







## PRINCETON HEALTH PROGRESS REPORT TO THE COMMUNITY

Penn Medicine

## PRINCETON HEALTH PROGRESS REPORT TO THE COMMUNITY

AS WE REFLECT ON THE PAST YEAR. WE ARE THANKFUL FOR THE CONTINUED SUPPORT OF THE LOCAL COMMUNITY. WE ARE ALSO GRATEFUL FOR THE TEAM OF PROFESSIONALS THROUGHOUT PENN MEDICINE PRINCETON HEALTH WHO USE THEIR KNOWLEDGE AND SKILLS EVERY DAY TO DRIVE A CULTURE BUILT ON A COMMITMENT TO EXCELLENCE.

We have set a goal of becoming the region's undisputed healthcare quality leader, and thanks to our dedicated, talented staff and physicians, we are.

This year brought a variety of strategic imperatives into focus. Specifically, supporting compassionate care through a patient- and family-centered experience; a dedication to growth that supports coordinated, convenient access to comprehensive care; and a renewed commitment to workforce engagement. We are also dedicated to maintaining a high reliability organization that incorporates values such as respect, a healthy culture, self-reflection, collaboration, and transparency into everything we do.

#### OF THE YEAR INCLUDE:

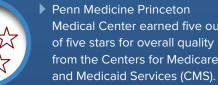


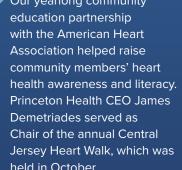
- Medical Center earned five out of five stars for overall quality from the Centers for Medicare
- Our yearlong community education partnership with the American Heart Association helped raise community members' heart Demetriades served as Chair of the annual Central held in October.

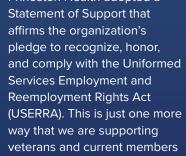


▶ Princeton Health adopted a Statement of Support that affirms the organization's pledge to recognize, honor, Services Employment and Reemployment Rights Act way that we are supporting of the military.













Being a regional healthcare leader wouldn't be possible without a purposeful approach to fostering employee growth and creating innovative career pathways, particularly in traditionally challenging-to-fill roles. The Princeton Health Human Resources department has taken the lead on significant initiatives to meet these goals, including:

- · Launched a Pharmacy Technician Training Program with grant funding from the U.S. Department of Labor, Employment and Training Administration through NJ Healthworks. An additional Pharmacy Technician Apprentice Program will launch in January 2024 and will be partially funded through the grant. As part of the programs, two internal candidates will receive online coursework and handson training while working in the pharmacy environment. A partnership with Mercer County Community College and MedCerts will provide educational support and an apprenticeship certification.
- Volunteer Services, working closely with HR, created opportunities for student volunteers to explore careers in nursing, medicine, allied health, and various ancillary services.
- The Pre-Health Professional Program offered students the opportunity to meet with HR professionals to discuss their career goals and the most practical path forward.
- An on-site surgical technologist training program enables current employees who want to advance in their career path to receive instruction while simultaneously gaining valuable hands-on experience in surgical cases.

Throughout 2024 and beyond, as part of Penn Medicine, Princeton Health will continue to provide patients with convenient access to outstanding care by providing services close to home and establishing primary and specialty care practices across the region. We will create robust, innovative internal systems that will set us apart as a leader in efficient healthcare delivery.

Thank you again for trusting Princeton Health for your healthcare needs.

James Demeticaly

JAMES G. DEMETRIADES Chief Executive Officer Penn Medicine Princeton Health

**ANTHONY J. KUCZINSKI** Chairman, Board of Trustees Penn Medicine Princeton Health



#### **EXPERT MEDICAL STAFF EXPANDS**



47 MEDICAL AND ALLIED PROFESSIONAL STAFF ADDED SINCE LAST YEAR

# NURSE RESIDENTS LEARN A HOLISTIC APPROACH TO CARE

A hybrid nurse residency program at Penn Medicine Princeton Health, created by leaders and educators from both Princeton Medical Center (PMC) and Princeton House Behavioral Health, offers nurses the opportunity to participate in psychiatric and medical-surgical rotations.

The program was created to address the concerns of recent nursing school graduates who, research has shown, may be hesitant to explore a career in psychiatric nursing because they believe that there's a prerequisite for medical-surgical experience.

Nurses in the program alternate between the PMC Medical Neurological Oncology (MNO) unit and the Princeton House inpatient units. They work side-by-side with experienced nurses and receive continuous support in an evidence-based practice setting.

The program offers a well-rounded experience in caring for patients' physical and emotional needs. It also plays an essential role in recruiting and retaining the best and brightest into critical psychiatric nursing positions.



SCAN THE QR CODE to view the most recent nursing annual report.

## WELL-BEING INDEX HELPS ASSESS PHYSICIAN BURNOUT

Princeton Health offers physicians and staff an Employee Assistance Program (EAP) and the Wellfocused app, which offers activities that promote fitness, mindfulness, and overall well-being. However, in recent years, the Medical Staff Executive Committee has taken a more multifaceted approach to help reduce physician burnout.

Using the Mayo Clinic Well-Being Index online self-assessment tool, the Committee discovered that Princeton Health physicians have lower distress scores than the national average. However, the assessment did identify ways to help further support providers at Princeton Health in a meaningful and impactful way.

A task force created a peer-to-peer mentorship program, a dedicated call center and break room, and changes to models of care. A life coaching program to help physicians balance career and personal goals was also established.

Princeton Health also promotes the use of Penn COBALT, a digital platform launched by Penn Medicine to give physicians and other employees access to mental health and wellness content, including the Mind on Mental Health podcast produced by Penn Medicine Princeton House Behavioral Health.





# REDUCING OUR ENVIRONMENTAL IMPACT

Penn Medicine is conducting a system-wide carbon footprint baseline project to measure carbon emissions for the University of Pennsylvania Health System. The results will help inform a multi-year strategy to reduce emissions and costs to meet system-wide sustainability goals. As part of this project, Princeton Health has adopted several emissions reduction projects, including collecting food waste from patient trays in the restaurant and kitchen food preparation areas that will become mulch and animal feed in support of a local sustainable farm; working with PSE&G to perform seven clean energy initiatives at our main campus and at Princeton House Behavorial Health which will reduce carbon emissions and save energy costs; and launching a large carport solar project in the employee parking lot with eight electric vehicle charging stations. These initiatives will all reduce our need for electricity from the grid but allow us to maintain that connection as an additional electrical backup if needed.



## DIVERSITY, EQUITY & INCLUSION



The unwavering commitment of the Princeton Health Diversity, Equity, and Inclusion program is rooted in the principles of cultural humility, volunteerism, and coordinated giving. Highlights from this year include:



- Continue to be meaningfully engaged with the local community, offering service hours and support for the provision of food and other essential items.
- Remain committed to engaging with the American Hospital Association's #123forEquity pledge to help ensure high quality, equitable, and safe care throughout the community.

As we look to the future, we will continue to expand staff education that reinforces the importance of fostering a more inclusive, unbiased environment for all, and we will explore opportunities to build programs that reflect our enduring commitment to a culture that embraces compassion and understanding.



## NEW SERVICE OFFERINGS & EXPANSIONS

### GRANT SUPPORTS SPECIALIZED GERIATRIC CANCER CARE

The Penn Medicine Princeton Cancer Center received a \$2.5 million grant from the Bristol Myers Squibb Foundation to help fund an innovative program to ensure holistic, patient-centered care for older adults with cancer.

The new Geriatric Oncology Program is transforming cancer treatment and supportive care for older adults by increasing outreach to seniors in the central New Jersey community, expanding research opportunities, and enhancing professionals' expertise in geriatrics.

To date, grant funding has helped expand care to include implementing comprehensive geriatric assessments for all new patients over the age 70 who will undergo chemotherapy, immunotherapy, radiation, or targeted treatments. This includes assessment of physical function, social support, mental and cognitive health, and patient goals of care.

For patients and caregivers, Princeton Cancer Center is collaborating with psychologists at Princeton House Behavioral Health to create our first-ever psychosocial oncology program. The goal is to use validated screening tools to assess patient and caregiver needs and refer those in distress to an experienced psychologist. This service will be embedded into the cancer program to minimize the time burden of seeking mental health support.

Grant funding has also been used to add to our clinical staff, including hiring an advanced practice nurse, palliative care physician, and oncology nurse navigator, all dedicated to the geriatric oncology population.

## PREMIER CERTIFICATION OF GERIATRIC HIP FRACTURE PROGRAM

The Geriatric Hip Fracture Program at Princeton Medical Center was certified as a Premier Level program by the International Geriatric Fracture Society (IGFS). This is the highest certification level available through the IGFS. The hospital's program met or exceeded targets set by the IGFS in areas such as length of stay, in-hospital mortality, readmissions, and time to surgery.

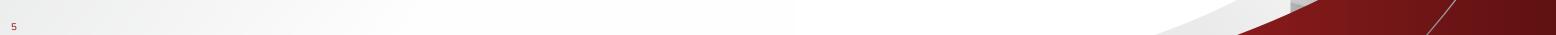
The survey team praised the program's interdisciplinary approach in supporting orthopedic surgical care. The surveyors were particularly impressed with the engagement demonstrated by the physical therapists, geriatricians, and anesthesiologists involved.

This certification aligns the hospital's fracture program with other programs in the Penn Medicine system. Hip fractures are common among older adults. According to the Centers for Disease and Prevention (CDC), each year more than 300,000 people aged 65 and older are hospitalized for a hip fracture.

#### CAMPUS UPDATE

Improvements and updates completed this year include:

- touchless Evolv Weapons detection units in Princeton Medical Center. We are committed to ensuring the health and safety of our medical staff, employees, volunteers, patients, and visitors. The installation of Evolv will help us reinforce our long-standing commitment to maintaining a weapons-free hospital and physician practices.
- CREATED a new endoscopy suite in the Ambulatory Surgery Center. The suite includes state of the art equipment for colonoscopies and endoscopies, including an advanced Artificial Intelligence (AI) system that enhances polyp detection.
- ▶ BUILT two new suites in the MAP for specialists in urology and gynecologic surgery.
- ▶ UPGRADED to LED lighting in the parking lots. This energy-efficient alternative offers brighter lighting to increase visibility and improve security for visitors and staff who walk to their car in the dark.



# COMMUNITY HEALTH & VOLUNTEERISM HEALTH & WELLNESS PROGRAMMING

Community Wellness continued both in-person and virtual programming throughout 2023. We look forward to continuing our commitment to providing dynamic, relevant education programs for the community in the coming year, and beyond.

- More than 1,800 community programs.
- Reached more than 48,000 area residents.
- Over 350 virtual programs.
- Provided over **500** CPR and first aid classes, which included Princeton Medical Center health professionals' certifications.
- Over **255** aspiring EMTs completed their observation hours in the Center for Emergency Care.
- More than **750** EMTs attended continuing education classes on topics such as Understanding Popular Supplement Interactions, Skin Injury Prevention When Transporting Patients, and EMT Basic (EMT-B).
- Provided a total of over **275** prenatal, postpartum, and breastfeeding classes and support groups.

Al Roker, weather and feature anchor and 3rd hour co-host of NBC's TODAY, discussed his life, career, and experiences with cancer at Penn Medicine Princeton Health's Cancer Survivors Month celebration on Wednesday, June 28 at the Westin Princeton at Forrestal Village.

Over 500 people registered for this event.







#### VOLUNTEER SERVICES

#### **PRINCETON HEALTH**

TOTAL Volunteers: **521** TOTAL Hours: **38,589** 

Volunteers have a positive impact throughout the hospital, including in areas such as:

#### GUEST RELATIONS

Volunteers: **16**Hours: **631** 

PRE HEALTH
COLLEGE PROGRAM

Students: **15**Hours: **1,946** 

PET THERAPY
Volunteers: 6

Hours: **69** 



THE PRINCETON HEALTH PATIENT & FAMILY

ADVISORY COUNCIL (PFAC) RECENTLY

CELEBRATED ITS FIFTH ANNIVERSARY

WITH A LOOK BACK AT THE GROUP'S MANY

ACCOMPLISHMENTS.

Since it was established in 2018, the members of PFAC have actively participated in and provided valuable feedback on a variety of important Princeton Health, Princeton Medical Center, and University of Pennsylvania Health System (UPHS) special projects and committees that impact patient safety and experience.

PFAC special projects include:

- Patient Safety Week and Safety Committee
- Community Needs Assessment
- Penn Medicine Listening Lab Design and Committee
- Nursing education
- Marketing materials and campaigns
- Patient education materials
- Magnet re-certification
- Penn Medicine Community of Practice

In the coming year, PFAC members will continue to share their experiences, insights, and ideas to help improve the patient experience. Their work helps to ensure that Princeton Health maintains a culture of excellence that includes the patient/family perspective.

#### **AWARDS & ACCOLADES**

**Innovative Sustainability Efforts** 

For the second year in a row, Princeton Health received a Partner for Change award from Practice Greenhealth, the nation's leading organization dedicated to environmental sustainability in healthcare. The award, presented to only 216 healthcare organizations nationwide, reflects Princeton Health's progress related to ongoing sustainability initiatives.

#### **Gold Standard for Patient Care**

Princeton Medical Center received The
Joint Commission's Gold Seal of Approval®
for spine surgery and advanced primary stroke care,
following on-site surveys and a thorough review
of the hospital's use of evidence-based practice
guidelines, collection of data, and performance in
key quality measures.

## **PRINCETON** HOUSE **BEHAVIORAL HEALTH**



Over the past several years, people of all ages have grown to better understand that their mental health is a key to their overall wellbeing. Public conversations about the impact of the COVID-19 pandemic, magnified by recent global conflicts and social unrest have brought the topic of mental health even more into the mainstream.

Throughout 2023, Penn Medicine Princeton House Behavioral Health has been laser focused on increasing community access to mental health care and maintaining the quality and safety record for which we are well-known.

With demand for our services surging over the past 12 months, Princeton House responded by successfully recruiting nurses, therapists, psychologists, psychiatrists and other expert, caring professionals that are so vital to fulfilling our mission.

We have also emphasized employee wellness. A compassionate and engaged workforce has always been one of our hallmarks. When patients are asked on surveys about why they entrusted their care to us and how they have benefitted from our services, they frequently mention our staff's empathetic, personalized care.

We continue to meet or exceed our goals for guality care. Both inpatient and outpatient ratings of the care experience at Princeton House exceeded our targets and places us in the 90th percentile of psychiatric hospitals nationally.

As Princeton House looks ahead to 2024, you—the communities we serve—have our unwavering commitment to remain available to you and your loved ones during your time of crisis, and to respond to your needs with innovation, clinical excellence, and humanity.

MARGUERITE PEDLEY, PhD

Senior Vice President Penn Medicine Princeton House Behavioral Health



#### **OUR PEOPLE**

Engaging with our staff is part of the Princeton House culture. One-to-one meetings between leadership and hundreds of employees has resulted in increased retention. Extensive education is also a hallmark of working in the Penn Medicine system. Experienced, highly trained staff make the best treatment teams and optimize our patients' experience.



Q A 300 1:1 INTERVIEWS WITH STAFF

#### **QUALITY**

Like most behavioral health facilities, Princeton House has a dashboard of key quality measures that ensure our patients receive optimal care. When we compare our clinical outcomes, safety record, low rate of early readmission and other important metrics to those of facilities across the region and the country, we are consistently among the top performers.



THE RESULT IS BETTER CARE FOR SATISFACTION AMONG OUR STAFF.

#### GROWTH

The demand for expert mental health clinicians at all levels is at an all-time high. Princeton House is proud to report that our focus on recruitment and retention has been highly successful, ensuring a robust complement of psychiatric providers (MDs and APNs), nurses, and therapists, positioning us effectively to meet both current and future patient needs.

Left: Princeton House nurses are specialists in behavioral health nursing.

Below: Assistant Vice President Jodi Pultorak conducted interviews with every Princeton House outpatient staff member in 2023. The conversations helped managers understand what motivates employees, how they like to be recognized for their work, and why they choose to work at Princeton House.



PRINCETON HOUSE **EXPANDED ACCESS TO OUTPATIENT CARE BY INCREASING THE NUMBER** OF THERAPISTS WHO **SEE PATIENTS BY** 

18%

#### CLINICAL RESEARCH IN **EATING DISORDERS**

Princeton Center for Eating Disorders (PCED) at Penn Medicine Princeton Medical Center was already internationally known for its services for children and adults of all genders who need acute inpatient treatment for eating disorders. In 2023, PCED leaders published the phase-one results of an ongoing study conducted with patients with severe and enduring anorexia nervosa (SE-AN) in the most prestigious peer-reviewed journal in their field, the International Journal of Eating Disorders. "Ordinary days would be extraordinary: The lived experiences of severe and enduring anorexia nervosa" was also the top abstract at the International Conference on Eating Disorders (ICED), hosted by the Academy for Eating Disorders. Most importantly, it is part of a larger research program at PCED focused on innovating in treatment protocols for eating disorders which could help to revolutionize care worldwide.







#### **Study Findings**

Princeton Center for Eating Disorders research showed that individuals with severe and enduring anorexia nervosa (SE-AN) noted clear insight about their condition, both negative and positive experiences with previous treatment, and hope for a better quality of life despite their illness.

Many people with anorexia nervosa do not achieve a full recovery despite repeated treatment episodes throughout their lifespan. Individuals with SE-AN describe their illness as a chronic condition and hope for a harm reductionbased treatment.

Understanding their lived experiences will help build our understanding of the classification and clinical characteristics of SE-AN and inform future treatment approaches to improve the quality of life for these individuals.

PRINCETON HOUSE GAVE ME THE SKILLS I NEED TO COPE WITH MY TRAUMA AND MOVE FORWARD IN TREATMENT.

— Dual Diagnosis Patient

#### **EMERGENCY CARE**

The Princeton Health Behavioral Health Emergency Department (BHED) treated 2,755 children and adults in 2023, showing that the need for psychiatric care is strong. Of those, approximately 49 percent of the adults were admitted to the Princeton House inpatient service. All children and 51 percent of the adults were referred to one of our many community partners for further treatment when they were discharged.

**NUMBER OF** PATIENTS TREATED AT PRINCETON'S BHED: 2,249 **ADULTS 506** CHILDREN



#### **INVESTING IN OUR FUTURE**

In 2023, Princeton House crafted a strategic plan. This included a careful look at our community's needs, an examination of current best practices in healthcare, and an analysis of our existing strengths. This helped us to plan the path forward, strategically, for the next several years. With our strong, cohesive leadership team, dedicated physicians, APNs, clinical and non-clinical support staff, even more services will be created to meet the needs of those seeking the highest levels of care for mental health and substance abuse.

#### PROMOTING CONVERSATIONS ABOUT MENTAL HEALTH



Through our podcasts, presentations, and social media accounts, Princeton House has opened the door to community conversations about mental health and substance use disorders with greater visibility than ever before. Through this work, we aim to reduce stigma and increase access for those who seek treatment for mental health and substance use.



14 CLINICAL **SEMINARS** 

**GIVEN** 



COMMUNITY **PRESENTATIONS** & WORKSHOPS



22 **PSYCHIATRIC** GRAND **ROUNDS** 



**PODCASTS** 12,700 LISTENS TO DATE



# PRINCETON MEDICAL CENTER FOUNDATION

PHILANTHROPIC COMMITMENT TO ACCESSIBLE,
SUPERIOR HEALTHCARE HAS A FUNDAMENTAL IMPACT
ON ALL OF US. SUCH GENEROSITY ENABLES US TO STAY
AT THE FOREFRONT OF EXCEPTIONAL PREVENTATIVE
AND DIAGNOSTIC CARE FOR OUR PATIENTS AND THE
COMMUNITY. IT IS A REMINDER OF WHAT COMMUNITY,
CONNECTION, AND SHARED VALUES CAN ACHIEVE.



Throughout 2023, we have continued to invest in patient care programs, advanced technology, innovative care models and more, to benefit the community that has supported and sustained us for over a century. Our service area is growing, and the Princeton Medical Center Foundation is committed to supporting Princeton Health as we continue to adapt to the dynamic health needs of our patients and

community, while bringing the best that healthcare has to offer central New Jersey.

This year's achievements are inspiring examples of the broad range of investments and partnerships that have helped enrich the quality of life for so many in our community. These gifts will support important initiatives including the expansion of digestive health services, cancer care for older adults, community wellness programs, mental health and wellness, and programs that nurture and strengthen our caregivers. Our success in these areas is due, in large part, to the generosity of the community and the dedication and skill of our Medical Staff and employees.

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#### COMMUNITY INVOLVEMENT

Patients at Princeton Medical Center, including the Regan Family Center for Pediatric Care, the Princeton Center for Eating Disorders, and those treated in various areas of Princeton House Behavioral Health, have been positively impacted by generous donations of art supplies, and more. These donations have come from a variety of civic-minded individuals, organizations, and corporations in our area that took initiative to fundraise or donate new items. Through these acts of kindness, we have provided therapeutic art activities that enhance patients' emotional wellbeing, aid in healing, and foster a sense of community.



# Total State of Florida Photo Control of State of

#### 27th Annual Golf Outing Fundraiser

This year's golf outing at Metedeconk National Golf Club raised more than \$403,000. Proceeds will fund the expansion of programs and services at the Center for Digestive Health at Princeton Medical Center. More than 80 organizations and individuals participated, with 151 golfers who enjoyed a day on the course. We would like to extend special recognition to our top sponsors, Compass One Healthcare—Crothall/Morrison, the Medical Staff of Penn Medicine Princeton Health, and Edward E. Matthews.

(I-r) Co-Directors of the PMC Center for Digestive Health, Eric Shen, MD, and Anish Sheth, MD, Vice President, Penn Medicine Princeton Health Medical Staff; James Demetriades, CEO, Penn Medicine Princeton Health, Co-Chair, Princeton Health Golf Outing Committee; and Fred Price, Piper Sandler, Co-Chair, Princeton Health Golf Outing Committee.

#### **Bequest Intentions and Planned Giving**

Anita Gatti turned to the Jim Craigie Center for Joint Replacement when she needed a hip replacement in the fall of 2022. As an expression of gratitude for the care she received, Anita named Princeton Medical Center Foundation as beneficiary of her individual retirement account (IRA), becoming one of the newest members of the 1919 Society, our planned giving society. Generous visionaries like Anita make gifts for tomorrow that help us prepare for and adapt quickly to unforeseen challenges like the COVID-19 pandemic, as well as anticipate the needs of patients.

**THANK YOU** to all of our 1919 Society members. You are an integral part of the Princeton Medical Center Foundation, and our future.



#### Support for New Cancer Program for Older Adults

Bristol Myers Squibb Foundation awarded Princeton Health a grant of \$2.5 million to help fund a new Geriatric Oncology Program at Princeton Health. This program is designed to help transform cancer treatment and supportive care for older adults by increasing outreach to seniors in the central New Jersey community, expanding research opportunities, and enhancing professionals' expertise in geriatrics.

This invaluable program also received considerable community support. We were particularly touched by a leadership gift from Annette Merle-Smith, a longstanding community member and grateful patient. Annette and her husband raised their children in Princeton and had a deep dedication to a wide range of cultural, educational, and environmental organizations in our area and beyond. After learning about the new Geriatric Oncology Program from Dr. Ramy Sedhom, Annette made a meaningful and lasting gift to help ensure that this important care for older adults with cancer would be available to all those in need.

(I-r) Ramy Sedhom, MD, Medical Director of Medical Oncology and Palliative Care, Penn Medicine Princeton Health; John Damonti, President of the Bristol Myers Squibb Foundation, Vice President of Corporate Philanthropy and Patient Assistance; and Noah Goldman, MD, Medical Director of Cancer Center Programs, Penn Medicine Princeton Health.

THE MISSION OF
PRINCETON MEDICAL
CENTER FOUNDATION
IS TO FINANCIALLY
SUPPORT AND PROMOTE
THE MISSION OF
PRINCETON HEALTH.

## The Three Wishes Project: Helping to Make Meaningful Memories at the End of Life

Palliative care program clinicians created the Three Wishes Project to further our mission of treating the whole person. This initiative offers a meaningful way to bring comfort and closure to critically ill inpatients during the final days of life. Wishes are often simple acts of compassion that are unique to each patient and their loves ones. Requests might include playing comforting music; sharing a taste of their favorite food; or creating a lasting keepsake, such as a fingerprint, for loved ones left behind. These compassionate gestures help provide closure for families, which is essential to the healing process. It also helps the staff, who assist loved ones, to feel at peace.



IF YOU ARE INTERESTED IN DONATING or learning about how philanthropy enhances the clinical services at Princeton Medical Center, please contact us at **PrincetonHCS.org/Foundation** or **609.252.8710**.

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#### THANK YOU

The success of Penn Medicine Princeton Health is made possible by the contributions of many dedicated individuals:

- Patients, their families, and the communities we serve
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- Members of the Medical Staff
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