

Nurse Recognition Award

STEPHANIE RICHTER

DNP, RN, NPD-BC, NEA-BC

COOPERMAN BARNABAS MEDICAL CENTER



Dr. Stephanie Richter is the Director of The Center for Professional Development, Innovation and Research at Cooperman Barnabas Medical Center, RWJBarnabas Health. Stephanie is an experienced Nursing Professional Development Specialist with a demonstrated history of executing initiatives that align with organizational strategic priorities, improving departmental operations, mentoring staff through scholarly inquiry, and ensuring compliance with regulatory standards. She has obtained her Doctor of Nursing Practice in Systems-Level Leadership, has published in multiple peer-reviewed journals, and has presented at local and national conferences. Stephanie serves as the nurse vote on the Cooperman Barnabas Medical Center Institutional Review Board, and she tri-chairs the RWJBarnabas Health Professional Nursing Practice Council as a strong advocate of professional governance.

Dr. Richter has significantly contributed to nursing and education by implementing a new model of onboarding nurses addressing issues affecting them at this time, such as the nursing shortage, burnout and preceptor fatigue. She led the team to appraise the literature and designed a plan on how to operationalize this model for the organization. Since its implementation in 2023, this model has significantly improved retention and the onboarding processes for staff.

Stephanie is an exemplary leader who is a visionary, resilient, strategic, inspirational and decisive. She demonstrates her caring spirit by treating all with kindness and respect. She takes great pride in her work and responsibilities, and it shows through her work ethic and demeanor. She is graceful in challenging situations, always approaching everything with a sound mind. She exceeds and puts her all into any initiative and organizational asks. She leads by example reminding her team that at the center of all they do, are the patients and that is what makes all of the work so important. She also acts as a mentor and engages staff to participate in research and quality improvement projects.

Dr. Richter has also led projects and initiatives to implement a simulation software to enhance the educational offerings provided and implemented a program for regulatory staff record-keeping. These initiatives are instrumental to the organization and the success of the hospital.

Dr. Richter is focused on instilling in her team to be servant leaders by implementing community service activities in their yearly department goals, which she has consistently accomplished the last five years. Stephanie is respected and admired by her team who are grateful to work with such an incredible leader, special nurse, person, and effective educator.

A message from Stephanie: Thank you to the NJLN for recognizing the contributions to nursing by esteemed nurse leaders and educators. It is a true honor and privilege to receive this award. Thank you to the individuals who nominated me, my professional mentors, many of which have become dear friends over the years, and to my team for their relentless dedication and passion. I would also like to thank my family, especially my parents John and Josephine, my siblings, my wonderful husband Jeff, and my loving daughters Gabriella and Giuliana. My contributions and successes would not be possible without the support of each person along the way. It is a privilege to be a part of the advancement of nursing and the future of our profession.