



CALLING ALL: NURSES & PATIENT CARE TECHNICIANS!

- Do you enjoy supporting and offering professional guidance to others? Do you have a need for professional guidance from a trusted peer?
- Can you dedicate 15 minutes to 1 hour of your time each month for 6 months to chat with a new staff member, or someone interested in learning a new role within the department of nursing?
 - This program can be helpful for those thinking of moving into leadership roles, changing departments within nursing or continuing education, or for new employees/graduates. Once mentors are available, you will be able to choose a mentor based on your specific learning needs.

HAVE REMOTE ACCESS?



Want to be a mentor?
Scan the QR Code to take the 15-minute Mentor Course.



Want to be paired with a mentor?
Scan the QR code for a brief questionnaire.



EMAIL: NursingProfessionalDevelopment@RoswellPark.org for further questions.

Nursing News & Updates from

Andrew Storer,
PhD, DNP, RN, NP-C, FAANP
Chief Nursing Officer

APRIL 2024
Vol 4 | Issue 1

IN THIS ISSUE

- Day of Progress
- The Core Values of the Roswell Park Nursing Staff
- Clinical Trial Nurse Coordinators
- Nursing Excellence: Magnet
- Project United Nurses
- Recruitment
- Another Great Catch
- Meet the Team – Matt Dauria
- Nurses Representing
- ANA Code of Ethics
- Environmental Sustainability
- Leadership Promotions in Nursing Team
- National Nurses Week
- Record-Breaking IceCycle
- Ride for Roswell Honors Kelly Englert Flak
- Welcome New Roswell Park Nurses
- Certified Nurses Day

Newsletter COMMITTEE

- Laura Markel** BSN, RN, OCN
Nurse Manager, 5 North
- Salem Melewski** BSN, RN, OCN
Nurse Manager, Ambulatory Services – Infusion
- Pam Pichon** MS, RN, OCN
Nurse Manager, Magnet
- Heather Huizinga** MSN, RN, OCN
Director, Nursing Professional Development, Practice, and Research
- Sean Smith** BSN, RN
Assistant Director, Patient Care Services
- Andrew Storer** PhD, DNP, RN, NP-C, FAANP
Chief Nursing Officer
- Suzanne Carroll** MS, RN, AOCN
Nursing Ethics and Environmental Sustainability
- Mary Leah Bartolome** BSN, RN
Nursing Staff Development Instructor



The Roswell Park Nurse
Committed to Our Patients . . . Committed to Each Other

Dear Nursing Team,

I am honored to lead and support such a dedicated and compassionate team of professionals. Each and every one of you is committed to providing the best care for our patients throughout their disease process, whether it be screening, active therapy or survivorship.

In this newsletter, you will find stories of excellence, innovation and collaboration from our nurses, who are constantly striving to improve their practice, enhance their skills and advance their knowledge. You will also find updates on our quality and safety initiatives, our professional development programs and our recognition and awards. I hope you will enjoy reading about the amazing work that you and your colleagues are doing every day and feel inspired to share your own experiences and insights.

As we continue to face the unprecedented challenges of the COVID-19 pandemic, the challenge to do more with less, and the ever-changing healthcare landscape, I want to express my deepest gratitude and admiration for your resilience, courage and adaptability. You have shown remarkable strength and solidarity in the face of uncertainty and risk, and you have continued to deliver high-quality, patient-centered care with empathy and kindness. You are the heart and soul of our hospital, and I am proud to work alongside you.

As we look over the next year, we have an exciting opportunity to transform our care delivery models and create a more patient-centered and holistic approach to nursing. We will be adopting the primary nursing model in our ambulatory settings, which will allow us to provide continuity of care, build trusting relationships, and empower nurses to make clinical decisions. Primary nursing is a proven method to improve patient outcomes, nurse satisfaction, and professional autonomy. It is also aligned with our journey to nursing excellence. I invite you to join me and participate in the design process of implementing this model as we move forward clinic by clinic.

Andrew Storer,
PhD, DNP, RN, NP-C, FAANP
Chief Nursing Officer



It is important to recognize the extraordinary work and compassion of the Roswell Park nursing staff. Congratulations to the following individuals who were recently honored:

JANUARY
Jenna Masten
BSN, RN
APEC

FEBRUARY
Marioly Corchado Ambrose
BSN, RN
Clinical Research Nurse

MARCH
Georgialynn Cook
BSN, RN
7 West

DAY OF PROGRESS

Professional Governance

We are about to celebrate our two-year anniversary of implementing our Professional Governance structure! Professional Governance is a mechanism that empowers professional clinical nurses to contribute collaboratively as decision makers regarding the nursing practice environment.

Day of Progress (DoP) and Twilight Day of Progress (TDoP for night shift) have functioned since May of 2022, with DoP held the first Wednesday of every month and TDoP the last Tuesday of the month.

Many changes were implemented based on nursing input during that time. In fact, it is now part of our culture to make sure topics are presented to and resolved by DoP committees and councils. When nursing staff identify a barrier or an issue, it's common for a peer or a leader to ask if it has been taken to DoP. This is exactly why it was built!



Committee vs. council, what is the difference? You may have noticed that some of the committee names have changed and at times we use the terms council and committee interchangeably. Councils are comprised of elected members, while committees consist of volunteers and ad hoc members. One of the annual goals of the Professional Governance Steering Committee is to **increase the number of councils from committees to seven by the Fall of 2024**. With the creation of the End-of-Life Council and the Quality Council, we will be nearly halfway to our goal!

Staff nurses as co-chairs on committees. The second important goal of Professional Governance is to **increase the number of direct care staff as co-chairs or chairs on committees by Fall 2024**. This role is important to the development of our nurses into leaders and one of the underlying purposes of DoP and Professional Governance. We must give staff the tools and support to be leaders at the bedside and the role of co-chair is a great way to build those skills.

Do you have a Unit-Based Council (UBC)? The third goal of the Professional Governance Steering Committee is to have 50% of the 32 units at Roswell Park with a minimally functioning UBC. This means that 16 UBCs will have at least one face-to-face meeting quarterly. UBCs are the best place to work through some of the things that prevent you from providing the best patient care every day. **In the last two years, UBCs have worked on several projects that improved patient care at Roswell Park, including:**

- Creation of the Quiet Channel on the televisions (channel 3)
- Direct care, nurse driven safety rounds to improve quality outcomes for patients
- Application to a national recognition program for critical care
- Projects that improve outcomes like falls, CAUTI, CLABSI and patient satisfaction

If you have recently been chatting at the nurses station about something that affected your patient care, you just might have a topic that the UBC needs to tackle!

We will be implementing two new councils!

End-of-Life Council. With the help of Christie Kerr, BSN, RN, CMSRN, 6 West and Tiesha Rivera, BSN, RN, 7 East nightshift, who developed the idea as their Magnet Conference project, we will be implementing the End of Life (EOL) Council in the Spring during DoP.

Quality Council. The Quality Council will be implemented with co-chairs Shannon Baldo, MHA, BSN, RN, Director, Nursing Quality, and Pam Pichon, MS, RN, OCN, Director, Magnet and Nursing Excellence. This council will manage the progress of the quality committees and continue to work with the nursing staff to improve patient outcomes throughout Roswell Park. This council creation is timely to continue to build upon the foundation that we built with DoP to improve patient outcomes and quality measures.

Interested in getting involved with these councils?

Your input is encouraged and welcome! Reach out to Kelly Englert, Pam Pichon, and your nursing manager. We will help you to get involved!

Core Values Teamwork

Teamwork — a core value at Roswell Park — entails collaborating with a multidisciplinary team, including patients and families, to deliver exceptional care and achieve quality outcomes.



A prime illustration of effective collaboration is the Roswell Park Ethics Committee, led by Lindsay Lipinski, MD, FAANS, FACS, Department of Neurosurgery, and Desi Carozza, MD, FAAHPM, Department of Supportive and Palliative Care. This committee aims to ensure that underrepresented patients with complex cases receive comprehensive representation from the healthcare team. This involves collaboration among nurses, providers, social workers, child specialists, researchers, diversity, equity and inclusion representatives, pastoral care providers, pharmacists and legal experts.

Your voice and assessments are valuable. If you observe any concerns:

1. Go to i2.
2. Type "Ethics Committee Review Request" in the search bar.
3. Click on "View/Submit" at the top.
4. Enter the required information in the respective fields.
5. Click "Submit" to complete the process.

Clinical Trials Nurse Coordinators (CTNC)

A welcome addition to nursing at Roswell Park By: **Claudia Diamonte**, BSN, RN, Executive Director, Nursing Administration



In May 2023, we added a new specialty role to the Department of Nursing: the Clinical Trials Nurse Coordinators (CTNCs). The CTNCs focus on the coordination of clinical trials and the management of the patients on those trials. They work with the Clinical Research Coordinators in Clinical Research Services to ensure we uphold the integrity of the protocol while maintaining patient safety. The CTNCs work in the ambulatory setting, but also follow their patients to the inpatient units if they are admitted. They are available to provide trial education to both patients and staff. The CTNC group includes Faith Austin, Kasey Morrow, Rachael Pikuzinski, Kuldeep Singh, Rebekah Tranchell and David Woodley. Jake Maresca works with the CTNCs to assist with patient tasks and on Saturdays he rounds on inpatients and is available as a resource to the nurses caring for trial patients.

Reach out to them with any questions at CTNCoordinators@roswellpark.org they are here to support you and our trial patients!

Nursing Excellence: Magnet

What to expect during the Magnet Process



The Magnet "document" is submitted. Now what?

What is the "document"?

The document we have been speaking about is essentially a really long invitation (eight inches of single-spaced, double-sided pages) detailing the projects and initiatives that you all have been working on to improve patient care and outcomes as part of your nursing practice at Roswell Park.

What is a site visit?

You already do the hard work. This document is an invitation for the Magnet Program to:

- **Verify** that what we wrote about is true.
- **Clarify** items in the document, especially from the staff and units who were involved.
- **Amplify** (the coolest part). They want to hear all about the projects that you have continued to work on since submission.

What to expect on a site visit

Three appraisers will visit Roswell Park and it will be our time to let them know how proud we are to work here with our patients.

The site visit is a time to shine and show them:

- Your proudest accomplishments
- Completed projects
- Current projects
- Initiatives your unit utilizes to improve patient care and experience

The appraisers have a list of the employees who work on the days of the site visit. They inform us which staff members they want present at a variety of meetings throughout the day. At those meetings, they will ask you questions about the organization to verify, clarify and amplify. They will also meet separately with community members, providers and organizational leadership to do the same - verify, clarify and amplify. All three appraisers will separately visit your units and ask about your quality data and what you do to improve them. It is the time to show off! We tend to underplay all the good that we do. This is not a time to say, "I am just doing my job." When given the option to do a really good job or a mediocre job, you all elect to do a really good job. The site visit is the time to let it show. Go ahead and be a peacock and not a goldfish!

What is next?

We will round to help get everyone jazzed up for the site visit. The Magnet Champions, Nursing Quality and Nursing Magnet will all make rounds and set up a table in a lobby to get everyone amped about our upcoming site visit. We have many ideas for fun activities to get the team, patients and visitors excited. Applying for Magnet designation is a matter of pride because it took very hard work from you every day to get us there!

We look forward to your input and questions as we come to your units. Think about this, only 9% of hospitals in the United States have Magnet designation! We will soon be on that list!

Project United Nurses

If you are interested in Project United Nurses, please join us every first Wednesday for Day of Progress. Please contact Mary Leah Bartolome for more information.

Project United Nurses (Project UN) is a committee dedicated to enhancing awareness and resources within the healthcare team to overcome communication or belief barriers. We've specifically focused on PCTs, LPNs, RNs and NPs. The journey into this field is challenging and obstacles persist. Therefore, Project UN extends its gratitude to all nurses for their unwavering commitment to patient care. We've received all your project referrals, and based on nurses' requests last year, we were able to acquire additional resources such as the Karen, Russian and Burmese menus, along with Language Point Cards.

Together, we can effect change, one idea at a time.

Recruitment

Attracting top nursing talent

Two new nurses participated in December 2023 orientation, including one who was an agency nurse and decided to stay at Roswell Park officially, and a rehire nurse who previously worked at Roswell Park.

Five nursing student interns who started at the end of December wrapped up their internship. We hope they decide to stay on with Roswell Park and apply to nursing positions once they graduate from nursing school. We have had a great turnout with the previous interns and retained nearly all of them, which is the whole purpose of the internship. Many wonderful nurses have come out of this, a testament to the growth opportunity at Roswell Park.



The following new staff participated in the January 2024 orientation:

- Three new LPNs, including one who worked as an agency nurse for a few years
- Four new PCTs
- Six new nurses
- One Clinical Trials Nurse Coordinator

Of the six nurses, two were agency nurses who decided to join us officially, and one was a Surgical Tech who completed nursing school and was promoted to a nurse position in the OR.

In January, several local nursing schools visited the Roswell Park campus to meet with our graduating residency nurses to talk about professional development and options to further their education. February and March were busy recruitment months for Roswell Park as we participated in job fairs at local nursing schools including Niagara University, Daemen University, D'Youville University and Brockport College.

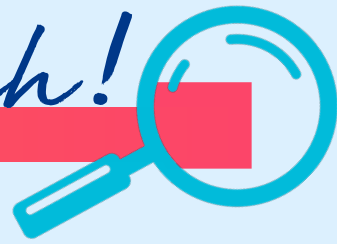
Magnet Timeline

FEBRUARY 1, 2023
Magnet Document Submitted
• Up to sixth months to review the document

LATE SPRING / EARLY SUMMER 2024
Potential site visit from Magnet Appraisers
• Up to two months for a decision from the ANCC

OCTOBER 30 - NOVEMBER 1, 2024
Decision from Commission on Magnet (COM)

Another Great Catch!



one **Committed**
roswell **to Safety**

To further our Commitment to Safety by building high reliability across our organization, we recognize employees who make a Great Catch! Our Great Catch Committee recently recognized January nominee, Amanda Stringham, BSN, RN, a nurse in Chemo Infusion, who was nominated by Medication Officer Megan Menon, PharmD.

What was the great catch?

A patient was ordered carfilzomib 90 mg. During order verification, the pharmacist modified the products selected to be 2 x 60 mg vials, with a 30 mg waste during compounding. The dose was sent from EHR to the pharmacy IV compounding software as 120 mg. This was prepared and verified by the pharmacist as such (no indication that the dose was incorrect; this was a software glitch).

The dose was delivered to the nursing station, where Amanda identified the error during the double check process. This product would have gone through KBMA scanning; the catch came solely down to the nurse correctly performing a double check of the dose. Pharmacy was notified, and the correct 90 mg infusion was prepared and administered. Pharmacy IT created a hard stop in the system less than one week later to prevent any further errors from occurring.

A Great Catch is an action that prevents harm from reaching a patient, employee, or visitor due to the thoughtful actions of an employee. This includes all forms of harm (i.e. physical, emotional, socio-behavioral, financial).

Speak up for Safety

By Angie Tavernier, Executive Director, Patient Safety

Many years ago, I was involved in a blood transfusion error that changed the way in which I understood error and error prevention. I was a senior nurse on a floor that took care of pediatric, adult and critical care patients, as well as outpatients. Our patients and their families were very well known to our staff, and in this environment, we had become lax at checking ID bands.

One day, while I was in charge of the unit, I offered to help an overwhelmed young nurse with a few of her tasks. As was standard practice, I grabbed a second RN at the nurses' station when the blood order arrived. I checked the PRBCs against the patient's order and blood type to ensure that we had the correct product and that it was compatible. I then took the PRBCs to the patient's room. I'd known this patient for over a year, so I made some small talk as I hung her blood and took her vital signs. Her nurse thanked me before leaving that day and assured me that she had gotten a second set of vital signs 15 minutes into the transfusion.

That evening, the evening charge nurse called to let me know that after I left that day, a second unit of blood had arrived for that patient. It was returned as staff believed that the blood bank had made an error. It was not until the unit of blood that I hung had completely transfused that the error I made was discovered. I had hung an incompatible unit of blood on the WRONG patient. I had checked another patient's blood at the nurses' station and then taken it into the incorrect room and hung it.

I was told that the incident was state reportable, and I went to sleep that night worried about the patient and assumed that I would lose my license. I returned to work the next day and, thankfully the patient was stable. She forgave me when I apologized, and I knew full well that the incident could have been fatal. I later heard from a colleague that many of the other nurses on my unit were talking about the error. In addition to the guilt and trauma that I felt from the initial error, I was also embarrassed and ashamed.

Almost 20 years later, I realize that I was set up to fail by a culture that existed on my unit. We were all cutting the same corners, and we were all subjecting ourselves and our patients to the same risk. The normalization of deviating from a hospital policy was the root of my error.

I realize now that there were ways that I, as a staff nurse, could have intervened to prevent this error. Although I often focus on the actions I took that day, there were hundreds of transfusions that I had hung prior to that day, and I never spoke up about the fact that we weren't following hospital policy on our unit.

As we strive to become a safer organization, I tell this story to encourage all of you to be conscious of the shortcuts that may be standard practice in your areas. If you identify drift from hospital policy, speak up! Notify your manager or leadership team or report this in the occurrence reporting system. Speaking up for safety ensures that my story does not become yours or someone else's, and that patients are not harmed as a result of our actions.

Know someone who made a Great Catch? Nominate them using our nomination form using the QR code



Meet the Team

Matt Dauria,

CHESP, T-CHEST, Director, Environmental Services, Linen, Patient Transport



With more than three decades of experience in various healthcare systems, Matt Dauria, CHESP, T-CHEST, Director, Environmental Services (ES), Linen & Patient Transport, feels well-qualified to articulate what distinguishes Roswell Park.

"Whether it be an ES worker, a nurse or a surgeon, we are all here for the same reason — to understand, prevent and cure cancer," he says. "Everyone in their own way has been touched by cancer. As a leader, it really helps me keep my team focused."

As Director of ES, he leads his team to ensure hospital cleanliness and patient safety. The ES umbrella encompasses housekeeping and cleaning, waste disposal, linen service, patient transport and campus event set-up and break down.

Service and patient interaction are at the core of the ES mission.

"We actively seek candidates who have a mind for customer service," he says. "We talk about customer service in our weekly huddles, and it's integral to our training. We present the employees with ways to engage the patient personally, such as commenting on family photos or mementos."

Ultimately Matt believes his team is most effective when it collaborates with the Nursing Department.

"When we have a regular ES worker embedded in a unit, we know that we do better with patient satisfaction," he says. "These folks are assigned each and every day to the same area and get to know the patients and nursing staff. This increases two-way communication, builds trust and increases the ability to work in seamless tandem with our nursing partners to provide the best care for our patients."

Matt adds that there are little things ES workers can do, such as getting a patient an extra blanket or grabbing a newspaper from across the room. But if a patient needs something medically, the nursing staff will be alerted.

For going that extra mile, ES team members consistently receive high Press Ganey scores.

In a 2023 Press Ganey patient satisfaction survey, Roswell Park scored 90.63 for cleanliness (in the top 30% in the country) and 94.17 for courtesy (in the top 15% in the country).

Matt attributes this success to that of the entire Environmental Services team. "I couldn't do what I do without my whole team behind me," he says. "I have an amazing management team. They lead at every level, and it makes my job easier."

While high scores are a sign of a job well done, Matt's message to his staff is simple: patients and families first.

"We disinfect the patient areas to break the chain of infection," he says. "If you come in to Roswell Park for surgery, we don't want you to leave with something else. But a smile and a few kind words go a long way. If you can change just a couple minutes of a patient's day, you can make a difference in their care."

Nurses Representing! Nurses present at Vizient Nurse Residency Conference, ONS Annual Congress



Several Roswell Park nurses participated in the 2024 Vizient American Association of Critical Care Nurses (AACN) Nurse Residency Conference from March 5-6 in San Diego, CA.

Mary Leah Bartolome, BSN, RN, Nursing Staff Development Instructor, Heather Huizinga, MSN, RN, OCN, Director, Patient Care Services and Jamie Schuh, MSN, RN, CMSRN, Oncology Clinical Nurse Educator, gave a presentation entitled, "An Introduction to Alternative Education Strategies in Nursing Residency."

The nurses detailed our novel methods to engage new graduate nurse residents. The focus of the presentation was how the program utilizes gamification, case studies, mock codes, focused retreats and problem-based learning to engage the learners.

ONS Annual Congress

A contingent of Roswell Park nurses also shared their innovative practices at the 2024 Oncology Nursing Society (ONS) 49th Annual Congress from April 24-28 at the Walter E. Washington Convention Center, Washington, DC.

- Aris Otminski, MS, BSN, AAS, RN, Nurse II, 5 West, with Paloma Tripathi, BSN, RN, Nurse II, 5 North; and Catrina Metlak, BSN, RN, Nurse II, 5 North gave a poster presentation entitled, "Premedication Prompting, for Transfusion of Blood Products."
- Suzanne Carroll, MS, RN, AOCN, Clinical Nurse Manager; Brian Fabianski, BSN, RN, Nurse II on 5 North; Hector Tirado, BSN, AAS, RN, CPhT, Transplant Nurse Coordinator; Laura Markel, BSN, RN, OCN, Clinical Nurse Manager 5 North; and Rachel Pikuzinski, BSN, RN, OCN, Clinical Research Nurse Coordinator, discussed "Would you recognize Lateral Violence if it punched you in the nose?" during their poster presentation.
- Heather Wypij, MSN, RN, OCN, Oncology Nurse Coordinator GYN, and Terry Colin, BSN, BS, RN, CMSRN, Nurse II, GYN, detailed "Self-Reporting of Medication Changes in an Oncology Ambulatory Care Center" in their poster presentation.

ANA Code of Ethics

By: Suzanne Carroll, MS, RN, AOCN

Provision 1

Provision 1 of the ANA Code of Ethics for Nurses states: The nurse practices with compassion and respect for the inherent dignity, worth and unique attributes of every person.

Obligations of this provision include:

- 1.1 The Respect for Human Dignity. Nurses should respect the human rights of all individuals and the universal right to health care.
- 1.2 Relationship with Patients. Nurses establish relationships of trust and set aside bias or prejudice.
- 1.3 The Nature of Health. Nurses respect the dignity and rights of all human beings regardless of factors contributing to the persons health status. Nurses are leaders who actively participate in responsible and appropriate use of interventions to optimize health and well-being. This includes acting to minimize unwarranted, unwanted, or unnecessary medical treatment and patient suffering.
- 1.4 The Right to Self-Determination. Patients have the moral and legal right to determine what will be done with and to their own person; to make informed decisions; to weigh the benefits, burdens and options in their treatment including the option of no treatment. Patients also have the right to accept, refuse or terminate treatment and to be supported in their decisions. Nurses preserve, protect and support patient rights.

When a patient lacks capacity, a formally designated surrogate should be consulted. In the absence of a surrogate, decisions should be made in the best interests of the patient.

Nurses know their patients and know what their preferences are. We are the voice for our patients and when we speak up for them, we are looking out for their best interests and promoting their right to self-determination.

- 1.5 Relationships with Colleagues and Others. Respect for persons extends to all individuals whom the nurse interacts. The nurse creates an ethical environment and culture of civility, kindness, dignity, and respect. Bullying, harassment, intimidation, manipulation, threats, or violence are always unacceptable behaviors.

Any behavior with an intent to harm another party is never acceptable. Nurses should be self-aware of their own uncivil behaviors and call out these behaviors in others. If a nurse experiences or witnesses these behaviors, they should be reported to their managers.

Reference: Code of Ethics for Nurses with Interpretative Statements, ANA, Silver Spring, Maryland (2015).

Environmental Sustainability

What can nurses do?

By Suzanne Carroll, MS, RN, AOCN



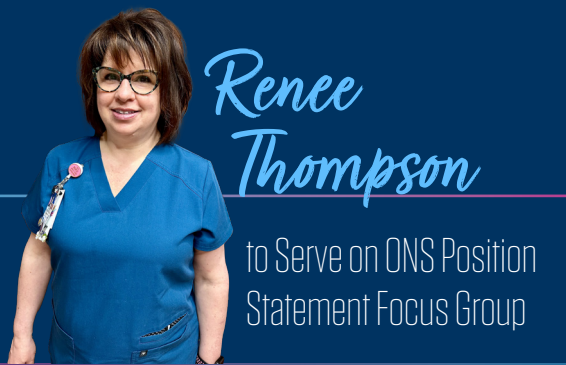
Hospitals produce more than five million tons of waste each year averaging over 29 pounds of waste per bed per day (Practice Greenhealth, 2023).

As Roswell Park works towards environmental stewardship and sustainability, there are things that anyone can do to on a personal level to reduce our carbon footprint in the world. Below are some ideas to get you started.

STOP using plastic water bottles! Plastics are made from petroleum and their production contributes to greenhouse gas emissions and global warming. Plastics also do not biodegrade and contribute to plastic pollution. Use a reusable water bottle and if you must use a plastic bottle, make sure it goes in the recycle bin and does not end up contributing to single-use plastic waste. Along the same line, STOP using plastic utensils! Bring reusable utensils to work and just clean them after use.

1. REFUSE plastic bags! Always use a reusable bag.
2. Minimize your use of aluminum foil. Aluminum foil can be harmful to human health. Use ceramic or glass alternatives.
3. Carefully consider the purchase of new electronics. Do you really need another TV or a new phone? If you do opt for a purchase, make sure you recycle your old electronics.
4. Ensure synthetic wine corks go into a recycle bin and place natural cork in a compost bin. There are also companies that collect natural wine corks and repurpose them into items like shoes, bags, and flooring. Visit recork.com or corkforest.org.
5. Dispose of junk mail into a recycle bin.
6. Properly dispose of CFL lightbulbs by taking them to a home improvement store for safe disposal. CFL bulbs contain small amounts of mercury and should NOT be disposed of in the regular trash or recycling bin.
7. Check local municipalities for proper disposal of batteries and Styrofoam.
8. Avoid using balloons, especially ones made of mylar and vinyl which are not biodegradable and contribute to plastic pollution. Even latex balloons take more than 15 years to decompose, so it's best to come up with other alternatives to balloons.
9. Drive less, carpool, utilize public transit or be like me and ride your bike!

I hope everyone will consider one or more of these ideas and incorporate them into your lifestyle so we can all work to lessen the environmental impact to our planet.



Renee Thompson

to Serve on ONS Position Statement Focus Group

Renee Thompson, AAS, RN, OCN, Scott Bieler Amherst Center, will participate in the Oncology Nursing Society (ONS) Position Statement Focus Group. Andrew Storer, PhD, DNP, RN, NP-C, FAANP, Chief Nursing Officer, nominated Renee for the group, which will revise the position statement for ONS. The statement is often used as a guide for oncology nursing practice and policy development. Renee was among only ten individuals chosen from throughout the country. She has served on the Board of the Western New York Oncology Nursing Society (WNYONS) for many years as a strong advocate for nurses and cancer patients. We are proud of her accomplishments and celebrate her work on the WNYONS board.

Leadership Promotions in Nursing Team

An update from Andrew Storer, PhD, DNP, NP-C, FAANP, Senior Vice President & Chief Nursing Officer

With great pleasure, I announce the appointments of five nursing and patient care leaders who will play key roles in our work to ensure excellence in clinical care at Roswell Park. Please join me in celebrating these outstanding Nursing team leaders on their many accomplishments and the energy they are bringing to their new responsibilities.



Lovejeet "LJ" Atwal, MSN, FNP, RN, Chief of Advanced Practice Nursing (Lead Nurse Practitioner for Employee Health)

LJ first began his career at Roswell Park in 2014 as a nurse on 5 East in the Bone Marrow Transplant Unit until 2017. After earning his master's degree with a focus in family nurse practitioner, LJ returned briefly in 2019 with the Transplant & Cellular Therapy team before his appointment to the role of Lead Nurse Practitioner for Employee Health last year. LJ brings to this role a background in education and family health, earning several bachelor's degrees in mathematical science, community health and nursing.



Roxanne Dudish, MS, BS, AAS, Executive Director of Case Management

Roxanne recently joined Roswell Park with more than 20 years of experience in healthcare and management. As the Executive Director of Case Management, Roxanne provides strategic planning, leadership and coordination in the advancement of care management for Roswell Park and the Roswell Park Care Network. She drives innovation in the design, development, implementation and delivery of alternative care models — such as home visits and home care programs — while working closely with community partners and stakeholders. She earned her bachelor's degree in organizational management from Houghton College, and her master's degree in integrated healthcare management from Western Governor's University.



Maegan Chmura, MSN, BSN, RN, Executive Director of Surgical, Solid Tumor and Acute Care Nursing

Maegan began her work at Roswell Park as a hospital clinical assistant on the Bone Marrow Transplant Unit in 2005 while she was a nursing student at D'Youville College. She was later named a staff nurse on 7 West and then, in 2010, as a Tobacco Cessation Specialist, helped develop standardized tobacco assessment and educational materials informing patients of the harmful effects of tobacco on cancer incidents and treatment. She has also served as a Clinical Nurse Manager in the Gastrointestinal Center and, since September 2012, as Clinical Nurse Manager for 7 West before her most recent role as Executive Director of Nursing Administration.



Claudia Diamonte, BSN, RN, Executive Director of Hematology-Oncology Nursing services

Claudia has been a registered nurse more than 20 years, bringing with her a wealth of experience in clinical trial coordination and administration. Since joining Roswell Park in 2021 as Executive Director of Clinical Trials, Claudia has been a valued team member, excelling at leading her team and advancing the expansion of our cellular therapy program. She holds a bachelor's degree in nursing from Thomas Edison State University.



Susan LaValley, PhD, Executive Director of Patient Education

Dr. LaValley joined Roswell Park as a research scientist in 2018, playing an integral role in the CARE lab, and specifically CareWell study – helping to understand more about stress and its correlation to cancer under the leadership of Elizabeth Bouchard, PhD, MA. Dr. LaValley has both led and been featured in several publications surrounding studies on the care of older adults, caregiver support for end-of-life treatment and health literacy outreach. She holds a master's degree and PhD in community health and health behavior from the University at Buffalo.

National Nurses Week Nurses Make a Difference

Each May, we take a week to celebrate and honor all the incredible work our nurses do every day, and thank them for their selfless dedication to our patients.

In conjunction with the American Nurses Association, Roswell Park will celebrate National Nurses Week 2024 from May 6 – 12. This year's theme is "Nurses Make a Difference."

Please stay tuned for more information on Nurses Week. We are so happy to shine a light on all of our valued nurses and offer our heartfelt gratitude!



PUBLISHED!



Visit www.oncnursingnews.com to find and read these articles from your colleagues!

Jennifer Grimmer, DNP, FNP-BC, PMGT-BC, and Martha Bentley-McLachlan, BSN, RN, OCN, PMGT-BC, authored "Navigating Difficult Conversations in Cancer: Pain Management" in the latest edition (Spring 2024) of Oncology Nursing News.

Chief Nursing Officer Andrew Storer, PhD, DNP, RN, NP, FAANP penned "Your Workforce Should Reflect Your Community" in a December 2023 contributed article.

ICECYCLE SEES ANOTHER RECORD-BREAKING YEAR

IceCycle saw 1,350 participants come out to Buffalo RiverWorks on March 8 and 9 for the fourth year of this unique fundraising event. This year was a record-breaking year, raising \$685,000 for cancer research and patient care programs at Roswell Park. Riders took a 45-minute spin class on the ice led by local, regional and national fitness studios and instructors.



Team Roswell, the Patient Experience Dream Team, Roswell Rehab! and other employees showed up in a big way this year, raising more than \$19,000 combined! From riding in the Buffalo winter to emotional moments to honor and remember those with cancer to a victory bell rung by many riders and spectators, the weekend was an unforgettable experience. Watch the highlights from the weekend and get inspired to join IceCycle in 2025 at icecyclebuffalo.org!



Ride for Roswell to honor Roswell Park Nurse Kelly Englert Flak

The Ride for Roswell is Saturday, June 22 and we want Team Roswell to be more impactful than ever. Join Roswell Park teams and employees, including this year's Torch Lighter Roswell Park nurse and cancer survivor Kelly Englert Flak.



"Without research, I wouldn't be here. Right now, I am on a medication that was only approved three years ago by the FDA," Kelly explained. "Three years ago, had I been at the beginning of my journey and had that mutation, I wouldn't be sitting here right now, and I wouldn't be lighting that torch this year. So, I am thankful to Roswell Park and its research and to everybody who helps donate and put money and funding toward that."

[Read Kelly's story on the Ride for Roswell website.](#)

Ready to ride? Join with your Roswell Park colleagues to honor Kelly and the countless other patients who benefit from your care during Ride weekend. Be part of Team Roswell by forming your own team or joining an existing team at rideforroswell.org/team-roswell or scan the code below!





Our New Roswell Park Nurses

Ambulatory Services GYN

Jennifer Ruiz, Nurse II

Ambulatory Services Melanoma/ Sarcoma Clinic

Shakita Cooper, LPN

Ambulatory Services Survivorship & Supportive Care

Sarah Dow, Oncology Nurse Coordinator

Ambulatory Services Urology

Andrea Edwards, LPN

Robin Turner, LPN

Breast Clinic

Kelsi Cotter, PCT

Diagnostic Radiology

Amy Gagliardo, Nurse II

Gina Sardo, Nurse II

EHC

Teresa Lane, LPN

Ann Marie Reimer, LPN

GYN Clinic

Kristin Cianchetti, CNM

ICU

Anastasia Clemons, PCT

Infusion

Danielle Johnson, Nurse II

Nursing Administration

Kuldeep Singh, Clinical Trials Nurse Coordinator

Nursing Resource Pool

Quajohn Prude, PCT

OR

Haley Habermehl, Nurse II

Meghan Petracca, Nurse I

Perioperative Care Unit

Melissa Mata, Nurse II

Resource Pool

Ethan Dean, PCT

Nicholas Garbacz, PCT

TCT

Gina Marino, TNC

5N

Jamie Wilcox, Nurse I

5E

Julianna Kieffer, Nurse I

Meek Roberts, PCT

Joseph Stabile, Nurse II

5W

Lynn Lyford, Nurse I

Tianna Kerr, PCT

6E

Chauntel Scott, Nurse I

7N

Tina Alabisi, PCT

7E

Viola Zimmerman, PCT

7W

Paw Dee Lay, Nurse I

Sara Benson Nurse II

8W

Sara Benson, Nurse II

Stephanie Hurst, Nurse II

Felipe Vega, PCT

Career Development Program

Shadow Opportunity

Roswell Park's Shadow Program allows employees the opportunity to learn about career options



Requirements

1. Must be in good standing in current position
2. Available to all Roswell Park Employees
3. One shadow experience per quarter



Explore

Learn more about available career pathways at Roswell Park:

- Registered Nurse
- Nurse Manager
- WOC Nurse
- Licensed Practical Nurse
- Nurse Educator
- Research Nurse
- Patient Care Technician
- Oncology Nurse Coordinator
- Clinical Research Coordinator
- Nurse Practitioner
- Nurse Supervisor
- Operating Room
- Physician Assistant
- Radiology Tech
- Infection Prevention
- Surgical Tech
- Quality Specialist
- Pharmacy
- Phlebotomy
- Laboratory & Blood Bank
- ... and more!



Scan QR code to complete application form!
From The Professional Development Council

NursingProfessionalDevelopment@RoswellPark.org



Certified Nurses Day

Certified Nurses Day™ is March 19 of every year, when we celebrate the birthday of Margretta “Gretta” Madden Styles. Gretta is the pioneer nursing leader who is the reason for Certified Nurses Day.

We want to honor Roswell Park nurses who contribute to better patient outcomes through national board certification in their specialty.

As of December 2023, we have 296 nurses with a board certification! We thank YOU for your professionalism and commitment to maintaining professional board certification.

In addition to what is listed to the right, we now offer Success Pays through the ANCC which provides free take on up to 17 different specialty certifications. The programs are offered at no cost to Roswell Park nurses (saving you hundreds of dollars) and you have two opportunities to pass each exam. Once you pass, you are afforded an annual compensation in your geographical differential — a complete win-win for your professional improvement.

Roswell Park continues to support nurses who want to achieve professional nursing certification by offering these certifications:

- OCN® FreeTake program for Oncology Certified Nurse (OCN®)
- Certified Pediatric Hematology Oncology Nurse (CPHON®)
- Certified Pediatric Oncology Nurse (CPON®)
- Advanced Oncology Certified Nurse Practitioner (AOCNP®)
- Advanced Oncology Certified Nurse Specialist (AOCNS®)
- Advanced Oncology Certified Nurse (AOCN)
- Certified Breast Care Nurse (CBCN®)

Certification Name

Adult-Gerontology Primary Care Nurse Practitioner (AGPCNP)	Certified Medical-Surgical Registered Nurse (CMSRN)
Advanced Oncology Certified Nurse (AOCN)	Certified Nurse Operating Room (CNOR)
Ambulatory Care Nurse (ACN)	Certified Pediatric Hematology Oncology Nurse (CPHON)
Board Certified Case Manager (CCM)	Certified Professional in Healthcare Quality (CPHQ) - National Association for Healthcare Quality (NAHQ)
Board Certified Infection Control and Epidemiology (CIC)	Certified Radiology Nurse (CRN)
Certified Ambulatory Peri anesthesia Nurse (CPAN)	Certified Women’s Health Care Nurse Practitioner (WHNP-BC)
Certified Blood & Marrow Transplantation Nurse (BMTCN)	Certified Wound, Ostomy and Continence Nurse (CWCN)
Certified Clinical Documentation Specialist (CCDS)	Medical-Surgical Nursing Certification (MEDSURG-BC)
Certified Clinical Research Professional (CCRP)	Nursing Professional Development (NPD-BC)
Certified Continence Care Nurse (CCCN)	Oncology Certified Nurse (OCN)
Certified Critical Care Registered Nurse (CCRN)	Pain Management Nursing (PMGT-BC)
Certified Gastroenterology Registered Nurse (CGRN)	Psychiatric - Mental Health Nurse Practitioner - Across the Lifespan - (PMHNP-BC)
Certified Hematopoietic Transplant Coordinator (CHTC)	Registered Nurse First Assistant (RNFA)
Certified in Care Coordination and Transition Management (CCCTM)	Wound Care Certified (WCC)
Certified Informatics Registered Nurse (RN-BC)	

Certified Nurses by Unit

Assessment and Treatment Center

Jennifer Ciccarella, OCN
 Jamie Otto, OCN
 Sara Barbur, CCRN

Breast Clinic

Cathrin-Marye McMullin, OCN
 Leah Rivas, OCN
 Megan Long, OCN

Dermatology Clinic

Suzanne Wischerath, CMSRN

Gastrointestinal Clinic

Donna, Olewniczak, CMSRN
 Stephanie Wheeler, CIC, CMSRN, OCN
 Laura Pillay, ACN
 Lauren Petrasio, MEDSURG-BC

Gynecology Clinic

Heather Wypij, OCN
 Theresa Colin, CMSRN

Head and Neck Clinic

Anne Courtney, OCN
 Grace Young, OCN
 Amy Manocchio, CNOR
 Sarah McCoy, CMSRN

Chemo Infusion Clinic-Downtown

Salem Melewski, OCN
 Lindsey Gold, OCN
 Stacey Peters, CMSRN, OCN
 Danielle Sachman, MEDSURG-BC
 Shannon Glavey, OCN
 Nicole Henneberg, OCN

Leukemia Clinic

Michael DellaNeve, CMSRN

Lymphoma and Myeloma Clinic

April Tkaczyk, CMSRN
 Sara Siconolfi, OCN

Melanoma Sarcoma Clinic

Ashlei May, CMSRN

Pediatric Clinic

Anita McCabe, CPHON
 Rose Kumpf, CPHON, OCN
 Angelica Zachara, CPHON, OCN
 Kimberly Seabolt, CPHON, OCN
 Sarah Gerard, CPHON, OCN
 Abigail Helsel-Zielinski, CPHON

Survivorship and Supportive Care

Martha Bentley-McLachlan, OCN, PMGT-BC
 Denise Hyman, OCN
 Anna Foster, OCN
 Courtney Brydalski, OCN
 Anna Bernas, OCN

Transplant and Cellular Therapy

Tina Glow, RN-BC, OCN
 Eileen Kelly, OCN
 Cristi Zavatti, OCN
 Madeline Rogowski, OCN

Urology Clinic

Alexandra Sanders, OCN, BCPA
 Therese Kurtz, CCRN
 Kaitlin Chidester, OCN
 Samantha Gruber, ACN
 Kristen Moran, CCRN, OCN

Neurology Clinic

Mary Rose Vater, OCN

Anesthesia Pre-Operative Clinic and Cardiac Testing

Stephanie Abt, OCN
 Sarah Swenson, ABPANC
 Corrie Roeser, OCN
 Jillian Daigler, CNOR
 Jenna Masten, CCCTM
 Lydia Wishman, MEDSURG-BC
 Case Management
 Kevin Lennon, CCM
 Mary Lempko, CCM
 Patrick Friedmann, OCN
 Michele Durusky, CCM
 Jennifer Downing, CCM

Clinical Research Center

Marioly Ambrose, OCN
 Sarah Pawlak, CMSRN
 Holly Poniatowski, OCN
 Caitlin Schrimmel, OCN
 Marissa Dressel, CMSRN

Diagnostic Radiology

Julia Shutt, CMSRN, OCN
 Christine Sheehan, OCN
 Yamilette Sepulveda, CMSRN
 Colleen O'Brien-Cholis, CRN
 Lisa Seifert, OCN

Endoscopy

Kelley Watson, CGRN
 Ryan Granville, CGRN
 Heather Igielinski, CMSRN

Intensive Care Unit

Jillyan Degan, CCRN
 Mariam Mannan, CCRN
 Gabrielle Acosta, CCRN
 Rebecca Wajda, CCRN
 Lem Mogavero, CMSRN
 Hannah Gullo, CCRN

Niagara Center

Sarah Burke, CCRP
 Michele Prior, ACN

Nurse Practitioners

Allison Koscak OCN, CCRN
 Diane Bona, MEDSURG-BC
 Rachael Butler, RNFA

Nurse Triage

Christine Pieri, OCN

5 East

Karen Lochhead, OCN, BMTCN
 Renee De Wald, CMSRN

5 North

Brian Fabianski, OCN
 Abigail Killion, OCN
 Laura Markel, OCN

5 West

Shontea Desnoes, CMSRN
 Molly Jeff, OCN

6 East

Jennifer Lindemann, OCN

6 West

Kristin Bednarz, MEDSURG-BC
 Michaela Pastorius, OCN
 Holly McCabe, OCN
 Christie Kerr, CMSRN

7 East

Amanda Cruz, OCN
 Kimberly McMahan, OCN, CMSRN
 Nicole Smith, CMSRN
 Leah Mundis, CMSRN
 Abigail Rogers, CMSRN
 Britney Stancampiano, CMSRN
 Nicholas Couch, CMSRN

7 North

Karla Kirbis, CMSRN

7 West

Jessica Welker, CMSRN
 Sarah Reger, CMSRN
 Joseph Enser, PMHNP-BC

8 West

Robert Wesolowski, CMSRN
 Lauren Wilson, CMSRN
 Jennifer Russell, CMSRN
 Ann Dutchess, CMSRN
 Faye Kifner, OCN
 Christina Gilinger, CMSRN
 Stephanie Hurst, CCRN, FNP

Operating Room

Rebecca Natalzia, CNOR
 Heidi Wojciechowski, CNOR
 Kristine Werner, CNOR
 Jennifer Bockus, CNOR
 Jamie French, CNOR
 Cheryl Miranda, CNOR
 Cheryl Lanphear, NPD-BC
 Julia Pinzone, CNOR
 Crystal Wood, CNOR
 Jessica Mariacher, CNOR
 Colleen Olsen, CNOR
 Danielle Hodson, CNOR

PCU

Charlene Weiss, OCN
 Leanne Skidmore, CCRN
 Valerie Smith, MEDSURG-BC
 Samantha Giambattista, CCRN
 Kathleen Masterson, WCC

Resource Pool

Sherrie Webber, OCN
 Megan Hayes, CMSRN
 Jessica Naranjo, CMSRN
 Rachel Teal, CMSRN
 Tara Polilla, OCN
 Lara Smith, CCRN

Roswell <50% DPC

Jennifer Missland, OCN, CCRN
 Karen Rudnicki, CCRP
 Dodie Killock, CCDS
 Kimberly Venohr, OCN, CRN
 Maegan Chmura, CMSRN
 Melissa Hiscock, OCN, CWCN
 Heather Sabadasz, OCN
 Jamie Henwood, CMSRN
 Mary Williams, OCN
 Kristin Cianchetti, CPHQ
 Lisa Martin, CCRP
 Jamie Schuh, CMSRN
 Jody Skipper, CCRP
 Jessica Schultz, OCN
 Melinda Klubek, OCN
 Kelly Dinderski, CMSRN
 Andrea Darrall, CNP
 Shontoya Wilson, OCN
 Andrew Storer, CNP
 Jilliana Wasiura, CIC, CPHQ
 Rachael Pikuzinski, OCN
 Heather Huizinga, OCN
 Faith Austin, OCN
 Erica Mossop, OCN
 Claudia Diamonte, OCN
 Shannon Baldo, CPHQ
 Karen Peterson, CIC

RN Management

Samantha West, OCN
 Suzanne Carroll, AOCN
 Lisa Garvey, OCN
 Kelly Englert, OCN
 Jessica French, CNP
 Pamela Pichon, OCN
 Kelly Majewski, OCN
 Melissa Witt, CMSRN
 Emily Mule, OCN, CMSRN

SBAC

Lisa Cloen, OCN
 Renee Thompson, OCN
 Brianna Franzek, OCN
 Rachel Silverman, OCN

Specialized Workforce Assessment

Shiloh Bromstead, CCRN
 Alexa English, CCRN, OCN
 Lisa Privitera, BMTCN, OCN
 Colleen Warren, CHTC
 Trish Boersch, OCN
 Dana Cipolla, CCRP

Therapeutic Apheresis

Natalia Belsky, OCN
 Jessica Bonafede, CPHON
 Bridget Olsen, OCN
 Cathryn Rath, CNOR

WOC

Meganne Conrad, CCCN, CWCN
 Kathleen O'Hearn, CWOCN

CWCN

Michelle Dalka, CWCN