



2022-2023 Nursing Annual Report



Our Journey to Nursing Excellence



TYPE OCCASION HERE

YOUR
boarding
PASS

PASSENGER:
BRISTOL HEALTH NURSES
DESTINATION:
DOUBLETREE BRISTOL, CT
COMMENTS:

DATE:
05/10/2024

PACK YOUR BAGS
YOU'RE JETTING OFF



FROM
BRISTOL, CT

TO
NURSING EXCELLENCE



BOARDING PASS



Bristol Health

YOU ARE EXCEPTIONAL, EXTRAORDINARY & EXCELLENT



IHF BEYOND THE
CALL OF DUTY
FOR COVID-19

2020 PRESS GANEY LEADING INNOVATORS
RECOGNIZING EXCELLENCE IN HEALTH CARE INNOVATION



Once again you have proven to be exceptional, extraordinary, and excellent professionals in your commitment to our community. The pandemic showed everyone who we are. Yes, we finally received recognition for what we do daily, but now the world recognizes that nurses are the backbone of the healthcare system.

Bristol Health nurses were exceptional in adjusting to the weekly and sometimes daily changes in how they cared for their patients and your team.

You came up with extraordinary strength, perseverance, and innovative ways to care for your patients and help your colleagues through this journey.

Excellent nursing care was in the forefront of everything you did and without this, we would not have been able to survive and come out on the other side of the pandemic. And keep in mind that we achieved Magnet's designation during the pandemic. All of this is a testament to your nursing excellence through a challenging journey. Bristol Health could not have done this without you.



Dear nursing colleagues,

As we celebrate Nurses Week, we are reminded of the profound truth that nursing is both an art and a science. It requires not only compassion and empathy but also intellect and expertise.

It is vitally important to pause to acknowledge the impact we have on the lives of our patients, our hospital, and our community. Our actions, informed by scientific knowledge and clinical expertise, leave a lasting impression on those we encounter. What sets us apart as nurses is our ability to connect with people in deep, meaningful, and loving ways, while also applying precision and skill.

This nurses week, let us celebrate not only the incredible work that we do, but also the profound impact we have on the lives of others. Let us honor the connections we forge, the hearts we touch, and the lives we change.

You are the heart and soul of our healthcare system, true heroes of our community, and the embodiment of excellence in healthcare. Your dedication, your compassion, your intellect, and your unwavering commitment to excellence inspire us all to be better, to do better, and to strive for greatness in all that we do.

Thank you, from the bottom of my heart, for your tireless dedication, your selfless service, and your boundless compassion. Happy Nurses Week to each and every one of you!



Chris Ann Meaney, DNP, MHA, RN-BC, NE-BC
SVP, Chief Operating Officer/President of the Bristol Hospital Multispecialty Group



Bristol Nursing Colleagues,

2022 was the year of the nurse educator which we celebrated and honored at our Nursing Dinner. In 2023 the theme around the globe was, "Nurses Make a Difference". We incorporated that theme into our nursing dinner with poignant speeches and recognition. To highlight our nurses we called our special night "Simply Elegant". This brought out what simple elegance means: ingenious, creative, concise and as well as clarity to a nurse's role through education and caring to make a difference.

2023 was a year that tragedy struck our hometown of Bristol, two police officers died in the line of duty, Lt. Dustin DeMonte and Sgt. Alex Hamzy. Their deaths affected our teams and put us into action at the state capital for a safer work environment. Senator Martin took the lead and helped us impact the changes needed for a safer work environment.

We continue to believe nurses continue to be the backbone of healthcare through our education, teaching, expertise and innovative ideas that transform healthcare. The culture that we provide for our nurses is one of having a voice in your profession which means you are autonomous, you can participate on councils that can change your environment and advocate for best practices, you are valued for what you do and for every unit. We have wellness initiatives to improve your wellbeing as you continue to practice the most valued profession there is. The environment you are practicing in at Bristol Health is the best of the best! On top of that, every area of nursing across our entire system, despite the impact of a pandemic, is making meaningful contributions to our nursing practice through innovative and transformational workplace environments.

Thank you for your strength, commitment to service, and for caring for our patients with incredible compassion and for embarking on initiatives in your departments and globally that improve workplace wellness. Celebrate being a nurse and advocate and support nurse colleagues to join our teams! Together we are strong, resilient, powerful, courageous professionals who are making an impact on caring for our patients. It continues to be an honor and privilege to partner with you while we make a difference in the lives of our community members. *You are all fulfilling the mission: Caring today for your tomorrow!*

Nancy LaMonica, MSN, MHA, RN, PCCN, NEA-BC
Former Vice President and Chief Nursing Officer

AWARDS & RECOGNITION



THE 4 TENETS OF MAGNET are evident in Bristol Health. The following demonstrates our commitment to nursing excellence.

TRANSFORMATIONAL LEADERSHIP

Nancy LaMonica CT Nurses Association Jubilee Award

Nancy Organization of Nurse Leaders Award

Lisa DeMelis American Organization of Nurse Leaders Award

P. Duclos-Miller American Organization of Nurse Leaders Award

EXEMPLARY PRACTICE

Sue Gray ISN Award

Nightingale Recipients: Jennifer D'Esopo, Tom Riordan,
July Serrano, Marla Campbell, Meg DeFazio, Lisa Smokis

NPPC

Nurses Week Awards

NEW KNOWLEDGE

(2) Evidence-based Practice fairs

STRUCTURAL EMPOWERMENT

Certification list 2022-2023

Degrees

NEC

Graduate Nurses'

ONL FOUNDATION

The Pamela Leigh Vecchiarino Nursing Leadership Award was created to honor the memory of Pam Vecchiarino, RN, MSN, and to recognize nurse leaders who are patient-focused change agents committed to improving outcomes. Honorees advance the profession, are compassionate, and serve as role models to others.

ONL Pamela Leigh Vecchiarino Award 2022

Patricia Duclos-Miller, MSN, RN, NE-BC



Patricia Duclos-Miller is a leader whose impact and legacy on the nursing profession are profound. In her 40+ year nursing career, Pat has held a variety of leadership roles throughout the healthcare arena, academia, and acute care, and her passion and expertise in team building, legal documentation, and leadership development are outstanding. In addition to being a published author, Pat has developed a new leader orientation program, leadership continuing education series, "Tips and Tidbits for Leaders", mentorship programs, and a nurse manager retention program. Her nursing leadership sessions have been so successful they expanded to leaders and physicians across Bristol Health. She is a change agent, nurse role model, and a leader we can all aspire to emulate.

ONL FOUNDATION

ONL Pamela Leigh Vecchiarino Award 2023.



Lisa Demelis, MSN, RN,
CAPA

The recipient of this year's Pamela Leigh Vecchiarino Nursing Leadership Award is Lisa DeMelis, Director of Perioperative Services and the Families Are First Birthing Center at Bristol Hospital. Lisa is recognized for her commitment to excellent patient outcomes and for her leadership and ability to strengthen nursing teams to the benefit of patient care. Lisa's leadership during the pandemic illustrates her patient focus:

When she was tasked with opening up one of the first outside COVID specimen swabbing centers in the state, she suited up daily in protective garb, came in early and left late, and partnered with Bristol Public Health to operationalize school nurses to staff the testing site.

She always kept community focus at the forefront and was highlighted in the news as an exemplar. She also never lost focus of surgical operations and starting up surgeries again as soon as possible. She implemented the Patient Safety Initiative huddle in preop before surgery, which led to more than 850 days without a serious safety event and improved OR efficiency as first case on-time starts went from 50% to 80%. Even after taking on more and more additional responsibilities including the Maternity Unit, Lisa continues to build strong relationships, mentor each manager on her team, offer daily encouragement and recognition, and remembers and celebrate personal milestones. She is described by her colleagues as always "bringing a positive attitude and a light that never grows dim, no matter what she encounters," and for spreading that light to others. Her transformational leadership has helped to stabilize staffing and leaders on her team to the benefit of patient care and outcomes. She truly embodies the spirit of the Pamela Leigh Vecchiarino Nursing Leadership Award.

ONL FOUNDATION

Janet Madigan Award for Excellence in Advocacy 2023

This award was created to honor Janet Madigan. The award honors excellence as a community advocate, or political leader committed to supporting and advocating for the nursing profession and patient care.



Nancy LaMonica, MSN, MHA, RN,
PCCA, NEA-BC and the Bristol Health
Team

The Janet Madigan Advocacy Award was presented to Nancy and the entire Bristol Health Team for their workplace violence advocacy. In the fall of 2022 a well-known police officer to the Bristol Health community was killed in the line of duty. The reality of workplace violence hit home to Bristol Health as the emergency team were involved in his care. Unfortunately, he and his partner did not survive this tragedy. In addition to supporting her team through the aftermath, Nancy demonstrated true courage and leadership in helping the team channel their anguish into action. They needed to do more to protect frontline and all healthcare workers. She reached out to a local state senator, organized a legislative hearing, which was held at the hospital and encouraged and supported the clinical nurses to tell their stories. CT HB 6741: An Act Improving the Safety of Healthcare Provider and Patients was passed due to the compelling testimony. Through her tenacious efforts Nancy demonstrated the ability to be the voice of nursing leadership, collaborate with others, effectively communicate to political leaders and the community as well as encourage and instill bravery in the hearts of her nursing staff.

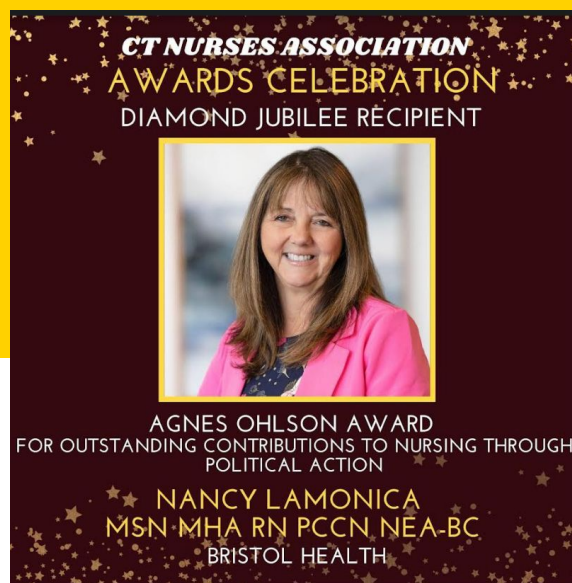
Bristol Nurses Change Healthcare One Voice At A Time.

Because of our nursing voice at Bristol Health and partnering with Connecticut State Senator Martin, "Healthcare Provider Safety Bill HB 6741" was created. The bill includes using TV, radio and social media platforms to broadcast public service announcements regarding mistreatment of healthcare workers and addressing incivility. It also allows hospitals to discharge a patient who is receiving *non-emergent healthcare* based on the patient's behavior or conduct. In addition, it provides grant funding to evaluate and secure all entrances of the hospital. The bill passed on 6/8/23. This is ground breaking advancement improving our healthcare environment! Thank you to nurses Marla Deleppo, Tiara Cheatham and Meagan DeFazio shared their stories.



The Agnes Ohlson Award for Outstanding Contributions to Nursing Through Political Action

recognizes service, innovation, and achievement in the political arena that contributes to the advancement of nursing and/or improvement of healthcare in Connecticut.



"I am honored to call myself a registered nurse because of the professionalism and empowerment for patient excellence it brings with that title. I have been a nurse leader for over 15 years and everyday I never stop learning or having the driving desire to improve our nursing practice and the care of our patients. Embarking on improving the health of our environment was always a mission of mine, finding ways to improve our daily work culture with laughter, innovation and best practices together builds teamwork and boost the spirits of the nursing team thereby empowering them to have the stamina to deliver best care. After COVID infiltrated our work environment, we saw a decline in nurses at the bedside and workplace violence increasing, I knew it was past time to meet with our state legislatures to help change and protect our environment and the healthcare workforce that is serving the public. I continue to fight for change and protection for all healthcare environments to keep us safe so we, as nurses, can do what we do best, serve and care for our patients."

Nightingale Nurses

The Nightingale Award for Excellence in Nursing was established to celebrate and elevate the profession of nursing. This is Connecticut's largest statewide nursing recognition and is a once in a lifetime achievement award. The award recognizes nurses who deliver exemplary and outstanding contributions to the nursing profession, serving their customers and the community with devotion and courage to reduce suffering. These nurses inspire the future of nursing and allow us to see the depth and breadth of nursing practice.

At Bristol Health, each year we actively participate in nominating our own nurses within our system because we believe in the power of meaning and recognition and how these nurses help to fulfill our mission of "Caring Today for your Tomorrow." We have nominated over 20 nurses in the last two years. Below are the recipients of the Awards for 2022-2023.



Congratulations to our Nightingale Nurses



2022
Lisa Smokis, BSN, RN, CPAN
Tom Riordan, MSN, RN, CEN
Marla Campbell, BSN, RN, SAFE



2023
Jenn D'Esopo, MSN, RN, CEN, CNE
Julie Serrano, BSN, RN-BC
Meg DeFazio, BSN, RN, CEN, SAFE

On Revising One Hospital's IV Therapy Policies according to the INS Standards

by Susan Gray, RN, BSN, CRNI®



Why did your organization decide to revise your internal policies and procedures according to the INS Standards?

While I was studying for the CRNI® exam, I learned so much that I then wanted to share this valuable information. I began thinking about how to apply this information to elevate our organization's IV policies. Improvements to our IV policies have typically been more responsive to patient safety concerns as they arise. As an organization, we are always looking for evidence-based practices that can be applied to enhance the quality of patient care and speak to the specific needs of our hospital.

What person or group spearheaded this process?

I spearheaded this process and presented it to management and our Nursing Professional Practice Council (NPCC). We have a robust nurse-driven organization and shared governance. I knew I was taking on a significant project because it affected multiple departments throughout the hospital. The NPCC provided valuable input to the process.



DAISY is a nationwide recognition program which thanks nurses for their extraordinary care.

DAISY (Diseases Attacking the Immune System) was started by a family who wanted to honor the memory of their loved one, Patrick. Patrick's family was touched by how compassionate and caring his nurses were to both Patrick and his family. Patrick's family was so grateful for his care, they wanted to start a program to recognize extraordinary nurses.



In March 2022, we honored Fatima Bah BSN, RN, CCRN (ICU)

Here's What Fatima's Patient's Family Said About Her

"My elderly uncle was admitted to ICU with COVID-19. He was fully vaccinated and as a family, we were surprised by the diagnosis and quick progression of the disease. My uncle was also in the early stages of dementia which complicated his care. He was very attached to my aunt who was his primary caregiver and wife of over 50 years. While hospitalized, my uncle could not understand what was happening to him. He kept pulling off his oxygen mask and his oxygen levels would drop. Fatima updated the family several times during the day. She also assisted my uncle with Facetiming his family. My uncle ended up needing restraints to keep his oxygen mask in place and a virtual patient monitor to assist in keeping him calm. Despite all of these interventions, his condition worsened. The family was called in and they were allowed to Facetime him through the glass. Fatima recommended medicating him to try to keep him calm and comfortable. Dr. Ekanem was also instrumental in guiding the family in the right direction of making him comfortable and letting him pass with dignity. Fatima was so supportive with the family and my uncle. She selflessly spent extra time in a COVID room, trying to soothe my uncle in his last few moments. She went above and beyond the call of duty and I am so grateful for the amazing care and compassion by all the ICU staff!"

BRISTOL HEALTH 2022 CERTIFIED NURSES

Our nurses make our care extraordinary!



Mona Abaire, BSN, RN, RN-BC
Madeline Alger, BSN, RN, RN-BC
Kara Aparo, BSN, RN, RN-BC
Fatoumata Bah, BSN, RN, CCRN
Arielle Balducci, BSN, RN, RN-BC, CHPN
Kelli Baldwin, BSN, RN, CRN
Shaina Bauersachs, BSN, RN, RN-BC
Darlene E. Bourgoin, RN, RNC-OB, C-EFM
Gene Brazee, BSN, RN, CCM
Tiffani Britton, BSN, RN, RN-BC
Ashley Brown, MSN, RN, CEN
Shelly B. Brown, BSN, RN, CAPA, CPAN
Susan M. Brunetti, BSN, RN, CNOR
Stephen Brzoska, RN, CNOR
Diane Budlong, BSN, RN, RN-BC
Augustine C. Buono, RN, RN-BC
Jessica Burke, BSN, RN, RN-BC
Arlene Burns, BSN, RN, RN-BC
Ruth M. Camacho, BSN, RN, IBCLC, C-EFM
Maria Carela, MSN, RN, RN-BC
Betsy Casey, MSN, RN, RN-BC
Jenna Casey, BSN, RN, CCRN
Jenny Cinquemani, MSN, RN, CEN
Nancy Cocchiola, BSN, RN, PCCN
Nicole Cocchiola, BSN, RN, C-EFM
Jeannie Cooke, BSN, RN, RN-BC
Cassandra Cooper, BSN, RN, CCRN
Patricia Coviello, BSN, RN, OCN
Crystal Cunningham, MSN, RN, FNP-C
Michelle Curry, BSN, RN, RN-BC
Terri G. Cutler, BSN, RN, CCRN
Allan Czellecz, RN, RNFA, CNOR
Holly Dallaire, BSN, RN, CHPQ
Zeneida Davis, BSN, RN, CCRN
Michelle Davison, MSN, RN, CMSRN
Christine A. DeMaio, BSN, RN, OCN
Donna M. Desaulniers, BSN, RN, CCRN
Jennifer D'Esopo, MSN, RN, CEN
Meagan DeFazio, BSN, RN, CEN, SAFE
Lisa DeMellis, MSN, RN, CAPA
Jennifer DeVito, MSN, RN, CEN, NP-BC
Michalina Dluzozima, BSN, RN, RN-BC
Patricia Duckos-Miller, MSN, RN, NE-BC

Kelly Dumont, MSN, RN, CMSRN
Marcie duPlessis, MSN, RN, CEN, CAPA
Miles Everett, BSN, RN, CDCES
Susan C. Ferreira, BSN, RN, CPAN
Aleksandr Frenkel, MSN, RN, RN-BC
Erin Galuska, BSN, RN, CEN
Lynn Gaski, MSN, RN, RNC-OB, C-EFM
Helen Gessel, BSN, RN, IBCLC
Patricia A. Goggins, BSN, RN, RNC-OB
Danielle Gopie, BSN, RN, CCRN
Smita M. Goulet, BSN, RN, RN-BC
Susan Gray, BSN, RN, CCRN, CRNI
Stephanie Grega, BSN, RN, C-EFM
Kathleen Lapaan Grove, MSN, RN, RN-BC, CCRN
Russell Guerrier, BSN, RN, FCCS
Jennifer A. Guyer, MSN, RN, NP-BC, CEN
Michelle Herens, BSN, RN, C-EFM, RNC-MNN
Mary Beth Johnson, MSN, RN, RN-BC
Kathryn C. Kaczyepski, RN, CRN
Kelly Kalisz, BSN, RN, CAPA
Anna Karpinski, BSN, RN, ACM-RN
Brooke Kayan, BSN, RN, CEN
Katie Killeen, BSN, RN, CHPN
Amber King, BSN, RN, CHPN
Allison Kleinschmidt, BSN, RN, CHPN
Barbara J. Labbe, RN, CDE
Shelly M. LaChance, BSN, RN, CNOR
Nancy LaMonica
MSN, MHA, RN, PCCN, NEA-BC
Jill Lincoln, BSN, RN, RN-BC, C-EFM
Patricia Lind, BSN, RN, CEN
Jade Lubniewski, RN, RNC-EFM
Martha A. Mamrosh, BSN, RN, RN-BC
Marilyn Mangini, BSN, RN, RN-BC
Cynthia McCarthy, BSN, RN, RN-BC
Chris Ann Meaney
DNP, MHA, RN, RN-BC, NE-BC, FACHE
Catherine Milne
APRN, MSN, ANP/CNS-BC, CWOCN
Kristen Miner, BSN, RN, C-EFM
Sarah Minervino, RN, COS-C
Michelle Miranda, MSN, RN, NE-BC
Anna Marie Mitchell, RN, RN-BC

Michelle Fusco Nichols
BSN, RN, C-EFM, RNC-OB
Barbara O'Neill, RN, CEN
Ann Pacheco, RN, RNC-OB, C-EFM
Ellen A. Pappalardo, RN, RNC-OB
Victoria Pasqualicchio, BSN, RN, CEN
Christie Petrossi, MSN, RN, PMHNP-BC
James Polowitz, BSN, RN, RN-BC
Tracey Ragusa, BSN, RN, RN-BC, CMSRN
Robyn Rakowski, BSN, RN, OCN
Linda J. Reed, BSN, RN, RN-BC
Robert Richard, MSN, RN, FNP-BC, CCRN
Jeanne Ring, MSN, RN, CNOR
Mary Riordan, BSN, RN, NP-BC
Thomas S. Riordan, MSN, RN, CEN
Erica Rizzo, DNP, RN, CNE
Jeannie Robbins, MSN, RN, RN-BC, NE-BC
Anastasia M. Robinson, BSN, RN, RN-BC
Jeanne Ronewicz, BSN, RN, COS-C, ACE
Karen J. Roy, BSN, RN, CBN
Julie A. Serrano, BSN, RN, RN-BC
Lisa M. Smolkis, BSN, RN, CPAN
Paula Steele, BSN, RN, C-EFM
Kathleen St. Ours, RN, ONC
Theresa Stross, BSN, RN, OCN
Noreen Sullivan, BSN, RN, C-EFM
Rebecca Talbot, RN, RN-BC
Kimberly Thibodeau, MSN, RN, RN-BC
Susha Thomas, BSN, RN, RN-BC
Katelyn Trindade, BSN, RN, CPAN
Tracy Turtem, BSN, RN, C-EFM
Katie Tyminski, BSN, RN, CEN
Theresa Vaichus, BSN, RN, CEN
Debora Lee Valk, RN, RN-BC
Tammy Vasquez, DNP, APRN, FNP-BC
Tamie Wasik, BSN, RN, CEN
Kristin Waterman, MSN, RN, PCCN, CNE
Amanda Watson, MSN, RN, FNP-BC
Sophie E. Whitlock, BSN, RN, CHPN
Melody Wright, BSN, RN, RN-BC

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Susan M. Brunetti, BS, RN, CNOR
Stephen Brzoska, RN, CNOR
Caitlyn Bryant, BSN, RN
Diane Budlong, BSN, RN, RN-BC
Augustine C. Buono, RN, RN-BC
Jessica Burke, BSN, RN, RN-BC
Arlene Burns, BSN, RN, RN-BC
Ruth M. Camacho, BSN, RN, IBCLC, C-EFM
Marla Campbell, BSN, RN, SAFE
Mary E. Casey, MSN, RN, RN-BC
Bella Castrogiovanni, BSN, RN, NCSN
Caren Chalfant, MSN, RN, CHPN
Jenny Cinquemanni, MSN, RN, CEN
Nicole M. Cocchiola, BSN, RN, C-EFM
Nancy Cocchiola, BSN, RN, PCCN
Jeannie Cooke, BSN, RN, RN-BC
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Kelly Dumont, MSN, RN, CMSRN
Marcie duPlessis, MSN, RN, CEN, CAPA
Ginger Engel, BSN, RN, CLC
Susan C. Ferreira, BSN, RN, CPAN
Erin Galuska, BSN, RN, CEN
Lynn Gaski, MSN, RN, RNC-OB, C-EFM
Allison Gayron, BSN, RN, CHPN
Helen Geissel, BSN, RN, IBCLC
Smita M. Goulet, BSN, RN, RN-BC
Susan Gray, BSN, RN, CCRN, CRNI
Stephanie Grega, BSN, RN, C-EFM
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Ellen A. Pappalardo, RN, RNC-OB
Victoria Pasqualicchio, MSN, RN, CEN
Cara Pelletier, BSN, RN, CCRN
James Polowitz, BSN, RN, RN-BC

Robyn Rakowski, BSN, RN, OCN, CBCN
Linda J. Reed, BSN, RN, RN-BC
Sue Ellen Repeta, BSN, RN, NCSN
Jeanne Ring, MSN, RN, CNOR
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Lisa M. Smolkis, BSN, RN, CPAN
Ashley Soyka, BSN, RN, NE-BC
Brianna Strahowski, BSN, RN, CV-BC
Theresa Stross, BSN, RN, OCN
Noreen Sullivan, BSN, RN, C-EFM
Rebecca Talbot, RN, RN-BC
Kimberly Thibodeau, MSN, RN, RN-BC
Susha Thomas, BSN, RN, RN-BC
Katelyn Trindade, BSN, RN, CPAN
Jennifer Turci, BSN, RN
Cat Turner, BSN, RN, CAPA, CGRN
Tracy B. Turtem, BSN, RN, C-EFM
Katie Tyminski, BSN, RN, CEN
Theresa Vaichus, BSN, RN, CEN
Debora Lee Valk, RN, RN-BC
Christie Vardhami, MSN, RN, PMHNP-BC
Suzanne Wargo, MSN, RN, PMHCNS-BC
Tamie L. Wasik, BSN, RN, CEN
Kristin Waterman, MSN, RN, PCCN, CNE
Sophie E. Whitlock, BSN, RN, CHPN
Melody Wright, BSN, RN, RN-BC
Erin Young, BSN, RN, RN-BC

Clinical Advancement Opportunities

NCAP & MPAP



Clinical Advancement Committee

Our Clinical Advancement Committee, led by Nursing Professional Development Specialist, Rachael Anderson MSN, RN, continued its growth, overseeing our Nursing Clinical Advancement Program (NCAP) and Professional Clinical Advancement Program (PCAP). NCAP is our clinical ladder program for RNs and PCAP is the clinical ladder program for PCAs/Techs. Congratulations!

SPRING 2022

Level 3

Darlene Bourgoin, RN, RNC-OB, C-EFM
Michalina Dlugozima, RN, BSN, RN-BC
Deanna Lacapra, RN, BSN
Jade Lubniewski, RN, C-EFM
Emily Sirianni, RN, BSN

Level 4

Shaina Bauersachs, RN, BSN, RN-BC
Zeneida Davis, RN, BSN, CCRN
Susan Gray, RN, BSN, CCRN, CRNI
Anastasia Robinson, RN, BSN, RN-BC
Lisa Smolkis, RN, BSN, CAPA

MPAP Level 5

Michelle Davidson, RN, MSN, CMSRN
Lynn Gaski, RN, MSN, RNC-OB, C-EFM
Kristin Waterman, RN, MSN, PCCN, CNE

FALL 2023

Level 3

Marla Campbell, BSN, RN, SAFE
Paul Dumont, BSN, RN

Level 4

Sue Brunetti, BSN, RN, CNOR
Betsy Casey, MSN, RN, BC-RN
Nancy Cocchiola, BSN, RN, PCCN, CLNC
Michelle Herens, BSN, RN, C-MNN, C-EFM, CCE
Cat Turner, BSN, RN, CGRN, CAPA
Sophie Whitlock, BSN, RN, CHPN

Level 5

Patricia Lind, MSN, RN, CEN, SAFE
Tom Riordan, MSN, RN, CEN
Theresa Vaichus, MSN, RN, CEN

SPRING 2023

Level 3

Darlene Bourgoin, RN, RNC-OB, C-EFM
Zeneida Davis, RN, BSN, CCRN
Deanna Lacapra, RN, BSN
Emily Sirianni, RN, BSN

Level 4

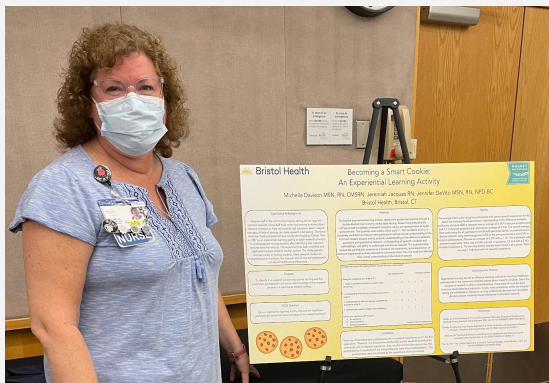
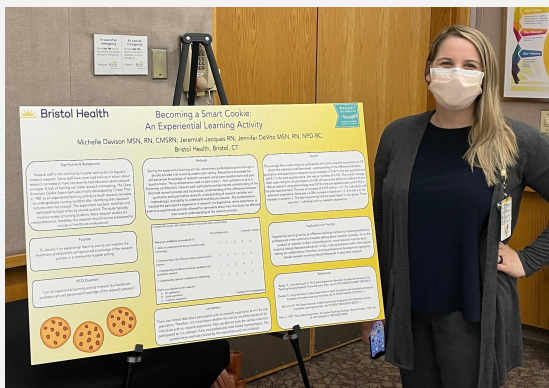
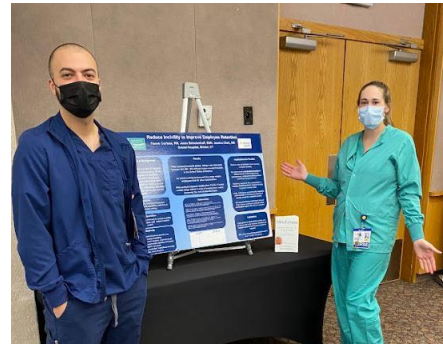
Shaina Bauersachs, RN, BSN, RN-BC
Michalina Dlugozima, RN, BSN, RN-BC
Allison Kleinschmidt, BSN, RN, CHPN
Jade Lubniewski, RN, C-EFM
Anastasia Robinson, RN, BSN, RN-BC
Lisa Smolkis, RN, BSN, CAPA
Susan Gray, RN, BSN, CCRN, CRNI

Level 5

Rachael Anderson, MSN, RN, CCRN
Jennifer Devito, MSN, RN, CEN, NPD-BC

NEW KNOWLEDGE

The 6th Annual Evidence Based Practice and Research Fair took place June 2, 2022. 7 projects were presented. Reduce Incivility to Improve Retention by Fauve Cortese, RN, Jesse Brinckerhoff, BSN, & Jessica Clark, RN won first place when voted by staff. Later that year, The Peer Mentoring Program: Stay at the Bedside by Patricia Lind BSN, RN, CEN; Shaina Bauersachs BSN, RN-BC, CEN; Catherine Turner BSN, RN, CGRN, CAPA; Kristin Kozlowski Waterman MSN, RN, PCCN, CNE; Nancy LaMonica MSN, MHA, RN, PCCN, NEA-BC was presented at the ANCC National Magnet Conference. In 2023, 9 projects were presented at the 7th Annual Evidence Based Practice and Research Fair; Adjunct Count Technologies in the Operating Room by Jaime Mitchell BSN, RN & Kimberly Lebel BSN, RN won first place when voted by staff.




The Patient Care Services Research Committee has continued to advance research and evidence based practice lead by Jennifer DeVito MSN, RN, NPD-BC & Betsy Casey MSN, RN, RN-BC. The committee met several goals including supporting a research study through completion and dissemination. Jennifer DeVito MSN, RN, NPD-BC recruited clinical nurses Michele Davison MSN, RN, CMSRN and Jeremiah Jacques RN to complete and present the research project, Becoming a Smart Cookie: An Experiential Learning Activity. The findings were presented at the 6th Annual Evidence Based Practice and Research Fair. The committee also succeeded in expanding interprofessional membership in 2023 to include nursing from multiple specialties, physical medicine, and respiratory therapy.



Bristol Hospital nurses advanced the profession through research and evidence based practice by disseminating research and evidence based findings to external and internal audiences. In 2022, The Peer Mentoring Program: Stay at the Bedside by Patricia Lind BSN, RN, CEN; Shaina Bauersachs BSN, RN-BC, CEN; Catherine Turner BSN, RN, CGRN, CAPA; Kristin Kozlowski Waterman MSN, RN, PCCN, CNE; Nancy LaMonica MSN, MHA, RN, PCCN, NEA-BC was accepted and presented at the ANCC National Magnet Conference. Nurses also presented findings to internal audiences at the 6th Annual Interprofessional Evidence-Based Practice & Research Fair. For example, Innovative Techniques to Decreasing Workplace Incivility, a Comprehensive Data Analysis by Kozlowski Waterman MSN, RN, PCCN, CNE and Nancy LaMonica MSN, MHA, RN, PCCN, NEA-BC was presented to staff to conclude the fair in 2022.

Nursing Professional Practice Council

Quality & Excellence

 The Nursing Professional Practice Council (NPPC) at Bristol Health accomplished so much in the last two years. As a council, we reviewed and approved new or updated policies specifically affecting clinical nursing practice or patient care. The council approved changes to improve patient care by nurses.

Our clinical nurses drive professional practice changes.



Some of the Projects:

- Administered breathing treatments when our colleagues, Respiratory Therapy, was short staffed
- Assisted in improving documentation
- Created a new rapid response team record in the patient's medical record
- Revised the Code Blue flow sheet.
- Proposed and implemented a new innovative process for Ticket to Ride
- Assisted in improving the meds-to-beds and LPN
- Worked along with Value Analysis to approve new products; the Ceribell EEG monitors, new BiPAP masks and Zio inpatient monitors
- Hosted two Professional Practice Days; one focused on self-care and the other on nurses' accomplishments.

Graduate Nurse Residency Program

Theresa Vaichus, MSN, RN, CEN, Nursing Professional Development Specialist, leads our Graduate Nurse Residency Program (GNRP). The residency program is one of the best in the state as we are dedicated to a successful transition into professional nursing practice. Our GNRP cohorts bring in graduate nurses twice a year. The program is steeped in evidence-based practice and nursing research. Aspects of traditional and technological learning are used to strengthen their knowledge and skills. In 2022 we graduated 12 nurses and in 2023 we graduated 16 nurses. At the end of their residency we celebrate our GNs with a graduation ceremony.



February 2022

Kathryn Carusillo

February 2023

Elsa Pasha
Barbra Cruz

July 2022

Iryna Zyma
Jessica Putnam
Paige Usher
Alec Brochu
Dayna Houle
Wanda Ramos

July 2023

Toni Grant
Drew Stewart
Mina Subba
Jake Lachance
Millicent Dito
Jordan Clark
Kristina Dogramatzis
Isabella Lucobello
Haille Cash
Subro Simon Roy
Taylor Soucy

October 2022

Olivia Mcdonald
Katelyn Grega
Joanna Johnson
Elizabeth Yarkosky-Sariisik
Penelope Tamar Leizon

October 2023

Sarah Lozinski
James Trifoglio
Michaela Bedard



Nurse Executive Council Report

Tricia Lind, MSN, RN, CEN, SAFE

Shaina Bauersachs Fresen, BSN, RN-BC, CEN

During the years of 2022-2023, NEC accomplished much for Bristol Hospital. As Shaina and I reflect over the last two years, we easily recall all that NEC was involved in. As the COVID pandemic raged on, Bristol Hospital nurses did not stop fighting. We kicked off 2022 with not just another surge of COVID (and perhaps the worst one yet) but in the midst of that, the newly renovated Emergency Department opened. In May 2022, NEC was able to host the annual Nurses Dinner at the DoubleTree. Following the event, NEC surveyed nurses to see how to improve both Nurses Week and Dinner and that information was shared with the entire NEC and exciting changes were made for 2023. NEC looked at the current environment of nursing and realized that changes needed to be made to include all nurses. In October of 2022, NEC revised the bylaws to include all nurses versus only contracted nurses allowed to become Chair or Co-chair. The revisions also allowed per diem nurses to also serve on the shared governance committees. This opened the way for future nurses to continue to support Bristol Hospital by using their voice. In November 2022, I stepped down as Chair and Shaina stepped in.

I remained on NEC to offer mentorship and guidance to Shaina. During her 1 year tenure as Chair, Shaina accomplished many things. Here are some highlights: NEC partnered with Prudence Crandall for our annual NEC sponsored collection. Prudence Crandall is one of the very few programs in our country that provides shelter, housing, support, and resources allowing victims of domestic violence an opportunity to rebuild their lives without violence. We were able to provide donations in 2022 and 2023, forever impacting the lives of those served through the organization. Another highlight was Nurses Week and Dinner in 2023. A "Nacho Your Average Nurse" celebration kicked off Nurses Week 2023. In addition, NEC made rounds with coffee carts to all units and shifts, and assisted with "Waffle Wednesday" where our favorite leaders danced, laughed, and joyously served waffles to the nurses. The Nursing Dinner included a red carpet theme and ended with a Trivia Night. The goal was to keep the dinner fun and interactive, mission accomplished. NEC will continue to make improvements on Nurse Week and Dinner based using staff feedback!



 **NURSES MONTH**
AMERICAN NURSES ASSOCIATION









MAY
2022

Nurses Weeks 2022 & 2023











The ANA annual theme for Nurses Week captures what we do. . . we make a difference in the lives we touch. The pandemic demonstrated our commitment to our community and our team. During the COVID pandemic our true colors as nurses came through. Dr. Jean Watson once said, "Nurses are a unique kind. They have this insatiable need to care for others, which is both their greatest strength and fatal flaw." Our profession is a calling, and we often put others before ourselves, prioritizing their needs above our own.

Nurses' Week Celebration 2022

Monday 5/9	Tuesday 5/10	Wednesday 5/11	Thursday 5/12
<p>Blessing of the Hands 7:45am Main Lobby Flagpole Provided by: Karen Hale</p> <p>Following the event, Karen will be rounding on the units to provide hand blessings.</p> 	<p>Nurse's Dinner & Awards Time: 5:00pm Location: Doubletree</p> <p><i>Come celebrate with your nursing peers with dinner, dancing and drinks at the red carpet event!</i></p> <p>Food will be delivered to the units for those working during this time. Thank you for taking care of our patients!</p> 	<p>Nurses Week Lunch Time: 11:30am-1:30pm Location: Level E Conference Room</p>  <p>Chair Massages Time: 8:00-11:00pm Location: The masseuse will be traveling to each unit to provide massages.</p> 	<p>Nurses Week Breakfast 6:45-9:00am Location: Level E Conference Room</p>  <p>Nightingale Awards Recognition 5:30pm-7:30pm Virtual - for award recipients</p>  <p>Chair Massages Time: 8:00-11:00pm Location: The masseuse will be traveling to each unit to provide massages.</p>

Nurses' Week Celebration 2023

Monday (Ice Cream Bar) 5/8	Tuesday (Cake & Cupcakes 3rd shift and off site) 5/9	Wednesday (Pretzels) 5/10	Thursday (Free lunch & Dinner BBQ style) 5/11	Friday (Strawberry Shortcakes) 5/12
<p>7:45am-8:00am Blessing of Hands Reverend Karen Hale Location: Chapel</p>  <p>Hot Breakfast Immediately after Location: Level E Conference Room</p> <p>Nightingale Recognition Awards 5:30pm Invitation Only</p> 	<p>7:30am- 9:00am Cafe Frio/Mobile Ice Coffee Cart Location: Rounding</p>  <p>2:00pm- 4:00pm Cafe Frio/Mobile Ice Coffee Cart Location: Rounding</p> <p>Time: ----- Massage Chair- Location: Beeckly (Reaching out to Jeannie Robbins Thursday)</p> 	<p>7:30am-9:00am- Waffle Wednesday: <i>Thank you a Waffle lot!!</i>: Make your own waffle Location: Hillside cafe</p> 	<p>11:00- 2:00pm Food Trucks: Line Up Pending ... Suggestion: Ice Cream & Cupcake Truck Location: ?? Parking lot</p>  <p>2:00pm- 4:00pm Cafe Frio/Mobile Ice Coffee Cart Location: Rounding</p> 	<p>Nurse's Dinner & Awards Time: 5:00pm Location: Doubletree</p> <p><i>A fun evening of dinner, dancing, drinks, and nursing excellence awards!</i></p> 



In the midst of the COVID pandemic the members of NEC recognized the need for nurses to care for themselves. The Nurses' Week of 2022 had a fun and wellness focus for our nurses. Chair massages to ease the stressors of caring for others, blessing of the hands for the soul, special food events for sustenance and the recognition of excellence as a thank you as well as fun that was evident during the annual Nurses dinner. Although small measures for our nursing colleagues it was done with appreciation for all the nursing staff does every day. Just a small way to thank you.



Nurses Week 2023

Our Nurse Executive Council planned a wonderful nurses week continuing to focus on self-care and wellness. We had a wellness room, healthy giveaways, a massage chair, lots of food, raffles, presentations from our academic partners, and of course we had our annual Nursing Dinner event at the DoubleTree in Bristol. The Nursing Dinner with it's NEC awards was hosted by our NEC chair Tricia Lind, and co-chair Shaina Bauersachs. Here's to a wonderful job by Tricia and Shaina leading the nursing dinner celebration! Chris Ann and Nancy shared stories of nursing and gifted us all with gratitude books. Thank you for a wonderful night!



Nurses Week Recognition Awards

The Nurse Executive Council (NEC) recognizes our colleagues as integral members of the healthcare team. Each year the nursing staff have an opportunity to nominate a colleague who will be celebrated at the annual Nurses Week dinner.

Clinical Excellence Outcomes award exemplifies spirit of scholarly inquiry through application of evidenced based practice or research in the clinical setting influencing positive changes in care delivery and demonstrates evidence of supporting excellence in clinical outcomes associated with strategic priorities.

Interprofessional Collaboration award exhibits outstanding qualities for collegiality & participation with nursing and exemplifies instrumental collaboration in helping to advance the profession of nursing and patient centered care. Their partnership has resulted in improving patient care outcomes.

Rising Star award is someone who self-identifies a need for gaining nursing knowledge and improving clinical skills. Demonstrates characteristics as a future leader as well as knowledge of current professional health care topics. Displays positive influence & attitude within the health care team & energizes team members; identified as force for positive change. Others identify them as compassionate, accountable, respectful & empathetic in daily practice.

Transformational Leadership award is someone who demonstrates authentic listening to concerns of clinical nurses and acts as a mentor and/or coach. Inspires other nurses or nurse leaders to achieve positive growth, goals and outcomes through self-identifying opportunities and tools for success; instills pride. This person is a trusted role model who clinical nurses inspire to emulate.

Preceptor of the Year award is someone who embodies the qualities of a teacher, mentor & resource. Fosters a healthy culture of respect, integrity & collegiality within the health-care team.

Physician of the Year award recipient partners and inspires nurses to collaboratively achieve excellence in patient care. They also demonstrate value and respect within the team as well as ethical attributes to strengthen nursing practice.

Excellence in Caring award embodies characteristics of empathy, caring, & patient centered care; actively advocates for patients and families and exemplifies qualities of moral respect, professional growth, wholeness of character and preservation of integrity for patients, self & colleagues. Embodies the characteristics of collaboration, autonomy, creative use of resources, contagious enthusiasm & professional accountability. Demonstrates spirit of scholarly inquiry through application of evidenced based practice or research in clinical setting influencing positive changes in care delivery.

Nurses Week Recognition Award Recipients



2022

Clinical Excellence Outcomes Award
-Professional Development Team

Interprofessional Collaboration Award
-Darius Erami

Rising Star Award
-Kathleen Moynihan

Transformational Leadership Award
-Allison Giove

Preceptor of the Year Award
-Kathleen Lapaan Grove

Physician of the Year Award
-Liran Blum, MD

2023

Clinical Excellence & Outcomes Award
-IV Therapy Team

Interprofessional Collaboration Award
-Julia Toto, MD

Rising Star Award
-Monika Northrop

Transformational Leadership Award
-Caitlin Bryant

Preceptor of the Year Award
-Colette Schalker

Excellence in Caring & Exemplary
Practice Award
-Michelle Herens

Congratulations to Bristol Health Nurses



Thank you for this opportunity to share in the celebration of nurses at Bristol Health. Nurses are truly the backbone of healthcare, providing care and comfort to people during their most vulnerable moments. Your dedication and compassion make all the difference for our patients. We appreciate your efforts and teamwork to support one another and tackle challenges collaboratively. In preparing this note, I reached out to my physician colleagues to ask them for their thoughts and reflections about nursing at Bristol Health. I was overwhelmed with immediate recognition and accolades from my physician colleagues about nurses they work with every day.

It is hard to summarize the special words and stories that my colleagues shared with me, but to me it was evident that Bristol Health nurses are among the best. They are compassionate, thoughtful, resourceful, intelligent, intuitive to change in patient condition, smart, patient, and true mentors.

On behalf of the Bristol Hospital Medical Staff, we would like to thank you for your dedication to the patients, families and community we serve.

With great appreciation.

Dr. Michele Normandin