

OSF Ministry

Nursing Annual Report 2024

DEAR PROFESSIONAL NURSES,

It is my honor to introduce this year's Nursing Annual Report, my first as your system chief nursing and advanced practice executive. As I reflect on this past year and my early months in this role, I am truly inspired by the remarkable people who make up our nursing workforce. From the bedside to the boardroom, ambulatory clinics to academic settings, digital health, home health and hospice, your unwavering commitment to excellence, compassion, and collaboration is at the heart of our mission.

This year's report celebrates key milestones in clinical excellence, workforce development, innovation, and the unwavering spirit of our nurses. From advancing evidence-based practice to enhancing patient experience, every story captured here is a testament to your extraordinary impact. As your chief nursing and advanced practice executive, my vision is to cultivate a culture where every nurse feels seen, valued, and empowered to lead.

I believe our strength lies not just in clinical expertise, but in the united commitment to our mission and shared values and our boldness to reimagine what's possible in nursing. Thank you for the work you do, the compassion you show, and the difference you make. It is a privilege to serve and lead alongside you. Together, we are building something powerful rooted in our sisters' legacy and boldly focused on the future.

Sincerely,

**- MELINDA COOLING, DNP, MBA, APRN,
FAANP
CHIEF NURSE AND ADVANCED PRACTICE
PROVIDER EXECUTIVE**



TABLE OF CONTENTS

04	Magnet Designation
06	Transformational Leadership
	Strategic Planning
	Advocacy and Influence
	Visibility, Accessibility and Communication
09	Structural Empowerment
	Commitment to Professional Development
10	Certified Nurses
	Advance Career Ladders
11	NCPD Summit
12	Teaching and Role Development
14	Recognition of Nursing
17	Nurse Legacy Awards
19	Exemplary Professional Practice
20	Shared Decision Making
21	Nurse Satisfaction and Engagement
	Care Delivery Systems
	Staffing, Scheduling and Budgeting
	Accountability, Competence and Autonomy
24	New Knowledge and Innovation
	Research
28	Celebrating Nurse Innovators



ANCC MAGNET DESIGNATION

OSF HealthCare is committed to nursing excellence, and to recognize that excellence, we intend to seek the Magnet Recognition designation at each of our facilities. This designation is the gold standard for nursing and is obtained through adherence to the Magnet model. Designating and redesignating hospitals demonstrate they meet the criteria by writing examples and providing data that is verified during extensive site visits by the American Nurses Credentialing Center (ANCC). The tenets of the Magnet model that must be demonstrated include transformational leadership, structural empowerment, exemplary professional practice, and new knowledge, innovations, and improvements. Redesignation is required every four years. Three of our entities continue to maintain the designation while the others are at various stages in the designation journey.

OSF HealthCare Saint Francis Medical Center was the first OSF HealthCare entity to receive the Magnet designation over 20 years ago and received their fifth designation in 2023.

In 2024 OSF HealthCare St. Joseph Medical Center obtained their fourth designation and was recognized during the annual Magnet Symposium in New Orleans, Louisiana in October. Nurses from across the Ministry were in attendance to cheer for their OSF St. Joseph colleagues and to engage in a multitude of learning opportunities.





Also in 2024, OSF HealthCare Saint Anthony Medical Center submitted documentation for their fifth designation with a site visit scheduled for February 2025. OSF HealthCare Heart of Mary Medical Center submitted documentation for their first designation and will have their site visit in June 2025. OSF HealthCare Saint Anthony's Health Center in Alton also submitted documentation for their first designation and will have their site visit in July 2025. OSF HealthCare Saint Elizabeth Medical Center – Ottawa, Peru and Streator, along with OSF HealthCare Saint Paul Medical Center in Mendota wrote their documents for submission in 2025.

OSF HealthCare Little Company of Mary Medical Center in Evergreen Park has pledged to demonstrate its commitment to excellence and submitted an application to begin the pursuit of a Magnet designation. OSF Little Company of Mary is now writing exemplars and demonstrating quality outcomes. The document is due in April of 2026.

TRANSFORMATIONAL LEADERSHIP

Transformational nurse leaders go beyond what is expected of them to work toward a shared vision. Our nurses' vision statement, which was created and selected by nurse leaders and clinical nurses from across our Ministry, reflects the values and ambitions of OSF nursing.

"To earn the trust of our patients through exceptional, compassionate care in an environment where nurses are valued, appreciated and have professional agency."

STRATEGIC PLANNING

2024 Clinical and Nursing Strategic Areas of Focus

- Clarity of focus
- Align to best practice
- Move to Improve



Advancing the OSF commitment to diversity, equity and inclusion is foundational to the work of nursing, both to attract and retain a diverse workforce and to be inclusive and reflective of the communities and patients we serve.

ADVOCACY AND INFLUENCE 2024

Becker's Hospital Review recognized Sister Judith Ann Duvall, a nurse, as a great leader in health care for embracing change and transforming care delivery.

The ANCC recognized Lisa Pierce, DNP, APN, vice president, advanced practice, as "program director of the year" for her commitment to continuous quality improvement that positively impacts APP practices and the use of data to drive practice changes related to our transition to practice program for APPs.

Becker's Hospital Review also recognized Jennifer Junis, MSN, RN, senior vice president of OSF OnCall Digital Health as one of 46 chief digital officers to know in 2024

VISIBILITY, ACCESSIBILITY AND COMMUNICATION

To improve patient care and the nursing practice environment, monthly, virtual Nursing Grand Rounds are provided. This forum provides an opportunity for clinical nurses and/or nurse leaders to communicate and present on a variety of topics important to OSF HealthCare nurses. Nursing Grand Rounds are conducted on the first Friday of every month at 8 a.m.



2024 TOPICS

Children's Hospital of Illinois Poke Plan

The Ins and Outs of Heart Failure: An Overview of Care

Keeping Our Youth Out of the Clouds: The Risks and Challenges of Vaping

The Difference between Tracheostomy and Laryngectomy and How to Care for the Laryngectomy Patient

Pressure Injury and Treatment

Nursing Research vs. Evidence-Based Practice: The Nursing Role

Ethical and Legal Issues in Nursing – Determining the Legal Decision-Maker

Suicide Awareness and Prevention Across the Continuum of Care

Nursing Cares for Acute Care Areas

Living the Mission of OSF by Improving Equity

Faith Community Nursing: Serving with the Greatest Care to the Homeless, Underserved, and Vulnerable Population in the Peoria Area

To provide an opportunity for nurses to grow professionally, OSF began offering monthly Professional Development Rounds in 2024. On the third Thursday of every month at 8 a.m., nurses are invited to attend these virtual sessions.

Leveraging Career Ladders to Enhance Professional Development

Political Advocacy for Nurses

Obtaining Board Certification: The Hallmark of a Professional

For the Love of Nurses: Supporting Nurses through OSF's Whole-Person Well-Being Model

The OSF Journey of Nursing Excellence; What Does it Mean to be an OSF Nurse

Nursing Research vs. Evidence-Based Practice: The Nursing Role

Self-compassion is Always in Fashion: Self-care is Healthcare (For the Love of Nurses Part II)

Exemplary Professional Practice: Upholding the Nursing Profession through Self-Reflection, Peer Feedback, and Professional Goal Setting

Nursing Your Career: Crafting Resumes, Rocking Interviews, Growing Your Future

The Art of Feedback: Approaching Difficult Conversations with Confidence

OSF Nursing Peer Review Program

Career Ladders 2025 Updates

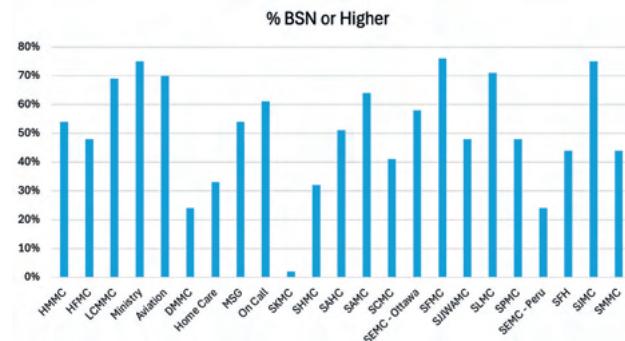
STRUCTURAL EMPOWERMENT

At OSF HealthCare, we are committed to ensuring all our nurses have access to working conditions that empower them to provide exceptional care, which includes having necessary supplies and equipment, autonomy, feedback, and professional development opportunities. Repeatedly, research has demonstrated that the structural empowerment of clinical nurses is positively related to high quality patient care and safety.

COMMITMENT TO PROFESSIONAL DEVELOPMENT

OSF is committed to the professional development of our nurses, whether through ongoing financial support such as tuition reimbursement and tuition waivers for those continuing their formal education, or by providing monies for certifications and professional development activities.

80% BSN



Research continues to show a strong relationship between the education level of nurses and patient outcomes, particularly regarding patient mortality. OSF has continued to support the vision that at least 80% of the nursing workforce should have a BSN, and with organizational support, many OSF nurses without a BSN or higher degree have returned to school. OSF HealthCare has teamed up with Guild to offer expanded and enhanced education benefits. Nurses can receive free tuition at both OSF colleges of nursing or enroll in one of a wide selection of programs covering up to \$5250 per year. UKG Pro demonstrates that 62% of nurses at OSF HealthCare currently report having a BSN or higher degree in nursing as of December 2, 2024. With ongoing support, all our entities continue to strive toward the goal of having 80% of all our nurses equipped with a BSN or greater.

CERTIFIED NURSES

At OSF HealthCare, we are committed to supporting nurses in achieving their national certifications. Research shows that nursing certification correlates with lower rates of adverse patient events and a decrease in failure to rescue. Through our partnership with Guild, OSF nurses are offered reimbursement for nationally accredited and/or OSF-approved professional certifications and recertification, including study materials, as part of their \$5250 annual education benefit.

If a nurse is not successful in passing the exam on the first attempt, one retest is allowed at no cost. Each entity who has received their Magnet designation or is on the journey has also set an annual target as we progress toward getting at least 50% of eligible nurses certified in their specialty. As of December 2, 2024, 488 nurses (7%) across all entities report in UKG Pro that they are professionally certified, which is an increase since 2023 from only 162 certified nurses.



900 Level II Nurses

- Only 39 of these nurses have left OSF (turnover rate 4%)



119 Level III Nurses

- Only 2 of these nurses have left OSF (turnover rate 2%)



8 Level IV Nurses

- 0 of these nurses have left OSF (0% turnover rate)

OSF ADVANCE CAREER LADDERS

The career-ladder program for clinical RNs and LPNs is part of the OSF HealthCare Invest in Me initiative. The purpose of the program is to assist with the recruitment and retention of the highest quality Mission Partners with the aim of supporting and rewarding individual academic progress and professional development. This includes the full scope of professional nursing practice in the four domains of nurse as leader, nurse as practitioner, nurse as transferor of knowledge, and nurse as scientist.

All OSF nurses begin as a clinical nurse I or LPN I, and based on their degree, if they have any professional certification or professional organization involvement, and the credits earned in professional-development activities, nurses can then choose to advance up the “ladder” and obtain increased pay. In its second year, 1,027 nurses from across our Ministry advanced through this program and submitted their portfolios in July 2024.

OSF RECEIVES PREMIER AWARD AT THE ANCC NURSING CONTINUING PROFESSIONAL DEVELOPMENT (NCPD) SUMMIT

OSF HealthCare is an accredited provider of continuing education through the ANCC. In 2024, the ANCC Nursing Continuing Professional Development (NCPD) Accreditation Program team announced the recipients of the 2024 NCPD Premier Award, sponsored by Dossier. The announcement was made during the celebration of the 50th anniversary of the NCPD Summit held in New Orleans in October 2024. The recipients were noted to be exceptional organizations that successfully leveraged NCPD interventions.

Winners for 2024 were:

Association for Nursing Professional Development

Memorial Sloan Kettering Cancer Center – Nursing Professional Development Continuing Education

OSF HealthCare

Raffles Hospital Private Limited

RWJ Barnabas Health

Saudi German Health Center of Excellence for CNE

Stanford Health Care Center for Education and Professional Development

UC Davis Health – Center for Professional Practice of Nursing



TEACHING AND ROLE DEVELOPMENT

TRANSITION TO PRACTICE

In 2024, the first cohort in the newly revised Transition to Practice Program (TPP) started. This program, under the direction of Maleka Miller, DNP, MBA, RN, CCRN, provides an extraordinary experience for new nurse graduates.

Launching the Transition to Practice Program – A Culture of Belonging and Lifelong Learning
In September 2024, OSF HealthCare launched the Transition to Practice Program (TPP), welcoming 65 nurse residents in one cohort across the system. This transformation marked more than a programmatic shift; it ignited a renewed commitment to professional practice and development, community, and lifelong learning.

Built on a foundation of support and inclusion, the TPP provides nurse residents with a strong sense of belonging and a safe environment to share, reflect, and grow together. From the start, the focus has been clear: To equip nurses with the tools, confidence, and mindset to thrive in the dynamic world of health care.

One of the most significant changes was the introduction of a medical-surgical specialty curriculum, a dedicated learning track that acknowledges medical-surgical nursing as a distinct and complex specialty. Additionally, the core professional-development workshops feature guest speakers, real-life clinical scenarios, and guided discussions that equip nurse residents with essential tools for practice success.



The program also introduced several new support structures and learning opportunities:

- Performance enhancement plans to identify gaps in competency and offer tailored support for both nurse residents and preceptors
- A six-month check-in timed intentionally during the well-documented “reality shock” period, to gather meaningful feedback and reinforce support during this critical phase of transition
- Exposure to career-ladder opportunities, encouraging nurse residents to begin visualizing long-term professional growth and advancement
- A journal club, where residents engage in evidence-based dialogue, hear diverse perspectives, and strengthen their clinical reasoning through scholarly discussion

One of the most significant changes was the introduction of a medical-surgical specialty curriculum, a dedicated learning track that acknowledges medical-surgical nursing as a distinct and complex specialty. Additionally, the core professional-development workshops features guest speakers, real-life clinical scenarios, and guided discussions that equip nurse residents with essential tools for practice success.

The program also introduced several new support structures and learning opportunities:

- Performance enhancement plans to identify gaps in competency and offer tailored support for both nurse residents and preceptors

- A six-month check-in timed intentionally during the well-documented “reality shock” period, to gather meaningful feedback and reinforce support during this critical phase of transition
- Exposure to career-ladder opportunities, encouraging nurse residents to begin visualizing long-term professional growth and advancement
- A journal club, where residents engage in evidence-based dialogue, hear diverse perspectives, and strengthen their clinical reasoning through scholarly discussion

Feedback from the first cohort has already driven several enhancements to the program. The second and third cohorts are now underway, and the team has worked closely with the Ministry and local education teams to expand the specialty track offerings to include critical care, general pediatrics, PICU, PIC, pediatric hematology and oncology, emergency care services, labor and delivery, LDRP, and ante- and postpartum treatments.

As Zig Ziglar once said, “You don’t have to be great to start, but you have to start to be great.” The launch of this program represents not just a beginning, but a bold step toward nurturing a new generation of nurses who are supported, valued, and prepared to lead. OSF HealthCare looks forward to celebrating the graduation of our first cohort in October 2025.

RECOGNITION OF NURSING

This past year, OSF HealthCare recognized 49 nurses during the I am an OSF Nurse symposium in September. The theme of the 2024 symposium was “Only at OSF... we are OSF nurses using our time, talent and treasures.” Nominations from all OSF entities were submitted and scored by clinical nurse peers on the Clinical Practice Councils (CPC) to determine winners in the categories of exemplary professional practice, innovator in nursing, nurse empowerment, and transformational leadership. Congratulations to all our 2024 winners!





EXEMPLARY PROFESSIONAL PRACTICE

*Rios, Lenna Loan Home Care
Baumler, Shelly, Medical Group (MSG)
Long, Caitlin, Medical Group (MSG)
Spencer, Barbara, Medical Group (MSG)
Bausley, Ethelinde, Ministry Services
Ferguson, Nicolette, Ministry Services
Labeda, Catherine, Ministry Services
Steffen Layne, Ministry Services
Sutton, Emily, Ministry Services
Baxter, Taylor, OSF Little Company of Mary Medical Center
Boladz, Janina, OSF Little Company of Mary Medical Center
O'Connor, Diane, OSF Little Company of Mary Medical Center
Sullivan, Lynne, OSF Little Company of Mary Medical Center
Barnes, Kaylin, OSF OnCall
Hood, Bennetta, OSF OnCall
Parizek, Rebecca, OSF Saint Anthony CON
Sandoval, Jody, OSF Saint Anthony Medical Center
Wennmacher, Tammy, OSF Saint Anthony Medical Center
Barkley, Adrienne, OSF Saint Clare Medical Center
Clark, Marcy, OSF Saint Clare Medical Center
Flanigan, Caitlin, OSF Saint Elizabeth Medical Center
Foster, Andrea, OSF Saint Elizabeth Medical Center
Thumm, Maureen, OSF Saint Elizabeth Medical Center
Waldorf, Ivy, OSF Saint Elizabeth Medical Center
Wittenauer, Sarah, OSF Saint Paul Medical Center
Lamarch, Kashmir, OSF St. Francis Hospital & Medical Group
Mccowan, Jacob, OSF St. Joseph Medical Center
Ruder, Rebecca, OSF St. Joseph Medical Center
Grubb, Fernanda, OSF St. Mary Medical Center
Narkiewicz, Elke, OSF St. Mary Medical Center*

INNOVATOR IN NURSING

Bosma, Kayla, Ministry Services

Burke, Mary, OSF Little Company of Mary Medical Center

Watson, Leah, OSF Saint Anthony's Health Center

Goetze, Eryn, OSF Saint Francis Medical Center

Arteaga, Tasha, OSF Saint Paul Medical Center



NURSE EMPOWERMENT

Ingram, Michelle, OSF Heart of Mary Medical Center

Roth, Melanie, OSF Little Company of Mary Medical Center

Stenger, Cassandra, OSF OnCall

Best, Brittany, OSF Saint Anthony Health Center

Volpendesta, Cierra, OSF Saint Anthony Medical Center

Kerley, Jessica, OSF Saint Francis Medical Center

Robinson, Madison, OSF St. Joseph Medical Center



TRANSFORMATIONAL LEADERSHIP

Forgy, Nichole, Medical Group (MSG)

Kissner, Constance, Ministry Services

Ambrose, Rose, OSF Saint Anthony Medical Center

Leitzinger, Michelle, OSF Saint Anthony Medical Center

Singer, Samantha, OSF Saint Anthony Medical Center

McKinley, Jessie, OSF Saint Luke Medical Center

Florez, Elvin, OSF St. Joseph Medical Center



OSF NURSE LEGACY AWARDS FOR 2024

Legacy awards are given annually to recognize individuals and teams that have demonstrated the attributes of our founding Sisters. Individuals or teams considered for this distinction have demonstrated commitment to others through elevating their nursing practice and inspiring their community and/or peers.



OSF NURSE LEGACY AWARD

Winner

Sister Marion Hudackova, RN



OSF NURSE LEGACY TEAM AWARD

Winner

Heart of Mary Medical Center Medical/Surgical 6E Dedicated Education Unit (DEU) instructors: Lisa Powell, RN, Danielle Risken, RN, Nicole Ruggles, RN, Linda Scribner, RN and Ann Walker, RN



OSF NURSE LEGACY AWARDS FOR 2024

The *I am an OSF Nurse* Legacy Fund provides funding to support OSF nurses who are deemed to be an example of the founding Mission of our Sisters and are engaged or want to be involved in community outreach efforts, nursing research projects, extraordinary continuing educational experience and other nursing-related efforts. This OSF Legacy Fund elevates recipients, providing the tools and resources needed to carry on the important Mission our Sisters started more than 140 years ago to “serve with the greatest care and love.”



Winners

\$2500 donated to the WIN Foundation

\$2500 donated to the Extra Love Foundation

\$33,000 donated for cancer research in honor of Sister Diane Marie



EXEMPLARY PROFESSIONAL PRACTICE



Exemplary professional practice at OSF HealthCare is demonstrated by the evidence-based care provided to patients by nurses as they collaborate with patients and their families as well as other members of the interprofessional team to ensure quality outcomes. This delivery of care is integrated within our professional practice model.

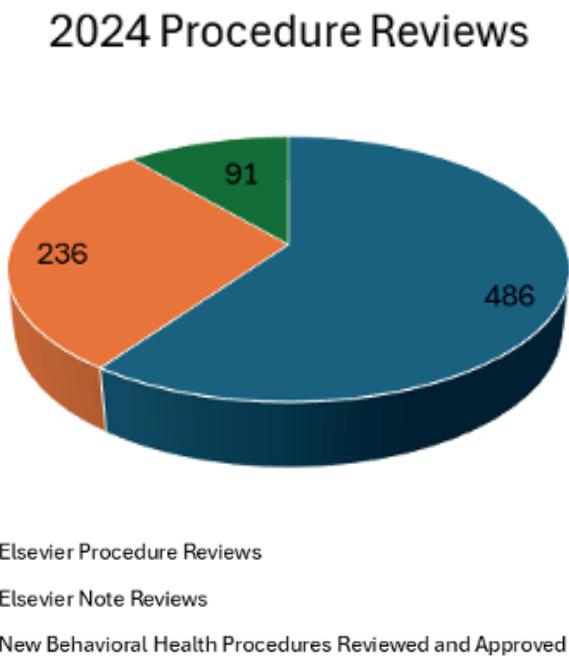
PROFESSIONAL PRACTICE MODEL



SHARED DECISION MAKING

PROFESSIONAL GOVERNANCE

OSF HealthCare has a robust professional governance structure for nursing. Each entity and/or region has local unit and/or professional governance councils who provide representation to ten CPCs, each representing a specific specialty, such as medical-surgical, critical care, and pediatrics. These councils help inform and provide input on nursing practices that can affect their specific area of nursing or nursing practice overall. 2024 was a busy year!



Additional influences on nursing practice include:

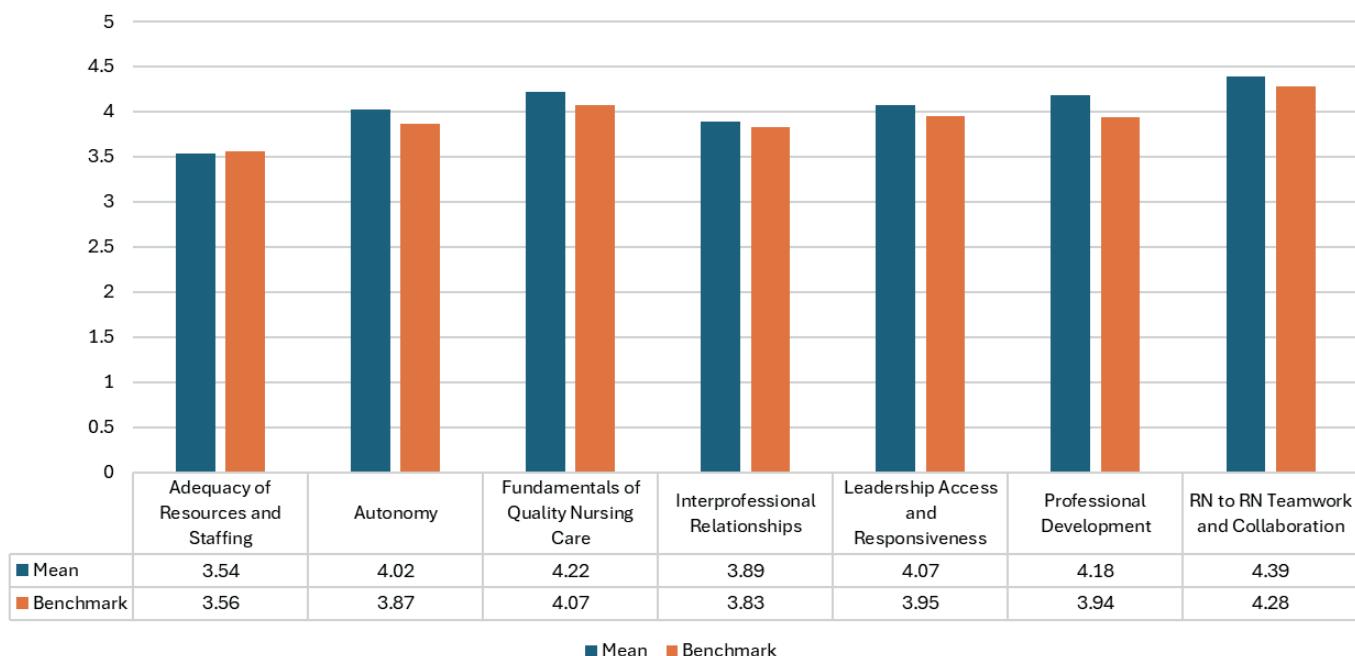
- Reviewing all 1800 Elsevier procedures with the acquirement of Saint Katherine Medical Center, resolved any practice changes and delivered education as needed
- The development of an Elsevier Downtime file on BCA files
- Review and scoring of all I am an OSF Nurse nominations
- With leadership and/or service lines provided input on
 - Nursing cares
 - Progression of care
 - Monitoring guidelines with administration of magnesium sulfate
 - Phototherapy equipment
 - Moving to completing wound irrigation with an angiocath as opposed to needles
 - Pressure injury prevention tools for use with perioperative patients
 - Use of sterile vs. nonsterile gel/probe covers with ultrasound guided IV initiation

NURSE SATISFACTION AND ENGAGEMENT

Each year as part of the employee opinion survey, our nurses are asked questions specific to nursing in the areas of adequacy of resources and staffing, autonomy, fundamentals of quality nursing care, interprofessional relationships, leadership access and responsiveness, professional development, and RN to RN teamwork and collaboration. In 2024, when compared to other nurses across the nation, our OSF Nurses out performed the national benchmark in six of the seven indicators.



Nurse Satisfaction Scores
2024



CARE DELIVERY SYSTEM(S)

SANE PROGRAM

THREE OSF NURSES OF 581 WORLDWIDE EARN DUAL CERTIFICATIONS IN 2024



Pictured from left to right: Brenda Ireland, Tasha Arteaga and Sarah Vance

Congratulations to:

Tasha Arteaga,
FNP-BC, SANE-A, SANE-P, I-80 region

Brenda Ireland, BSN, RN, SANE-A, SANE-P,
OSF HealthCare St. Joseph Medical Center

Sarah Vance, BSN, RN, SANE-A, SANE-P, OSF
HealthCare Saint Francis Medical Center

These Mission Partners are three of 581 nurses worldwide who have both adult and pediatric certifications. Certification is offered through the [International Association of Forensic Nursing](#) (IAFN) and represents an expertise in the field of forensic nursing specific to sexual assault patient care.

STAFFING, SCHEDULING, AND BUDGETING

DECREASED NURSE TURNOVER

In 2024, the rolling turnover in the nursing job family for those that left OSF completely (terminations) decreased from 12.1% to 11.5%. Overall turnover, which included business-unit transfers and department transfers, decreased from 28.8% to 27.2%.



ACCOUNTABILITY, COMPETENCE AND AUTONOMY

NURSING PEER REVIEW

At OSF HealthCare, nursing peer review does not focus on department care events and subsequent action plan development. Rather, we focus on improving patient safety and the quality of care by enhancing the professional development of individual nurses. Nursing peer review is a way for nursing as a profession and nurses as individuals to review nursing practice against evidence-based standards that answer the question, "Did the nurse meet the standard of care in the delivery of patient care?"

The nurse associated with each reviewed case is invited to participate in the processes, and reviewed cases are kept confidential. Local program owners report to the professional practice council (<https://api.osfhealthcare.org/APIHC/TASS/WebPortal/APIHealthcare/Login.aspx>) monthly on the type of events reviewed and a summary is provided to the chief nurse executives. In 2024, there were 192 cases evaluated by local peer-review committees, and 105 of those suggested the nurse create a professional development plan.



NEW KNOWLEDGE & INNOVATION

At OSF HealthCare, we continually integrate evidence-based practice and nursing research into patient care and operations. We always strive to improve both care delivery and the environment where that care is provided. OSF also ensures there is an infrastructure for nursing research and resources available to support its advancement.

RESEARCH

2024 NURSING RESEARCH STUDIES

In 2024, there were 14 nursing-research studies being led by OSF nurses across the Ministry. Studies initiated or ongoing during 2024 included:

A Pilot Intervention Study to Promote Wellness in Advanced Practice Providers. (Ongoing)

Dr. Colleen Klein, PhD, APRN, FNP-BC, FAAN, principal investigator, Ministry services

An Exploratory Study of the Nurses' Social Media Use (Ongoing)

Christina Garcia, PhD, RN NE-BC, Charlotte Liley, DNP, RN, CNL, Stephanie Pirie, BSN, RN, and Kaitlyn Burdette, MSN, RN

Building Resourceful Interactions Despite Grief and Stress Initiative (BRIDGES) (Ongoing)

Eileen Knightly, MHA, RN, BSN, Maria Chicchelly,

MBS, BSN, RN, Catherine Matthews, MSN, RN, Laura Halt, MSN, RN

Contextualizing Nursing Needs for Development of Retention-Support App (Ongoing)

Sheryl Emmerling, PhD, RN, NEA-BC, Nikki Graham, MSN, RN, NEA-BC, Megan Kupferschmid, MSN, RN, NE-BC, Ministry, with practice council members as site-PIs

Efficacy of Virtual Reality (VR) as an Education Intervention (Fire in the OR) (Closed)

Dr. Shanna Freehill, DNP, RN, NPD-BC, Ministry services

Ethics Education Supporting Acute and Post-Acute Nurse Leaders (Ongoing)

Jill Williamson, DNP, RN and Coleen Klein, PhD, APRN, FNP-BC, FAAN,

Exploring Obstetric Nurses' Experiences with Online Learning Education (Closed)

Megan Kupferschmid, MSN, RN, NE-BC, Tammy Schnake, MSN, RN, Shana Freehill, DNP, RN, NPD-BC, Sheryl Emmerling, PhD, RN, NEA-BC

Impact of Virtual Reality Simulation for Teaching High Risk, Emergent Situations in Women's Health. (Closed)

Tammy Schnake, MSN, RN, Shana Freehill, DNP, RN, NPD-BC, Sheryl Emmerling, PhD, RN, NEA-BC with practice council members as Site-PIs

Impact of a College-Hospital Collaboration on RN EBP Competency and Confidence (Ongoing)

Meagan Rothrock-Magana, DNP, RN, Rebecca

Parizek, PhD, Alyssa Hawkins, MSN, RN, Megan Brown, MSN, RN and Michelle Brady, DNP, RN

Incivility in Catholic-Based Nursing Education (Ongoing)

Leigh Ann Bonney, PhD, RN, CNO,
Theresa Miller, PhD, RN

New Graduate Nurse Competency, Career Adaptability, and Career Planning. Does the use of a Progressive Competency Onboarding Model (PCOM) Make a Difference? (Ongoing)

Sheryl Emmerling, PhD, RN, NEA-BC
and Megan Kupferschmid, MSN, RN, NE-BC

Professional Governance Education to Increase Bedside Nurses' Perception of Their Voice in Shared Decision-Making (Ongoing)

Sheryl Emmerling, PhD, RN, NEA-BC,
Megan Kupferschmid, MSN, RN, NE-BC, et al.

The Impact of Nurse Led Clinics with Concomitant use of Elsevier Care Plans on Clinical and Financial Outcomes (Ongoing)

Rachel Hamer, MSN, RN, et al.

The Violence Assessment Tool: A Reliability Study. (Closed)

Jill Williamson, MSN, RN, Principal Investigator,
Ministry Services

Understanding and Fostering Inclusion in Nursing: A World Café -Special Session

Libster, M., Albert, N., Arsenault-Knudsen, E.,
Bohr, N., Eustace, R., Falkenberg-Olson, Klein,
C.J., Zadvinskis, I.
(round-table facilitated discussion).

48th 2024 MNRS Annual Research Conference
March 2, 2024, Minneapolis, Minnesota

Unlocking Human Potential: How Employees are Transforming Their Lives and the Workforce Through Learning. Freehill, S. et al. (round-table facilitated discussion).

DISSEMINATION

Whether it is sharing results of our nursing research or sharing evidence-based OSF programs and initiatives, the dissemination of our work is important as it allows others in healthcare to utilize our findings and contributes to the spread of evidence-based nursing knowledge. In 2024, numerous nurses across OSF HealthCare presented their work.

PODIUM PRESENTATIONS

Dalstrom, M. and Klein, C. J.
(2024, March 26-30). Decoding Digital Care Experiences through Leveraging Big Data and Anthropological Methods [Presentation]. Annual Meeting of the Society for Applied Anthropology, Santa Fe, New Mexico.

Freehill, S. and Oliver, M.
(2024, October 28-29). Pressure Injury Identification, Staging and Intervention with an Augmented Reality Mannequin [Presentation]. ANCC Nursing Continuing Professional Development (NCPD) Summit New Orleans, Louisiana



Understanding and Fostering Inclusion in Nursing: A World Café -Special Session
Libster, M., Albert, N., Arsenault-Knudsen, E., Bohr, N., Eustace, R., Falkenberg-Olson, Klein, C.J., Zadvinskis, I.
(round-table facilitated discussion).

48th 2024 MNRS Annual Research Conference
March 2, 2024, Minneapolis, Minnesota
Unlocking Human Potential: How Employees are Transforming Their Lives and the Workforce Through Learning. Freehill, S. et al.
(round-table facilitated discussion).

POSTER PRESENTATIONS

Driving Practice Changes across OSF HealthCare: Assessing Organizational Readiness for Adoption of PCORI Health Systems Implementation Initiative (HSII) Projects
Colleen Klein, PhD, APRN, FNP-BC, FAAN and Matthew Dalstrom, PhD, MPH,
[poster presentation – peer-reviewed abstract]
– December 8-11, 2024

Developing Patient-Provider Relationships through Digital Pre- and Postnatal Care: A Qualitative Analysis
Jessica Cioni RN, BSN; Matthew Dalstrom PhD, MPH; Colleen Klein PhD, APRN, FNP-BC, FAAN; Elizabeth Andekian DNP, APRN, ACNS-BC, FNP-BC
April 12, 2024, University of Illinois, College of Medicine, Research Day, Rockford, Illinois
Recipient of the Supporting Model Public Health Practices Research Award, sponsored by the Winnebago County Department of Public Health

Efficacy of VR as an Educational Intervention
Jean Greiner, MSN, RN-BC, CNE
April 9, 2024, Springfield Memorial Hospital Annual Nursing Research Conference
May 15, 2024,
OSF Annual Research Symposium

Impact of Virtual Reality Simulation for Teaching High Risk Emergency Situations in Women's Health
Tammy Schnake, MSN, RN, RNC-OB, NPD-BC
March 21, 2024, Villanova University Annual Research Symposium
April 9, 2024, Springfield Memorial Hospital Annual Nursing Research Conference
May 15, 2024,
OSF Annual Research Symposium

Integrating Accreditation Best Practice Standards for Nursing Grand Rounds.
Kimberly Cooley, MSN, RN, CCRC, NPD-BC; Megan Kupferschmid, MSN, RN, NE-BC
October 28-29, 2024, ANCC Nursing Continuing Professional Development (NCPD) Summit
New Orleans, Louisiana



PUBLICATIONS

Emmerling, S. A.; McGarvey, J. S. and Burdette, K.S. (2024). Evaluating a workplace-violence management program and nurses' confidence in coping with patient aggression. *The Journal of Nursing Administration (JONA)*, 54 (3):160-166. (In addition, this article was featured in the October 2024 Magnet and Pathway to Excellence conference held in New Orleans. There were 5000 copies distributed to attendees, plus all subscribers received one with their regular October edition, and the supplement was featured on the JONA website).

Klein, C.J., Cooling, M., Dalstrom, M., Foulger, R., Handler, J.A., and Bond, W.F. (2024). Advanced Practice Nurse–Led Research: Challenges and Approaches to Digital Health Programs' Evaluation Using Big Data. *The Journal of Nursing Administration*, 54 (11), 619-624.

INNOVATION

2024 saw the implementation of the Nursing Innovation Fellowship Program. This program aims to develop clinical nurses by enhancing their capacity for innovation and equipping them with change-management skills to effectively influence peers. Admittance to this first cohort was competitive, with those interested requiring a recommendation from their chief nursing office and submission of an essay. Semi-final applicants then participated in a panel interview. Nurses who were selected and participated in this first cohort were:



Lesley Rue



Brad Hayes, MSN, RN



Christina Bowald, BSN, RN



Tiffany Uhlig, BSN



Stephanie Price, BSN



Kayla Bosma, BSN

CELEBRATING NURSE INNOVATORS IN 2024

Each year nominations are accepted for the OSF Innovator of the Year award which is presented during an annual Innovation Academic Incubator (IAI) symposium at the Jump Trading Simulation & Education Center. In 2024, three nurses were nominated for this prestigious award.

KATE JOHNSON, RN, MANAGER OF WOMEN'S SERVICES FOR OSF ONCALL DIGITAL CARE

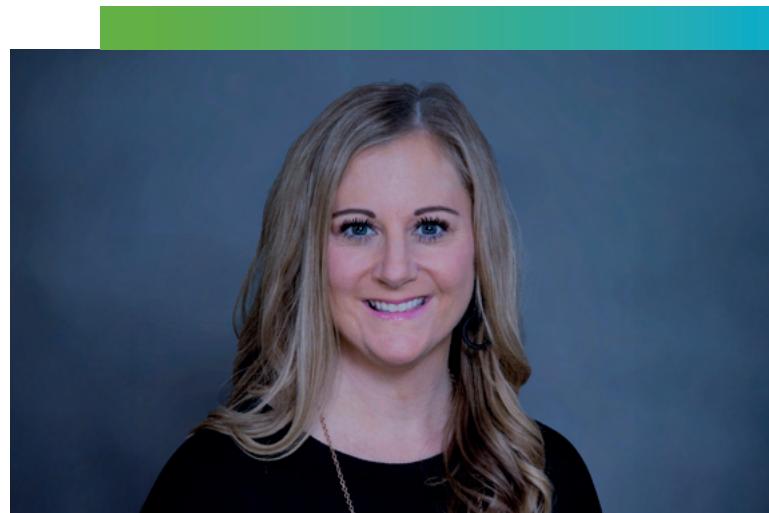


Kate saw an opportunity to offer extra support to women during pregnancy and postpartum through the Medicaid Innovation Collaborative (MIC). OSF HealthCare, in collaboration with the state of Illinois and four federally qualified health centers, formed the MIC in 2021 to close the gap in health care for underserved populations.

The goal of the MIC is to address social factors that impact health, such as financial strain, housing and food insecurity. The collaborative leverages digital tools to provide Medicaid patients throughout the state with more access to quality health care.

Kate created a program that uses digital tools to connect pregnant women to care between doctor visits. The program starts at week eight of pregnancy and ends six weeks after delivery. Using an app, the program provides education, information and virtual check-ins. Behavioral health services and lactation support are also part of the program. The OSF OnCall Connect care team stays digitally connected to patients' in-person care teams.

SARAH INCE, RN, DIRECTOR OF CONTACT-CENTER OPERATIONS AT OSF ONCALL



Sarah stepped into her role during a critical phase of the OSF Way initiative. Recognizing

the fragmented nature of outpatient diagnostic scheduling, her team identified an opportunity to centralize and standardize this essential function. Under her leadership, diagnostic scheduling for all OSF facilities was centralized to OSF OnCall. This move was more than just a logistical shift; it was a strategic decision aimed at enhancing the patient and Mission Partner experience.

One of Sarah's key achievements has been leading a multidisciplinary team to work modality by modality, standardizing the scheduling process. This initiative has not only simplified scheduling, but has also expanded access across various modalities, directly contributing to increased revenue for OSF HealthCare. Sarah's operational expertise and leadership have been crucial in navigating this complex transformation, ensuring that every stakeholder's feedback was considered and acted upon.

**MEGAN KUPFERSCHMID,
MSN, RN, NE-BC, NURSING
RESEARCH SCIENTIST,
NURSING ADMINISTRATION**

Megan has been a driving force in implementing innovative initiatives at OSF HealthCare, demonstrating a strong commitment to improving patient care and outcomes. She played a crucial role in the adoption of the pediatric delirium tool and the launch of a pediatric-mobility program, both of which have had a profound impact on the community.

By bringing together a multidisciplinary team that included nurses, doctors, therapists, and child-life services, Megan led the charge in creating a program that enhances patient mobility while maintaining safety. Her dedication to fostering teamwork, driving change and promoting excellence in patient care exemplifies the spirit of innovation that OSF HealthCare strives for.

The team also submitted their delirium work to the Children's Hospital's Solutions for Patient Safety (SPS) as a potential hospital-acquired condition resource. Megan learned in November 2024 that the SPS board approved pediatric delirium as one of the seven high-priority conditions that their network will collaborate on in the next several years.





OSF Ministry
124 SW Adams St., Peoria, IL 61602

osfhealthcare.org