


# Annual Nursing Report 2024

 **ANCC**  
AMERICAN NURSES CREDENTIALING CENTER  
MAGNET

ANCC NATIONAL  
MAGNET  
CONFERENCE

Beth Israel Lahey Health   
New England Baptist Hospital

# WE ARE MAGNET! Sweet Repeat!



New England Baptist Hospital



New England Baptist Hospital (NEBH) nurses exemplify values of compassion, respect, excellence, curiosity, integrity and teamwork in everything they do. It's not surprising that in the most recent annual Gallup poll, Americans continue

to select nursing as one of the most trusted professions. This is a testament to the expertise and humanity that nurses demonstrate with every patient interaction. The nurse perspective, expertise, and voice are invaluable to the success of NEBH in fulfilling its mission to deliver contemporary musculoskeletal patient care, research, and education. NEBH clinical nurses are present throughout the patient experience and serve as a consistent connection between patients, their families, and the broader health care team. Nurses also serve in a variety of roles beyond patient care and advocacy, including as educators, administrators, researchers, and leaders throughout our organization. The patient proximity and various professional responsibilities put nurses in a unique position to identify innovative opportunities that can transform care.

The NEBH Nursing Professional Practice Model (PPM), depicts how nurses practice, collaborate, communicate, and develop professionally to provide quality care. Importantly, the practice model is the foundation for the central councils and unit-based councils that empower nurses to influence decisions and contribute collectively to improve the professional practice environment. Throughout 2024, this structured advanced nursing practice. We continue to invest in the professional development and wellness

of our nurses with programs to recruit and retain top talent, continue our meaningful recognition programs, and enhance our governance structures and processes to strengthen nurse engagement, amplify their voices in clinical and professional decision-making, and foster meaning and joy in their practice.

Innovation was a consistent theme in 2024. Innovation in nursing involves creating new ideas, methods, and technologies to improve patient care and the delivery of healthcare. This can include things like new diagnostic tools, improved care pathways, and better communication strategies. In 2024, two major initiatives at NEBH were based in innovation: Model of Care Redesign and Transition to Epic. Nurses were well-positioned to lead innovation because they are at the forefront of patient care and have a unique understanding of patient needs and healthcare challenges and a desire to improve the status quo.

It is an honor and privilege for me to recognize NEBH nurses and all that you do to care for our patients and families and support our mission. Your compassion and commitment to our patients and to each other never fails to inspire me. Thank you for all you do!

Mary Sullivan Smith, DNP, RN, NEA-BC  
Senior Vice President, Chief Operating Officer  
Chief Nursing Officer

## World-class

**Musculoskeletal Care and  
a Commitment to Service  
Excellence**



Among the top hospitals in the country for orthopedics.  
Top rating of "High Performance" for hip and knee replacement.



Recognized for exceptional  
patient satisfaction.



Nurse Residency  
Transition to Practice  
Program



The highest honor given  
for nursing in the US.



Centers for Medicare  
and Medicaid Services  
Five-Star rated.



The Joint Commission Advanced  
Certification for Total Hip/Total  
Knee Replacement; Advanced  
Certification for Spine Surgery;  
and Shoulder Replacement



Boston Magazine and  
Castle Connolly Top  
Doctors





This 2024 New England Baptist Hospital Annual Nursing Report serves as a testament to the exceptional skill and tireless dedication that our nursing team has displayed in the past year, as they do each year. I am honored to have worked

with our nursing colleagues who embrace innovation, champion patient safety, and consistently deliver the highest quality of care.

This report highlights the many ways our nursing teams have contributed to the Baptist's success. From continuing as part of only 7 percent of hospitals in the country with a Magnet designation from the American Nurses Credentialing Center, to consistently being ranked by outlets such as *U.S. News & World Report* and Becker's Healthcare as one of the top 20 hospitals in the country for orthopedics, your contributions are immeasurable. New England Baptist is also one of only five hospitals in the country to receive Advanced Total Hip and Knee Replacement Certification, Advanced Spine Certification, and Shoulder Certification from The Joint Commission – another testament to the incredible work of our nurses.

This report reflects both challenges and triumphs from the past year. We continue to operate in a consistently evolving health care environment. Through it all, our nursing teams' ability to navigate change, collaborate, and problem solve is truly inspiring.

To our Baptist Nursing community – thank you for your ongoing commitment to our patients and your leadership in providing exceptional care.

With appreciation,

David A. Passafaro  
President



CNO/COO Mary Sullivan Smith, DNP, RN, NEA-BC, President  
David A. Passafaro and Tricia Ide, DNP, RN, NEA-BC, Executive Director



Lauren Babchuck, MSN, RN, ONC, Clinical Educator with Nurse Resident Jennifer Fitzpatrick, BSN, RN, Clinical Nurse, 5 East, upon her graduation from the NEBH Transition to Practice Program

# Nursing Professional Practice Model

This is a visual representation of NEBH's Professional Practice Model. The model includes values and goals that define our professional nursing identity. The model captures the professional elements and identifies the what, how and why of what Baptist nurses do.



**Model is surrounded by the NEBH Mission**



**The five elements of our nursing practice are highlighted**



**NEBH core values are at the center of the model**

## Nursing Mission

Nurses will transform lives through an unwavering commitment to excellence in patient care and outcomes.

## Nursing Vision

We will be recognized as a leader in exemplary nursing practice, compassionate care delivery, research and innovation. We will foster a professional practice environment that engages nurses in improving the quality of life for patients and in enhancing the clinical environment.



# Empowered Leaders

Every NEBH nurse is a leader. They are driven by their strong professional practice, focused on continuous improvement and have the ability to effect change through their involvement on various committees and by influencing policies and practices that impact all levels of care. NEBH nurses embody transformational leadership through evidence-based practice, teamwork, creativity, and dedication. Baptist nurses inspire each other,

interprofessional colleagues, and our patients, all with the aim of achieving optimal outcomes.

In late 2024, all co-chairs of unit-based councils, central councils, and nursing leadership convened to review nursing strategic goals. Discussions were led to solicit ideas to ensure they were reflected in the updated 2023–2026 Nursing Strategic Priorities plan, outlined below.



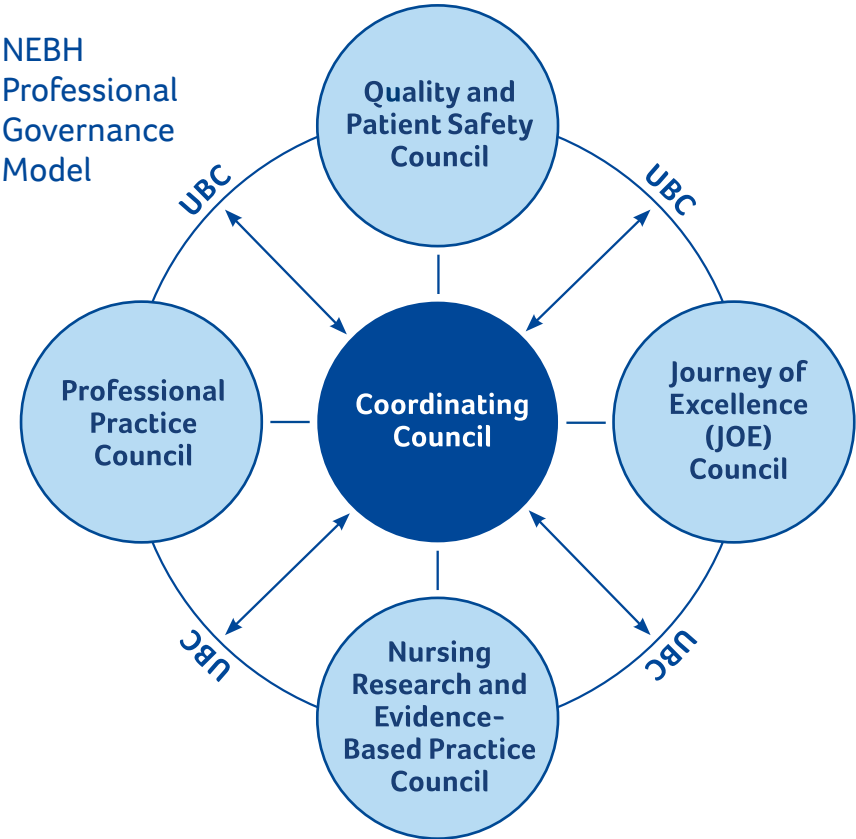
## 2023–2026 Nursing Strategic Priorities

<b>Stabilize and grow nursing/healthcare workforce</b> <ul style="list-style-type: none"><li>• Engage, develop, &amp; inspire nurse leaders as a critical presence towards building a strong nursing workforce</li><li>• Promote healthy workplace practices to support team members' resilience and wellness</li><li>• Develop, promote, &amp; leverage innovative recruitment and retention activities</li></ul>	<b>Advance nursing practice &amp; nursing leadership at NEBH</b> <ul style="list-style-type: none"><li>• Provide contemporary, evidence-based best practices with timely accessible education content for nurses practicing at all levels</li><li>• Leverage the Professional Practice Council (PPC) as a convener to promote sharing of new ideas, best practices, and lessons learned</li><li>• Develop and disseminate new and original content internally and externally</li></ul>	<b>Advance performance on quality, safety, patient experience, and RN satisfaction metrics</b> <ul style="list-style-type: none"><li>• Achieve or exceed NEBH benchmarks on falls, HAPIs, CLABSI, CAUTI, Never Events, RN and Patient Satisfaction metrics</li><li>• Leverage Continuous Improvement framework, nomenclature, tools and learnings through initiative work</li><li>• Lead the BILH system in musculoskeletal care and services</li></ul>	<b>Leverage and amplify strategic partnerships and innovation</b> <ul style="list-style-type: none"><li>• Strengthen and promote NEBH's relationship with academic partners, professional practice organizations</li><li>• Cultivate partnerships with local and national thought leaders</li><li>• Nurse Scientist leads NEBH presence on poster &amp; podium presentations and EBP/ Research articles</li></ul>
--	--	---	---



Professional Governance

Professional Governance is a model of planning and decision-making based on the principles of partnership, equity, accountability, and ownership. This framework provides the basis for a collaborative decision-making process whereby nursing councils can communicate and work as teams toward the collective goals of the organization. At NEBH, the Professional Governance council structure is entirely nurse-driven. This model provides the framework for a decentralized reporting structure, which allows nurses of all levels to make decisions and promotes autonomy. Professional Governance members create and facilitate an environment that maximizes ownership and accountability.



From left to right: Tricia Ide, DNP, RN, NEA-BC, Executive Director; Mary Sullivan Smith, DNP, RN, NEA-BC, CNO/COO; Monica Rothwell, MSN, RN, CNOR, Clinical Educator; Trish Flannagan, BSN, RN, Clinical Nurse, ICU; Katie Maguire, BSN, RN, Clinical Nurse, OR; Ed Burch, DNP, RN, CNRN, Director; Lauren Babchuck, MSN, RN, ONC, Clinical Educator; Michael Taralli, BSN, RN, Clinical Nurse, 4 East; Nicki Palmstrom, BSN, RN, Clinical Nurse, 5 West at the 2024 ANCC Magnet Conference

# Expert Caring

## The DAISY Award® for Extraordinary Nurses

In 1999, Bonnie and Mark Barnes envisioned a way to honor their son's early death due to complications of ITP (Idiopathic Thrombocytopenia Purpura). As the Barnes family discussed what to do in their son's memory, they knew that first and foremost, they needed to show appreciation for the gifts that nurses give their patients and families every day, just as they had experienced. The goal is to ensure that nurses know how deserving they are of society's profound respect for the education, training, and skill they put into their work, and especially for the compassion with which they deliver their care. The acronym for the DAISY Award for Extraordinary Nurses is Diseases Attacking the Immune System. It is an international award, which recognizes extraordinary clinical nurses who care for patients by providing exceptional care every day.

NEBH proudly recognizes the nurses who have demonstrated outstanding care through recognition of this award. The 2024 DAISY Award® recipients are Susan Hughes, BSN, RN, Clinical Nurse, 5 West and Robert Salvucci, BSN, RN, Clinical Nurse, 4 East.

### May 2024 DAISY Recipient

**Susan Hughes, BSN, RN, Clinical Nurse, 5 West**

"Susan Hughes was my nurse for 3, 12-hour days. During that time, she was focused on addressing my physical comfort and making sure my medical needs were met. She coordinated the efforts of the team to allow me to meet my goals and be ready for discharge. She had a very upbeat personality and a lot of energy. She was organized and communicated well. Feel very grateful to Susan who I feel has all the qualities of a good nurse. I whole heartedly nominate Susan"

— Grateful Patient



#### DAISY Award® May 2024

CNO, COO, Mary Sullivan Smith, DNP, RN, NEA-BC with DAISY Award recipient Susan Hughes, BSN, RN, Clinical Nurse, 5 West

*"Caring is the essence of nursing."*

— Jean Watson, PhD, RN, AHN-BC, FAAN, LL,  
American nurse theorist and nursing professor

*Continued on next page*



## November 2024 DAISY Recipient

**Robert Salvucci, BSN, RN,  
Clinical Nurse, 4 East**

“On only his second week off of orientation at NEBH, Bob took excellent care of a very sick patient, Ms. B. Ms. B had severe dementia, and due to complications, had to undergo anesthesia twice in a two-week period, which ultimately led to the sharp decline in her condition. Although she was a very complex patient and Bob was still getting his feet wet on the floor, he jumped right in and provided her with excellent care. Bob was conscientious and compassionate, not only with the patient, but also with the family who was dealing with the difficult decision of moving the patient to comfort measures. Bob participated in family meetings, providing an objective but sympathetic viewpoint on her condition. Multiple times, the family let the charge nurse or manager know how appreciative they were of Bob’s care. He coordinated many complicated situations with the care team over a several day span while caring for her, along with the rest of his patient assignment. Never once did he complain about having the most in-depth and time-consuming patient on the floor, but provided her with care and communicated with the family in a kind and pleasant manner each day. I was so impressed to see Bob do such an amazing job with this patient after being so new to NEBH. We are thankful to have him as a part of our team!”

—Grateful Patient



**DAISY Award® November 2024**

CNO, COO, Mary Sullivan Smith, DNP, RN, NEA-BC with DAISY Award recipient Robert Salvucci, BSN, RN



2024 ANCC Magnet conference attendees: CNO, COO Mary Sullivan Smith, DNP, RN, NEA-BC; Clinical Educator, Lauren Babchuck, MSN, RN, ONC; Michael Taralli, BSN, RN, Clinical Nurse, 4 East; Nicki Palmstrom, BSN, RN, Clinical Nurse, 5 West; Katie Maguire, BSN, RN, Clinical Nurse, OR; and Clinical Educator, Monica Rothwell, MSN, RN, CNOR

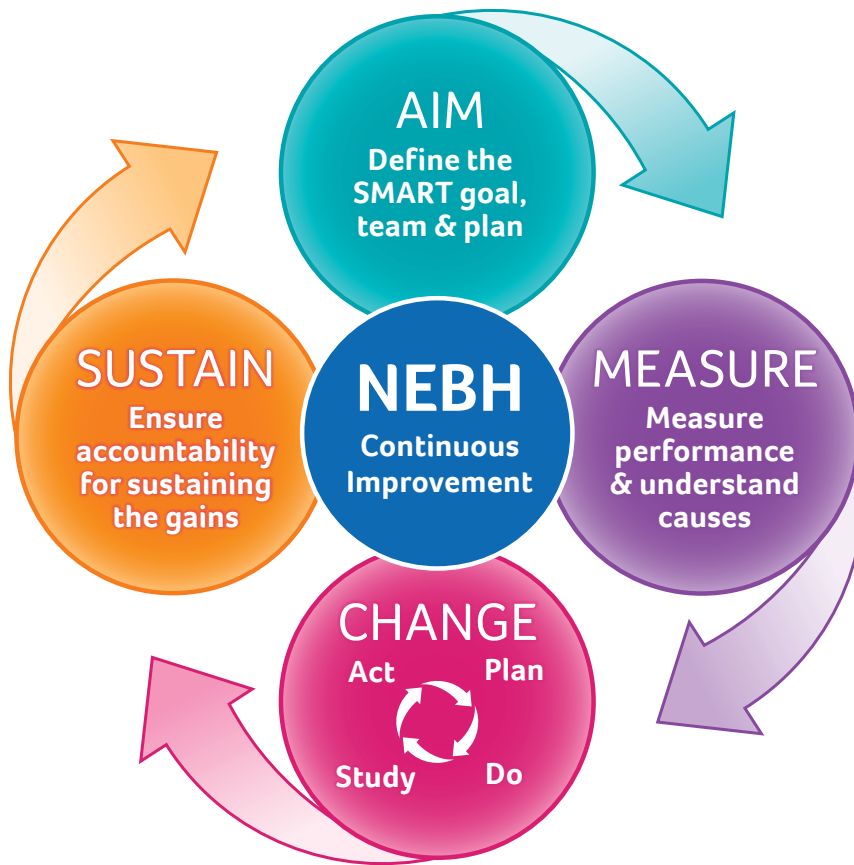




# Quality Achievement

Delivering high-quality, safe care involves a multi-faceted approach focusing on patient safety, effective treatments, individualized care plans, and open communication. Key elements include prioritizing safety, fostering empathy, and embracing team collaboration, as well as maintaining a commitment to continuous improvement and learning. NEBH nurses emphasize the delivery of safe, effective, patient-centered, timely, efficient and equitable care daily. NEBH outcomes are displayed on pages 10 to 13.

## NEBH Continuous Quality Improvement Model



## 5 Press Ganey Awards!



**2023 HX NDNQI Award Winner for Outstanding Nursing Quality®**  
demonstrates our commitment to elevating nursing excellence while improving the patient experience.



**2023 HX Guardian of Excellence Award® (HCAHPS & Inpatient and Outpatient Rehabilitation)**  
demonstrates our commitment to the highest standards of patient experience.



**2023 HX Pinnacle of Excellence Award® (HCAHPS & Inpatient)**  
demonstrates our commitment to putting the human experience at the heart of healthcare.

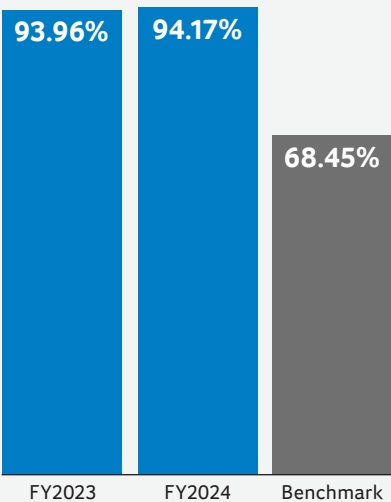
# Quality Data



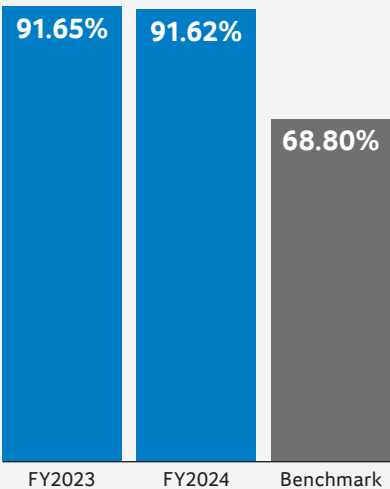
## HCAHPS® Percent of patients who responded “Always”

NEBH vs. Press Ganey Large Database Peer Group\*

### Likelihood to recommend



### Overall Rating



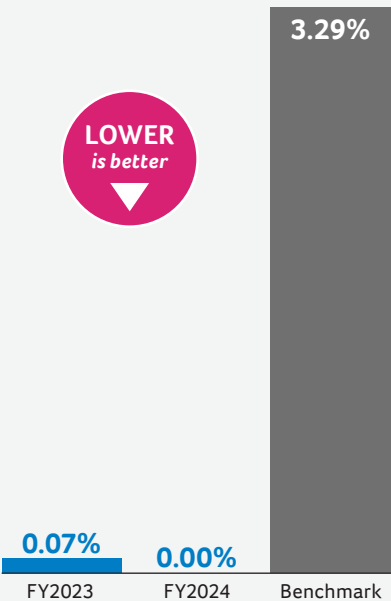
### NEBH Percentile Ranking



\* Hospital Consumer Assessment of Healthcare Providers and Systems, Source: Press Ganey

## Percent of Falls with Serious Injury

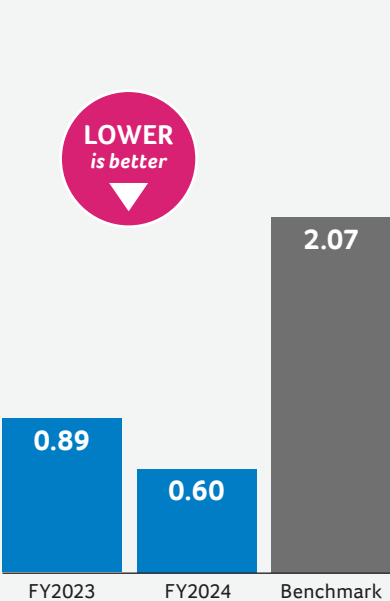
NEBH vs. NDNQI All Hospital Peer Group\*



\* Press Ganey, National Database of Nursing Quality Indicators

## Falls per 1,000 Patient Days

NEBH vs. NDNQI All Hospital Peer Group\*

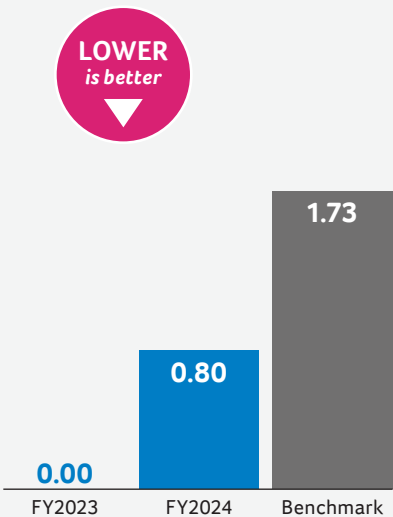


\* Press Ganey, National Database of Nursing Quality Indicators

## Hospital Acquired Pressure Injury Prevalence Study: Stage 2 and above

NEBH vs. NDNQI All Hospital Peer Group\*

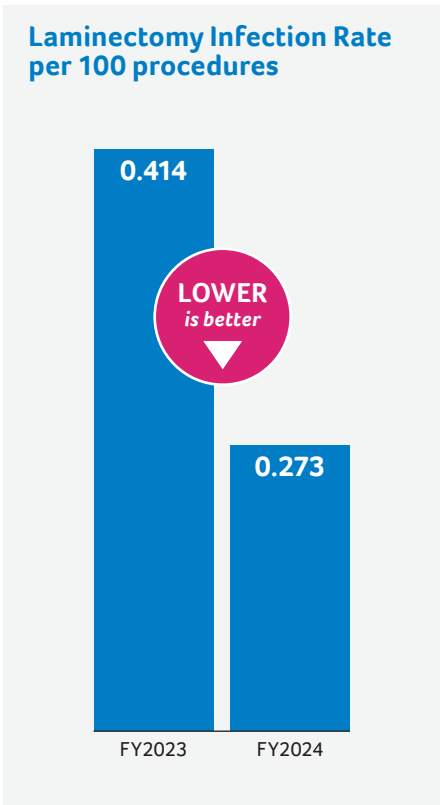
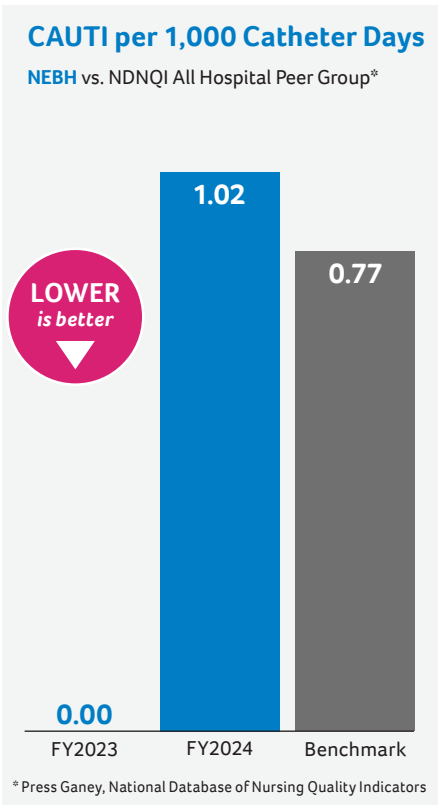
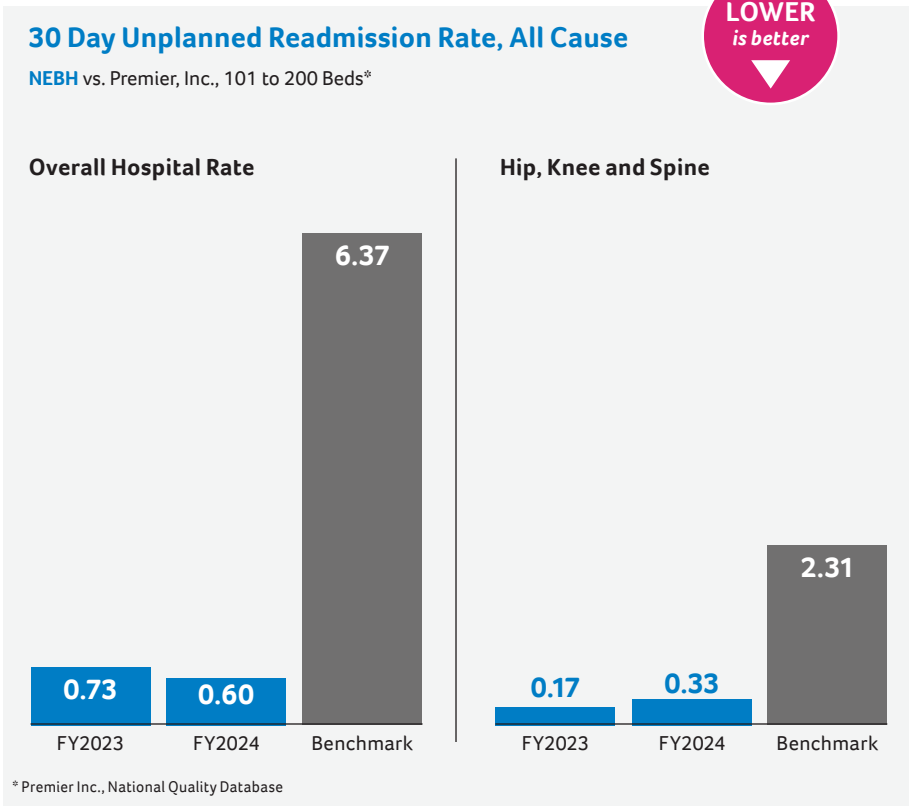
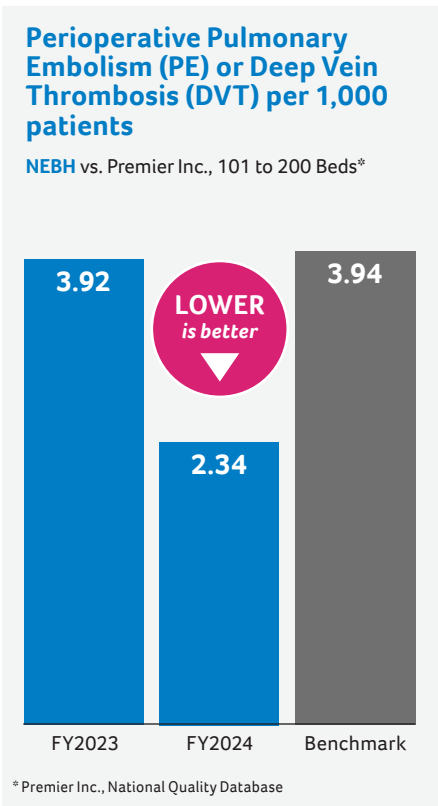
Number of hospital acquired Stage 2 or Above pressure injuries per number of patients assessed



\* Press Ganey, National Database of Nursing Quality Indicators

Continued on next page





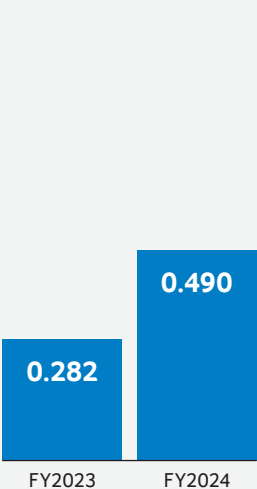
Continued on next page



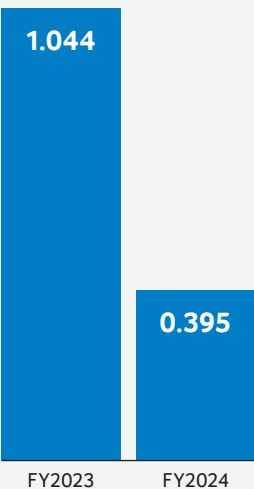
Surgical Site Infections Standardized Infection Ratio (SIR) Hip, Knee, Spine\*

Infections that were not present or incubating at the time of admission to the hospital that occur within 90 days of surgery.

Total hip replacement  
Benchmark: <1.000



Total knee replacement  
Benchmark: <1.000



Spinal Fusion  
Benchmark: <1.000



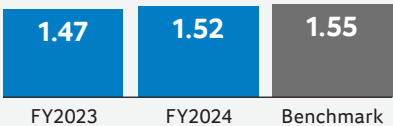
\* Source: National Healthcare Safety Network (NHSN)



Average Length of Stay (ALOS) Hip, Knee, Spine

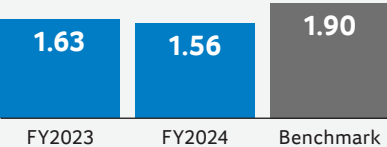
NEBH vs. Premier Bed Size 101 to 200 Beds\*

Total Hip Replacement

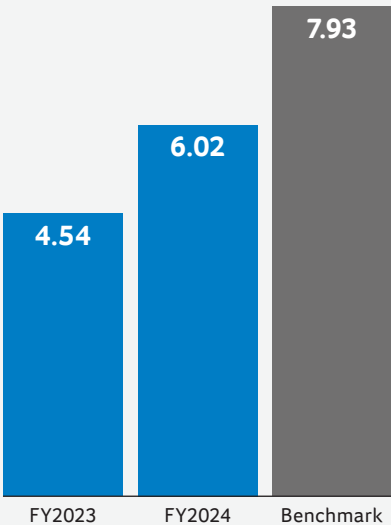


Total Knee Replacement

Due to a combination of case complexity, a high volume of revisions, length of stay for knee patients is slightly higher than the national rate.



Spine Surgery



\* Premier Inc., National Quality Database

Continued on next page

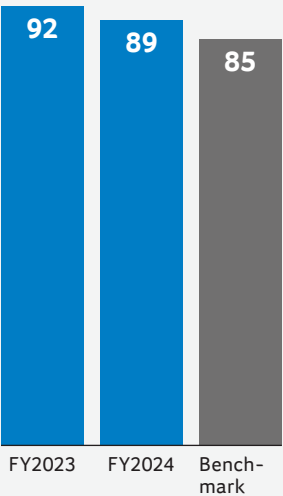




Discharges: Percent of Patients Discharged to Home or Home with Home Care

NEBH vs. Premier Area Northeast Hospitals\*

Total Hip Replacement

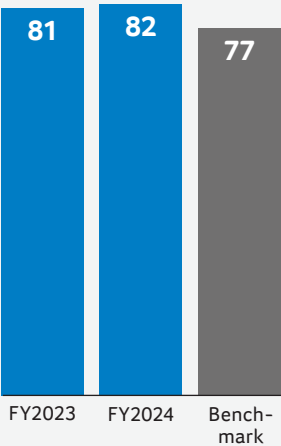


Total Knee Replacement



Spine Surgery

Back and Neck, Spine Surgery -  
Dorsal/Lumbar Fusion



Overall



\* Premier Inc., National Quality Database

# CI Roadmap: Same Day Joints Ready to Go Time

September 2024. Lead: Christine AF Bell, PhD, RN, CAPA, WCC, Clinical Nurse, Peri-Anesthesia and Nurse Scientist and Bond UBC and Coach: Katie Corrigan, MSN, RN, ONC, Quality Director

## Aim

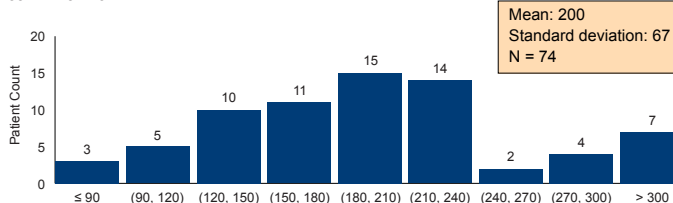
### 1. Problem

Providers noted that same day total joint patients have a varying degree of readiness to go time in the phase two area of BOND Center. Several processes have been identified by staff that cause delay in discharge.

### 2. Current State

#### Distribution: Minutes from Entering Bond to Discharge

Jan - Mar 2024



### 3. SMART Goal

Improve ready to go time from PACU phase 2 to discharge to car by 30 min by 9/15/24. Goal met: (Mean 200" vs 170")

## Measure

### 4. Analysis

- Discharge medication issues
  - E-scripts to wrong pharmacy
  - Pre approval for narcotics
  - Pharmacy closed before discharge
- Meds sent and are out of stock (i.e. oral Dilaudid)
- Resuming anticoag meds (Xarelto; Eliquis)
- Accurate home med rec completed
- Discharge orders needing clarification
- Ride availability
- Patient education
- Timely mobility

## Change

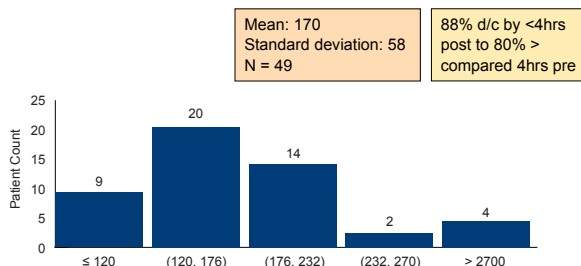
### 5. Proposed Countermeasures

- Review documentation needs w/RNs for spinal resolution - UBC
- Re-educate RNs on dermatome levels and assessment - UBC
- RNs track delay root causes, potential barriers/proposed solutions
- Create standardized pt education process starting in pre-op, including family and ending in phase 2
- Have pt transferred to chair while awaiting Pt when appropriate
- Allow wash-in period of June 2024 due to Epic and new processes
- Track documentation of spinal resolution for July/August
- Examine remaining barriers and implement goals

### 6. Results

#### Distribution: Minutes from Entering Bond to Discharge

July - August 2024



## Sustain

### 7. Follow-Up

- Continue to encourage plan and aim to improve RTG time further.
- UBC project to improve dermatome documentation
- Review documentation needs with new RNs for spinal resolution
- Educate new RNs on dermatome levels and assessment
- Review new workflows in EPIC for documentation and tracking
- Review new workflows re: patient ed in pre-op & up in chair for PT when appropriate
- Monitor pt satisfaction via Press Ganey scores
- Monitor BOND LOS for SD patients quarterly after goal by UBC



# CI Roadmap: Same Day Spine Ambulation

September 2024. Lead: Jessica Leonard, BSN, RN, Clinical Nurse, 5 West, Coach: Amanda McNinch, PT, MSPT Level III Physical Therapist and Marybeth Hamilton, MSN, RN, ONC, Nurse Manager

### Aim

#### 1. Problem

There is a large push to get all postop patients out of bed day of surgery. Early ambulation of the spine patient starts in the surgeon's office and continues throughout PASU, the BOND center, and then the inpatient unit. An NEBH goal is to ambulate our postop patients as soon as possible and safe to do so in order to achieve better postop outcomes.

#### 2. Current State

Unit	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24
5 West	72.7%	84.2%	66.7%	73.1%	85.2%	63.0%	71.4%	86.7%	80.0%	72.2%	64.7%	85.2%	63.0%	70.6%	75.0%	73.7%	66.7%	25.0%
ICU	20.0%	0.0%	0.0%	20.0%	10.0%	0.0%	9.1%	29.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
4 East	55.6%	66.7%	50.0%	80.0%	100.0%	0.0%	0.0%	25.0%	100.0%	100.0%	33.3%	66.7%	0.0%	57.1%	50.0%	100.0%	100.0%	10.0%
5 East	50.0%	100.0%	66.7%	100.0%	66.7%	100.0%	100.0%	100.0%	100.0%	100.0%	33.3%	100.0%	0.0%	33.3%	33.3%	50.0%	33.3%	0.0%

This dashboard is based on a Sample Size of 40 patients per month for spine surgery patients

#### 3. SMART Goal

Improve % of 5 West spine patients who get out of bed on their day of surgery to >80% consistently each month by September 19th 2024.

### Measure

#### 4. Analysis

Multiple root causes were identified of where our current process of same day spine ambulation could go wrong. A meeting was held on 6/11/24 to identify these causes. The Impact-Influence Matrix was used to prioritize which root cause(s) will be addressed. Out of the 12 root causes identified by our team, we found that Pain not Adequately Controlled fell under Medium Impact/High Team Control and Patient Refused/RN too busy both fell under High Impact/High Team Control.

### Change

#### 5. Proposed Countermeasures

- Highest Impact/Highest Team Control root causes were Patient Refuses and RN too Busy. We focused on Patient Refuses.
- Create a 1 sheet educational flyer listing the benefits involved with early ambulation to give to spine patients that refuse out of bed (OOB) day of surgery. We currently have posters/signage around the hospital listing benefits of early ambulation and education is now provided pre-op in the surgeon's office, however there is no pamphlet or form put into place to hand to our patients postop to review if they decide to refuse OOB.

#### 6. Results

At this current time, there has been no usage of this educational flyer. The flyer with instructions remains at the nurse's station and will continue to be mentioned in rounds for 5 West use. Tracking usage will be important to see if this flyer is worth introducing to other units.

Barriers for little to no data collection at this time may include but aren't limited to: Epic implementation, insufficient time for data collection (flyer was introduced August 27th and officially rolled out on September 1st).

### Sustain

#### 7. Follow-Up

- I will continue to track data until Maternity leave (end of October) and ask 5 West UBC to take on this task going forward until the end of this year (December 31st 2024). The data tracking will consist of tracking the flyer usage and the patient's agreeability to ambulate after education was provided. We will also continue to track the 5 West monthly Spine Dashboards for patient ambulation percentages to see if they are trending up.

NEBH Annual Nursing Report 2024  
15

# Reducing Noise on 5 East

September 2024. Lead: Taylor McPherson, BSN, RN, WCC, Coach: Lauren Babchuck, MSN, RN, ONC, Clinical Educator

### Aim

#### 1. Problem

5 East has had difficulty sustaining a satisfactory patient reported noise score. Previous projects addressing this concluded the issues were staff conversations, doors, and medical equipment. “Increased noise exposure has been shown to be associated with worsened patient anxiety levels, and sleep quality. It may also be a potential environmental stressor for patients at risk for falls. And it may impact patients’ heart rate and blood pressure, as well as length of hospital stay, wound healing rates, and gastric activity”<sup>9</sup>

<sup>9</sup> Zina Jawadi, MS and Alexander Chern, MD, 2023

#### 2. Current State

Current state (March 2024) Quietness of Hospital Environment: 60.0%.

##### HCAHPS: Quietness of Hospital Environment 5 East

n=65

Month	Score (%)
Oct-22	66.7
Nov-22	60.6
Dec-22	42.9
Jan-23	62.9
Feb-23	54.2
Mar-23	58.9
Apr-23	55.6
May-23	58.7
Jun-23	47.2
Jul-23	62.7
Aug-23	69.5
Sep-23	53.9
Oct-23	52.3
Nov-23	58.6
Dec-23	46.9
Jan-24	58.7
Feb-24	62.0
Mar-24	60.0

#### 3. SMART Goal

5 East’s goal is to increase our HCAHPS score for “Quietness of Hospital Environment” from 60% to 62% to align with the NEBH target by September 30, 2024.

### Measure

#### 4. Analysis

20 patients received a 5-question survey on various days of the week. 40% said they were not disturbed by noise during their stay but 60% were. The most common reasons were staff voices, beeping in their rooms, or beeping in hallways.

##### What type of noise bothered you the most during your stay?

Noise Type	Count
Staff voices/conversations	6
Beeping within room	5
Beeping in the hallway	4
Technology (computer monitors, etc.)	1
Things wheeling in hallways	1
Other	1

### Change

#### 5. Proposed Countermeasures

- Placing earplugs at each patients bedside.
- Shutting patients doors at night when/if safe for the patient.
- Educating staff about ways to work together as a team to lower the noise within the unit.
- Providing information to patients on proposed countermeasures.
- Create a team of stakeholders to discuss survey results. (5E clinical leader, 5E Mgr, and 5E unlicensed assistive personnel)

#### 6. Results

- 20 post-surveys completed late August 2024 and 67% of patients who utilized the earplugs said those lessened the noise.
- Awaiting August data but 5E has already seen improvement in June 2024 100% and in July 2024 66.7%. Both of which are above our goal of 62%.

### Sustain

#### 7. Follow-Up

- Concerns were brought up by stakeholders regarding cost and return on investment. Ex. if we give earplugs to every single patient admitted to the floor will the majority actually use them.
- Potentially a more sustainable approach is to offer available noise canceling items such as earplugs on an as needed basis.
- HCAHPS Quietness of hospital environment in % will continue to be reported by the Quality analytics manager or quality performance manager.

NEBH Annual Nursing Report 2024  
16



# Innovation

Every day, NEBH nurses utilize evidence as the basis for their practice. In addition to implementing the latest science, nurses follow their clinical inquiry to discover new knowledge through research. They also design and test innovations that improve patient care, enhance value, and optimize care delivery systems by improving quality and performance. This section highlights a sampling of exemplars in nursing excellence and some of nurses' recent contributions to advancing research, evidence-based practice, quality improvement and innovation in healthcare.



Epic Go Live team from left to right: Sharon Connolly, BSN, RN, Nurse Coordinator; Theresa Jasset, MSM, BSN, RN, CNOR, Manager Clinical Informatics; and Nao Maeda-Rivera, BSN, RN, EHR Informatics Analyst

## 2024 Podium Presentations

Research Title	Venue	Date	Presenter(s)
<b>Clinical Inquiry – 101</b>	MASPAN Fall Conference 2024, Waltham, MA	September 21, 2024	Christine AF Bell, PhD, RN, CAPA, WCC
<b>Nurse Scientist in Clinical Practice</b>	UMass 5-Campus Nursing PhD Student and Faculty Forum, Strategies for Success, UMass Memorial, Worcester, MA	September 17, 2024	Christine AF Bell, PhD, RN, CAPA, WCC
<b>The Effect of a Composite Hydrocellular Foam Dressing with Silicone Gel Adhesive to Prevent Tissue Damage in the Prone Surgical Spinal Fusion Patient</b>	New England Baptist Hospital Research Symposium, Boston, MA	July 17, 2024	Katie Maresca, BSN, RN Kate Dollar, BSN, RN Christine AF Bell, PhD, RN, CAPA, WCC Ruijia Niu, MPH

## 2024 Poster Presentations

Research Title	Venue	Date	Presenter(s)
<b>Peripheral Intravenous Central Catheter (PICC) Insertion via a Tip Confirmation System (TCS)</b>	Organization of Nurse Leaders Winter Conference, Framingham, MA	December 13, 2024	Cathy Donovan, MSN, RN, ONC Janine Tayag, BSN, RN
<b>Perceptions of Certification Value by Nurses in an Orthopedic Hospital</b>	Organization of Nurse Leaders Winter Conference, Framingham, MA	December 13, 2024	Ed Burch, DNP, RN, CNRN Christine AF Bell, PhD, RN, CAPA, WCC Elizabeth Van Flandern, BSN, RN
<b>The Effect of a Composite Hydrocellular Foam Dressing with Silicone Gel Adhesive to Prevent Tissue Damage in the Prone Surgical Spinal Fusion Patient</b>	Organization of Nurse Leaders Winter Conference, Framingham, MA	December 13, 2024	Katie Maresca, BSN, RN Kate Dollar, BSN, RN Christine AF Bell, PhD, RN, CAPA, WCC Ruijia Niu, MPH
<b>Improving Professional Governance Through Continuous Improvement</b>	Organization of Nurse Leaders Winter Conference, Framingham, MA	December 13, 2024	Tricia Ide, DNP, RN, NEA-BC
<b>Embedding a Nurse Scientist into Clinical Practice</b>	Organization of Nurse Leaders Winter Conference, Framingham, MA	December 13, 2024	Christine AF Bell, PhD, RN, CAPA, WCC
<b>Teaching Nurses to Thrive: A Wellbeing Program</b>	Organization of Nurse Leaders Winter Conference, Framingham, MA	December 13, 2024	Lauren Babchuck, MSN, RN, ONC
<b>Creation of a Nurse Driven Protocol to Address Electrolyte Replacement in the ICU</b>	Organization of Nurse Leaders Winter Conference, Framingham, MA	December 13, 2024	Shannon Traft, BSN, RN Elizabeth Weisberger, BSN, RN, WCC Blanca Quinones, RN Ann Ell, BSN, RN, WCC
<b>Development of a Patient Education Platform: Leveraging New Technologies</b>	Organization of Nurse Leaders Winter Conference, Framingham, MA	December 13, 2024	Laura Morgan, MSN RN, ONC, WCC
<b>Early Ambulation of the Patient Undergoing Spinal Surgery</b>	Organization of Nurse Leaders Winter Conference, Framingham, MA	December 13, 2024	Bridget Dowling, BSN, RN, ONC, WCC



**2024 Poster Presentations,** *continued*

Research Title	Venue	Date	Presenter(s)
<b>Prevention of Retained Surgical Items in an Ambulatory Surgical Center</b>	Organization of Nurse Leaders Winter Conference, Framingham, MA	December 13, 2024	Monica Rothwell, MSN, RN, ONC
<b>Hitting the Mark on the First Try: PICC Insertion via a Tip Positioning System (TPS)</b>	Association for Vascular Access (AVA), Denver, CO	September 28 to 30, 2024	Janine Tayag, BSN, RN Cathy Donovan, MSN, RN, ONC
<b>Factors Affecting Perianesthesia Nurses' Ability to Care for Patients with Substance Use Disorders: A Secondary Analysis</b>	MASPAN Fall Conference, Waltham, MA	September 2024	Christine AF Bell, PhD, RN, CAPA, WCC
<b>Factors Affecting Perianesthesia Nurses' Ability to Care for Patients with Substance Use Disorders: A Secondary Analysis</b>	Eastern Nursing Research Society, Boston, MA	April 1 to 2, 2024	Christine AF Bell, PhD, RN
<b>Impact of an Educational Intervention on Staff Safety Attitudes, Empowerment and Likelihood to Report a Patient Safety Event</b>	Eastern Nursing Research Society, Boston, MA	April 1 to 2, 2024	Kathryn Stiff, MSN, RN Christine AF Bell, PhD, RN, CAPA, WCC
<b>Perception of Certification Value by Nurses in an Orthopedic Hospital</b>	American Society of PeriAnesthesia Nurses (ASPAN) 42nd National Conference, Orlando, FL	April 14 to 18, 2024	Christine AF Bell, PhD, RN, CAPA, WCC



From left to right: CNO/COO Mary Sullivan Smith, DNP, RN, NEA-BC; Nurse Managers Kelly Ranjo, MSN, RN, NE-BC and Cathy Donovan, MSN, RN, ONC; Taylor Triifero, BSN, RN, WCC, Clinical Nurse, 5 East; Susan Hughes, BSN, RN, Clinical Nurse, 5 West; Margaret Vilme, BSN, RN, ONC, Clinical Nurse, 5 West and Michael Taralli, BSN, RN, Clinical Nurse, 4 East



# Lifelong Learning

## NEBH Residency Program

The Transition to Practice/Nurse Residency Program for new nurse graduates to enter practice into the operating room or surgical patient care units continues to thrive. In 2024, NEBH welcomed 12 new graduate nurses into the Nurse Residency Program; 10 to the surgical Patient Care Units, and 2 to the Operating Room.

We trialed, to great success, a new program, Supportive Achievement of Foundational Elements (S.A.F.E.), to enhance and standardize the nurse resident's clinical exposure. This novel program provides necessary oversight, personalization and standardization to orientation and ongoing skill acquisition for newly licensed nurses, students, and assistive personnel. The position provides in-services and at the elbow support to staff at all levels. It supports staff with competency attainment and professional development. The position supports the Clinical Educators, Preceptors and Unit Leadership and is an evidence based best practice that many organizations nationally have adopted. The position adds value through the assessment of professional practice, Baptist values, and successful integration into the workforce

## 2024 Boston Globe Salute to Nurses

Congratulations to the following individuals who received distinct honors at the NEBH annual Nursing Award ceremony in May 2024:

- **Mary Liz Belmonte-Segall**, BSN, RN, Clinical Nurse, Bond Center
- **Laura Morgan**, MSN, RN, ONC, WCC, Manager, Quality & Patient Safety
- **Tara Mounsey**, ANP-BC, Director, Orthopedic Specialty Practice
- **Magnet Writers**: Lauren Babchuck, MSN, RN, ONC; Ed Burch, DNP, RN, CNRN; Tricia Ide, DNP, RN, NEA-BC; Andrea Machado, MSN, RN, ONC, WCC; & Joanne Petrillo, MSN, RN, CPAN, CAPA



### Boston Globe 2024 Salute to Nurses

From left to right: CNO/COO Mary Sullivan Smith, DNP, RN, NEA-BC; Mary Liz Belmonte-Segall, BSN, RN, Clinical Nurse, Bond Center; Laura Morgan, MSN, RN, ONC, WCC, Manager, Quality & Patient Safety; Tara Mounsey, ANP-BC, Director, Orthopedic Specialty Practice; Magnet Writers: Tricia Ide, DNP, RN, NEA-BC; Andrea Machado, MSN, RN, ONC, WCC; Ed Burch, DNP, RN, CNRN; Lauren Babchuck, MSN, RN, ONC; and Joanne Petrillo, MSN, RN, CPAN, CAPA (unavailable for photo)

## 2024 Nursing Awards

*With CNO/COO Mary Sullivan Smith, DNP, RN, NEA-BC and Journey of Excellence co-chair, Katelynn Cali, BSN, RN, CPAN, Clinical Nurse, PACU*

Recognizing nurses for their vital work is essential to honoring the importance of their contributions to NEBH and our patients. Nurses go above and beyond their duties to ensure our patients are safe, experience optimal outcomes, and are satisfied with their experience at NEBH. From delivering high-quality patient and family care, to supporting our communities, Baptist nurses are key to our success, helping to elevate the nursing profession and improve health care. In addition to

acknowledging nurses' achievements, NEBH strives to recognize nurses by providing opportunities for professional growth. The amazing work nurses do every day deserves ongoing recognition and celebration.

Congratulations to the following individuals, who received distinct honors at the NEBH annual Nursing Award ceremony in May 2024.



President David A. Passafaro



Roberto Cruz-Gervis, MD, Director of ICU and Hospitalist Services, President, Medical Staff

### 2024 Nursing Award Slate of Recipients and Nominees

*Award recipients are in bold and followed by an asterisk.*

#### Nurses as Teachers

- Meghan Paolera, BSN, RN, PACU
- **Vanessa Maloney, BSN, RN, CNOR, OR\***
- Caitlin Finnerty, BSN, RN, 4 East
- Jo-Ann Erickson, BSN, RN, OR
- Dante Mendoza, BSN, RN, 5 East
- Nannette Hanlon, RN, ONC, 5 West

#### Nurses as Leaders

- Patricia Flanagan, BSN, RN, ICU
- **Blanca Quinones, RN, ICU\***
- Patricia Peters, BSN, RN, ONC, Bond
- Kelly Rausa, MSN, RN, Surgicare
- Melanie Hughes, MSN, RN, CPAN, WCC, PACU
- Shannon Hurley, MSN, RN, PACU
- Carolina Mandeville, MSN, RN-BC
- Kathleen Henderson, BSN, RN, Surgicare
- Meghan Bell, BSN, RN, CPAN, Surgicare
- Sarah Carpenter, BSN, RN, Surgicare
- Rachael Doherty, RN, CPAN, PACU
- Andrea Machado, MSN, RN, ONC, WCC, 5 East
- Emily Klapman, BSN, RN, Surgicare
- Lauren Kirk, BSN, RN, ONC, 5 West

#### Mary Sullivan Smith, DNP, RN, NEA-BC, Spirit of Inquiry

- Laura Morgan, MSN, RN, ONC, WCC, QPS
- Catarina Centeio, BSN, RN, 4 East
- Laura Rose, RN, Care Transitions
- **Christina Riccio, BSN, RN, 4 East\***

#### Jan W. Sliby, MSN, RN, Excellence in Clinical Nursing Practice

- Lyudmila (Mila) Birbrayer, RN, Bond
- **Susan Boudreau, BSN, RN, PASU\***
- Yvette Anderson, BSN, RN, PACU

#### Resilient Leader

- Kelly Rausa, MSN, RN, Surgicare
- Blanca Quinones, RN, ICU
- Kelly Ranjo, MSN, RN, NE-BC, ICU & 4 East
- **Sherry Gomes, BSN, RN, CNOR Clinical Educator, OR\***  
(received two nominations)

#### DAISY

- ICU Staff
- Taylor Trifero, BSN, RN, WCC, 5 East
- **Susan Hughes, BSN, RN, 5 West\***  
(profiled on page 7)
- Margaret Vilme, BSN, RN, ONC, 5 West
- Michael Taralli, RN, 4 East
- 5 East Staff

*Continued on next page*





**2024 Nurses as Teachers Award**  
CNO, COO, Mary Sullivan Smith, DNP, RN, NEA-BC with Nurses as Teachers Award recipient Vanessa Maloney, BSN, RN, CNOR, Clinical Nurse, OR



**Excellence in Clinical Practice Award**  
CNO, COO, Mary Sullivan Smith, DNP, RN, NEA-BC with Jan Woodbury Sliby Award, MSN, RN, Excellence in Clinical Practice recipient Susan Boudreau, BSN, RN, Clinical Nurse, PASU



**Nurses as Leaders Award**  
CNO, COO, Mary Sullivan Smith, DNP, RN, NEA-BC with Nurses as Leaders Award recipient Blanca Quinones, RN, Charge Nurse, ICU



**Resilient Leader Award**  
CNO, COO, Mary Sullivan Smith, DNP, RN, NEA-BC with Resilient Leader Award recipient Sherry Gomes, BSN, RN, CNOR, Clinical Educator, OR



**2024 Mary Sullivan Smith, DNP, RN, NEA-BC, Spirit of Inquiry Award**  
CNO, COO, Mary Sullivan Smith, DNP, RN, NEA-BC with MSS Spirit of Inquiry Award recipient Christina Riccio, BSN, RN, Clinical Nurse, 4 East



**DAISY Award® May 2024**  
CNO, COO, Mary Sullivan Smith, DNP, RN, NEA-BC with DAISY Award recipient Susan Hughes, BSN, RN, Clinical Nurse, 5 West





**Department Appreciation Awards**  
CNO, COO, Mary Sullivan Smith, DNP, RN, NEA-BC with Department Appreciation Award recipients, Physician Assistants



CNO, COO, Mary Sullivan Smith, DNP, RN, NEA-BC with Roberto Cruz Gervis, Director of ICU and Hospitalist Services, President, Medical Staff



CNO, COO, Mary Sullivan Smith, DNP, RN, NEA-BC with Dave McMahon, Executive Assistant, Unsung Hero Award



OR Staff: Vanessa Maloney, BSN, OR, CNOR, Clinical Nurse, OR; Sherry Gomes, BSN, RN, CNOR, Clinical Educator, OR and Jo-Ann Erickson, BSN, RN, Clinical Nurse, OR



**President's Award for Excellence in Quality and Patient Safety**  
CNO, COO, Mary Sullivan Smith, DNP, RN, NEA-BC with Laura Morgan, MSN, RN, ONC, WCC and Tricia Ide, DNP, RN, NEA-BC, Executive Director, Quality & Patient Safety, Clinical Education and Professional Development

## 2024 Professional Advancement Program (PAP)

We celebrate the following nurses who advanced or maintained on the NEBH Professional Advancement program during 2023.

**Alyssa Fucci**, BSN, RN, Clinical Nurse, ICU, Level III

**Andrea Krause**, MSN, RN, Clinical Nurse, PACU, Level III

**Ann Ell**, BSN, RN, Charge Nurse, ICU, Level IV

**Castella Edward**, MSN, RN, Clinical Nurse, 5 West, Level III

**Cathy Botts-Deegan**, BSN, RN, Clinical Nurse, PASU, Level IV

**Christina Riccio**, BSN, RN, Clinical Nurse, 4 East, Level III

**Christine Bell**, PhD, RN, Clinical Nurse, Bond Center, Level IV

**Christine Peterson**, BSN, RN, Clinical Nurse, Bond Center, Level III

**Ciara Lordan**, BSN, RN, Clinical Nurse, PACU, Level III

**Colleen Cole**, BSN, RN, Clinical Nurse, PACU, Level III

**Danica Hurley**, BSN, RN, Clinical Nurse, Operating Room, Level III

**Danielle Mackey**, BSN, RN, Clinical Nurse, Operating Room, Level III

**Elizabeth Smolak**, BSN, RN, Clinical Nurse, PASU, Level III

**Elizabeth Weisberger**, BSN, RN, Clinical Nurse, ICU, Level IV

**Erin Pearson**, BSN, RN, Clinical Nurse, 4 East, Level III

**Gina Healey**, BSN, RN, Clinical Nurse, Operating Room, Level III

**Jacquelyn McManus**, BSN, RN, Clinical Nurse, Operating Room, Level IV

**Janet Bridges**, BSN, RN, Clinical Nurse, NEBSC Preop/PACU, Level III

**Janet O'Leary**, RN, Clinical Nurse, Bond Center, Level III

**Jayne Campbell Beaudet**, BSN, RN, Clinical Nurse, PASU, Level III

**Jensen Mattar**, BSN, RN, Clinical Nurse, 5 East, Level IV

**Jessica Leonard**, BSN, RN, Clinical Nurse, 5 West, Level III

**Julie Berry**, BSN, RN, Clinical Nurse, 4 East, Level III

**Kailie Baker**, BSN, RN, Clinical Nurse, PACU, Level III

**Karen Bukis**, BSN, RN, Clinical Nurse, NEBSC Preop/PACU, Level III

**Katelynn Cali**, BSN, RN, Clinical Nurse, PACU, Level III

**Kathleen Buckland**, BSN, RN, Clinical Nurse, ICU, Level III

**Kathleen McIsaac**, BSN, RN, Clinical Nurse, Operating Room, Level IV

**Kathryn Meade**, BSN, RN, Clinical Nurse, 4 East, Level III

**Keri Goodman**, BSN, RN, JD, Clinical Nurse, NEBSC, Preop/PACU, Level III

**Lisa Manning**, MSN, RN, Clinical Nurse, Bond Center, Level IV

**Lisa Spencer**, BSN, RN, Clinical Nurse, PASU RN, Level IV

**Marcia Robertson**, BSN, RN, Clinical Nurse, PASU, Level IV

**Margaret Watro**, BSN, RN, Clinical Nurse, Bond Center, Bond Center, Level III

**Mary Belmonte-Segall**, BSN, RN, Clinical Nurse, Bond Center, Level III

**Mary Dillon**, RN, Clinical Nurse, Bond Center, Level IV

**Meghan Paolera**, BSN, RN, Clinical Nurse, PACU, Level III

**Melanie Hughes**, MSN, RN, Clinical Nurse, PACU, Level IV

**Monica Rothwell**, BSN, RN, Clinical Nurse, Operating Room, Level IV

**Nannette Hanlon**, RN, Clinical Nurse, 5 West, Level III

**Noreen Howie**, BSN, RN, Clinical Nurse, Care Transitions, Nurse Navigator, Level III

**Patricia Flanagan**, BSN, RN, Clinical Nurse, ICU RN, Level III

**Patricia Peters**, BSN, RN, Clinical Nurse, Bond Center, Level IV

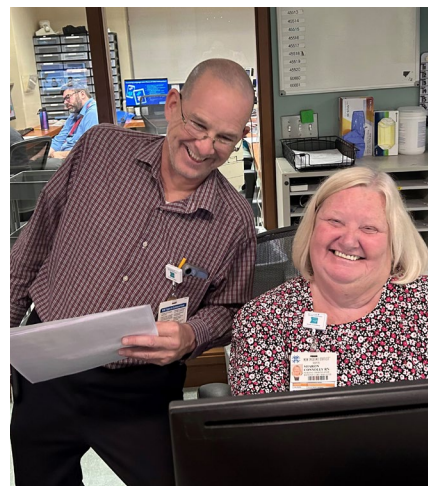
**Patricia Sidor**, BSN, RN, Clinical Nurse, Bond Center, Level IV

**Paula Cote**, BSN, RN, Clinical Nurse, 4 East, Level III

**Paula Sylvester**, BSN, RN, Clinical Nurse, Operating Room, Level III

**Rachael Doherty**, BSN, RN, Clinical Nurse, PACU, Level III

**Regina Alessi**, BSN, RN, Clinical Nurse, NEBSC Preop/PACU, Level III



Nurse Coordinators Andy McLellan, BSN, RN and Sharon Connolly, BSN, RN on night one of Epic transition!

**Sandra Anderson Peltier**, BSN, RN, Clinical Nurse, Operating Room, Level III

**Shannon Hurley**, MSN, RN, Clinical Nurse, PACU, Level III

**Shannon Traft**, BSN, RN, Clinical Nurse, ICU, Level III

**Stacy Bottary**, BSN, RN, Clinical Nurse, 4 East, Level III

**Susan Boudreau**, BSN, RN, Clinical Nurse, PASU, Level III

**Susan Delappe**, BSN, RN, Clinical Nurse, Bond Center, Level III

**Vanessa Maloney**, BSN, RN, Clinical Nurse, Operating Room, Level III

**Yvette Anderson**, BSN, RN, Clinical Nurse, PACU, Level III

**Yvonne Dumornay**, BSN, RN, Clinical Nurse, Operating Room, Level III



## 2024 National Nursing Specialty Certifications

NEBH is proud to recognize nurses who hold a professional certification

### Certified Perioperative Nurse (CNOR)

**Judy Moscatel**, MSN, RN, CNOR, NEA-BC  
**Kathryn Berry**, BSN, RN, CNOR, ONC  
**Jeanne Capon McCabe**, BSN, RN, CNOR  
**Janet Donovan**, RN, CNOR  
**Lisa Henderson**, MSN, RN, CNOR  
**Bea O'Malley Foley**, BSN, RN, CNOR  
**Vanessa Maloney**, BSN, RN, CNOR  
**Kathy McIssac**, BSN, RN, CNOR, ONC  
**Jacquelyn McManus**, BSN, RN, CNOR  
**Karen Peters**, RN, CNOR  
**Monica Rothwell**, BSN, RN, CNOR  
**Sherry Gomes**, BSN, RN, CNOR  
**Theresa Jasset**, BSN, RN, CNOR  
**Sandra Peltier Anderson**, BSN, RN, CNOR

### Nurse Executive Advanced Certification (NEA-BC)

**Sean Fahey**, DNP, RN, NEA-BC, ACM, CCM  
**Tricia Ide**, DNP, RN, NEA-BC  
**Mary Sullivan Smith**, DNP, RN, NEA-BC  
**Judy Moscatel**, MSN, RN, CNOR, NEA-BC

### Nurse Executive Certification (NE-BC)

**Kelly Ranjo**, MSN, RN, NE-BC  
**Rosemary O'Malley**, MSN, RN, NE-BC

### Orthopaedic Nurse Certification (ONC)

**Lauren Babchuck**, MSN, RN, ONC  
**Noreen Howie**, BSN, RN, ONC  
**Mary Beth Hamilton**, MSN, RN, ONC  
**Cathy Donovan**, MSN, RN, ONC  
**Jensen Mattar**, BSN, RN, ONC  
**Andrea Machado**, MSN, RN, ONC, WCC  
**Bridget Dowling**, BSN, RN, ONC  
**Nannette Hanlon**, RN, ONC  
**Charlotte Parker**, BSN, RN, ONC  
**Kim Pelrin**, RN, ONC  
**Margaret Vilme**, BSN, RN, ONC  
**Mary Westwater**, BSN, RN, ONC

**Vanessa Cherubin Tintus**, BSN, RN, ONC, CCRN  
**Kathryn Berry**, BSN, RN, CNOR, ONC  
**Kathy McIssac**, BSN, RN, CNOR, ONC  
**Marcia Robertson**, BSN, RN, ONC  
**Lisa Spencer**, BSN, RN, ONC  
**Katie Corrigan**, MSN, RN, ONC  
**Laura Morgan**, MSN, RN, ONC, WCC  
**Patricia Peters**, BSN, RN, ONC  
**Sharon Higgins**, DNP, FNP-BC, RN, WCC, ONC  
**Maureen White**, BSN, RN, ONC, WCC  
**Taryn Beuttler**, MSN, RN, CNP, ONC  
**Lauren Kirk**, BSN, RN, ONC  
**Debra Pitts**, BSN, RN, ONC  
**Loraine Dragwo**, BSN, RN, ONC, TNCC

### Certified Post Anesthesia Nurse (CPAN)

**Meghan Bell**, BSN, RN, CPAN  
**Denise Cody**, MSN, RN, CPAN  
**Katelynn Cali**, BSN, RN, CPAN  
**Rachael Doherty**, RN, CPAN

**Melanie Hughes**, MSN, RN, CPAN, WCC  
**Jayne Campbell Beaudet**, BSN, RN, CPAN, CAPA  
**Karen Bukis**, BSN, RN, CPAN  
**Joanne Petrillo**, MSN, RN, CPAN, CAPA  
**Janet Bridges**, BSN, RN, CPAN  
**James McCarthy**, BSN, RN, CPAN  
**Marianne Mcauliffe**, DNP, RN, CPAN

### Wound Care Certification (WCC)

**Megan Gilmore**, BSN, RN, WCC  
**Taylor McPherson**, BSN, RN, WCC  
**Andrea Machado**, MSN, RN, ONC, WCC  
**Ann Ell**, BSN, RN, WCC  
**Elizabeth Weisberger**, BSN, RN, WCC  
**Melanie Hughes**, MSN, RN, CPAN, WCC  
**Chris Bell**, PhD, RN, CAPA, WCC  
**Laura Morgan**, MSN, RN, ONC, WCC  
**Sharon Higgins**, DNP, FNP-BC, RN, WCC, ONC  
**Maureen White**, BSN, RN, ONC, WCC  
**Hailey Caragliano**, BSN, RN, WCC



From left to right, celebrating Nurse Resident graduation, Preceptor Hannah Strohschneider, BSN, RN, Clinical Nurse, OR; Briana Beauchamp, BSN, RN, Nurse Resident and Clinical Nurse, OR and Clinical Educator, Monica Rothwell, MSN, RN, CNOR

*Continued on next page*

## Lifelong Learning, *continued*

### Certified Registered Nurse (RN-C)

**Carolina Mandeville**, MSN, RN-BC  
**Siobhan Canavan**, BSN, RN-BC  
**Amy Xiong**, BSN, RN-BC

### Certified Ambulatory Perianesthesia Nurse (CAPA)

**Chris Bell**, PhD, RN, CAPA, WCC  
**Jayne Campbell-Beaudet**, BSN, RN, CPAN, CAPA  
**Joanne Petrillo**, MSN, RN, CPAN, CAPA

### Critical Care Registered Nurse (CCRN)

**Vanessa Cherubin Tintus**, BSN, RN, ONC, CCRN  
**Trish Flanagan**, BSN, RN, CCRN  
**Jennifer Goulet**, BSN, RN, CCRN-K  
**Katherine Velasquez**, BSN, RN, CCRN  
**Elena Olson**, BSN, RN, CCRN  
**Theresa Malone**, BSN, RN, CCRN

### Certified Nurse Practitioner

**Michelle Doherty**, MSN, RN, FNP-BC, CCRN  
**Matt Coombs**, MSN, RN, ACNP-BC  
**Emer Grall**, MSN, RN, ACNP-BC  
**Alicia Hall**, MSN, RN, FNP-BC  
**Megan Haughton**, MSN, RN, AGPCNP-BC  
**Jennifer Healy**, MSN, RN, FNP-BC  
**Janet Mills**, MSN, RN, ANP-BC  
**Heather Maldonado**, MSN, RN, ANP-BC  
**Anna Peterson**, MSN, RN, ANP-BC  
**Sheila Querfurth**, MSN, RN, ANP-BC  
**Therese Robishaw**, MSN, RN, ANP-BC  
**Nancy Sullivan O'Leary**, MSN, RN, FNP-BC  
**Virginia Woodbury**, MSN, RN, ANP-BC  
**Taryn Beuttler**, MSN, RN, CNP, ONC  
**Katharine Campbell**, MSN, RN, GNP  
**Corinne Clancy**, MSN, RN, AGACNP-BC  
**Michelle Dwyer**, DNP, RN, ACNP-BC  
**Erica Lopez**, MSN, RN, CNP  
**Sharon Higgins**, DNP, FNP-BC, RN, WCC, ONC  
**Amanda Ikonos**, MSN, RN, FNP-BC  
**Danielle Lafave**, MSN, RN, FNP-BC

**Lindsay Zodda**, MSN, RN, FNP-BC  
**Mary Ellen Coronado**, MSN, RN, ANP-BC  
**Melissa Ascione**, MSN, RN, FNP-BC  
**Karen De Meo**, MSN, RN, FNP, PMGT-BC  
**Michelle Aste**, MSN, RN, FNP-BC

### Certified Case Manager (CCM)

**Susan Collins**, RN, CCM  
**Patricia Holbling**, RN, CCM  
**Steve Menichetti**, BSN, RN, CCM  
**Sean Fahey**, DNP, RN, NEA-BC, ACM, CCM

### Certified Neuroscience Registered Nurse (CNRN)

**Ed Burch**, DNP, RN, CNRN

### Clinical Nurse Leader (CNL)

**Ginny Williams**, MSN, RN, CNL  
**Aggie Sutherland**, MSN, RN, CNL

### Certified Occupational Health Nurse Specialist (COHN-S)

**Eileen O'Donnell**, BSN, RN, COHN-S

### Certified Professional in Healthcare Quality (CPHQ)

**Lauren Koloski**, MSN, RN, CPHQ

### Vascular Access – Board Certified (VA-BC)

**Shanley Bellve**, RN, VA-BC  
**Ruben De Los Trinos**, BSN, RN, VA-BC



From left to right, celebrating Nurse Resident graduation: Ileana DeMarco, BSN, RN, Nurse Resident and Clinical Nurse, 4 East; Clinical Educator Lauren Babchuck, MSN, RN, ONC and Claire Myers, Nurse Resident and Clinical Nurse, 5 West



## 2024 Retired Nurses

Thanking those who have given their time, expertise and dedication to NEBH!

**Kathleen Carelli**, RN Clinical Nurse, Bond Center

**Sherry Gomes**, BSN, RN, CNOR, Clinical Educator, Operating Room

**Kathleen Hayes**, RN, Clinical Nurse, Bond Center

**Patricia Holbling**, RN, Case Manager

**Nancy McGilvery**, RN, Clinical Nurse, Bond Center

**Barbara McKinnon**, BSN, RN, Nurse Manager, Operating Room

**Sharon O'Brien**, BSN, RN, Clinical Nurse, Operating Room

### Remembering our Colleagues

With heavy hearts, we acknowledge and celebrate the significant contributions of a stellar colleague we said goodbye to

Barbara Williamson, RN, Clinical Nurse, Operating Room



David A. Mattingly, MD, Surgeon-In-Chief, President of NEBCIO with retiree Laurie McCarter, RN, OR Charge RN and Eric Smith, MD, FAAOS, FAAHKS, FAOA, Chairman, Department of Orthopedics



CNO/COO Mary Sullivan Smith, DNP, RN, NEA-BC with retiree Sherry Gomes, BSN, RN, CNOR, OR Clinical Educator and Tricia Ide, DNP, RN, NEA-BC, Executive Director

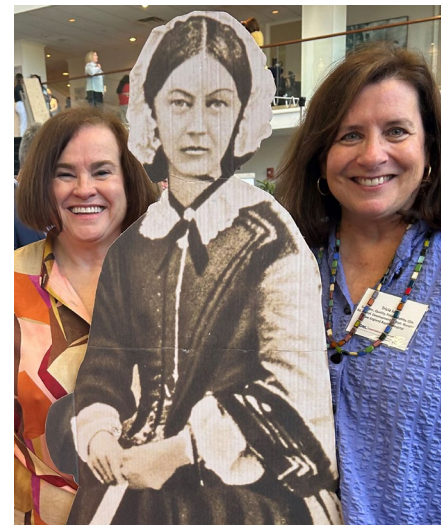


CNO/COO Mary Sullivan Smith, DNP, RN, NEA-BC with Margie H. Sipe, DNP, RN, NEA-BC, FNAP, FAONL, FAAN, Assistant Dean, Leadership Programs, Director of Doctor of Nursing Practice Program, School of Nursing. MGH Institute of Health Professions and Tricia Ide, DNP, RN, NEA-BC, Executive Director





Organization of Nurse Leaders conference from left to right: Mary Sullivan Smith, DNP, RN, NEA-BC; Rosemary O'Malley, MSN, MBA, RN, NE-BC; Sean Fahey, DNP, RN, NEA-BC and Tricia Ide, DNP, RN, NEA-BC



Mary Sullivan Smith & Tricia Ide with Florence Nightingale



Kelly Ranjo, MSN, RN, NE-BC; Ed Burch, DNP, RN, CNRN; Rosemary O'Malley, MSN, MBA, RN, NE-BC; and Mary Beth Hamilton, MSN, RN, ONC

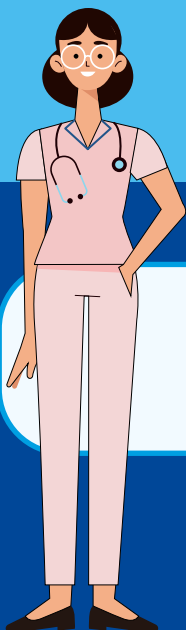


Laurie McCarter, RN, OR Charge Nurse



Lauren Babchuck, MSN, RN, ONC and Katie Corrigan, MSN, RN, ONC co-chairs Fall & Injury Prevention Committee

# NEBH Nursing by the Numbers fy 2024



**349** RNs

**33** APRNs

## Programming

AHA  
program participants:

**290**

Contact hour  
program offerings:

**13**

Contact hour  
program participants:

*Over* **200**

Mock Code  
In-services participants:

*over* **170**

OR In-services  
participants:

**796**

Patient in-care  
services participants:

**278**

In-service participants:  
Nurse case reviews:

**8**

RN orientations:

**24**

APRN orientations:

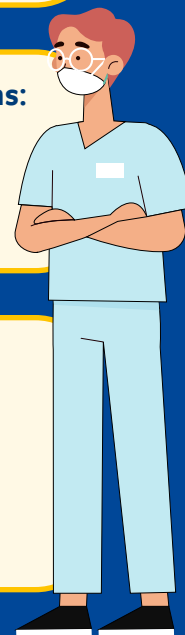
**3**

Nurse residency professional  
development classes:  
Dedicated 4-hour class each month

**12**

Student placement/  
clinical group partnerships  
with local academic partners:

**6**







## Our Sites

### **New England Baptist Hospital Main Campus (NEBH)**

125 Parker Hill Ave.  
Boston, MA

- 16 Operating Rooms
- 4 Patient Care Areas
- 1 Critical Care Unit
- Clinics, Radiology (X-Ray, MRI, CT, Ultrasound, Nuclear Medicine), Laboratory

### **New England Baptist Outpatient Care Center-Dedham (NEBOCC)**

40 Allied Drive  
Dedham, MA

- Ambulatory Surgical Center
- 8 Operating Rooms
- Pain Center
- Radiology
- Outpatient Rehab

### **New England Baptist Surgicare (NEB Surgicare)**

One Brookline Place  
Brookline, MA

- Ambulatory Surgical Center
- 4 Operating Rooms
- Orthopedics, Plastics and General Surgery

### **New England Baptist Outpatient Care Center at Chestnut Hill**

830 Boylston Street  
Chestnut Hill, MA

- Outpatient Rehab
- Radiology

New England Baptist Hospital, part of Beth Israel Lahey Health, is a regional and national center of excellence for orthopedic care. The hospital is a teaching affiliate of Tufts University School of Medicine and conducts teaching programs in collaboration with Harvard Medical School.

The 2024 Annual Nursing Report was produced by the Nursing Department at New England Baptist Hospital.

Nursing Department  
New England Baptist Hospital  
125 Parker Hill Avenue  
Boston, MA 02120  
617-754-5400

© 2025 New England Baptist Hospital. All rights reserved.