American Academy of Nursing Inducts Six NJ Nurse Leaders

The American Academy of Nursing honored 231 highly distinguished nurse leaders at a ceremony during its annual policy conference in Washington, DC, on October 26, 2019. Six New Jersey nurses were inducted as American Academy of Nursing Fellows: Sherry A. Greenberg, Lauran Hardin, Mary Johansen, Jeffrey Kwong, Nancy Pontes, and Charlotte Thomas-Hawkins. Since 1973, the American Academy of Nursing has honored nurses’ groundbreaking contributions locally and globally. The Academy aims to transform public policy through nursing knowledge. Karen Cox, PhD, RN, FACHE, FAAN, Academy President stated, “Academy fellows have broken barriers, shattered glass ceilings, and moved mountains to ensure better health and wellness for all.” New Jersey inductees are as follows:

Sherry A. Greenberg, PhD, RN, GNP-BC, FAAN, Seton Hall University, College of Nursing, Associate Professor, is an Institute for Health Care Improvement board member. She is a national expert on gerontological nursing education and interprofessional practice, and Editor-in-Chief of Hartford Institute for Geriatric Nursing’s series, “Try This,” that promotes evidence-based practices. Greenberg’s research has focused on fear of falling among older adults, and the relationship with neighborhood-built environment. She is Gerontological Advanced Practice Nurses Association Board of Directors President-Elect and fellow of New York Academy of Medicine. She was awarded a BSN degree, MSN, and PhD at the University of Pennsylvania.

Lauran L. Hardin, MSN, RN-BC, CNL, FAAN, Camden Coalition’s National Center for Complex Health and Social Needs Senior Advisor is an American Academy of Nursing Edge Runner. An innovator and pioneer, Hardin developed an award winning nurse-led Complex Care Center model that reduces cost and improves outcomes for diverse vulnerable populations. She has partnered with state governments, health care systems, communities, and national associations to adopt new interventions. Her publications have been incorporated into the Institute for Healthcare Improvement’s Better Care Playbook. Hardin was awarded a BSN degree at the Hope Calvin School of Nursing, and MSN at the University of Detroit Mercy. AACN honored her with the CNL Vanguard award.

Mary L. Johansen, PhD, RN, NE-BC, FAAN, is a Rutgers University, School of Nursing, Clinical Associate Professor. Her program of research has focused on work environment. Preparing Conditions for Coverage Staffing Regulations to mandate only Registered Nurse supervision in US dialysis centers. Johansen co-led an innovative practice model empowering nurses to influence allocation of resources in NJ hospitals where Nurse Workforce Environment Staffing Councils are implemented in 40% of the hospitals. An expert on state and federal regulatory policies governing nursing standards of practice, she is a NJ Department of Health Medicinal Marijuana Preview panel member. She received a BSN and PhD at Rutgers University, and MA at Teachers College, Columbia University.

Jeffrey Kwong, DNP, MPH, ANP-BC, FAAN, Rutgers University, School of Nursing, Professor, is the Association of Nurses in AIDS Care President. Kwong developed a nationally awarded Cancer Screening Continuum of Care program for HIV patients in Colorado, and created the first nurse-led care coordination program for lesbian, gay, bisexual and transgender older adults. Kwong was awarded a BA degree at University of California, Berkeley, MS at University of California, San Francisco, MPH at University of California, Los Angeles, and DNP and a Master of Science degree in Nursing.

Nancy M.H. Pontes, PhD, RN, FNP-BC, FAAN, is a Rutgers University, School of Nursing, Assistant Professor. Pontes’ work represents Latina roots, multicultural experiences, and clinical leadership skills that enabled initiatives with a global impact. Through a collaborative nursing workforce and education team, she transformed nephrology nursing practice nationally through research that advanced an understanding of the impact of work environment on the outcomes of patient care in outpatient dialysis centers. Seminal investigations that she conducted led to federal policy change requiring CMS Dialysis Provider Conditions for Coverage Staffing Regulations to mandate only Registered Nurse supervision in US dialysis centers. Thomas-Hawkins was awarded a BSN degree at Thomas Jefferson University, and a MSN and PhD at University of Pennsylvania.
MEMBERSHIP

NJNSA/ANA Membership Activation Form

Essential Information

Last Name/ACU Name

Street Address Line 1

Street Address Line 2

City/State/Zip

County

Professional Information

Employer

Type of Work Setting (eg hospital)

Practice Area (eg pediatrics)

Ways to Pay

Monthly Payment $15.00

Checking Account

Credit Card

Credit Card Information

Visa MasterCard AMEX Discover

Membership Dues

$ 0 Yearly

ANOAPC Contribution (optional) $ 0

American Nurses Foundation Contribution (optional) $ 0

Total Dues and Contributions $ 0

Membership Dues

($ price just reduced $15 monthly/ $174 annually)

Credit Card Information

Credit Card Number

Expiration Date (MM/YY)

Authorization Signature

Printed Name

Phone: 609-883-5335 ext 111

Fax: 609-883-5343

Email: jennifer@njsna.org

Webpage: www.njsna.org

NJSNA Mission Statement

Advance the practice of professional nursing by fostering quality outcomes in education, practice and research.

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Dr. Barbara Wright, Executive Editor

New Jersey Nurse Copy Submission Guidelines:

All NJSNA members are encouraged to submit material for publication that is of interest to nurses. The New Jersey Nurse also welcomes unsolicited manuscripts. Article submission is preferred in MS Word format. Times New Roman font and six to five hundred words. When sending pictures, please remember to label pictures clearly so that the editors have no way of knowing who persons in the photos might be.

Copy Submission: Preferred submission is by email to the Managing Editor. Only use MS Word for test submission. Please do not embed photos in Word files, send pictures as jpg files.

Submit Materials to: New Jersey Nurse, Attention to Jennifer Chanti, Managing Editor at jennifer@njsna.org

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http://www.nursingald.com/publications
Congratulations nurses! We do it again and again and again!

- Nurses were voted the most honest and ethical profession in the 2019 Gallup poll. Nurses have been voted number one for our high professional standards eighteen (18) years in a row!
- New Jersey has the first Registered Nurse as Commissioner of Health and Senior Services in New Jersey appointed by the Governor and confirmed by the Senate–Judith Persichilli, BSN, MA, RN.
- NJSNA successfully lobbied for (and was put into law) the Multistate License Compact. The Compact will allow NJ Nurses to work in any of the other 33 states in the compact. We expect the regulations for implementation to be completed before the summer.

However, we still struggle when it comes to political power. Right here in New Jersey, with all the data that states Advanced Practice Nurses (APNs) are an asset to health care and can practice without supervision or collaboration by physicians, we have not been able to get a bill passed to remove the collaborating agreement requirement for our APNs. A bill that will protect the title “nurse” still (as of the writing of this column in January) did not pass the legislature in 2019. Some legislators introduce bills into the legislative session that affect nurses yet never consult nurses on these legislative efforts. For an example, there is a bill in the NJ Legislature that if passed would have our Critical Care Transport Nurses reporting to an “ALS” Oversight board. Our candidates for the New Jersey Board of Nursing and the NJ Collaborating Center are still awaiting confirmation after a year.

Why do you think that this continues to happen? It continues to happen because, as a group, we have a very quiet voice. As individuals we do not think it is our role to get politically involved in our profession. Most think that political action is the job of someone else. Many nurses believe that Political Action is the job of the New Jersey State Nurses Association and not a professional responsibility.

The New Jersey State Nurses Association represents all registered nurses in New Jersey (140,000) yet only has a membership of 6,000. That is less than 5% of the total registered nurse population. So why would they listen to us? If we really are to be a powerhouse, we need to not only belong to our professional nursing organization but also participate in the organization’s call for political action. Legislators listen to those who have a strong voice and represent a large group.

I challenge all registered nurses who read this column to belong to the New Jersey State Nurses Association and not a professional responsibility.

Save the date the NJSNA/IFN Convention will be October 14th-16th. The theme is “Surviving to Thriving: Put Your Oxygen Mask on First... Promoting Resilience in Nursing.”

Check the NJSNA website for updates.
Events/Meetings

January 18th: Winter weather caused a cancellation of Passaic County meeting. We thank our guest speaker, Marie Villalona, RN, CHTP, and look forward to re-scheduling her with us for a discussion on Healing Touch. March is a busy month!

March 10th: Region 1 nurses judge middle school student projects for the Nursing Award at Chester Science Fair.

March 15th: Region 1 will march in the Hackettstown St. Patrick’s Day Parade.

March 21st: Mallory’s Army, United Together Against Bullying will be presented by Dianne Groomen at Morristown Medical Center (Morris County).

SAVE the DATEs Region 1 Meetings:


June 13th: Newton Medical Center, Romano Conference & Education Center (Sussex County), 11am-1pm.

October 17th: Hackettstown Medical Center, Conneria Conference Room (Warren County), 11am-1pm.

Community Service

In April, Region 1 will provide lunch at Caring Soup Kitchen, Church of the Assumption of the Blessed Virgin Mary, Hackettstown as well as at the Faith Kitchen, Dover. On September 7th, Region 1 will again provide a warm meal at Faith Kitchen. Please contact Josie Sanchez sanchez0014@email.com for information.

Region 1 accepts donations: new socks, disposable-diapers, non-perishable food & clean lightly used career attire at ALL Region events. To present at our meetings, contact Region 1 President, Patricia Baxter pbaxternp@aol.com or VP Education, Tatiane Serecia srserecia2000@hotmail.com

New Officers for NJSNA Region 1

Congratulations to our newly elected Board of Directors:

President-Elect-Tara Parker, APN, NP-C

VP for Membership-Lauren Krause, BSN, MBA, RN

VP for the Institute of Nursing-Sandy Foley, DNP, RN

VP to COPP-Kathleen Vnenchak, MSN, RN

Sussex County Coordinator-Lauren Krause, BSN, MBA, RN

Morris County Coordinator-Josephine Sanchez, MSN, RN

Nominating Committee-Dan Misa, MSN, RN and Elisa P. Green, APN-BC, CME

Public Relations & Outreach

Thanks to Devere Burke, BSN, RN for overseeing Region 1’s Facebook Page https://www.facebook.com/NJSNARegion1/ 741 likes/791 followers!

Region 1 memorabilia display is rotated to meetings & libraries promoting awareness of NJSNA/nurses/nursing. Our display will be at Rockaway Township Library in April. Thanks Lauren Krause who initiated, maintains and transports the display. Contact your local library and/or lkrause@optonline.net to request our display be exhibited.

Morris, Passaic, Sussex, Warren

Trish Baxter, DMI, MSN, RN, CPHQ

President

Francesca Nordin, APN, RN, PNP

VP Communications

Accolades/Accomplishments:

Region 1 resides with and commends Dr. Eileen Carrigg Specchio, recognized as a 2019 Nurse of the Year by Nurses with Global Impact. Since 2001 she has created and sent nursing teams on healing missions to underserved people in Africa, Europe, the Caribbean and the USA. https://nurseswithglobalimpact.org/nurse-honorees/2019-nurse-honorees/eileen-carrigg-specchio/

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Region 4

Bucks, Hunterdon, Mercer, Middlesex, Somerset Counties

Maureen Clark-Gallagher MS, RN, President

As I begin my term as President of Region 4, I would like to thank all members of the Region and past President Beth Knox for your support. I look forward to an exciting two years as your President. I will work to the best of my ability to promote nursing in our Region and keep you informed of issues that affect the nursing profession.

Members received a needs assessment via Survey Monkey in order to ascertain what members expect of the Board, how we can best communicate with you, and what Region 4 nurses needs can be met. Thank you to those members who participated.

I hope you can become involved in the Region’s activities recognizing that no participation is too small. We are looking to expand our active members in the following five committees: Membership, Communications, Policy & Practice, Education, Nominations & Elections. Please feel free to contact me at mgallagher@TESU.edu and I am happy to further discuss the position with you.

For your convenience, I have listed the Region 4 Officers along with their email addresses:

President, Maureen Clark-Gallagher, m.gallagher@tesu.edu

President-elect, Erica Edfort, telenu05a@aad.com

Past President, Beth Knox, samstudz@optonline.net

Treasurer, Mary (Megani) Allen, mmaallen21@gmail.com

Secretary, Alice Huang, Alihuang1022@gmail.com

VP Membership, Caroline Steward, whereithisa@aol.com

VP Communications, Susan Rux, susanrux02487@gmail.com

VP Policy & Practice, Erica Edfort, telenu05a@aad.com

VP Nominations & Elections, vacant, Looking for someone to fill this position

VP for Education, Yvette Shangold, vhsangold@comcast.net

Member-at-Large Hunterdon, vacant, Looking for someone to fill this position

Member-at-Large Mercer, vacant, Looking for someone to fill this position

Member-at-Large Middlesex, Margaret Drodz, mrdrod@saintpetersuh.com

Member-at-Large Somerset, Marcia Nettingham, marcienettingham@yahoo.com

Region 4 Meetings/Programs for 2020

- Unfortunately, the January 18 meeting with speaker Sandra Foley RN, DNP on Laughter Yoga had to be cancelled due to inclement weather. However, we hope to reschedule soon.
- The trip included a tour of the UN, lunch, and a presentation titled Nursing: A Pathway to Empowerment.
- Additional programs are in the works for the upcoming months. More information to follow.

Region 5

Burlington, Camden, Cumberland, Gloucester, Salem

Trish Egenton MSN, RN, CEN, CCRN, NE-BC
Director of Communications

NJSNA Region 5 is excited to announce that we have a full complement of our Board, and all County Coordinator positions are filled. Please feel free to contact your Board and County Coordinators as needed.

Summer Valenti BSN, RN, BC – President

Barbara McCormick DNP, RN, CEN – President Elect

Barbara Chamberlain PhD, MSN, MBA, APN – Secretary

Rachel Jennings BSN, RN, CWOCN – Treasurer

Annette Conklin DNP, RN – Director of Education

Trish Egenton MSN, RN, CEN, CCRN, NE-BC – Director of Communications

Burlington County Coordinator – Melissa Novella DNP, RNC-OB, RN-BC

Camden County Coordinator – Cecelia Kane MSN, RN, FNP-C

Cumberland County Coordinator – Jo Valenti BSN, RN

Gloucester County Coordinator – Brielle Cantagallo BSN, RN

And newly appointed as Salem County Coordinator – Peggy White MSN, RN, NEA-BC

We are also pleased to announce that our nurses are very active in their local and nursing communities. Barbara Chamberlain was elected to the Monroe Township Board of Education. Summer Valenti began working on her MSN as a FNP. Barbara McCormick presented at the NJ ENA Emergency Care Conference in March in Atlantic City, and was re-appointed to Washington Township, Gloucester County, Veterans Advisory Board. Trish Egenton presented NCLEX Next Gen Case Studies at the NJ Student Nurse Convention in Atlantic City, and is now serving her second year on the State Board of Nursing.

In December, Region 5 hosted a meeting in Cherry Hill. One contact hour was awarded after viewing the presentation on Nurse Resiliency. An ad hoc committee was formed in January to organize our Region 5 Annual Dinner. Please contact your County Coordinator if you would like to be part of organizing this engaging and dynamic event. Additionally, if you are interested in being a speaker, let them know.

Please follow our Facebook page, NJSNA Region 5, for updates and information. We will be having some fun contests for Nurse’s Week in May, where we will be offering rewards. Additionally, please check your SPAM folder for NJSNA emails. If you are not getting emails, please contact the State headquarters office.

Region 6

Atlantic, Cape May, Monmouth, Ocean

Kathleen Mullen, DNP, MA, RN, CNE
VP Communications

During the winter, President Mary Fortier held a transition brunch to acquaint newly elected Executive Board members to their role and for the entire board to plan for the region for the upcoming year. Various fundraising efforts were considered and a bracelet with RN charm was selected by the board to be available for purchase at all meetings in 2020.

The annual raffle to benefit the Beulah Miller Scholarship for Nursing Education was held at the February dinner meeting in Ocean County. Every year, Region 6 awards scholarships to: a prelicensure entry level student (AAS, ADN or BSN), an RN to BSN student, an MSN student, and a doctoral student.

Dr. Renee Cantwell and Dr. Jeanann Soussou Coppola from Rutgers University- Camden School of Nursing will present a program on Human Trafficking in NJ at the April education meeting in Atlantic County. The annual general membership meeting in June will be at Captain’s Inn in Ocean County. Dr. Barbara Blozen, President of the NJ Board of Nursing will be presenting on the new RN License Compact in NJ Executive Board members and Past Presidents donate to the gift auction held at the June meeting. Proceeds benefit the scholarship fund. The Beulah Miller Scholarship winners will be announced and presented at the June meeting as well.

RNs in Monmouth, Ocean, Atlantic, and Cape May counties: join NJSNA and come to our Region 6 meetings!

Region 6 Members: If you did not receive an email blast from NJSNA, njsnanews@njsna.org, about the upcoming educational meetings, please contact jennifer@njsna.org to verify and update your membership information on the NJSNA website.

Fill your heart & Build your future at Bridgeway

Nursing: A Pathway to Empowerment.
Put your feet up and read this...

Lisa Erle, BA, RN and The Healthy Nurse Healthy New Jersey Team

If every I had a problem, my father, a man with a seemingly endless armamentarium of old-timey adages would shake his finger and ask me to remember his “words to live by.” Number one was “Do what you have to do and then do what you want to do,” and the second was “Always give a sucker a fair break.” Like Windex in the movie “My Big Fat Greek Wedding,” these sayings have served as a panacea, but for our moral conundrums from childhood to present. The meaning of the first is obvious: fulfill your obligations before enjoying your leisure activities. The second, a derivation of “Never give a sucker a fair break,” means the opposite of its forerunner: one should not take advantage of someone in a vulnerable position. If we were nursing around during homework, my mother let him know and we’d be reminded of rule number one. When we felt our conscience tugging at us because we witnessed someone getting a raw deal and felt complicit in our inaction, we would seek a reminder to have that person’s back. Through a Freudian psychoanalytical lens, these parental lessons become part of our Superegos, the part of our minds that act as a critical self-consciousness.

There are times in our adult lives, however, when we need to remind ourselves that the “what we have to do” — our obligations — professionally as nurses, as members of families, social circles, academic environments, etc. can be more than we can complete before allowing ourselves to decompress. It is then when we must turn down the noise of our sometimes too-critical inner voices and muster the self-compassion to retreat and prioritize. When I trained for a marathon, I bought a handy watch that contained a patented algorithm for measuring how much energy I had at any given time. This feature made me think more critically about what I was asking of myself because it caused me to consider various factors, both emotional and physical that were draining me as well as the sleep, recovery and nourishment that helped recharge. I had to pull back a little on my volunteer obligations and my house wasn’t so tidy. I let people know.


References:


HAPPY 2020 New Jersey Nurses!

Saundra Austin-Benn and the Healthy Nurse Healthy New Jersey Team

As we continue to promote HEALTHY Nurses, the Healthy Nurse Healthy New Jersey Team will continue to help you with some great health tips throughout the year. We will focus on many important themes in 2020, including the benefits of meditation, legal and professional health, healthy eating, and on HAPPINESS, the list goes on. We will also follow ANA’s Healthy Nurse Healthy Nation Grand Challenge (HNHN), and refer to their monthly challenges. HNHN is starting the year off by encouraging self-care techniques to Stress Less. Join HNHN for free and fill out your personal Healthy Nurse Survey. This will help you to determine if your self-care interventions are working to make you healthier. HNHN has lots of great resources to help you become healthier. To join the HNHN Grand Challenge, look here: http://www.healthynewnurse.com/

There are many triggers for stress, but for nurses, the workplace usually tops the list. This may be due to a heavy workload, having lots of responsibility, not knowing how to say “no,” and unclear expectations for the work shift. Working too many hours causing a disruption in work-life balance may also contribute to poor health.

How do you know you are stressed? You are stressed if you experience several of the following symptoms on a continuous basis in the past 30 days:

• Headaches
• Upset Stomach; “butterflies” in your stomach
• Sleep problems such as difficulty falling asleep, waking early and inability to fall back to sleep
• Having trouble concentrating
• Feeling a sense of “overwhelm”
• Shortness of breath, chest discomfort with possible heaviness and/or pain
• Feeling easily fatigued

How can you reduce stress? Here is just a simple stress reduction techniques:

• Try a deep breathing exercise
• Let go of unrealistic expectations and perfectionism
• Delegate tasks in the workplace
• Exercise
• Meditate
• It’s okay to cry!
• Walk it out! It’s best if done outside. Take a deep breath with every step you take and focus on being grounded.
• Repeat a positive phrase as you walk, such as, “this feels good.”
• Try journaling. Write about three good things that have happened to you in the course of your day.
• Don’t sweat the small stuff!
• Laugh, live, and love!

We wish you peace as you stress less!

Healthy YOU in 2020!

The Healthy Nurse Healthy New Jersey (HNHNJ) Team is proud to present our FREE Webinar, Healthy YOU in 2020! The webinar was performed live on January 9, 2020, by presenters Dr. Terri-Ann Kelly and Dr. Melissa Harker. In this webinar, they teach practical ways to implement self-care into your everyday life and the rationale for doing so. The webinar is now posted to NJSNA’s website: https://njsna.org/. Look for it on the banner. To receive your FREE CE, download the pre & post-test and the webinar evaluation; the link for this documentation is next to the link to the webinar. Fill out the documentation and send the completed form back to healthynurse@njsna.org. We hope you will enjoy this presentation and that it will persuade you to find ways to incorporate self-care into your healthy nurse journey.

Do you need more help with becoming a healthy nurse? You can find more support from the HNHNJ Team on NJSNA’s Healthy Nurse webpage: https://njsna.org/healthy-nurse/ and through the NJSNA’s New Jersey Nurse Weekly e-newsletter - https://njsna.org/nurse-week/. Healthy Nurses can also be found on Facebook and Pinterest - New Jersey State Nurses Healthy Nurse.
American Association of Indian Nurses host Clinical Excellence Conference and Launches Nursing Now Campaign

Merlin Mendonca, BSN, RN
Puspha Abraham, MSN, RN, CPNP-PC, MSN, CCRN, EMT-B

American Association of Indian Nurses (AAIN-NJ2), New Jersey Chapter hosted the National Association of Indian Nurses of America (NAINA), 2nd Clinical Excellence Conference in East Hanover, New Jersey on November 2nd, 2019. The theme of the conference was “Population Health: Bridging Gaps and Improving Access to Care.” This event was attended by over 150 health professionals including nurse executives, advanced practice nurses, nurse educators and registered nurses from across the country. Sandra Emanuel, President of the chapter and Dr. Rachel Koshy, Advance Practice committee chair of NAINA welcomed the conference delegates. This conference was an effort of the Advance Practice forum of NAINA.

The keynote speaker Mr. Nashon Hornsby, Assistant Commissioner, New Jersey Department of Health Division of Community Health Services spoke about Equity: A Discussion regarding the Interplay between Social Structures and Health Outcomes. Judith Schmidt, CEO, New Jersey State Nurses Association delivered an inspirational lecture on “Shaping policy change in population health through political action.” Dr. Nancy Holeczek, Chief Nursing Officer and Vice President of RWJ Barnabas health system was the guest of honor and was facilitated with a lifetime achievement award for her unceasing support and commitment to the growth and development of AAIN-NJ2 since its inception.

Several experts in the local chapters and NAINA addressed the audience on topics related to the theme of population health through podium and poster presentations. Posters were displayed at the conference and winners were awarded prizes. Dr. Lois Greene, Dr. Lorraine Steefel, and Dr. Nicole Sardinhas were the judges. Kamman Bhatt, MSN, RN, FNP was the first-place winner.

The Nursing Now campaign was launched at the event, as NAINA decided to join the global campaign. Dr. Susan Michael-Strasser, Assistant Professor, Columbia University, discussed Nursing Now: Empowering Nurses and tackling health challenges which marked the official launch of NAINA’s activities related to the campaign. NAINA chapters have embraced the Nightingale challenge which aims at developing the next generation of young nurses as leaders, practitioners and advocates in health, and to demonstrate that nursing is an exciting and rewarding career.

Uma Venugopal, Secretary, AAIN-NJ 2 delivered the closing remarks. The Conference attendees received seven contact hours by NAINA, an accredited provider of ANCC.

Stephanie Herr, DNP, MSN, RN, EMT is the Director of Clinical Education at St. Joseph’s Health in Paterson, NJ. Dr. Herr is committed to creating system approaches to healthcare that benefit the community and include their in-the-field, inpatient, and ambulatory experiences. She serves as the director for the nurse residency and oversees the curriculum, orientation, and professional development of the clinical organization. She has presided as Nursing Program Chair for Eastern International College and held faculty positions at Mountain Lakes School of Nursing and Ramapo College. Her blend of clinical, academic, and community experiences affords insights to leverage system innovations to support nursing practice throughout the continuum. She takes pride in her role with the New Jersey Hospital Association to standardizeplain language emergency alerts throughout the state’s acute care facilities and presented her NJ-ONL award winning Plain Language research at the National Coalition for Disaster Preparation. This year’s focus with the NJHA and NJDOH is the Opioid Reduction Options (ORO) initiative where Dr. Herr is a Grand Rounds presenter. She is also an active member/presenter for the Northern NJ Research Consortium, NJ Emergency Nurse Association, and NJ Student Nurses. She is an exciting presenter and a Vice President of Congress on Policy and Practices for Region 3 and hopes to shape, disseminate, and sustain exceptional practices and practice for our profession.

Unity County Member-at-Large

Donna M. Fountain, Ph.D., APRN, PHCN5-BC

Dr. Fountain is an Associate Professor at Chamberlain University College of Nursing in North Brunswick, NJ. Donna’s research includes psychosocial factors such as drivers of engagement and bullying related to RN work engagement. Nurses have experienced widespread demoralization in abstract, poster, and podium presentations at national and international scientific nursing conferences. She writes as a peer reviewer and expert on nurse bullying and editor of a scholarly journal.

She received her BSN from the City University of New York, Medgar Evers College and her MSN and Ph.D. from Rutgers University. She is an active member in her state nurses association.

What are the Benefits of Having a Mentor?

Donna L. Castellani, BSN, MSN, Ed, RN, CNE

Does your institution have a formal mentoring program? If you work for a large academic or hospital-based institution, the answer is more than likely, “yes.” The next question is Are you participating in that formal mentoring program? One final question: If you are not participating in a formal mentoring program, WHY NOT? Let’s examine a few benefits of participation in a mentorship program for the mentor.

Formal mentoring programs usually include guidance along with goal setting, monitoring, coaching, job shadowing, and career coaching (Carrison, 2017, para 2). One of the key benefits of having a mentor is that one has a “go-to” person in the event of a stressful work challenge or perceived difficulty with fitting into a unique workplace culture. Mentors provide the encouragement and guidance to navigate the often confusing and difficult situations which develop on a daily basis. They offer moral support sprinkled with cheerleading to give mentees the confidence to keep going (Rampton, 2020, para 4). A mentor encourages the development of one’s strengths and talents by sharing their first-hand practical advice and professional expertise. Having a mentor allows one to improve self-confidence in the ability to come up with solutions and creative ideas which will benefit their institution.

A wise mentor encourages self-reflection and provides constructive feedback on performance. Both of these key benefits help one learn procedures, policies, and ideals more quickly. A mentor is someone to bounce ideas off and serves as a sounding board when things get tough. Through role-modeling, a mentor emulates good work habits, helps to solidify one’s work ethic, sharpens one’s focus, and clarifies priorities (Rampton, 2020, para 5). Mentors share experiences one can learn from to prevent making the mistakes that beginners may make.

The key benefits to participating in a mentorship program for mentees are many; this article only touches on a few. Searching for a mentor is not a sign of weakness; it shows that one is strong enough to seek out the experienced, trusted teacher and guide as one moves forward in their career. Some day in the future, the mentee will become the mentor and provide the same priceless access to all the benefits of a mentoring relationship. So, the question remains, if you are not participating in a formal mentoring program, WHY NOT?

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Wendy Britt, LPN, CMCN and Stephen Lassiter, LPN

The “New Jersey State Nurses LPN Forum” private Facebook group has had a surge of new members after our article was published in the January 2020 issue of the New Jersey Nurse! There are currently 67 LPN members, practicing in nursing specialties such as LTC/Rehab, Assisted Living/Memory Care, Home Health, Case Management/Utilization Review, Hospice, Internal Medicine, Addiction/Recovery, Psych, and Population Health. In this private LPN Facebook group we discuss current events and our nursing concerns such as: Staff and patient safety when caring for aggressive dementia patients and safety regulations for Memory Care/Dementia patients at the Assisted Living level of care. Nurses debate topics like the use of cameras in nursing home patient rooms. Nurses also voice their frustrations about the barriers that affect many LPNs such as: Limited advancement opportunities in their current positions, lack of tuition assistance from their employers because “it’s not a job requirement to be an RN,” limited professional specialty certifications, and being labelled with the title of “Tech,” “PCA,” or “Coordinator” instead of being recognized as a Nurse.

The LPN Forum hopes to provide an opportunity for 24,076 New Jersey (NJ) LPNs to develop and enhance their role and ensure they have the opportunity to practice nursing to the full magnitude of their educational preparation, knowledge, skill and experience. LPNs who join the LPN Forum have the opportunity to learn about issues that impact their practice, such as the pending NJ legislation that protects the title “Nurse” which may only be used by a licensed professional nurse, practical nurse or advanced practice nurse.

To continue to develop the LPN Forum, conference calls are being held every few months and are scheduled for April 22, 2020 (Wednesday) at 7PM, June 23, 2020 (Tuesday) at 7PM and September 10, 2020 (Thursday) at 7PM. To join these conference calls, the call-in phone number is 866-855-1152 and passcode 63415020. The Next LPN Forum meeting will be held at the NJSNA Convention in October 2020. PLEASE JOIN US AND SHARE OUR FACEBOOK PAGE WITH YOUR FELLOW NJ LPNs and STUDENTS! We look forward to hearing from you.

In January, I accompanied my husband on his trip to run Disney’s Dopey Challenge. A runner myself, I was along, for what I referred to, as a Dopey Groupie. Inspired by his fortitude, commitment, and endurance, I found this quote by Mr. Disney. Learning the ropes of chairing a foundation board of trustees, I have learned so much. First, that Judy Schmidt, Deb Harwell, and Jennifer Chanti and all of the office staff are to be commended for keeping the NJSNA/IFN wheels not only turning, but oiled, greased, and running smoothly each and every day. Any time I reach out, the response is swift, supportive, and, objective.

Wading through the waters of the not-for-profit world, our philanthropic dollars have so many opportunities to improve the lives of others. This past year, the IFN has assisted nurses in so many ways. From maintaining and upgrading the IFN’s NJSNA headquarters, supported nurses and nursing students through scholarship awards, and providing the vehicle through which RAMP (Recovery and Monitoring Program) assisted nurses in recovery. The Institute strives to continue to build a case for giving. Every nurse to spread the message of philanthropy, as it is often the nurse who is assisting others.

The privilege of working with a Board of Trustees has been a great way to work with NJSNA and the community at large. We are planning an event for May. There is plenty of time for you buy a ticket to attend or to support the event, hang the flyer in your breakroom or circulate it through your email or social media contacts, and spread the message of the important work of the Institute. Information will be e-blasted, on Facebook, and the NJSNA website.

April 2nd, 2020, in the year of the nurse, the Institute for Nursing is holding the C.A.R.E.S. Awards to honor your nominees for nursing excellence in clinical practice, administration, research, education, and support. On behalf of the Board of Trustees of the Institute for Nursing, I wish to congratulate the recipients of this distinction. Looking forward to seeing you there! Respectfully,

Mary Ellen Levine

P.S. The Institute for Nursing wish the scholarship awardees continued success. A past scholarship awardee? Do you have a story you would like to share of how NJSNA/IFN has impacted your career here in New Jersey? We’d love to hear from you. Send up to 250 words to MaryEllen@NJSNA.org
The Administrative Supervisor Role

Susan H. Weaver, PhD, RN, CRNI, NEA-BC, NJSSNA Region One member

“Why don’t you consider being an evening supervisor?” asked my CNO and so my career as an administrative supervisor began. As administrative supervisor, also known as house supervisor, I transitioned from taking care of patients to taking care of the nurses. In this role I kept my clinical skills, utilized my educator skills, and began to develop my leadership skills. My ICU clinical skills helped me in responding to Rapid Responses and Code Blues, and I was called many times to assist with inserting difficult IVs. When I responded to pages or phone calls I never knew what I would be asked, but my favorite questions were about clinical issues, such as “Can you help me check this chest tube drainage?” or “Can you help me with this portacath?” As evening supervisor, I also developed my leadership skills and learned about the importance of rounding and being available to assist the nurses. One of my main responsibilities as supervisor was staffing. I spent a lot of time ensuring there was appropriate staffing on all the nursing units not only for the shift I was working but also for the next shift.

During the many years I worked as a supervisor, I often wondered what difference I made for the nurses. When I returned to school for my PhD, I learned there was no published research on this nurse leader role. So, my dissertation research was on the administrative supervisor role and the difference these supervisors have on nurse and patient safety. In my research I identified that the administrative supervisor was the shift leader who does whatever is necessary to get patients, staff and hospital safely through the shift (Weaver & Lindgren, 2017). The supervisors achieve nurse and patient safety when performing their role responsibilities and “make it work” by doing rounds, educating, and prioritizing nursing needs. (Hawkins, Flynn, & Thomas-Hawkins, 2017). An important finding from this qualitative study was that administrative supervisors lacked role specific education. So beginning in 2017, annual administrative supervisor conferences have been held in New Jersey with presentations on dealing with the impaired nurse, hospital safety and security, authentic leadership, and risk management issues. The most popular sessions at these conferences are when night supervisors present about their experiences with hospital evacuation, working the night of the night club mass shooting in Florida, and dealing with a hospital fire and flood. The conference is also a great opportunity to meet and network with other administrative supervisors. Last year 140 supervisors attended from 40 hospitals in six states.

On April 25, 2020, the 4th Annual Administrative Supervisor Conference will be held at the HOPE Tower in Neptune, New Jersey. The presentations this year will be about dealing with challenging families, workplace violence, creative staffing, and the night supervisors from Miami Valley Hospital will be speaking about their experience working the night of the Ohio mass shooting. For more information about this conference, contact Sue Weaver (sweave29@gmail.com or 201-787-1281). If you are thinking about becoming an administrative supervisor or you are currently in this role consider attending the conference.

References

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Authentic Nurse Leaders: The Antidote to Incivility

Dr. Susan Rux, PhD, MSN, RN, PHN, ACNS-BC, CHEP, CNE, CPRW, NEA-BC

Incivility, a term to describe social behavior lacking respect and responsibility, is on the rise (Porath, 2017). Workplace incivility has seen a dramatic increase with half of the workforce experiencing at least one encounter of incivility at work per week, a 25% increase from the past two decades. The contributing factors resulting in the increase of incivility are correlation with employees feeling too stressed or overloaded at work. Another factor is believed to be technology. This is due to the possibility of being misunderstood when nonverbal indicators to balance the communication are not available. There is growing evidence of the spread of online incivility across social networking sites (SNs). Incivility can take on an insidious presentation and has the potential to create a deleterious environment.

While peer-to-peer incivility in the workplace exists, two-thirds of the instances of incivility occur between a supervisor and an employee. Examples of this are when a supervisor “belittles others’ efforts” or “makes demeaning remarks to someone.” Incivility can affect the organizational bottom-line and cause a decreased focus and productivity for the employee who has suffered with workplace incivility. The negative consequences of incivility extend beyond the “target” of incivility acts and reach to those who witness those events as bystanders. People who stand up against encounters of incivility have a strong sense of altruism and self-confidence. Additionally, those individuals possess traits of upstanding citizens, inclusive of a desire to help others and maturity in emotional intelligence response. There is extensive research on situational factors that influence one’s motivation to intervene and thwart the uncivil behaviors.

An effective method to minimize the negative cost of workplace incivility in nursing education is to promote a culture that is intolerant of behaviors which undermine, and inherently, violate the ANA Code of Ethics. Nurse educators and leaders must hold a strong moral compass and practice ethically, with authenticity and integrity. Leadership is primarily about the ability to influence others through the development of meaningful relationships. Self-awareness guides the path to authenticity. Taking an inventory of one’s own core values and acutely examining the congruence in actions and communications is a strategy that transformational leaders employ to assess authenticity of being one’s best self.

Plato, the Greek philosopher, shared an adage to consider which may be applied to our efforts in improving civility — “Always be kind, for everyone is fighting a hard battle.”

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Dr. Erica Edfort, DNP, NVRN-BC, RN-BC, FAHA
Advisory Board Set for Hackensack Meridian Health Graduate Nurse Practitioner Residency

Grace Reilly Mazzatta, APN

Hackensack Meridian Health (HMH) is delighted to announce the advisory board for our new graduate nurse practitioner residency. The program, Hackensack University Hospital Nurse Practitioner Residency (NPR) Program, is designed to prepare new nurse practitioners for primary care practice in community-based settings with a focus on rural or underserved populations. The program provides residencies in partnership with our academic partner, Monmouth University, and we will be operationalizing a rigorous NPR Program in community-based care practices located but not limited to Atlantic, Monmouth, Ocean, Middlesex and Bergen counties. This NPR Program consists of clinical and academic experiences over a 12-month timeframe that will also help prepare nurses to work more effectively and advance their skills to work more effectively and efficiently while enhancing our overall capacity to meet the needs of the communities we serve. The first meeting of the Advisory board was well attended on January 16, 2020. The role of the advisory board is to provide feedback and information and serve on a subcommittee to review applications and participate in interviews of candidates. Members include Dr. Theresa Brodricck, Chair of the Department of Hahnemann Medical College of Nursing, Dr. Donna Ciupo, APN, VP of nursing education, professional practice and lead development at HMH, Dr. James Clarke, Senior Executive Vice Dean at NYU Rory Meyers College of Nursing, Dr. Edna Cadmus, Executive Director of NJ Collaborating Center for Nursing, Dr. Suzanne Drake, psychiatric APN and founder of APN-NJ.org, Dr. Kathy Hearst, Nurse Scientist at HMH, Dr. Jodi Galesi, APN at Hackensack University Hospital, Dr. Kathleen Jackson, APN, Clinical Professor, Rutgers University, Dr. Rose Knap, APN, Chair of the department of Nursing, Monmouth University, Dr. Laura Leary, Psychiatric APN, content expert to Seton Hall University, Mary Nicola, APN at Parker Health in Red Bank, NJ, Diane Renick, RN Manager of Jane Booker Health Center, Dr. Ramon Solihshah, Department Chair Medical Psychiatry at JSUMC, Carolyn Torre, APN, The Nurses Consultant, former NJSNA director of Legislation and Regulatory Affairs, Cecilia West APN, Board of Directors, Volunteers in Medicine, Dr. Teri Wurmser, Director of the Ann May Center at HMH, Chair of the Nursing program at Georgian Court University, Dr. Joan Zaccardi, APN, NJ representative to the AANP and Phyllis Zimmerman, AphN,O of America’s Nurses, consultant for the Agency for Healthcare Research and Quality (AHRQ). Starting in July of 2020, 10 APN residences will be accepted into the program. All applicants must have applied as an APN to practice in the state of NJ. All applicants must hold a certification in any of these population foci: family, adult-gerontology, and/or psychiatric mental health. The deadline for applications for March 1st of each year.

Interested Nurse Practitioner students or current graduates can learn more on the HMH career site https://jobs.hackensackmeridian.org or Email: NPNResidency@hackensackmeridian.org

Climate Challenge: Educating Health Professionals by 2022

Beth Schenk, PhD, MHI, RN-BC, FAAN, Asst. Research Professor, Washington State Univ., College of Nursing; Cara Cook, MS, RN, AMH-BC, Alliance of Nurses for Healthy Environments; Shanda Demorest, DNP, RN-BC, PH, Practice GreenHealth

There is increasing interest and engagement among the nursing community around environmental matters that influence human health, such as climate change. Nurses are trusted health professionals and make up nearly 40% of the healthcare workforce, serving as catalysts of change in their institutions and practice settings.

To activate nurses, the Alliance of Nurses for Healthy Environments (ANHE) and Health Care Without Harm (HCWH) launched the Nurses Climate Challenge (the Challenge) in May 2018. The Nurses Climate Challenge is a national campaign to educate health professionals on climate and health in order to engage in climate-smart practices in health settings and at home. Nurses using the Challenge resources are highlighted through profiles published on the Challenge website, shared in newsletters, and posted on social media to showcase the work being done and to inspire others to join. The Challenge also calls on nurses to be advocates for climate and health. Leading within a nursing organization, health institution, or academic center to spearhead initiatives to address climate change is an example of how nurses can move health professionals from education to action. The Challenge resources include a guide to taking action within workplace and home settings and provide other points to get started. Nurses can also educate policymakers and the public about the connection between climate and health and how to influence policy by writing letters to the editor in a local newspaper, meeting with elected officials, or talking with patients, friends and family members, and/or your community about the health impacts of climate change. The Challenge website includes sample talking points and template letter to the editors in the resources section.

Furthermore, the CHANT: Climate, Health, and Nursing Tool 2020 is now available. CHANT is a 10-minute voluntary survey asking respondents about awareness, motivation, and behaviors related to climate and health. Nurses and other health professionals are encouraged to take the survey every year. Access CHANT here: http://bit.ly/30riTR9

The Nurses Climate Challenge offers a comprehensive toolkit with all the resources nurses need to educate colleagues on climate and health and engage in climate-smart practices in health settings and at home. Nurses using the Challenge resources are highlighted through profiles published on the Challenge website, shared in newsletters, and posted on social media to showcase the work being done and to inspire others to join. The Challenge also calls on nurses to be advocates for climate and health. Leading within a nursing organization, health institution, or academic center to spearhead initiatives to address climate change is an example of how nurses can move health professionals from education to action. The Challenge resources include a guide to taking action within workplace and home settings and provide other points to get started. Nurses can also educate policymakers and the public about the connection between climate and health and how to influence policy by writing letters to the editor in a local newspaper, meeting with elected officials, or talking with patients, friends and family members, and/or your community about the health impacts of climate change. The Challenge website includes sample talking points and template letter to the editors in the resources section.

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Experienced Nurses and Aging

Mary Genuino, DNP, RN-BC

A good recognition for a job well-done is important. 30 under 30, 40 under 40, 50 under 50, accolades. But 50 under 50, or 60 under 60, is still a strange concept. Isn’t it just as impressive for someone to reinvent themselves in mid or later life, as a 25-year-old director or a successful 30-year-old entrepreneur? Most of us have been telling myself that age is just a number, and you are only as old as you think and feel. With this same logic, most of us should be in our early to mid-twenties. Notwithstanding the occasional backache, slightly protruding gut, and scattered wrinkling of our skin, most of us still feel (and sometimes act), the same way we did a few decades ago—albeit wiser, and hopefully more financially stable.

As nurses, especially at the bedside, there is still a pervasive attitude towards older practitioners: if experience equates to aging, and the advancing age is perceived as a barrier in handling the rigor of the profession (Harris, 2016). Ageism is not isolated to a specific profession or environment. For example, the stereotyping of older adults being inept in technology pervades the nursing profession as well (Snell, 2019). The National Council for State Boards of Nursing surveyed in 2013, and it showed that more than 50% of nurses are above 50 years of age (National Council of State Boards of Nursing, 2017). But even with the growing number of nurses over 45 years of age, the profession is still a largely untouched concept. Shouldn’t this be the case in the same vein as preparing new graduates for entry? Reversing the stereotypes of older adults being less able, and willing (physically, mentally, and emotionally), must always be a viable choice.

References:

Updated: April 2020

New Jersey Nurse & Institute for Nursing Newsletter

Page 10
Collegiate Nursing Education

Gina Emge, RN, MSN, CSN-NJ

New Jersey State School Nurses Association (NJSSNA) is a professional organization dedicated to advancing the practice of school nursing. Part of NJSSNA's mission is to improve health and educational outcomes for children and to promote school and community wellness. NJSSNA is affiliated with New Jersey Educators Association. This symbiotic relationship is critical to ensure the health and welfare of NJ public school students.

The volunteer executive board (EB) of NJSSNA is the governing body. NJSSNA employs an Executive Director who acts as an advisor and consultant to the EB. Roles of the executive board include legislative chairpersons, both of whom monitor legislative issues that have the potential to impact student health and school nursing practice. At the end of the legislative session 2018/2019, A3815/S2173 surfaced, a bill eliminating religious exemptions from the New Jersey Department of Health mandatory school vaccination requirements.

NJSSNA supported this legislation after extensive discussion. Vaccines are safe and effective in preventing disease and are needed to ensure herd immunity which protects our most vulnerable citizens. This is why NJSSNA supported the elimination of religious exemptions from school vaccination requirements.

Many EB members experienced parent/guardians who are “strong religious believers” who believe that their children are entitled to a religious exemption without the need to provide documentation. This loophole in the law was used by uneducated persons with substantial access to the media. This loophole has resulted in a large increase in the number of unvaccinated children in New Jersey. Although the number of unvaccinated children in New Jersey has dropped slightly since the introduction of A3815/S2173, this bill was the first step toward eliminating religious exemptions from the school vaccination requirements.

It is an exciting time for the Nursing Department at Berkeley College. We are building a strong relationship with the community by fostering service learning within our curriculum. On October 11th, 2019, our PN students participated in Wanaque Health Center’s medical mission. The event was the 5th medical mission for the college’s Nursing Department in New Jersey.

In today’s healthcare environment, multicultural nursing teams can have a positive impact on the health of patients. Communicating effectively across diverse backgrounds is an important part of interprofessional collaboration. When engaged in diverse teams, nurses need to recruit and retain diverse nurses to reflect the changing client-population. The goal is to identify and close the gaps between the humanistic factors within teams. Namely, these demographic variables include age, gender, generational beliefs and values, socio-economic and educational levels, and religion. In one study, researchers stressed the importance of understanding the limits and opportunities to overcome the issues impacting diverse nursing teams (Lagier & Raso, 2011). It is critical for nurses to avoid making assumptions about the cultural behaviors and beliefs among team members. This means, pausing to take time to better understand others without preconceived judgment based on categorizations.

Aubé, C., Rousseau, V., & Tremblay, S. (2015). Study on nurses’ perceptions of diversity in teams suggests the importance of “the motivating effect of team members being on the same page.” To facilitate this phenomenon, leaders should promote routine communication, team development, and strategic planning when building diverse teams. In a New Zealand article about diverse teams, nurses share their accounts of being culturally perplexed at work (Lim, 2018). For one nurse, it involved two foreign-born nurses speaking in their shared language and then communicating important patient information in English. This nurse realized she would need to reframe her communication to avoid making assumptions about cultural behavioral and belief differences.

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Learning is fluid, and it cannot be confined in the classroom alone. Experiential learning plays a vital role in development of our students, but it also increases the students’ self-efficacy—hands-on experiences reinforce knowledge gained in the didactic setting effectively.

In one study, researchers stressed the importance of understanding the limits and opportunities to overcome the issues impacting diverse nursing teams (Lagier & Raso, 2011). It is critical for nurses to avoid making assumptions about the cultural behaviors and beliefs among team members. This means, pausing to take time to better understand others without preconceived judgment based on categorizations.
As you know, when nurses renew their nursing license every two years, they have the opportunity to respond to survey questions through the New Jersey Board of Nursing (NBON). Did you ever wonder where that survey goes? NBON sends all the de-identified data to the New Jersey Collaborating Center for Nursing (NJCCN), which is the nursing workforce center in New Jersey (NJ). NJCCN analyzes the data and makes recommendations for future improvements to the survey. NJCCN's team includes two nurse scientists and one data analyst. Together they explore trends in age, setting, and other characteristics of nurses employed in New Jersey. Figure 1 shows that the average age of Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Advanced Practice Nurses (APNs) have increased over the past four years.

The primary employment settings of nurses, as shown in Figure 2, indicates that 54% of RNs and 44% of APNs are employed in hospitals as their primary employment setting. However, data indicate that 44% of LPNs are employed in nursing homes, extended care, or assisted living facilities as their primary place of employment. This suggests that RNs, APNs, and LPNs are occupying different sectors of New Jersey’s nursing workforce and helping to meet a broad spectrum of healthcare needs.

WPU Future Nurse Camp

Renee F. Pevour, MS, RN

"This is great...I wish I had been able to go to a nurse camp..." is a phrase heard often by seasoned nurses participating as faculty in the Future Nurse Camp. William Paterson University offers a weeklong, half day, nursing experience to high school students. The week includes didactic sessions, practice sessions and interaction with a simulation patient. Participants practice vital signs, lung sounds, blood pressure and the apical rate is covered. Some interactive sessions include creating a heart, participating in jeopardy, and creating lungs. For those students who have had more experience as volunteers, a session on listening and locating the different valve sounds is provided. Two especially high rated sessions are the wound care experience and learning to assess the changing simulation patient.

The wound care is led by a WPU faculty and begins with a lecture of the basics. Then a practice session with a wound vacuum and other dressing change stations are provided.

The simulation experience includes an orientation and then a patient with progressive symptoms. An example of this is the teenage patient with asthma. Students hear the progression of wheezing lungs to clear as they apply comfort measures.

The evaluation is twofold. A question is asked the first and last day. It is simply, number an answer to the question “What do nurses do?” as expected, the number of responses has always increased on the last day. But another objective is always achieved as well. This is to identify many nursing roles, nursing functions and even parts of the nursing process with examples of when this occurred in the camp week experiences. When asked if they are more likely or less likely to be a nurse after the camp, the responses are overwhelmingly, "more likely." Follow up of camp alumni demonstrate success at a variety of nursing schools, with alumni reporting attaining advanced degrees in nursing. Early on Johnson and Johnson provided scholarships for students in Abbott Districts. One student receiving a scholarship applied to WPU, was admitted, excelled as a student, became a nursing peer tutor and later returned for a masters in nursing. The WPU Department of Nursing and the Department of Professional and Continuing Education remain steadfast in offering real life skills and experiences to high school students that propel them on a successful career.

More information on the WPU Summer Youth Program can be found on line at: Future Nurses https://wpconnect.wpunj.edu/cpe/catalog/youth/course-detail.cfm?id=36346

Figure 1 Average Age of New Jersey Nursing Workforce

Table 1 Nursing Workforce Description

<table>
<thead>
<tr>
<th>2016-2017</th>
<th>2018-2019</th>
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<tbody>
<tr>
<td>RN</td>
<td>48</td>
</tr>
<tr>
<td>LPN</td>
<td>49</td>
</tr>
<tr>
<td>APN</td>
<td>48</td>
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The National Academy of Medicine (NAM), formerly the Institute of Medicine, recommended that 80% of RNs have a baccalaureate degree in nursing by 2020 (IOM, 2011). When you answer the question “What is your highest degree in nursing?” you help us track New Jersey’s progress in achieving that goal. Of the 80,134 nurses who responded to this question in 2019, 66% had a baccalaureate or higher degree in nursing (NJCCN, 2020). This information may be used by nurse leaders and legislators to develop new strategies to meet NAM’s recommendation, such as Assembly Bill A1762 (2020) which requires newly licensed RNs to attain a BSN within 10 years of initial licensure.

The survey is also an important tool for understanding the role of APNs in New Jersey. Of the 9,144 APN respondents, 77% were Nurse Practitioners, 11% were Certified Nurse Anesthetists, 8% were Clinical Nurse Specialists, and 3% were Certified Nurse Midwives. A new question directed at Nurse Practitioners revealed that most APNs were employed in Adult/Gerontology Primary Care or Family Health (see Table 3).

Table 3 Nurse Practitioner Primary Focus Area

<table>
<thead>
<tr>
<th>NPs Focus Area</th>
<th>Percent</th>
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<tbody>
<tr>
<td>Adult/Gero Primary (1,050)</td>
<td>31%</td>
</tr>
<tr>
<td>Adult/Gero Acute (458)</td>
<td>13%</td>
</tr>
<tr>
<td>Family (1,059)</td>
<td>31%</td>
</tr>
<tr>
<td>Pediatrics (315)</td>
<td>9%</td>
</tr>
<tr>
<td>Women’s Health (268)</td>
<td>8%</td>
</tr>
<tr>
<td>Psych (252)</td>
<td>7%</td>
</tr>
<tr>
<td>Other (346)</td>
<td>10%</td>
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</tbody>
</table>

Your choice to participate fully in the license renewal survey contributes to the lasting strength of the nursing workforce. We need accurate data so that legislators and professional organizations can make wise decisions about nursing today and in the future. At NJCCN, we ask you to please take this opportunity to inform New Jersey’s healthcare leaders about yourself and your nursing career by completing all the survey questions.

References


Requires newly licensed professional nurse to attain baccalaureate degree in nursing within 10 years of initial licensure as a condition of renewal of the license, A1762, State of New Jersey, 219th Legislature. (2020). https://www.njleg.state.nj.us/2020/ Bills/A2000/1762_11.PDF

Dr. Susan Weaver and Dr. Pamela de Cordova, NJCCN Nurse Scientists working on the Nursing Workforce Report with Victoria Field, NJCCN Sr. Department Administrator
Judith M. Persichilli, RN, BSN, MA, was sworn in as the New Jersey (NJ) Commissioner of Health on January 30, 2020. Persichilli, the first nurse to serve as Commissioner, was confirmed by the NJ Senate on January 9, 2020 and has been the Acting Commissioner of Health for six months.

Persichilli announced her strategic vision for the (NJ) Department of Health, “…to improve the health of New Jersey residents, improve healthcare that is delivered and lower the overall cost of care” (NJDOH, p. 2). The overdose and vaping epidemics, improving maternal health and reducing medical errors are just some of the challenging issues that Persichilli has begun working on and will continue to address.

As Commissioner, Persichilli believes that, as a nurse, she brings a different perspective to this most important position. “We are one of the few professions that are educated across the full continuum of care and continuum of life. Nurses have a holistic view. We just don’t look at the particular disease state but also look at the family and the implications for the particular patient” stated Persichilli (Weaver, 2020, p. 1). We look forward to seeing how Commissioner Persichilli, who started her career as a nurse, addresses NJ health care and public health challenges.

References

Governor Murphy, Commissioner Persichilli, her niece, Judge Janetta D. Marbrey

NJ General Assembly Members Sworn In 219th Legislature

On behalf of the NJ State Nurses Association, Kate Gillespie, RN, MBA, President, congratulates the NJ General Assembly members sworn in to the 219th Legislature on Jan. 14, 2020. Assembly Craig Coughlin (District 18) has been elected to serve his second term as the Assembly Speaker. The entire 80-member Assembly was on the ballot in the November 2019 election to serve for two-year terms. The Assembly is presently comprised of 52 Democrats, and 28 Republicans. Each of 40 legislative districts is represented by one Senator and two Assembly members. Legislative district information is located at njleg.state.nj.us.

NJ General Assembly Members - 2020-21

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<td>District 20</td>
<td>James Holley, Annette Quijano</td>
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<td>District 21</td>
<td>Jon Bramnick, Nancy Munoz</td>
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District 22 | Linda Carter; James Kennedy |
District 23 | John DiMaio; Erik Peterson |
District 24 | Parker Space; Harold Wirths |
District 25 | Brian Bergen; Aura Dunn |
District 26 | BettyLou DeCroce; Jay Webber |
District 27 | Mila Jasey; John McKeon |
District 28 | Ralph Caputo; Cleopatra Tucker |
District 29 | Eliana Pinto Marin; Shaniqwe Speight |
District 30 | Sean Keane; Edward Thomson |
District 31 | Angela McKnight; Nicholas Chiaravalloti |
District 32 | Angelica Jimenez; Pedro Mejia |
District 33 | Annette Chaparro; Raj Mukherji |
District 34 | Thomas Catinlin; Britnee Timberlake |
District 35 | Shavonda Sumter; Benjie Wimberly |
District 36 | Clinton Calabrese; Gary Schaefer |
District 37 | Gordon Johnson; Valerie Vainieri Huttle |
District 38 | Lisa Swain; Christopher Tully |
District 39 | Holly Scheptich; Robert Auth |
District 40 | Christopher DePhillips; Kevin Rooney |

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The Dangers of E-Cigarettes in the Adolescent Population

Denise Nash-Luckenbach, PhD, MS, RN, APRN-C and Lillian Duru, ASN, RN

The use of electronic cigarettes (e-cigarettes) has rapidly increased over the last several years in the adolescent population (Dobbs, et al., 2019). According to the Center for Disease Control (CDC), 38% of high school students and 13% of middle school students in the United States have experimented with e-cigarettes. The rapid increase in usage of e-cigarettes is in a population who have not explored traditional tobacco products. Sorensen, Kiviranta, and Villanti (2019) report that e-cigarettes are appealing flavors and taste during first usage, as a rationale given by adolescents for continued use. Flavors of e-cigarettes include mint, menthol, cognac, candy, and chocolate. Additionally, the adolescents perceived the candy and fruit flavored e-cigarettes to be less harmful than traditional tobacco products. However, the e-cigarettes which are sweet flavored are more harmful because the chemical used to sweeten the e-cigarettes are toxic (Katz et al., 2019). E-cigarettes contain several substances which are harmful to adolescents and young adults. Nicotine can be found in most e-cigarettes and is a highly addicting substance. The repeated use of nicotine containing products can result in addiction. Nicotine products can alter cerebral cortex and hippocampus development in the brain, leading to learning disabilities and irritability. The adolescent brain continues to develop until the age of 25 (Katz et al., 2019). Nicotine has also been found to damage the mitotic cells of the lungs which could predispose users of e-cigarettes to lung cancer. Nicotine is a vasoconstrictor and repeated use can lead to heart disease, hypertension, and arteriosclerosis (Katz et al., 2019; Dobbs et al., 2019). In addition to nicotine, e-cigarettes contain chemicals used to flavor or sweeten the products and make them appealing to adolescents. The chemicals used as flavorings are known to cause lung disease, specifically “popcorn lung” (Dobbs et al., 2019). Recently, there has been an increase in the number of reported cases of acute lung injury in otherwise healthy individuals using e-cigarettes. It is important for research to determine the association between e-cigarettes and the extent of the lung disease that result in the lung injury. Traditional tobacco product usage in adolescence has been on the decline in recent years. This decline is the direct result of educational programs discussing the harmful effects of smoking. There is now a need for educational programs discussing the harmful effects of e-cigarettes and to raise the awareness of the health risks associated with its use.

References:

April 16th is National Healthcare Decisions Day and Advance Care Planning: Call to Action

Submitted by: Tacy Silverberg-Urban RN BSN CHPN, President, Steering Committee, Northern New Jersey

As a Certified Hospice and Palliative Nurse, I am acutely aware of this need as I conduct goals of care meetings with well-intentioned families who do not want their loved-ones to suffer in the hospital but are unaware of the extent of interventions desired by their loved ones or uninformed about limiting futile medical interventions. Additionally, many physicians are unfamiliar with or do not value palliative care and find end of life conversations too difficult and time consuming. Hierarchies and system barriers often prevent full and open access to palliative care specialists and resources. Consequently, many patients are suffering from a prolonged death, significant increase in aggressive futile procedures and pain and a decrease in quality of life. Our colleagues report moral distress related to disparities in care of patients who are seriously ill.

The New Jersey Nurse Practitioner Association in partnership with the Hospice and Palliative Nurses Association published “Call for Action: Nurses Lead and Transform Palliative Care” (2019). It states that nurses have a profound role in advocating for palliative care services. Nurses are often the first to recognize palliative care issues, needs, and associated distress. However, in today’s healthcare environment, person-centered care planning, which identifies and respects values, preferences, and choices across transitions, is often absent or underdeveloped. In addition to managing symptoms and providing psychosocial support, palliative care professionals help elicit the person’s goals of care and assists in the planning to achieve those goals. As members of the largest healthcare professionals’ cohort, 3.6 million strong! We can make a significant shift in our death culture to one that is focused on a holistic person-centered approach by identifying and respecting our patient choices and encouraging patients and families to discuss what is important at the end of life.

As nurses, we are the best educators of our patients and families so let’s raise awareness about National Healthcare Decisions Day and consider one of the actions below:

• Volunteer as a speaker at the New Jersey National Healthcare Quality Institute, Conversations of Your Life (COYL). www.nhqi.net/convo2.
• Check NHDD web-site for pamphlets to distribute in your workplace. www.NHDD.org
• Hold a Death Over Dinner and invite your neighbors to attend. www.deathoverdinner.org
• Attend a Death Café meeting and talk about NHDD. https://deathcafe.com/deathcafe/
• Obtain End of Life care (ELNEC) training and provide training at your institution. www.acnursing.org/ELNEC/Courses
• Complete your own Advance Directive and share it with loved ones. Store it in www.MyDirectives.com a free on-line platform

In addition to personal action, I am a member of the New Jersey Nurses Association (NJNA) and as nurses we are members of the largest healthcare profession. We can make a difference in the way we care for our patients and their families. As a Certified Hospice and Palliative Nurse, I am called to action to make a significant shift in our death culture. Let’s come together and make a difference!

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Cynthia Sonozgini .......... Bergen/Hudson County Member-at-Large
Patricia August ............. Bergen/Hudson County Member-at-Large
Florence Jennes .......... Bergen/Hudson County Member-at-Large

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Donna Fountain .......... Union County Member-at-Large
Carline Elizer ............... Nominating Committee
Rosemarie Rosales ......... Nominating Committee
Varsha Singh .................... Nominating Committee

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Yvette Shangold ............. VP for Education
Marcia Nettingham ........ Somerset Member-at-Large

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Anita Murphy .......... Salem County Coordinator

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Maryann Heine ........ Monmouth County Chairperson
Ladir Ruffin .......... Atlantic County Chairperson

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Margaret Daingerfield ..................Director
Ann Tirtak .................................. Director

Congress on Policy & Practice
Susan Weaver ..................................Unmarried/Not (Uma) Vespoli

Committee on Nominations
Joan Zaccardi ..................................Sheila Caldwell
Rachel Koshi ..................................

Membership Assembly Representatives
Barbara Chamberlain
Norma Rodgers
JoAnne Penn

2020 Officers
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Tara Parker .................. President-Elect
Lisa O内容简介
Sandra Foley ..... VP for Institute
Kathleen Vnerniak ...... VP to the Congress on Policy & Practice

Daniel Misa .................. Nominating Committee
Elisa Green .................. Nominating Committee
Josephine Sanchez ............ Morris County Coordinator
Lauren Krause .......... Somerset County Coordinator

REGION 2
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Kiki Marino ..................... Vice President
Erma Moore .......... Bergen/Hudson County Member-at-Large
Cynthia Sonozgini .......... Bergen/Hudson County Member-at-Large
Patricia August ............. Bergen/Hudson County Member-at-Large
Florence Jennes .......... Bergen/Hudson County Member-at-Large

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Donna Fountain .......... Union County Member-at-Large
Carline Elizer ............... Nominating Committee
Rosemarie Rosales ......... Nominating Committee
Varsha Singh .................... Nominating Committee

REGION 4
Maureen Clark-Gallagher ........ President
Joanne Penn ........................... Director Staff Nurse
Ann MacMurray ....... Nominations & Elections Committee

REGION 5
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Barbara McCormick .......... President-Elect
Megan Allen ................... Treasurer
Caroline Steward .......... VP for Membership
Yvette Shangold ............. VP for Education
Marcia Nettingham ........ Somerset Member-at-Large

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April 2020

April 16th is National Healthcare Decisions Day and Advance Care Planning: Call to Action

Submitted by: Tacy Silverberg-Urban RN BSN CHPN, President, Steering Committee, Northern New Jersey
tacy@advancechoicestwo
Retired Dean William L. Holzemer and New Jersey Commissioner of Health Judith Persichilli Honored by Rutgers School of Nursing Alumni Association

Submitted by Lynn McFarlane, Rutgers School of Nursing, mcfarld@sn.rutgers.edu, 973-353-3833

William L. Holzemer, PhD, RN, FAAN, recently retired as dean of Rutgers School of Nursing, and Judith Persichilli, MA, BSN, RN, New Jersey’s commissioner of health, were among the honorees at the annual Alumni Scholarship & Awards Gala hosted by Rutgers School of Nursing Alumni Association on November 7 at Nanina’s in the Park in Belleville.

Holzemer, who served 10 years as dean (September 2009 - August 2019), received the 2019 Alumni President’s Award. He was recognized for his extraordinary support of the alumni association, his contributions to nursing education in the U.S. and abroad, and his trailblazing leadership in prevention, care, research, and policymaking related to HIV/AIDS.

Also honored at the event were Judith Persichilli, MA, BSN, RN, commissioner of the New Jersey Department of Health, and Kristy Agresta, BSN, RN, CSN-NJ, a school nurse.

Persichilli received the 2019 Outstanding Alumni Award. A summa cum laude BS in Nursing graduate (’76) of Rutgers School of Nursing, she is the first registered nurse to lead the state’s health department. She previously was acting CEO at University Hospital, Newark; and is president emerita of CHE Trinity Health, Livonia, MI. NJ Biz has named her one of the 50 most powerful people in New Jersey health care and Modern Healthcare has ranked her among the Top 25 Women in Healthcare.

Agresta, a certified school nurse with the Ridgefield Public Schools, received the 2019 Rising Star Alumni Award. She earned her BS in Nursing from Rutgers School of Nursing in 2013. She is a published author and a member of the New Jersey School Nurse Advisory Council. She secured a grant for her school district to purchase an automatic external defibrillator (AED), and a gift of $90,000 worth of Naloxone to help schools treat narcotic overdoses in emergency situations.

Saluting a Legendary Nurse Leader

Brian L. Strom, MD, MPH, chancellor of Rutgers Biomedical and Health Sciences (RBHS), which includes the School of Nursing, congratulated all the honorees. He cited Holzemer’s international renown as a scholar, his leadership of the merger of Rutgers College of Nursing with the nursing school of the former University of Medicine and Dentistry of New Jersey. He also noted Holzemer’s role in establishing a Rutgers Community Health Center, a federally qualified health center serving Newark.

“However,” Strom continued, “what truly distinguishes Bill are his passion and compassion.”

Student Scholarships Awarded

The alumni association also presented scholarships to Rutgers undergraduate and graduate nursing students:
- Aspire to Inspire Scholarship: Lindsey Greene
- Caruso Family Scholarship: Devanshi Gami
- Elizabeth M. Fenlason Award: Jeffrey Dynof, Ava Ford, Amanda Krantz
- RSONAA Scholarship: Justina Dixon, Amy Quartararo
- Scarpa Memorial Scholarship: Claire Latourette, Sarah Stranc

For more information about the Rutgers School of Nursing Alumni Association, please visit nursing.rutgers.edu/alumni or email rsonaa@rutgers.edu

Judith Persichilli (L), commissioner, New Jersey Department of Health, recently received the 2019 Outstanding Alumni Award, and Kristy Agresta, a certified school nurse, received the Rising Star Alumni Award, from the Rutgers School of Nursing Alumni Association.

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Ann Klein Forensic Center, West Trenton
Melissa.Bismer@dhnj.gov - 609-341-3223

Ancora Psychiatric Hospital, Hammonton
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