



OSF[®]
HEALTHCARE

Nursing Annual Report 2025

OSF HealthCare Little Company of Mary
Medical Center

TABLE OF CONTENTS



3	A note from Eileen Knightly	19	Discharge Unit implementation
5	Certified nurses: Drive for excellence	20	DaVinci robot launch
7	DAISY Award process and committee updates	21	Magnet Conference: Investing in nursing excellence
8	Nursing community outreach and advocacy	22	Professional governance: Advancing nursing practice through shared leadership
10	2025 Career Ladder Program	23	Mission Partner Opinion Survey: Nurse engagement and organizational strength
13	Johns Hopkins Activity and Mobility Promotion program implementation	24	Nursing initiative highlights: Compassionate care for patients with dementia and dementia-like behaviors
14	E-sitter cameras	25	OB Emergency Department creation
14	Real-Time Location Services	25	Public safety enhancements
15	Progressive Competency Onboarding Model	26	Internal leadership promotions
15	Audio/video equipment enhancements	26	Nurses Week 2025: The Power of Nursing
16	Transition to Practice Program		
17	2025 Summer Intern Program		

DEAR NURSING COLLEAGUES,



I am privileged and proud to share with you the OSF HealthCare Little Company of Mary Medical Center 2025 Nursing Annual Report. Throughout the year, our collective focus on high reliability practices enabled significant improvements in patient outcomes. Through interdisciplinary collaboration, evidence-based practice and rigorous performance improvement initiatives, we achieved notable reductions in hospital-acquired conditions and strengthened adherence to best practice bundles. These accomplishments reflect the professionalism and clinical expertise of our nursing staff.

As highlighted in this report, our nurses are establishing a standard of excellence that is increasingly acknowledged both within OSF Little Company of Mary and across the communities we serve. In 2024, our Nursing department took a historic step by submitting our application for Magnet Designation. In 2025, we developed a comprehensive document that highlights the depth and excellence of our professional practice across the organization and prepared it for submission to the American Nurses Credentialing Center (ANCC) on April 1, 2026.

The stories and information in this report represent the significant impact nursing has had on our ability to serve our communities with the greatest care and love in 2025.

2025 highlights and achievements

- Reduction in falls, CAUTIs (catheter associated urinary tract infections), CLABSI (central line acquired blood stream infections), and SSI (surgical site infection)
- Increase in the number of certified RNs by 26%
- Active participation in bedside interdisciplinary rounds
- Three years of successfully operating without reliance on contracted RNs across inpatient units, ensuring stability and consistency in workforce and patient care
- Hiring of 45 nurses, 31 new graduates, 24 PCTs (patient care technicians), nine SN1s (student nurses) and nine nurse interns
- Highly successful nursing pipeline programs, including the Summer Nurse Externship and Student Nurse Extern Program:
 - Five summer externs hired as new nurses
 - Five student nurse graduates
 - Continued growth in the number of nurses obtaining both bachelor's and master's degrees
- Seven Mission Partner nursing promotions, reflecting our commitment to professional growth and career advancement
- Recognition of 185 Mission Partners as 2025 Career Ladder recipients, an increase of 18%
- Recognition and celebration of nurses as advocates in the community
- Launch of the Johns Hopkins Activity and Mobility Promotion Program to improve patient outcomes

This report captures only a portion of the remarkable accomplishments we achieved this year. I am profoundly thankful for the dedication, compassion and expertise our nurses bring to every interaction. Serving alongside such outstanding professionals is a privilege. I invite you to review this 2025 Nursing Annual Report and reflect on the innovation, hard work and progress that define our nursing team. Congratulations on everything you have achieved. Your commitment shines, and it is truly seen and appreciated. Let's continue this energy and excellence in 2026.

Thank you all for serving with the greatest care and love.

Eileen Knightly, BSN, RN, MHA
Vice President, Patient Care Services
Chief Nursing Officer



CERTIFIED NURSES: DRIVE FOR EXCELLENCE

Certification strengthens patient care quality by ensuring nurses have validated, specialty-specific knowledge and advanced clinical skills. Certified nurses are shown to contribute to better patient outcomes, including reductions in complications, medical errors and nurse-sensitive indicators. Certification also boosts clinical confidence and supports consistent, evidence-based practices – factors that enhance safety, improve decision-making and increase patient trust in the care they receive.

The number of certified registered nurses increased from 65 in 2024 to 82 in 2025, representing a 26% increase and reflecting a strong commitment to professional development and specialty certification.



OUR CERTIFIED NURSES	
Adult Gerontology Carolyn Paulius	Certified Dialysis Nurse Geraldine Daite Lisa Knight
Breast Care Nurse Patricia Ramirez	Certified Electronic Fetal Monitoring Gina Demas Iris Nasti Kimberly Harris Mary E. Sheehan Dawn Meister Donna Voris
Cardiac Medicine Certification Michele Hogan	Certified Emergency RN Bridget Long
Certified Nurse Manager and Leader Katherine Cole Kelly Meehan	Certified Lactation Counselor Deborah Dandino-O'Neill Kelly Mackessy Gina Demas Taylor Warfield Theresa Hughes
Certified Ambulatory PeriAnesthesia Nurse Melanie Roth	
Certified Breastfeeding Counselor Katelyn Sullivan	
Certified Diabetes Care & Education Specialist Beryl Larson	

Certified Medical Surgical RN	
De'Monicka D. Burton	Kathleen Maloney
Denise Cobb	Ashley Matza-Wambaja
Christie Foy	Judy Perkins
Maria Garcia	Candice Sochacki
Julie Grisolano	Veronica Troglia
Jenel Hernandez	Kathryn Wasson
Emily Jayara	Joanna Wrobel
Sarai Jeffreys	Brandy Zemar
Cheryl Latsis	
Certified Nephrology Nurse	
Rochelle Mungcal	
Certified Nurse Educator – Clinical	
Brandon Hauer	
Certified Nurse Operating Room	
Jan Bravo	Irene Gray
Diane Colburn	Diane O'Connor
Certified Pediatric Nursing	
Linda Lorenc	
Certified Post-Anesthesia Nurse	
Kristel Joy Caballero	Melanie Roth
Lourbel Condes	Kreslyn Saba
Elizabeth Mutter	
Certified Registered Nurse Infusion	
Lara Jaflan	
Certified Wound Care Associate	
Richard Taylor	
Clinical Nurse Leader	
Roxana Diaz	
Critical Care – Adult	
Nick Cirullo	Brandon Hauer
Liza Danno	Michele Hogan
Aileen DeOcampo	Angela Pastrana
Laurie Elizondo	
Inpatient Obstetric Nursing	
Gina Demas	
International Board of Certified Lactation Consultants	
Cathleen Currie	Donna M. Romano-Yozze
Marissa Krause	

Maternal Newborn Nursing	
Carol Banks	Megan McDonnell
Kristy Demas	Kathryn Meskill
Kelly Mackessy	Melanie Taylor
Meghan Maroney	Taylor Warfield
Neonatal Intensive Care	
Linda Adams	Lynette Jacoby
Mary Burke	Jacquelyn Smith
Nephrology Nurse	
Nancy Mrozek	
Nurse Executive	
Sophie Bowerman	Eileen Knightly
Nursing Professional Development	
Karen Marino	Catherine Matthews
Oncology Certified Nurse	
Deena Williams-Jones	
Orthopedic Certified Nurse	
Karen Marino	Kristie Sheehan
Progressive Care Nursing	
Ceasar Jan Mawa	
Psych Mental Health	
Mary Kenny	
RNC Neonatal Intensive Care	
Theresa Hughes	
Vascular Access Certification	
Bonnie Cuevas	Bridget Higgins
Teresa Fox	Jacqueline Keane
Angela Frederick	

DAISY AWARD PROCESS AND COMMITTEE UPDATES

The DAISY Award recognizes extraordinary clinical excellence and compassionate care that nurses bring to every moment of their practice. More than an award, it represents a genuine expression of appreciation – allowing patients and families to honor the nurses who have touched their lives in truly profound and memorable ways. It reminds us that nurses are not only caregivers, but healers, advocates and steady sources of hope and inspiration within the health care system.

Each nomination carries a story of kindness, empathy and unwavering dedication. These stories illuminate the powerful impact nurses have during life's most challenging and vulnerable moments. Through the DAISY Foundation, this remarkable work is celebrated and elevated, recognizing nurses who go beyond expectations to make a difference every day. Their compassion leaves an imprint that lasts long after the moment of care has passed.

We are pleased to share that we have begun developing a new process and committee structure for DAISY Awards. Our goal is to increase nominations and expand recognition throughout 2026.

OUR 2025 DAISY AWARD WINNERS



*Alexander Alonso,
T-24*



*Kristen Walters,
Mother Baby Unit*



*Keirra Johnson,
5W*



*Candice Sochacki,
Oncology*

NURSING COMMUNITY OUTREACH AND ADVOCACY

2025 “I AM AN OSF NURSE” LEGACY FUND RECIPIENT: MICHELLE GALVIN

The “I Am an OSF Nurse” Legacy Fund supports nurses engaged in community outreach, research, education and other efforts that reflect the founding Mission of The Sisters of the Third Order of St. Francis: to serve with the greatest care and love.

Congratulations to our very own Michelle Galvin, 5W manager! Three years ago, Michelle launched the Dandelion Mama support group in Chicago to provide hope and resources to families navigating addiction and recovery, positively impacting countless lives along the way. Receiving this Legacy Fund will allow Michelle to expand Dandelion Mama’s reach – offering more resources, education and support to families in need and continuing her mission to strengthen and uplift our community.

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“Families navigating a loved one’s addiction often suffer in silence, carrying the weight of stigma, shame and fear. As nurses, we witness firsthand how this hidden crisis affects not only individuals, but entire families and communities. With research showing that more than 100 million family members are impacted by a relative’s addiction – and that each person with a substance use disorder can affect one to five others – the need for compassionate, community-based support is undeniable.

“Dandelion Mama was created to meet this need at the intersection of education and compassionate care. For the past three years, I have devoted my nursing practice to supporting families who feel afraid, heartbroken and unsure where to turn. Through evidence-informed guidance and empathetic connection, I strive to

empower families to understand addiction as a treatable illness, reduce stigma and foster healing.



These families are to be seen, not to be hiding with shame, guilt and judgment. We were given talents by God, and His plan was not for us to hide ashamed in our homes, but to use that pain and turn it into action and support for others.”

– Michelle Galvin, founder of Dandelion Mama

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COMMUNITY ALLIANCE FOR PREVENTION

OSF Little Company of Mary lives our Mission to serve with the greatest care and love by extending healing beyond the hospital walls and into the community. Guided by the strategic priority of Health Equity and Social Determinants of Health, our nurses actively partner with community organizations to promote prevention, wellness and long-term health.

Nurses uphold their Professional Practice Model by fostering strong community relationships and collaborating across disciplines to address both clinical and nonclinical needs. One key partnership is with the Community Alliance for Prevention, an Illinois-based coalition dedicated to preventing and reducing youth substance use through education, advocacy and evidence-based community initiatives.

Maggie Burke

OSF Little Company of Mary is proud to recognize Maggie Burke, BSN, RNC, a nurse in the Special Care Nursery, whose advocacy exemplifies nursing leadership in community health. Motivated by the loss of her son to overdose, Maggie serves as the professional sector representative for the Alliance, using her voice and experience to reduce stigma, expand access to resources and strengthen prevention efforts. Through participation in coalition meetings, community education and local events, Maggie helps shape initiatives that support youth, families and schools.

One example of her impact is the Hope Rocks campaign, which invited staff and community

members to create messages of encouragement displayed in community settings. These “Walls of Hope” visually demonstrate compassion, solidarity and support for individuals facing mental health and substance use challenges.

Through partnerships like the Community Alliance for Prevention, OSF Little Company of Mary nurses advance health promotion by focusing on prevention, education and community resilience. These efforts improve quality of life, reduce long-term health care costs, promote health equity and strengthen the well-being of the communities we serve – reflecting nursing’s essential role in advancing the OSF Mission.

Katelyn Sullivan

Katelyn Sullivan, RN, primary charge nurse for Obstetrics Acute, presented her research at two prestigious academic conferences. She presented her poster, “Adverse Childhood Experiences (ACEs) and Vulvodynia,” at the seventh annual UIC Women’s Health Research Symposium as well as the Midwest Nursing Research Society 49th annual Research Conference.

In addition, Katelyn presented a second poster, “Characterizing Pelvic Floor Pain in People with Vulvodynia,” at the Midwest Nursing Research Society Annual Conference.

Both research projects were completed as part of her PhD program at the University of Illinois at Chicago, highlighting her contributions to women’s health research and nursing scholarship.

2025 CAREER LADDER PROGRAM

The OSF RN Career Ladder Program is a structured professional development pathway used across OSF HealthCare to recognize, support and reward nursing excellence while providing clear progression from novice nurse to advanced expert. It's grounded in Patricia Benner's "From Novice to Expert" theory and uses four domains of professional nursing practice:

- Nurse as Leader
- Nurse as Practitioner
- Nurse as Transferor of Knowledge
- Nurse as Scientist

The ladder applies to nurses providing direct patient care (51% or more) and offers recognition, advancement criteria and professional expectations for each level. OSF Little Company of Mary is proud of our career ladder participation and continued growth year after year:

- 185 total participants
- 159 clinical nurse level 2
- 24 clinical nurse level 3
- 2 clinical nurse level 4

LEVEL 2			
Labor and Delivery		Medical Surgical	
Karina Jareczek	Kayla Oakes	Mistura Adejare	Charlie Johnson
Meghan Maroney	Catherine Van Lonkhuyzen	Taylor Dove-Zoladz	Trevor Murawski
Katie Meskill	Amada Quiroga	Julie Grisolano	Diamante Yanez
Mother Baby Unit		Medical Surgical	
Catherine Currie	Katelyn Sullivan	Denise Cobb	Lidia Turwon
Cynthia Faurie	Kristen Walters	Emily Taylor	
Mary Hauber		Behavioral Health	
Surgical		Kara Cwik	
Katherine Cox	Katherine Saunders	Cardiac Cath Lab	
Christopher Hobbs	Kimberly Taylor	Amanie Kahok	
Julian Jalomo	Kristina Tkalec	Clinical Resource Team	
Yulisa Manzo	Jonathan Williams	Hanan Ayare	Melanie Corr
Jaclyn Pattee		Zaeem Chaudhry	Shane Hopkins
Neurology/Telemetry		Dialysis	
Mary Bedno	Erica Lopez	Dyonna Goolsby	Katryn Raza
Taylor Caprio	Noreen Martin	Rochelle Mungcal	Mahalia Roberson
Alexis Heaver	Chanel Metzler		
Jenel Hernandez	Abryanna Morris		
Megan Kupres	Judy Perkins		

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Emergency Department	
Brianna Brady	Gabrielle Melton
Julia Cabrera	Cortnee Pamplin-Jackson
Samantha Corbin	Raquel Pass
Shea Dignan	Meghan Phelan
Dana Forbes	Danielle Reed
Paige Gossage	Lorelei Voyles
Carra Kelly	Aleah Williams
Eva Medina	
Endoscopy	
Yvette Blancas	Sam McElligott
Teresa Boline	Nancy Mrozek
Grace Coutts	Margaret O'Grady
Deirdre Cummane	Linda Pickett
Jean Dykas	Kathleen Solfisburg
Brittany Kelleher	Lynne Sullivan
Electrophysiology Lab	
Kristin Scharnhorst	
Heart Failure Clinic	
Laura Busche	
Intensive Care Unit	
Alejandro Arreola	Catherine Celiz Jaber
Lisette Aviles	Khrystyna Medvid
Sarah Baacke	Siobhan Oliver
Janina Boladz	Ashley Rios
Nicholas Cirullo	Hilda Rodriguez
Desirea Epps	Karen Shemanski
Anna Glenn	
Medical Oncology	
Yolanda Fields	Corina Saucedo
Michelle Minnick	Candice Sochacki
Ruth Moriarty	Linda Zamora
One Day Surgery	
Kathleen Daniels	Catherine McAllily
Michaelleen Fisher	Mary Jo Pavilon
Patricia Gainer	Megan Sullivan
Amy Hall	Vicki Yaros

Operating Room	
Jennifer Cole	Tenita Green
Rebecca Davia	Alice Hill
Loren Davidson	Julie Kupres
Lynasia Edmond	Demi Lopez
Johanna Gentleman	Diane O'Connor
Sonia Gonzalez	Lynn Westwater
Post Anesthesia Care Unit	
Kristel Caballero	Laura Nemcher
Lourbel Condes	Jennifer Rotkovich
Jennifer Maloney	Kreslyn Saba
Pre Admission Testing	
Mary Kenny	Erin Smith
Radiation Oncology	
Amy Donlon	
Special Care Unit	
Daniela Alexander	Sonia Ramirez
Mandy Moloney	
Telemetry 24	
De'Monicka Burton	Marilyn Kush
Karen Duenas	Cheryl Latsis
Michelle Fuentes	Allerie Romero
Timothy Gorman	Suzanne Schultz
Sarai Jeffreys	
Telemetry 44	
Almaza Ali	Vanessa Nava
Terri Brandenburger	Roseann Owen
Maria Garcia	Amy Raschke
Shari Hennessey	Natalie Rybicki
Jessica Hermes	Hilmi Said
Jessica Magana	Lindsay Tsiamas
Katie McLaughlin	Taylor Zientara
Colleen Michaels	Jennifer Zizumbo
Wound Care	
Brittany O'Connor	

(continued)

LEVEL 3

Labor and Delivery

Valerie Albrecht

Mother Baby Unit

Donna Romano-Yozze Taylor Warfield

Neurology/Telemetry

Morgan Micetich

Medical Surgical

Brandy Zemar

Behavioral Health

Gianni Chavez

Cardiac Cath Lab

Megan Pet

Clinical Resource Team

Elise Fitzgerald Kathleen Maloney

Christie Foy Karen Pacella

Sara Mahler Travis Ribley

Michelle Majka

Labor and Delivery

Iris Nasti

Medical Oncology

Deena Williams-Jones

One Day Surgery

Melanie Roth

Operating Room

Diane Colburn

Post Anesthesia Care Unit

Elizabeth Mutter

Special Care Unit

Maggie Burke Theresa Hughes

Vascular Access Team

Theresa Fox Laura Lenz

Angela Frederick

LEVEL 4

4W Surgical

Carolyn Paulius

Operating Room

Irene Gray

INNOVATION

JOHNS HOPKINS ACTIVITY AND MOBILITY PROMOTION PROGRAM IMPLEMENTATION

In 2025, OSF HealthCare continued advancing its commitment to safe patient mobility by integrating key components of the Johns Hopkins Activity and Mobility Promotion (JH-AMP) program, a nationally recognized, evidence-based framework designed to reduce immobility-related harm and enhance patient outcomes. This systematic approach aligns with the OSF strategic goals of improving safety, decreasing length of stay and supporting functional recovery.

Evidence-based framework

The JH-AMP program provides a structured, eight-step model for improving patient mobility, including organizational prioritization, daily mobility goal setting, barrier mitigation, interdisciplinary roles, workflow integration, data feedback and ongoing education.

Evidence from Johns Hopkins demonstrates that structured mobility programs can significantly improve outcomes – reducing length of stay, increasing the percentage of patients who meet mobility goals, decreasing low-value therapy referrals and supporting safer, more consistent mobility practices across units.

Adoption of core tools

OSF Little Company of Mary incorporated multiple elements from the JH-AMP toolkit to guide clinical practice:

- Johns Hopkins Highest Level of Mobility (JH-HLM) scale: A standardized measure to assess and communicate each patient's highest mobility level achieved daily
- Mobility Goal Calculator (JH-MGC): A decision-support tool used to set realistic, individualized mobility goals

- Safe Patient Handling Mobility (JH-SPHM) Guide: Helps teams plan equipment use and ensure safe, goal-aligned mobility progression
- Johns Hopkins Activities of Daily Living (JH-ADL) Guide linked to 6-Clicks scores: Supports alignment between functional capacity and expected mobility targets

These tools were integrated into the OSF broader patient safety initiatives, including fall prevention, pressure injury reduction, delirium prevention and enhanced recovery pathways – consistent with best practice recommendations from the Johns Hopkins mobility innovation team.

Impact and culture change

The implementation of the Johns Hopkins mobility framework supports a shift in culture away from immobility and traditional “bed rest” norms. National data shows hospitalized patients spend 71-94% of their time in bed; structured mobility programs are essential to reversing this pattern.

Through JH-AMP-aligned workflows, OSF units strengthened:

- Daily mobility goal visibility
- Interdisciplinary communication
- Preceptor and team training
- Safe equipment utilization
- Consistency of mobility assessments across units

Johns Hopkins reports that hospitals adopting the JH-AMP model have achieved increases in daily ambulation rates, decreased length of stay (up to 1.1 days in high length of stay patients) and improved readmission rates without increasing falls.

The OSF adoption of this model contributes to enhanced patient safety, functional recovery and alignment with national best practices.

Education and sustainability

OSF nursing leaders are also engaged with Johns Hopkins' educational offerings and toolkit resources to ensure long-term sustainability. The JH-AMP framework emphasizes ongoing staff education, interdisciplinary role clarity and continuous data feedback loops to maintain improvement over time.

E-SITTER CAMERAS

OSF Little Company of Mary was able to secure additional e-sitter cameras this past fiscal year, increasing the total number from 13 to 16. The e-sitter camera is a patient-monitoring device used for continuous observation of high-risk patients who have the potential to fall due to cognitive or behavioral impairment. Through twice-daily eligibility assessments conducted by Mission Partners, we consistently identified patients who would benefit from camera monitoring, demonstrating the need for additional cameras to better support patient safety.

REAL-TIME LOCATION SERVICES

OSF Little Company of Mary implemented a tracking system called Real-Time Location Services (RTLS). It utilizes tags and sensors to show where equipment is at the moment instead of staff having to search for it themselves. RTLS saves time, improves patient care and reduces costs. Most importantly, it improves Mission Partner satisfaction and engagement.

PROGRESSIVE COMPETENCY ONBOARDING MODEL

The Progressive Competency Onboarding Model (PCOM) became the standardized approach for Medical-Surgical (Med-Surg) in 2025 and was subsequently expanded to the Family Birth Center, Emergency Department (ED) and Intensive Care Unit (ICU). This innovative model strengthens competency development during onboarding by integrating all required elements into a streamlined electronic format. PCOM supports consistency across departments, improves clinical readiness and outcomes and enhances the onboarding experience for new Mission Partners.

PCOM is built on the same evidence-based principles as the competency framework developed by the American Association of Critical-Care Nurses (AACN) and other tiered skill-acquisition models. These frameworks guide nurses through progressive learning, allowing them to develop clinical skills from foundational to advanced levels. Through structured evaluations, guided preceptorship and mastery-based learning, nurses gain competence in a safe and supportive environment.

AUDIO/VISUAL EQUIPMENT ENHANCEMENTS

The Professional Development Team successfully advocated for upgrades to the audio/visual equipment in our teaching labs and conference rooms. The new monitors, Microsoft Teams capabilities and expanded whiteboard space have significantly improved our ability to host Transition to Practice (TTP) classes, collaborate with other OSF facilities and facilitate joint learning sessions across the Ministry. These enhancements have increased efficiency, broadened access and elevated the quality of our educational offerings.

TRANSITION TO PRACTICE PROGRAM

The Transition to Practice Program at OSF Little Company of Mary continued to grow and evolve in 2025. The program supports new graduate nurses through a structured, relationship-based model aligned with the Mission of OSF HealthCare.

The program is designed to help new nurses transition from students to practicing registered nurses by providing strong clinical support, mentorship, competency development and individualized learning plans.

PROGRAM OVERVIEW

In 2025, the TTP program provided new RNs with:

- A standardized onboarding curriculum aligned with national Nursing Professional Development and AACN best practices
- Unit-based preceptorship paired with progressive competency development
- Monthly professional development classes facilitated by the Professional Development Team
- Electronic Health Record optimization and simulation experiences to support safe, confident practice
- Dedicated support from unit educators, preceptors and TTP facilitators
- Peer-to-peer learning and reflection sessions to encourage community, resilience and confidence

This structured approach ensures new nurses build foundational skills while also developing clinical reasoning, communication and team collaboration early in their careers.

2025 PARTICIPATION AND OUTCOMES

The TTP program at OSF Little Company of Mary continued to serve as a key recruitment and retention strategy for the Ministry in 2025. Highlights include:

- Successful completion of the TTP program by 11 new graduate RNs
- Representation from every major inpatient area, including ICU, ED, Telemetry, Med Surg, Family Birth Center and Procedural units
- Strengthened integration of PCOM tools into the TTP structure
- Increased simulation-based learning sessions to reinforce high-risk, low-frequency competencies
- Enhanced collaboration with unit leaders to support individualized competency plans
- Continued alignment with OSF Ministrywide nurse residency and development priorities

RETENTION AND TURNOVER

The TTP program continues to positively influence nurse retention at OSF Little Company of Mary. Our 2025 pilot cohort had an 86% retention rate, and the second cohort had a 100% retention rate.

PROGRAM IMPACT

Our cohorts demonstrated strong clinical growth, professional engagement and commitment to the OSF Mission. Feedback highlighted increased confidence, strong support from unit teams and high value placed on structured learning and mentorship. The TTP program remains essential to maintaining a stable pipeline of skilled, compassionate nurses who uphold our culture of care.



2025 SUMMER INTERN PROGRAM

The OSF Little Company of Mary Summer Intern Program continued to expand in 2025, providing undergraduate nursing students with immersive, hands-on clinical experiences grounded in relationship-based care and the Mission of OSF HealthCare.

In 2025, nine nursing interns joined the hospital's nursing community. Each intern was assigned to a primary unit, such as Med-Surg, ICU, ED, Family Birth Center or procedural areas, where they worked alongside Mission Partners to develop foundational clinical skills, increase confidence and observe interdisciplinary collaboration.

To broaden their exposure across the continuum of care, interns also participated in biweekly rotations through specialty units. At the end of each rotation day, interns attended educational sessions led by nurse leaders, clinical specialists and interdisciplinary partners. These sessions focused on topics such as patient safety, clinical decision-making and professional development.

The program supported several key objectives:

- Integration into unit culture, allowing interns to build meaningful relationships with nurses, preceptors and leaders
- Progressive skill development tailored to each student’s readiness level
- Professional identity formation, helping interns envision their future roles as professional nurses
- Recruitment and workforce pipeline development, as many interns later join OSF as registered nurses after graduation

The 2025 cohort demonstrated strong enthusiasm, professionalism and dedication to learning qualities that reflect the future of nursing at OSF.

NAME	SCHOOL	DEPARTMENT
Natalia Villarreal	Saint Xavier University	ICU
Rylee Gallagher	Saint Xavier University	ED
Kora McMillin	Trinity Christian College	Tele 24
Savanah Sutton	Saint Xavier University	Family Birth Center
Sarah Doane	Bradley University	Tele 44
Bridget Gaik	Saint Mary’s College	5 West
Gabriela Lopez	Saint Xavier University	6 West
Sarah Cantu	Saint Xavier University	4 West
Bridget Smith	Miami University	5 West

2025 NEW MISSION PARTNER
ORIENTATION ATTENDANCE

- 74 RNs hired (33 new grad residents)
- 18 RN internal transfers
- 23 PCTs
- 14 ED techs
- 5 PCT/ED techs (internal transfers)
- 13 SN1s
- 9 summer interns



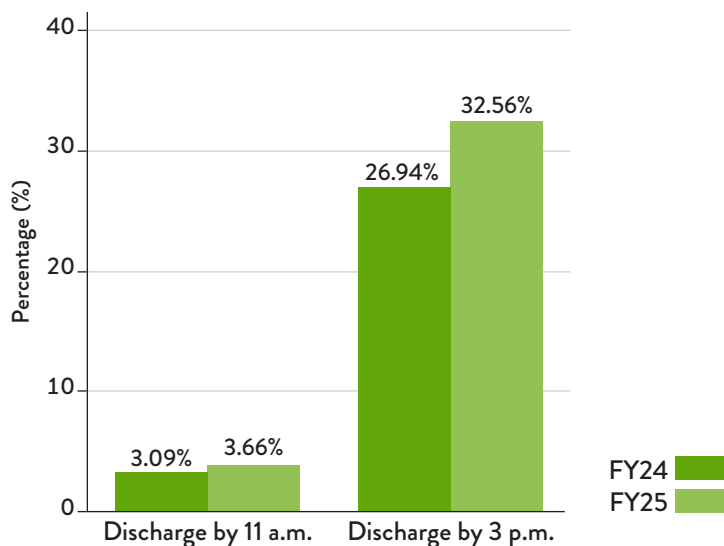
DISCHARGE UNIT IMPLEMENTATION

In Fiscal Year 2025, the implementation of the Discharge Unit (DCU) demonstrated strong results in improving hospital throughput and patient flow.

During the year, 1,304 patients transitioned through the DCU, representing 10% of all hospital discharges. By relocating patients who were medically ready for discharge to the DCU, inpatient units were able to prepare rooms for new admissions more efficiently.

This contributed to measurable improvements in discharge timing:

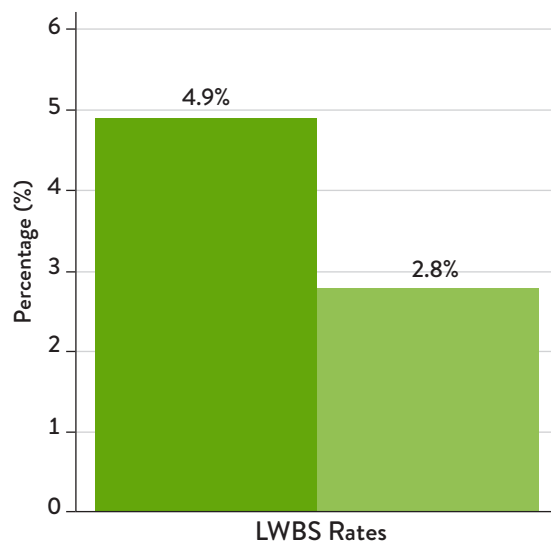
- Discharge by 11 a.m. increased from 3.09% in FY24 to 3.66% in FY25
- Discharge by 3 p.m. increased from 26.94% to 32.56%



Improved inpatient flow also positively impacted the ED.

Increased bed availability helped reduce:

- Left Without Being Seen (LWBS) rates from 4.9% to 2.8%
- ED boarders by 2.2% from FY24 to FY25



These improvements highlight the operational impact of a dedicated discharge unit. By accelerating the transition of patients who are ready to leave the hospital, inpatient units can turn over beds more efficiently, reduce congestion and shorten wait times. Ultimately, the DCU has become an important driver of hospital-wide patient flow improvements, benefiting inpatient units, the ED, clinical teams and the community served by OSF Little Company of Mary.

DA VINCI ROBOT LAUNCH



As part of our commitment to providing cutting-edge medical care, we've been performing successful innovative procedures and improving patient outcomes with the da Vinci robot Xi, and we are now proud to announce the arrival of the new da Vinci SP (Single Port) robot by Intuitive. The da Vinci SP robot enhances our capabilities and enables us to offer even more surgical options.

Through this single-port robotic approach, our surgeons can perform complex procedures, like prostatectomies, nephrectomies, hysterectomies and colorectal procedures, to name a few, with a minimally invasive, robotically assisted technique through one access port.

The da Vinci SP is designed to help surgeons perform with a more precise articulation within narrow spaces in the body. This is made possible by the assistance of flexion in the multi-wristed instrument arms and the 360-degree endoscope, which provides a 3D, high-definition view for surgeons at the vision console.

Our motivated team of nurses and surgical techs have been thoroughly trained and certified by da Vinci Intuitive to assist surgeons as we make each surgical experience a positive experience with the best possible outcomes.

Before our very first case, our da Vinci SP robot and Mission Partners were blessed by pastoral care as we were the first in the OSF Ministry to experience this newest surgical innovation.



MAGNET CONFERENCE: INVESTING IN NURSING EXCELLENCE

In October 2025, eight nurses from OSF Little Company of Mary had the opportunity to attend the Magnet Conference in Atlanta, Georgia, an experience made possible through the generous support of the Little Company of Mary Sisters. The Sisters' unwavering commitment to nursing and belief in the OSF Mission exemplifies a deep investment in professional growth and excellence in patient care.

Participation in the Magnet Conference provided nurses with exposure to national best practices, innovative nursing strategies and leadership development opportunities. The knowledge and inspiration gained will be brought back to OSF Little Company of Mary to strengthen nursing practice, foster innovation and enhance the quality and safety of care delivered to patients and the community.

This investment in nurses affirms the value placed on lifelong learning and professional advancement. With gratitude, our nurses thank the Little Company of Mary Sisters for their continued support and partnership in advancing nursing excellence and celebrating the gift of life through compassionate, high-quality care.



PROFESSIONAL GOVERNANCE: ADVANCING NURSING PRACTICE THROUGH SHARED LEADERSHIP

Professional Governance at OSF Little Company of Mary continued to thrive in 2025, culminating in the second annual Professional Governance Poster Presentation in December. This event celebrated the collective efforts of nurses engaged in shared governance and highlighted the meaningful impact of nurse-led initiatives across the organization.

A total of 18 Unit Based Councils (UBCs) participated, proudly showcasing projects that reflected their commitment to evidence-based practice, quality improvement, patient safety and professional nursing excellence. The posters illustrated how frontline nurses identify opportunities for improvement and lead changes that strengthen both patient outcomes and the nursing practice environment.

Special recognition was awarded to the Clinical Resource Team, Intensive Care Unit and Vascular Access Team for their outstanding projects. These teams demonstrated innovation, collaboration and leadership in advancing nursing practice and elevating standards of care.

The annual poster presentation reinforces the value of professional governance by providing nurses with a forum to share successes, recognize achievements and inspire one another. This event exemplifies the OSF Little

Company of Mary commitment to empowering nurses as decision-makers, supporting professional accountability and fostering a culture of continuous improvement aligned with the OSF Mission.

POSTER TITLE	UNIT
Infant Safe Sleep Compliance	SCU
From Procedure to Purpose: Encouraging Endoscopy Nurse Engagement	Endoscopy
Comprehensive Discharge Education	7 West
Patient Medication Education	Tele-24
Improving Nasal Decolonization Compliance	Surgery
Press Ganey...What's Your Opinion?	4 West
Safe Sleep Initiative	Mother-Baby
Nurses on a Mission: Get Certified	PAT/ODS/PACU
The Implementation of a Discharge Unit	CRT
"Med to Know" Empowering Patients Through Medication Understanding	6 West
CLABSI Prevention for HD Patients	Dialysis
No Pass Zone	ED
Safer Steps: A Collaborative Approach to Fall Prevention	Tele-44
Zoning in on Falls	5 West
Mastisol: A Simple Solution for Better Dressings	VAT
Oncology Nurse Education Series	Oncology
Reducing Ventilator Associated Events	ICU
Safe Sleep Initiative: Going Back to the ABCs	Labor & Delivery

MISSION PARTNER OPINION SURVEY: NURSE ENGAGEMENT AND ORGANIZATIONAL STRENGTH

Each year, nurses at OSF Little Company of Mary participate in the Mission Partner Opinion Survey (MPOS), an important tool used to assess nurse engagement and the health of the professional practice environment. The survey captures nurses' perceptions across seven nationally recognized categories that reflect conditions essential for high-quality nursing care, workforce well-being and patient outcomes.

In 2025, our hospital outperformed benchmarks in all seven engagement categories, demonstrating a strong, positive nursing practice environment and a deep alignment with the OSF Mission. These results reflect nurses' confidence in leadership, teamwork, resources and opportunities for professional growth.

The seven categories measure:

- **Adequacy of resources and staffing:** Nurses reported having the resources, staffing and support needed to provide safe, effective patient care.
- **Autonomy:** Nurses reported feeling empowered to use professional judgment and actively participate in clinical decision-making.
- **Fundamentals of quality nursing care:** Nurses reported believing that strong systems and standards support the consistent delivery of high-quality, patient-centered nursing care.

- **Interprofessional relationships:** Nurses reported experiencing respectful collaboration and effective communication with physicians and other health care professionals.
- **Leadership access and responsiveness:** Nurses reported that their leaders are visible, approachable and responsive to concerns and ideas raised by staff.
- **Professional development:** Nurses reported feeling supported in learning, career advancement and continued professional growth.
- **RN-to-RN teamwork and collaboration:** Nurses reported believing that a culture of mutual respect, trust and teamwork exists among nursing colleagues.

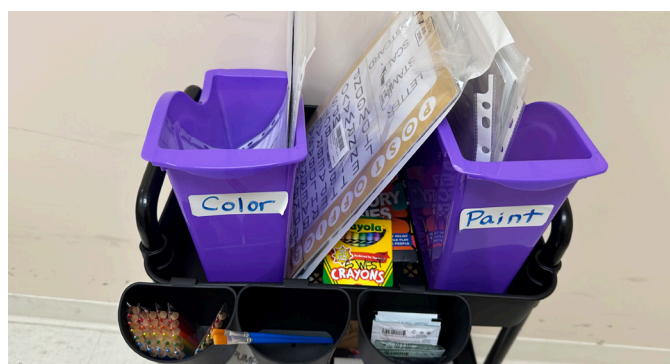
Outperforming in all seven categories affirms that OSF Little Company of Mary nurses feel engaged, supported and valued as Mission Partners. Survey results are shared transparently and used to guide action planning at both the organizational and unit levels, reinforcing a collaborative culture of continuous improvement. Listening to the voice of nurses strengthens engagement, enhances retention and ultimately supports the delivery of compassionate, high-quality care for every patient served.

NURSING INITIATIVE HIGHLIGHTS: COMPASSIONATE CARE FOR PATIENTS WITH DEMENTIA AND DEMENTIA-LIKE BEHAVIORS

OSF Little Company of Mary, grounded in the Catholic values of the Little Company of Mary Sisters, remains committed to providing compassionate, dignified and holistic care. Nurses advance the OSF Mission by honoring the individuality of every person served and delivering care with professionalism and love across all settings.

To support patients experiencing dementia, delirium and dementia-like behaviors, nurses in the 5 West Neurological Unit implemented an evidence-based, nurse-driven initiative focused on nonpharmacological care. Recognizing that unfamiliar environments and neurologic illness can trigger agitation, confusion and distress, the 5 West UBC identified the need for alternatives to chemical or physical restraints. Following a literature review, the team selected sensory activity carts as an effective intervention to reduce anxiety, agitation and risk for falls while promoting engagement and comfort.

Through collaboration with nursing leadership, the sensory activity cart was developed, funded and implemented in 2025. The mobile cart includes tactile activities, cognitive stimulation



tools, coloring materials, fidget items and aromatherapy resources. Nurses were educated on integrating the cart into practice and shared the initiative with other inpatient units to expand access.

Since implementation, nurses have observed calmer patient behaviors, improved engagement and a decreased need for sitters, enhancing both patient safety and dignity. This initiative exemplifies nursing leadership, teamwork and evidence-based practice while directly aligning with the OSF Mission to care for all persons with the greatest care and love. By providing compassionate, individualized care for vulnerable patients, nurses continue to celebrate the gift of life and uphold the highest standards of professional nursing practice.

OB EMERGENCY DEPARTMENT CREATION



Through close collaboration with physicians and nursing, OSF Little Company of Mary successfully opened the first OB ED in the Ministry, providing dedicated obstetric emergency care from 16 weeks gestation to six weeks postpartum and cared for 165 patients in its inaugural month.

PUBLIC SAFETY ENHANCEMENTS

Upgrades implemented in 2025:

- Cameras
- Lighting (facilities)
- Panic alarms
- Additional badge readers

In addition, our security officers go through:

- Taser trainings
- International Association for Healthcare Safety and Security (IAHSS) certification
- AVADE (Awareness, Vigilance, Avoidance, Defense and Escape): Includes education related to verbal de-escalation, defensive tactics, customer service and handcuffing
- Workplace violence training (in house)
- Restraint training

INTERNAL LEADERSHIP PROMOTIONS

- Mandy Maloney, unit supervisor, FBC
 - Lorelei Voyles, supervisor, ED
 - Brieon Bennett, supervisor, ED
-

NURSES WEEK 2025: THE POWER OF NURSING

During Nurses Week 2025, OSF Little Company of Mary celebrated “The Power of Nursing” – the strength, skill and compassion that define every nurse in our Ministry. This theme honored the remarkable impact nurses make not only at the bedside, but across our entire community. Their ability to heal, advocate, innovate and uplift is a force that transforms lives every single day.

Throughout the week, we recognized the extraordinary contributions of our nursing teams with meaningful activities designed to celebrate their work and spirit. Highlights included our Nursing Excellence Award ceremony where we honored individuals who exemplify outstanding clinical practice, leadership and dedication to our Mission.



Nursing Excellence Award winners

- Nursing Leadership on a Collaborative Project: Domenica Russo
- New Knowledge: Iris Nasti
- Transformational Leadership: Lizzy Mutter
- Structural Empowerment: Mahalia Roberson
- Professional Practice: Yaneisy Zamudio

Nightingale Award for new graduate nurses

- Reynaldo Acosta
- Jenin Ahmad
- Noreen Martin
- Tamara Nasereddin
- Sylvia Navarro
- Katherine Saunders
- Emily Taylor





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