knowledge, Innovation and Improvements (NK) comes alive through:

- + Generating new knowledge through research
- + Answering PICO questions
- + Using evidence-based practice to improve patient care
- + Adopting new technologies

In 2022 there were **22** literature searches conducted;  
**107** research studies read, critiqued and added to a summary table;  
**12** Johns Hopkins summary tables completed;  
**6** Johns Hopkins PICO tables completed and approved;  
**11** newly approved nursing research studies, updates or closures reported to the IRB; and **3** completed research studies.



## Adopting New Technologies

The Critical Care Unit adopted a new technology that allows for continuous and real-time monitoring of EEGs. The American Heart Association guidelines require prompt EEG monitoring for post-cardiac arrest patients who meet criteria for targeted temperature management. The adoption of this technology allows for EEGs to be promptly performed and interpreted, improving clinical decision making and supporting better patient outcomes

# PICO Questions

Evidence-Based Practice (EBP) often uses a PICO framework (population, intervention, control, and outcomes) as a helpful guide to form a question and facilitate a literature search. Here are a few examples of PICO questions.

## What does the literature state is the best practice for taking weights in heart failure patients?

- P** - Patients admitted to an acute care facility
- I** - Standing scale
- C** - Bed scale
- O** - Valid weight measurements

## What does the literature state is the best practice for monitoring the therapeutic effect of heparin in an acute care setting?

- P** - Patients admitted to an acute care facility who need anticoagulation
- I** - Best practice based on current evidence for monitoring the effectiveness of heparin infusions
- C** - N/A
- O** - Safely and timely achieving therapeutic heparin levels

## Does the use of a nurse-driven EUD protocol change CAUTI rates for indwelling urinary catheter days?

- P** - Hospitalized adult patients experiencing incontinence
- I** - Nurse-driven protocol to apply external urinary device (EUD)
- C** - No guidelines or requiring MD orders for an EUD
- O** - Decreased CAUTI rates, decrease indwelling urinary catheter days

## In post-operative patients (post spine surgery or orthopedic), what is the recommended frequency of neurovascular assessments?

- P** - Orthopedic patients (spine and total joints)
- I** - Neurovascular checks q4 hrs for 72 hours (based on current best practice)
- C** - Neurovascular checks q2 hours for 72 hours
- O** - Fewer adverse reactions, increased patient satisfaction, and sleep

## What does the literature state is the best practice for taking orthostatic vital signs?

- P** - Patients admitted to an acute care facility
- I** - BP and pulse taken lying, sitting and standing at 3-5 minute intervals
- C** - Best practice based on current evidence
- O** - Valid orthostatic measurements

The South 5 Team identified the need to review current practice for taking orthostatic vital signs. A PICO question was formulated and a literature review was completed. The literature review demonstrated a need for a change in our current practice. The orthostatic vital sign policy was updated to reflect current practice and it was approved through our Clinical Practice Council.



## NK IN ACTION

### Component

Using evidence-based practice to improve patient care

### Example

What does the literature state is the best practice for taking orthostatic vital signs?

### Outcome

Orthostatics should include supine vital signs followed by standing BP and pulse. Taking orthostatic vital signs in a sitting position is no longer recommended.

# Research Studies

## Newly approved IRB research studies and updates:

- + Implementing an Education Program to Increase Nurses' Knowledge of Heart Failure Self-Care Principles
- + A Structured Life Review Intervention to Improve Life Satisfaction in Home Health Service Patients
- + Identifying Nurse Barriers and Improving Referral to Treatment for AUD Patients Using AUDIT Screening and SBIRT
- + Developing a Hybrid Acuity and Intensity Tool to Guide Nursing Staffing Assignments on Adult Critical Care Units: A Qualitative Study
- + Mindfulness and Sleep among Clinicians (MIND study): A Cross Sectional Study
- + Comparing Relaxation Interventions (Sound/Coloring) among Adults Receiving First Infusion of Chemotherapy/Immunotherapy (RELAX 2.0)

## Generating New Knowledge Through Research

### TIMING Study

TIMING (Time-of-Day Effects of Exercising in Cardiac Rehabilitation)



Does the time of day that you exercise in cardiac rehabilitation make a difference in ED visits and hospital admissions?

Middlesex enrolled, consented and collected saliva from 40 adults to determine if there was a difference. The study found that most of the participants (52%) were exercising discordantly to their biological rhythm.

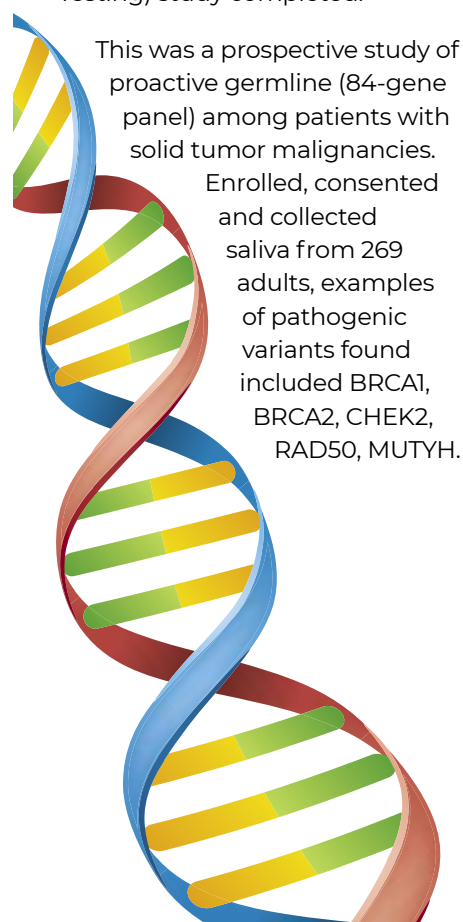
**Morning CR + afternoon** clock gene = increased ED visits and increased hospital admissions

**Morning CR + morning** clock gene = decreased ED visits and decreased hospital admissions

The team shared the results of this study at the Organization of Nurse Leaders conference in December.

### INTERCEPT Study

INTERCEPT (Interrogating Cancer Etiology Using Proactive Genetic Testing) study completed.



This was a prospective study of proactive germline (84-gene panel) among patients with solid tumor malignancies.

Enrolled, consented and collected saliva from 269 adults, examples of pathogenic variants found included BRCA1, BRCA2, CHEK2, RAD50, MUTYH.

# NURSES WEEK CELEBRATION

# RECOGNIZING NURSES



# New Degrees

**Mary Briscoe, MSN, RN, CNOR** (OR) earned her nurse executive masters degree from Chamberlain University

**Katelynn Bento, BSN, RN** (Float Pool) earned her BSN from Western Governors University

**Olive Ntege, MSN, RN, FNP** (North 5) earned her family nurse practitioner degree from the University of Saint Joseph

**Ashley Goulet, MSN, RN, FNP-BC, MEDSURG-BC** (OPS) earned her masters degree from Chamberlain University

**Julie Grant, BSN, RN** (South 4) earned her BSN degree from Charter Oak State College

**Shay Nevins, MSN, RN-BC** (North 6) earned her MSN in Nursing Education from Southern New Hampshire University

**Ashley Zupan, BSN, RN** (Care at Home) earned her BSN from Western Governors University

**Leigh Buckman, BSN, RN** (Shoreline ED) earned her BSN from University of South Carolina

**Kayleigh Martin, MSN, RN-BC, CNL** (South 6) earned her MSN from Sacred Heart University

**Donna Dubay, BSN, RN** (PACU) earned her BSN from Capella University

**Mara Whitmore, MSN, RN, FNP** (Shoreline ED) earned her MSN, Family Nurse Practitioner from Simmons University

**Ashley Savino, MSN, RN** (South 4) earned her MSN (focus in Nursing Management & Executive Leadership) from Sacred Heart University

**Christina Bosques, MSN, RN** (ED, Middletown) earned her MSN from Capella University

**Rebecca Edwards, PhD, DNP, APRN, ACHPN** (Care at Home) earned her PhD from the University of Alabama at Birmingham

**Olivia Emmanuel, MSN, MBA, RN, CPHQ** (OR) earned her MBA and MSN in Leadership and Management from Western Governors University



# New Certifications

**Hilda Ubaike, MSN, APRN, AGPCNP-BC** (Case Management) passed her ANCC Adult Gerontology Primary Care Nurse Practitioner Certification exam

**Jessica Poetzsch, MSN, RN, OCN, MEDSURG-BC** (Cancer Center) obtained her Oncology Nursing Certification - OCN

**Samantha Dippolino, APRN, PMHNP-BC, PMH-C, LCSW** (Behavioral Health) obtained her Perinatal Mental Health Certification (PMH-C)

**Holly Perkins, BSN, RN, CNOR** (Surgical Center) obtained her CNOR Certification

**Patrick Krecidlo BSN, RN, NE-BC** (Nursing Supervisor) obtained his Nurse Executive Certification

**Ashley Goulet, MSN, RN, FNP-BC, MEDSURG-BC** (OPS) obtained her FNP certification through ANCC

**Dana Cantiello, DNP, APRN, FNP-C, CBN** (Surgical Alliance) passed the Bariatric Assessment Based Certificate test and the Certified Bariatric Nurse exam

**Emily McGeown, BSN, RN, CWCN** (Care at Home) passed her Certified Wound Care Nurse exam

**Heather Wirth, BSN, RN, CNOR** (OR) obtained her CNOR Certification

**Michelle Fillion, BSN, RN, PMH-BC, CARN** (Behavioral Health) passed her Certified Addictions certification exam.

**Kate Lee Salerno, BSN, RN, CBN** (Surgical Alliance) passed the Certified Bariatric Nurse exam through the American Society of Metabolic and Bariatric Surgery

**Kayleigh Martin, MSN, RN-BC, CNL** (South 6) obtained her CNL certification

**Sandra Stroeter, BSN, RN, CEN** (ED, Westbrook) passed the Certified Emergency Nurse exam

**Elizabeth Dangan, RN** (Case Management) obtained her Case Management Certification

**Ann Burkhart, MSN, RN-BC, CRN, PCCN** (IR/CL) obtained her Certified Radiology Nurse - CRN Certification



# Honors

**Rachael Smith, MSN, RN, CNE, CEN, CCRN, CPEN, TCRN** (ED, Shoreline) received the ENA Connections “20 Under 40” award, a program recognizing emergency nurses for their positive contributions both professionally and in the community. She is the only nurse from Connecticut to receive this award. Rachael was also named as the ENA director for a three-year term. Rachael is not only a full-time professor at Three Rivers Community College but also works part time as a staff nurse in the Shoreline ED.



**Justin Drew, MSN, RN, NEA-BC, FAONL** (Cancer Center) received the American Organization of Nursing Leadership’s fellow designation, FAONL. This designation recognizes a nurse leader’s sustained contributions to the specialty of nursing leadership, commitment to service and influence in shaping health care.

**Juliana Morin, MSN, RN,** (CPD) was named Educator of the Year at the 38th Annual ASCEND Conference.

**Middlesex Health Emergency Department** received a Pediatric Innovator Status award through Connecticut Emergency Medical Services for Children (CTEMSC) for their work on pediatric emergency care preparedness. Middlesex is the first community hospital in CT to receive this recognition. The following nurses were recognized:

**Michelle Pallas, MSN, CCRN** (CCU) received a Nightingale Award through Central Connecticut State University where she teaches clinical as adjunct faculty.

+ **Jennifer Arborio, MSN, RN, CEN, CPEN** was named Pediatric Emergency Care Coordinator of the Year

+ **Emily Pelletier, BSN, RN, CPEN** was named Pediatric Emergency Care Coordinator of the Year and was appointed to the 2022 CT EMSC Executive Board as “Pediatric Nurse Advisor”

**Terri Savino, DNP, RN, CPHQ, CPXP, FNAHQ** (Quality) was awarded the National Association for Healthcare Quality’s® Claire Glover Distinguished Member Award. This award recognizes a dynamic and passionate member who has made significant contributions to the health care quality profession.



**Philip Martinez, EdD, MSN, APRN-BC** (CCU) was elected as Chair of the Commission on Collegiate Nursing Education (CCNE) Board of Commissioners.

# Presentations

Middlesex Health has a commitment to professional development and shares knowledge with others through local and national forums.

**Larissa Morgenthau, MSN, RN, MEDSURG-BC, NPD-BC** (CPD) presented “Patient/Family Requests with Perceived Bias or Discrimination” at the Organization of Nurse Leaders (ONL) spring quarterly meeting.

**Emily Pelletier, BSN, RN, CPN** (Quality/ED), **Megan Petrucelli, MSN, RN, CEN** (ED, Marlborough) and colleagues presented “Increasing Pediatric Anxiolysis & Analgesia Use in a Community Emergency Department Network: A Quality Improvement Initiative” at the Pediatric Academic Societies’ 2022 Meeting and the Annual Academic Pediatric Association Conference: Advancing Quality Improvement Science for Children’s Health Care.



**Susan Daniels, MSN, RN, CHPN** (Care at Home) presented “Planning Your Grand Finale: A Lighter Look at One of Life’s Uncertainties” to residents in the Middlesex Health community. This presentation was part of a series offered by the Middlesex Health Hospice and Palliative Care teams.

**Susan Daniels, MSN, RN, CHPN** and **Diane Santostefano,** (Care at Home) presented “End of Life Doulas and the Interdisciplinary Team: a Volunteer Pilot Project” at the New England Home Care and Hospice Conference.

**Susan Daniels, MSN, RN, CHPN** (Care at Home) presented “Living with Dementia Series, Care Options and Goals of Care in Late Stage Dementia” as part of a “Living with Alzheimers” caregiver series put on by the Alzheimer’s Association.

**Melissa Dabkowski, MSN, RN, CIC** (Infection Prevention) presented “Improving Cleaning Compliance of Noncritical Equipment with Labels and Auditing” at the Association of Professionals in Infection Control and Epidemiology (APIC) National Conference in Indianapolis.

**Katy Tierney, MSN, APRN, FNP-BC, FAANP** (MSG - Endocrinology) presented “Advanced Endocrine Care of the Transgender Patient” and “Transgender Health Care: Everything Your Gender Diverse Patient Needs You to Know” at the 2022 American Association of Nurse Practitioners (AANP) National Conference in Orlando, FL.

**Lauren Boulé, MSN, RN, NPD-BC** and **Larissa Morgenthau, MSN, RN, MEDSURG-BC, NPD-BC** (CPD) presented “Middlesex Health Nurse Residency Program” to the Connecticut Hospital Association.

**Melanie Cama, MSN, RN, CHPCA, NEA-BC** (Care at Home) presented on the topic of hospice, palliative and end of life care education to the medical students at Quinnipiac University.

**Rachael Smith, MSN, RN, CNE, CEN, CCRN, CPEN, TCRN** (ED, Shoreline) presented three different podium presentations at the Emergency Nurses Association Annual Conference held in Denver, Colorado:

- Deciding Between ESI 2 vs. ESI 3
- Too Low, Too High, Too Fast, Too Slow. A Review of Emergency Department Hemodynamics and Medication Management
- Don't Break a Leg Getting to the Stage

**Terri Savino, DNP, RN, CPHQ, FNAHQ** (Quality) and **Ashley Savino, MSN, RN** (South 4) presented their poster "Implementing the Age-Friendly 4 M's Framework" at the National Association for Healthcare Quality Conference.

**Amisha Parekh de Campos, PhD, MPH, RN, CHPN** (Care at Home) and her colleagues presented "Early Conversations Lead to Optimal Informed Choices" at the Connecticut Statewide Hospice & Palliative Care Summit.

**Amisha Parekh de Campos, PhD, MPH, RN, CHPN** (Care at Home) presented "Emerging Insights in Palliative Care Practice and Policy: Palliative Care and Public Health During COVID-19" at the RWJF Future of Nursing Scholars Final Convening Conference.

**Amisha Parekh de Campos, PhD, MPH, RN, CHPN** (Care at Home) and her colleagues presented "Palliative Care Competence Development Through Simulation: Excellence & Innovation to Meet the New AACN Essentials" at the AACN Transform 2022 conference in Chicago, IL.

**Emily Pelletier, BSN, RN, CPN** (Quality/ED, Middletown) "Increasing Pediatric Anxiolysis & Analgesia Use in a Community Emergency Department Network: A Quality Improvement Initiative" at Connecticut ENA Ascend Conference.

**Rebecca Edwards, PhD, DNP, APRN, ACHPN** (Care at Home) presented her dissertation defense on palliative care experiences and educational needs of health care interprofessionals in Jamaica.



# Publications



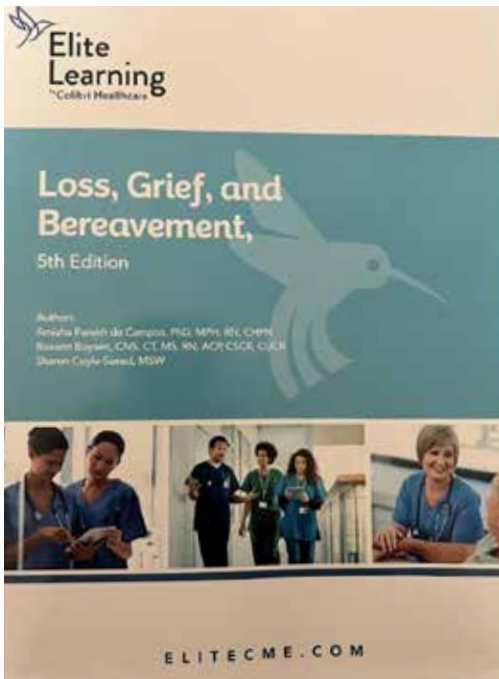
**Amisha Parekh de Campos, PhD, MPH, RN, CHPN** (Care at Home) published an article entitled “Development of a Standardized Simulation: Advance Care Planning Conversations for Nurses” in *Nursing Research*.

**Amisha Parekh de Campos, PhD, MPH, RN, CHPN** (Care at Home) published an article entitled “Integrating Palliative Care into Nursing Care” in the *American Journal of Nursing*.

**Amisha Parekh de Campos, PhD, MPH, RN, CHPN** (Care at Home) and colleagues published an article entitled “A Vax4HPN Mobile Application for Parents of Human Papillomavirus Vaccine-eligible Children: Iterative Formative Assessments in *Computers, Informatics, Nursing Journal*.”

**Amisha Parekh de Campos, PhD, MPH, RN, CHPN** (Care at Home) and colleagues published an article entitled “Three-year Nursing PhD Model Recommendations From the RWJF Future of Nursing Scholar” in the *Journal of Nursing Education*.

**Amisha Parekh de Campos, PhD, MPH, RN, CHPN** (Care at Home) and colleagues published a book entitled *Loss, Grief, and Bereavement*, published by Elite Learning for Colibri Healthcare.



# DAISY AWARD HONOREES

The DAISY (Diseases Attacking the Immune System) Award® is an international recognition program that honors and celebrates the skillful, compassionate care nurses provide every day. The DAISY Foundation™ was established by the family of J. Patrick Barnes after he died from complications of the auto-immune disease ITP in 1999. During his hospitalization, his family deeply appreciated the care and compassion shown to Patrick and to them. When he died, they felt

compelled to say “thank you” to nurses in a very public way.

Since implementing the DAISY Award program at Middlesex Health in May 2019, many clinical nurses have been recognized as honorees. The DAISY award continues to grow and is a meaningful way for our nurses to be honored. Congratulations to our 2022 Daisy Award Honorees.



**Meredith Belden, MSN, RN**  
North 2



**Christa Ness, BSN, RN**  
North 4



**Golda Palmer, BSN, RNC**  
P&BC



**Stacey Durr, FNP-BC**  
Family Medicine, Middletown



**Lisa Sattler, LPN**  
MHPC, Durham



**Margaret (Peggy) Patinella, RN, OCN**  
OIC

# PROFESSIONAL PRACTICE AWARDS

Every year during Nurses Week we honor nurses in our organization with Professional Practice Awards. Nurses are nominated by their peers, leadership or anyone in the organization. In addition, one award goes to a “Partner in Care” which highlights an employee outside of nursing. Here are the 2022 awardees.



Left to right: **Kelly Haeckel, MSN, RN, CNML, NE-BC**, Vice President, Patient Care Services/CNO; **Erin Ireton, BSN, RN, (S7)** Exemplary Service, **Joseph Lee, BSN, RN, (CCU)** Mentorship; **Peggy Patinella, ADN, RN, (OIC)** Professional Practice; **Sheri Sienkiewicz, BSN, RN, CEN, (ED, Marlborough)** Transformational Leader; **Bryce Brestelli, BSN, RN, (ED, Shoreline)** Professional Practice; **Lisa Lee, BSN, RN, CCRP, (Cardiac Rehab)** Scholarly Inquiry; **Alarie Contillo, BSN, RN, (N5)** Rising Star; **Fernanda Anastasas, BSN, RN, (S6)** Preceptor of the Year; **Dan Aresco & Stephanie German (ED, Middletown)** accepting the award on behalf of Middletown ED, Nursing Team Award; **Katherine Riddell, BSN, RN, (CCU)** Foundation of Teamwork; **Gabriele Bartunek, RN, (S7)** Ethical Nursing Practice; **Patty Esposito, BSN, RN, (N5)** Professional Practice; **Monika Kielyta, APRN, (Hospice)** Innovation in Advanced Practice; **Ryan Boutin, DO, (Hospital Medicine)** Partner in Care



Left: members of the Middletown ED award-winning team

great*save* NURSING WINNERS



Lindsey Downing, MSN, RN, NE-BC  
North 2



Jackie Nelson, BSN, RN  
Chronic Care Management



Heather Sharpe, LPN  
MHPC, Middletown

GREAT SERVE AWARD  
NURSING WINNERS



Jessica Poetzch, MSN, RN  
Cancer Center



Amanda Schuler, LPN  
MHPC, Shoreline



Robert Grasso, BS, RN  
South 5

RECOGNIZING NURSES



**SPECIAL THANKS**  
to the Middlesex Health Medical Staff  
for sponsoring this year's Nursing Annual Report.



Middlesex Health  
28 Crescent Street  
Middletown, CT 06457  
MiddlesexHealth.org