

2021-2022

OSF HEALTHCARE SAINT ANTHONY MEDICAL CENTER

Nursing Annual Report



OSF
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DEAR NURSING COLLEAGUES,

I am pleased and proud to share the OSF HealthCare Saint Anthony Medical Center 2021–22 Nursing Annual Report. The information in this report is a representation of the tremendous impact that nursing has had on our patients, the community, the Ministry, fellow Mission Partners and OSF Saint Anthony.

To say that the last couple of years have been challenging due to the COVID-19 pandemic would be an understatement. As I think of the constant changes in PPE, medication, treatments, vaccines, surges in patient volume and virus mutations, the one constant has been the devotion and dedication of our nurses and nursing teams. We will always be forever grateful, pray for your resilience and celebrate your successes. You have modeled the Mission and Values of OSF as our founding Sisters did 145 years ago.

We recognize the many accomplishments that have contributed to meeting and exceeding our goals:

- Reduction in hospital acquired infections in two major categories: Catheter associated urinary tract infections (CAUTI) and C. diff
- Participation in disseminating an evidenced-based program (doll therapy) to reduce the number of falls in dementia patients, resulting in zero falls to date for those with a doll
- Implementation of Safety Zones, which allow prioritization of patients with highest fall risk, resulting in a lower number of falls with injury than the year prior and below our goal
- Active participation in interdisciplinary rounds on inpatient units
- Focus on rebuilding the nursing core by shortening the time to hire from an average of 30 days to 5–7 days
- Successful collaboration with Saint Anthony College of Nursing to open a dedicated education unit on 2 North and expand to CCC
- Celebration of over 150 certified nurses at OSF Saint Anthony
- Nurse engagement in the remodeling of 1 South to improve the care of trauma and burn patients
- Re-establishing the Nursing Peer Review process with a focus on culture and lessons learned
- Collaboration with respiratory therapy to reduce pressure injuries of intubated patients in ICU
- Nursing leaders rounding on night shift to gather feedback and add the information to the stoplight report for follow-up, completion and closure
- Chief nursing officer resuming quarterly traveling town halls to share recruitment and retention strategies and identify successes and opportunities
- 100% attendance at Mission Integration (in person for the first time since 2019)

The OSF Mission theme for 2022 was Living our Mission Every Day: In Loving Service to One Another.

As I reflect on the challenges and obstacles that nursing has faced during the pandemic, the collaboration across all areas of nursing has been amazing to witness. The compassion of our nurses for those who are the most vulnerable sets them apart from all other heroes in the world. God bless you!

Forever grateful,

Wayne Laramie

Vice President, Chief Nursing Officer

OSF HealthCare Saint Anthony Medical Center



OSF HealthCare Professional Practice Model





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TRANSFORMATIONAL LEADERSHIP

What Transformational Leadership Means

OSF HealthCare Saint Anthony Medical Center Mission Partners are a community of caregivers guided in action by the OSF Mission, Vision and Values. Our Mission Partners live our Mission daily as we strive to move closer to realizing the OSF Vision of transforming health care to improve the lives of those we serve. OSF Saint Anthony nurses, from the CNO to the frontline, are at the forefront of this transformation, providing influential, visionary leadership. Transformational leaders inspire others to stimulate the change needed within the organization to meet the ever-changing needs of those we serve. The nursing leaders at OSF Saint Anthony lead from the heart, with a passion for nursing and providing quality outcomes for our patients.

OSF GOALS AND STRATEGIC PRIORITIES

Annually, the Ministry defines the strategic priorities that are aligned with the Mission and supportive of the fiscal year goals. This year the goals remain to Perform (serve with excellence), Grow (share the Ministry) and Innovate (design the future) as we transform health care and deliver operational excellence. Each team within the Ministry defines strategic priorities in support of the Ministry priorities, as does Ministry nursing. Based on Ministry nursing priorities, OSF Saint Anthony nursing leaders collaborated to outline goals that aligned with Ministry, Ministry nursing and OSF Saint Anthony priorities.

In 2022, OSF nurses worked to rebuild and re-engage. Florence Nightingale said, “so never lose an opportunity of urging a practice beginning, however small, for it is wonderful how often in such matters the mustard seed germinates and roots itself.” As we emerge from the pandemic back into the ever-changing realm of health care, we refocus on our people and their inner potential as driving forces within OSF Saint Anthony.

THE IMPORTANCE OF PEOPLE

OSF Saint Anthony is more than the physical structures within which we care for our community. The heart and soul of OSF Saint Anthony are the Mission Partners who provide compassionate care around the clock. In order to support all of our Mission Partners, nursing leaders regularly seek feedback and input through Mission Partner rounding. Concerns and ideas are captured and tracked in stoplight reports until they are resolved.

SHARED DECISION MAKING

The shared governance structure within OSF Saint Anthony is another mode for sharing ideas, feedback and decision making. This model provides a dynamic partnership among leadership, nurses and interdisciplinary professionals as they come together to transform their practice.

Shared governance allows our nurses an opportunity to have their voices heard, their input valued, and their practice and professional well-being supported. Shared governance at OSF Saint Anthony also allows for nursing professional growth and practice transformation.

OSF Saint Anthony Shared Governance Council



IN TIMES OF NEED

OSF Saint Anthony nurses learned many lessons throughout 2020 as the world responded to the COVID-19 pandemic. Upon reflection, these challenges and lessons learned have compelled nurses to come together and help transform the way we provide care to our community. While we continue to acclimate to “the new normal,” we relish the opportunity to be part of shaping the new environment within which we work.

Nurses and interdisciplinary professionals came together to overcome challenges brought on by a new and evolving disease. OSF Saint Anthony nurses learned to communicate with patient family members over the phone and video platforms so that loved ones in our care could be supported by friends and families. As time went on, we welcomed support people into our facility as part of the healing journey.

Nursing teams collaborated to identify processes that worked best to care for the patient population. When 4 West became the Medical/Surgical Unit hub for COVID patients, nurses learned new medications, medication regimens, how to support patients isolated from their loved ones, the best way to get patients hot meals and to trust in their personal protective equipment. Representatives from the 3 Main Unit Council developed a poster to share their lessons learned from COVID, detailing the struggles and adjustments the team made to care for COVID patients as the climate, treatment and health care changed daily. Most of all, our nurses and interdisciplinary professionals learned to celebrate the successes!





The Critical Care Unit underwent some minor construction to house negative pressure rooms for our sickest COVID patients. Again, many challenges were seen as opportunities to learn and to continually pivot when new information surfaced as to how to best treat these patients. One of the bigger lessons learned in Critical Care was how to prone a patient as a team and keep the patient safe for up to 16 hours in this position. Once we began to use proning as a therapy, the team was next challenged to prevent pressure injuries related to the devices used in caring for their patients. The team evaluated devices, techniques and skill sets to arrive at practices that guided the care of our sickest COVID patients. Special pillows, pads and beds were quickly brought

in to protect patients' skin. Nurses learned to re-position endotracheal tubes so that, collaboratively with respiratory therapists, we could prevent lip sores. Again, trusting in one another and coming together, the Critical Care team shared input, advocated for resources and were transformational in their care of COVID-19 patients. Their spirit, hard work and dedication to the Mission is abundant. The nursing team on Critical Care was the 2022 ICE Department of the Year.

ADVOCACY AND ACTION

As much as we'd like to not talk about COVID, many of the good things happening around us are the result of the uncertainty, complexity and the desire to return to normalcy spurred by the pandemic. To meet the demands of caring for our community, nursing leadership made deliberate decisions and worked through trials to keep nurses and patients safe.

One example of change aimed to keep our nurses and patients safe was the construction of negative pressure rooms when the number of patients needing this exceeded our capacity of negative pressure areas. As the disease ebbed and flowed, nursing and our interdisciplinary professionals remained agile, assessing the needs of Mission Partners and patients regularly. On two occasions, negative pressure units were set up to meet demands. On the second occasion, we used lessons learned from before, as well as from throughout the OSF Ministry, to ensure smooth transitions.

The availability of supplies and equipment is a second example of agility and advocacy. Understanding that nurses need equipment to care for patients, leadership responded to concerns and established a process for daily inventory of IV pumps, modules, SCDs, chair alarms and safety companions. Data is entered daily into a



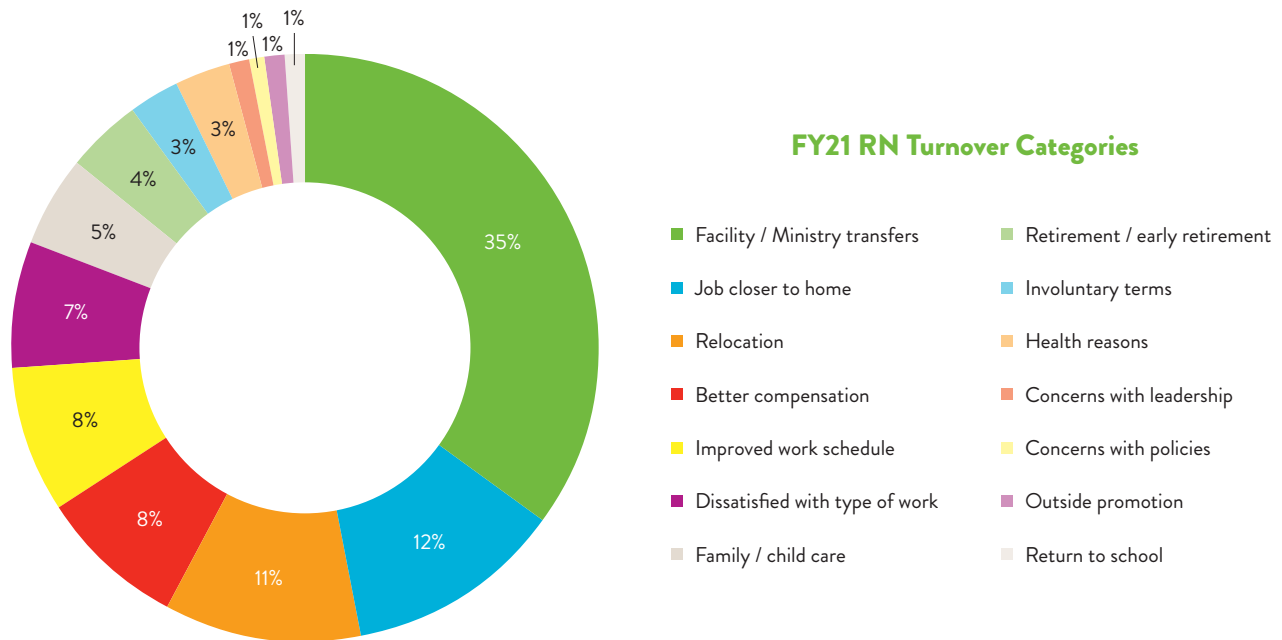
Transformational Leadership

centrally stored spreadsheet. When a unit needs an IV pump or module, Central Supply can reference the spreadsheet and reallocate extras from unit to unit. Personal protective equipment levels have been routinely monitored throughout the pandemic and beyond to be aware of the resources available to our frontline caregivers. As supplies varied during the pandemic, processes were adjusted to ensure frontline Mission Partners were properly fitted into masks for safety. Our professional development coordinators were recruited to aid in just-in-time fit testing and meet the needs of our Mission Partners on the units.

THE COMMITMENT TO REBUILDING

The past year has amplified the mismatch between supply and demand of caregiving resources that had been previously forecasted. The “Great Resignation” is evident in health care, with hospital turnover exceeding previous reports put forth by researchers. Nurses exited the bedside or ventured to travel positions at rates much higher than previous years. Burnout and early retirement have also been noted in the literature to be more prevalent in the last few years. OSF Saint Anthony data mirrors that data.

OSF Ministry nursing leaders continually review this information and collaborate with Human Resources to develop tactics to mitigate turnover. Throughout fiscal year 2021 and 2022, OSF Saint Anthony nurses shared feedback



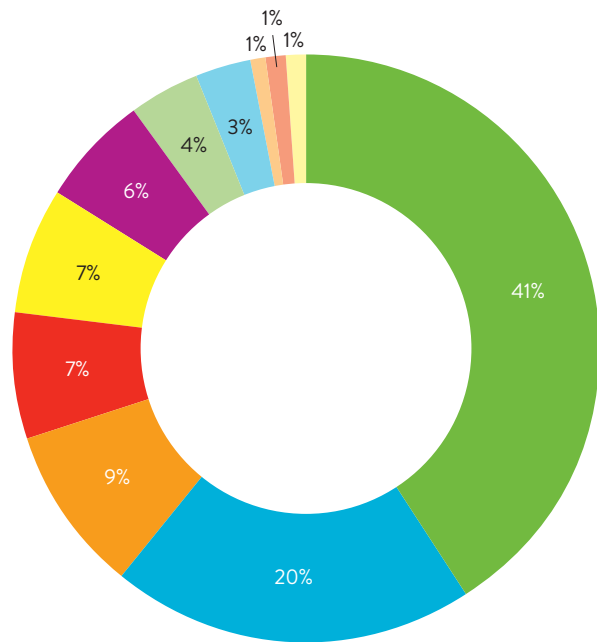
resulting in a number of initiatives related to turnover mitigation, including off-cycle pay increases relative to the Rockford nursing market, retention bonuses, expansion and development of OSF internal float nurse positions, and RN hiring practice changes to decrease time to offer.

OSF HealthCare is committed to its nurses. Nursing leadership is actively working toward the goal of Operational Excellence by reducing turnover and retaining experienced nurses. At SAMC, our goal is to reduce nursing turnover by 2% each year, from a baseline of 27.5% in December 2021. The initiatives identified to be effective in helping to rebuild include the right staffing at the right time in the right place every time and maximizing support and resources to impact care. Many OSF Saint Anthony nurses have shared their voice, participating in work groups or Ministry visits and actively working on finding solutions. Additionally, nursing leadership continues to collaborate with Mission Partners to improve resources that impact care. Examples include CNA student clinical, student nurse 1s, student externs, safety companions, Mission Connect trial and Epic shift navigator, to name a few.

Health care continues to evolve. New ideas and innovations and the willingness to share ideas and explore change will stream forth from our transformational leaders and further engage our nursing Mission Partners to help meet the needs and demands of health care delivery in the future.

FY22 (through 5/31/22) RN Turnover Categories

- Facility / Ministry transfers
- Better compensation
- Relocation
- Involuntary terms
- Family / child care
- Improved work schedule
- Job closer to home
- Dissatisfied with type of work
- Health reasons
- Outside promotion
- Work conditions





STRUCTURAL EMPOWERMENT

The Importance of Structural Empowerment

Empowering nurses to achieve the best outcomes for patients and community while developing their own professional growth is accomplished through structures and programs within OSF HealthCare. Nurses define care delivery, create standards of practice, address opportunities for improvement, implement intentional professional growth strategies, conduct research and implement evidence-based practice while using safe, efficient and effective processes to manage patient care throughout the organization. At OSF Saint Anthony, we encourage our nurses to further their education and professional development, participate in shared decision-making groups within the organization, participate in professional organizations, obtain national certification and engage with the community – thereby advancing the nursing profession.

COMMITMENT TO PROFESSIONAL DEVELOPMENT

To ensure excellent patient outcomes, OSF Saint Anthony prioritizes the professional development of our nursing staff from the moment they join the team. Among the many programs aimed at role and professional development are OSF Transition to Practice and OSF Advance.



PROFESSIONAL DEVELOPMENT THROUGH OSF TRANSITION TO PRACTICE

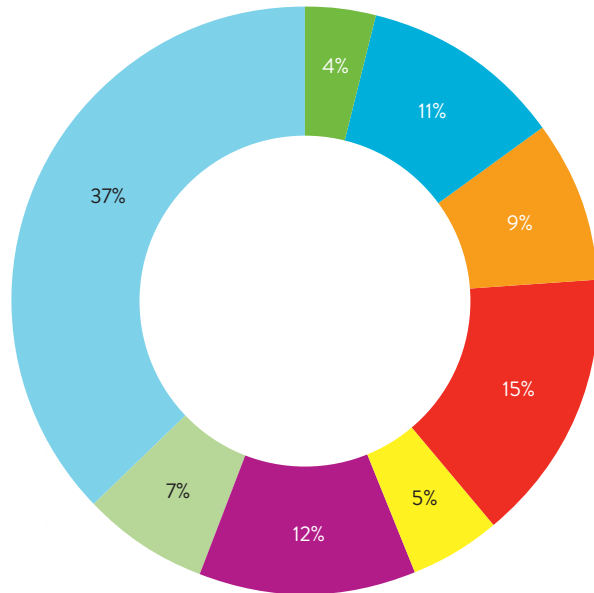
OSF Transition to Practice is designed to support new graduates through their first year as an OSF Mission Partner, increase job satisfaction and provide a smooth transition into their health care career. This innovative program integrates New Mission Partner Orientation, Ministry Nursing Orientation, Ministry Nurse Residency, unit-based orientation and the mentor program. The Transition to Practice program is tailored to meet a new nurse's learning and development preferences with input from nursing leadership and the Professional Development Coordinator. The program culminates with a “walk in my shoes” observation with a fellow Mission Partner that allows new nurses to see other experiences with the organization.

OSF Transition to Practice provides an educational support system where new nurses continue to build practice knowledge, strengthen their decision – making skills, develop clinical leadership skills, understand the value of evidence-based practice, and formulate a career and professional development plan. During Nurses Week 2022, OSF Saint Anthony recognized Monica Alfaro, RN, from Neuro Trauma ICU for her commitment to joining the nursing profession. She was the winner of a drawing that included all successful completions of the Transition to Practice program. Monica received a 52-week guided journal for nurse's growth and reflection. She is pictured here with the NTICU PDC.

OSF Transition to Practice is designed to support new graduates through their first year as an OSF Mission Partner, increase job satisfaction and provide a smooth transition into their health care career.

PROFESSIONAL DEVELOPMENT THROUGH NATIONAL CERTIFICATION

OSF Saint Anthony supports nursing in obtaining national certification in their practice specialty through vouchers, review sessions and OSF Advance certification support. Professional certification provides value on many different levels. Achievement validates a level of knowledge recognized within the nursing specialty, provides the nurse with a peer network within that specialty and offers a venue to learn and share best practices. Our goal is for 39% of eligible nurses to hold a national certification by the end of fiscal year 2023. On March 19, National Certified Nurses Day, we recognized the over 150 nurses who have obtained a national certification with a heartfelt thank you, social media post and “Nothing Bundt” cakes!



- Certified Emergency Nurse
- Certified Medical-Surgical Registered Nurse
- Certified Nurse Operating Room
- Critical Care Registered Nurse (Adult, Neonatal and Pediatric Acute)
- Inpatient Obstetric Nursing
- Oncology Certified Nurse
- Progressive Care Certified Nurse
- Other Certification



NATIONAL CERTIFICATIONS**Accredited Case Manager**

Theresa J. Fritz

Adult Clinical Nurse Specialist

Christine A. Anderson

Cardiac Rehabilitation Nurse

Janice E. Forman

Cardiac Surgery (Subspecialty) Certification

Tina M. Costello

Cardiac/Vascular Nurse

Marissa J. Slavin

Mary V. Wedel

Certified Ambulatory Perianesthesia Nurse

Susan M. Horstmeier

Carla H. Myers

Certified Breast Patient Navigator – Cancer

Dorian G. Deschepper

Certified Emergency Nurse

Deana M. Eggemeyer Foley

Karmela D. Londo

Jennifer L. Whitlock

Jade Marie Parks

Marlena D'Agostin

Tanya Marie Mitchell

Certified Gastrointestinal Registered Nurse

Jennifer L. Devoe

Judy E. Sandoval

Niki L. Ross

Aurelija White

Sara Michelle Popejoy

Sheila Y. Standfield

Pamela Solverson

Certified Medical-Surgical Registered Nurse

Amy A. Couch

Lacey M. Richardson

Norman B. Rosario

Tammy L. Edwards

Sonya K. Stout

Brooke Nanette Woods

Ashley R. Osterberg

Christiana Lucia Van Sistine

Sara A. Rowe

Deborah J. Downs

Laura M. Arvesen

Patricia A. Loveland

Mary E. Clayton

Twyla M. Ottowitz

Susan K. Alfaro

Jenny D. Hipolito

Kathy A. Staples

Structural Empowerment

Certified Nurse Operating Room

Jessica Sue Clark
Teresa Hunt
Shawn L. Sterkeson
Hannah J. Babler
Claire E. Babler
Jennifer P. Keckler
Marty T. Keen
Tracy A. Little
Patricia O. Spanier
Theresa E. Geraci
Jarrod M. Tremble
Jean M. Young
Tina M. Hudzinski-Newell
Judith M. Field
Cindamon M. Proffitt

Certified Post Anesthesia Nurse

Dawn D. Cook

Certified Professional in Healthcare Quality

Tonia Y. Statum

Certified Registered Nurse Ophthalmology

Catherine Zintl-Sloat

Certified Rehabilitation Registered Nurse

Hoa T. Mai

Certified Vascular Nurse

Rebecca Fitzgerald

Certified Wound Care Nurse

Steven V. Benton

Certified Wound, Ostomy, Continence Nurse

Michelle R. Davis

Clinical Nurse Leader

Marla J. Farone
Victoria E. Kulavic

Critical Care Registered Nurse (Adult, Neonatal, and Pediatric Acute)

Emelyn Villegas Sanchez
Rachel Sandra Vergel de Dios
Anthony T. Chatman
Leana R. Harris
Gloria O. Omozusi
Brianna E. Markgraf
Sean P. Kenney
Michelle A. Leitzinger
Dana L. Martin
Katrina C. Niedermeier
Jennifer M. Piotrowski
Jessica G. Schoensiegel
Michele M. Smith
Derek B. Webber
Rebecca K. Hauge
Kristin L. Swanson
Andrew A. Tremud
Erik Michael Durand
Cooper Jeffrey Podobnik
Angel L. Hughes
Caroline A. Anderson
Mary K. Andrews
Martha C. Posada
Andrew T. Schultheis
Diane R. Dover
Dawn Marie Fritz
Cynthia L. Molitor

Electronic Fetal Monitoring

Mary A. Gambino

Faith Community Nursing

Susan A. Scott

Teresa R. Field

Family Nurse Practitioner - ANCC

Margaret A. Rogers

Anne M. Celner

Victoria Z. McCoy

Informatics Nurse

Megan J. Brown

Inpatient Obstetric Nursing

Lacie M. Driscoll

Taylor M. Fry

Lisa B. Hickman

Erin K. Tracy

Nancy J. Laga

Courtenai F. Smith

Kelci A. Lanthier

Tamara D. Whalen

Neonatal Intensive Care Nursing

Jessica A. Park

Nurse Executive

Suzanne K. Fischer

Meagan Rothrock-Magana

Kathi L. Gehrke

Nurse Executive, Advanced

Paula A. Carynski

Wayne Leon Laramie

Oncology Certified Nurse

Robyn R. Halfman

Brenna L. Lindemann

Monica K. Girardin

Kristin L. Talac

Jacquelyn R. Rabe

Angela M. Dietrich

Judy A. LaSala

Kayla L. Metzger

Karen N. Merkes

Penny M. Moore

Colleen N. Wicklund

Rebecca S. Winterheimer

Megan Zimmerlee

Sarah A. Vineyard

Julie A. Cline

Rhiannon N. Goudreau

Lisa R. Bruno

Peggy E. Malone

Karen M. Blatter

Orthopedic Nurse Certified

Judith K. Carter

Janet Lynne Smith

Pain Management Nurse

Carol A. Thoreson

Progressive Care Certified Nurse

Emily F. Clark

Nicholas P. Fernando

Donna M. Miller-Hyacinthe

Jan A. Sladek

Tammy Wennmacher

Hillary A. Woodard

Anna L. LaMonica

Sarah A. Harper

Nicole M. Knuth

Heather R. Gibson

Nicolet Rubin

Krystal L. Rhoads

Kirsten A. Parrott

Cecelia Marie Brendel

School Nurse

Beth Spiritosanto

Trauma Certified Registered Nurse

Vincent G. Superticioso

Tracy Keyes

PROFESSIONAL DEVELOPMENT THROUGH OSF ADVANCE

OSF Saint Anthony supports a clinical pathway to professional development through the OSF Advance program. The program initially kicked off in January 2019 and has continued to raise the bar of professional growth throughout the Ministry.

OSF Advance is a collaborative partnership between Mission Partners and OSF in which an individual nurse has elected to pursue ongoing professional development and growth. The program has four levels of achievement: Certification, Elevate, Achieve and Conquer. Certification is available anytime throughout the year for nurses and awards \$300 to a recognized certification or recertification. The next three levels recognize varying levels of professional development evident in a presentation by the nurse and awarded with various amounts of monetary and professional development funds.

In 2021, we had 18 nurses successfully complete OSF Advance. For FY22, we had just over 100 nurses submit their intent to participate, and 40 final presentations were made. Our goal is to help all nurses who intend to successfully complete OSF Advance and to increase participation in the program. Of the nurses who completed OSF Advance in 2021 and 2022, eight advanced a level or two.

FY21

Elevate

Krystal Alt
Heather Edwards
Michelle Guzzardo
Kelci Lanthier
Hillary Woodard

Achieve

Abby Antczak
Hannah Babler
Michelle Davis
Lacie Driscoll
Alyssa Hawkins
Michelle Leitzinger
Dana Martin
Lauren Steiner
Tammy Wennmacher

Conquer

Marla Farone
Donna Miller-Hyacinth
Carla Myers
Nicolet Rubin

FY22

Elevate

Michelle Burkat
Marlena D'Agostin
Amanda Lancaster
Cat Perkins
Andrew Tremud

Achieve

Hannah Babler
Catherine Campbell

Erik Durand
Heather Edwards
Angel Hughes
Teresa Hunt
Nancy Laga
Amy Lamb

Kelci Lanthier
Michelle Leitzinger
Brianna Markgraf
Jennifer Piotrowski
Caitlynn Pryor
Jessica Schoensiegel
Samantha Singer
Kelly Stanfel
Cierra Volpendesta
Matt Welsch
Amanda Wolfe
Hillary Woodard

Conquer

Andrew Bressler
Megan Brown
Lacie Driscoll
Marla Farone
Michelle Guzzardo
Alyssa Hawkins
Rebecca Hauge
Dana Martin
Donna Miller-Hyacinth
Carla Myers
Krystal Rhoads
Nicolet Rubin
Lauren Steiner
Tammy Wennmacher

INTERDISCIPLINARY CLINICAL EXCELLENCE AWARDS

In May 2022, the Interdisciplinary Clinical Excellence Awards returned. Nearly 200 Mission Partners gathered in fellowship to see over 150 nominees recognized for their achievements.

Transformational Leader

Kristin Talac, RN – Center for Cancer Care

Interdisciplinary collaborative effort

C. Difficile Reduction Work Group

Structural Empowerment

Nici Rubin, RN – Professional Development

Support Mission Partner of the year

Katherine Butler, CNA – 2N

New Knowledge, Innovations and Improvements

Carla Myers, RN – Professional Development

Kelli Stanfel, RN – Emergency Department

RN of the year

Bri Markgraf, RN – Critical Care

Advanced practice provider of the year

Amy Hill, APRN

Exemplary Professional Practice

Rebecca Hauge, RN – Critical Care

Transformational leader of the year

Heather Roushia, RN – 3 Main

Rookie of the Year

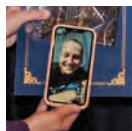
Jordan Silberhorn, RN – Intermediate Care Unit

Professional of the year

Adam Benovic, Case Management

Department of the year

Critical Care ICU



Structural Empowerment

I AM AN OSF NURSE

The I Am an OSF Nurse Symposium returned in-person on September 26, 2022, and OSF Saint Anthony was there to celebrate. We had a number of nominees, including Michelle Guzzardo, Rebecca Hauge, Donna Miller-Hyacinth, Mary Nelson, Jordan Silberhorn, Jacob Sundberg, Cierra Volpendesta, Cassandra Jaspers, Brianna Markgraf, Krystal Rhoads, Kristin Talac, Carla Myers, Nicolet Rubin, Megan Brown, Sarah Harper and Alexandra Hartwig. Along with their leaders, these nominees celebrated with peers throughout the Ministry our nursing practice being “Rooted in Strength,” heard peers remember, honor and share hope as they told their stories about working through the pandemic within the Ministry, participated in a workshop led by Jared Jones and Tanner Corbridge about “The Great Resignation” and our recovery that is rooted in hope, and also learned from breakout sessions.

Michelle Guzzardo, Rebecca Hauge, Donna Miller-Hyacinth, Mary Nelson, Jordan Silberhorn, Jacob Sundberg and Cierra Volpendesta won in the category of Exemplary Professional Practice. Cassandra Jaspers won within the category of Nurse Empowerment. Megan Brown won as a Nurse Leader on a Collaborative Project.



EXTRAORDINARY EXCELLENCE IN NURSING RECOGNIZED WITH THE DAISY AWARD®

The DAISY Award program can be found in over 2,000 health care facilities in all 50 states and 14 other countries. An acronym for Diseases Attacking the Immune System, the DAISY Foundation was formed in November 1999 by the family of J. Patrick Barnes, who died at age 33 of complications related to Idiopathic Thrombocytopenic Purpura (ITP). During Pat's eight-week hospitalization, his family experienced the best in nursing care and compassion provided not only to Pat but to everyone in his family. One of the goals they set in creating a foundation in Pat's memory was to recognize extraordinary nurses and to thank them for the gifts they give their patients and families every day, just as they had experienced.

DAISY Award winners

Aubrey Leonard

Lacey Hessian

Lindsey Chamberlin

Katrina Niedermeier

Amanda McFarland

Angel Hughes

Courtney Shepard

Caroline Voce

Amairani Galeana

Marti Kilbreath

Lacie Driscoll

Courtenai Smith

Anthony Chatman



One of the goals they set in creating a foundation in Pat's memory was to recognize extraordinary nurses and to thank them for the gifts they give their patients and families every day, just as they had experienced.



EXEMPLARY PROFESSIONAL PRACTICE

The OSF Saint Anthony nursing staff strives to utilize exemplary professional practices in every aspect of patient care. With a focus on evidence-based processes and team-aligned, patient-centered care, our nursing Mission Partners uphold the standard of care we provide to the community. Collegial working relationships with members of other disciplines, such as medicine, pharmacy, laboratory, therapy and many more are valued and essential to fulfilling the Mission. Autonomy within the nursing profession leads to engaged Mission Partners dedicated to improving care quality, the workplace, their professional performance and patient outcomes, all of which contribute to a culture where nurses are empowered to practice to the fullest extent of their licensure and bolster professionalism.

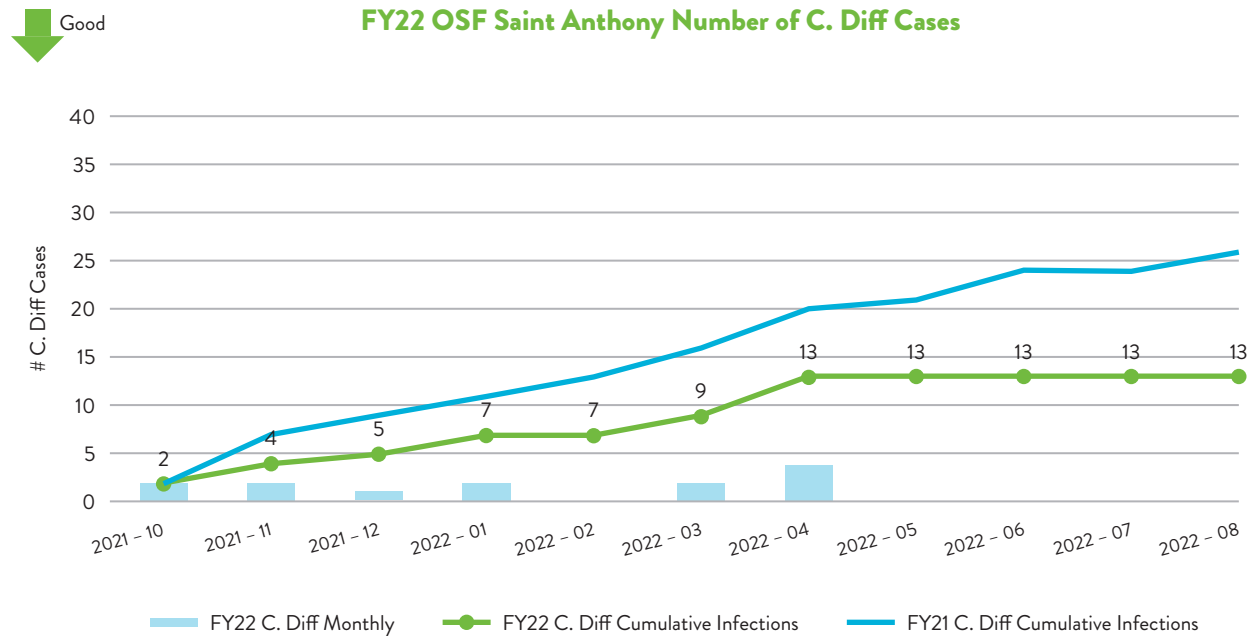
CENTERS OF EXCELLENCE DESIGNATIONS

- Magnet® – American Nurses Credentialing Center
- Get with the Guidelines Stroke Program – American Heart Association
- Comprehensive Stroke Center – DNV
- Center for Cancer Care: Quality Oncology Practice Initiative – American Society of Clinical Oncology
- ACOS Accredited Trauma Center – ACS
- Baby Friendly Designation – Baby Friendly USA
- Orthopedics Center for Excellence Hip and Knee Joint Replacement – The Joint Commission

INTERPROFESSIONAL CARE LEADING TO IMPROVED QUALITY OUTCOMES

Hospital Acquired Infections (HAIs)

We outperform expectations when it comes to patient safety, and our nursing sensitive clinical indicators stand out when compared to national benchmarks. We work hard as members of interdisciplinary teams to keep our patients safe and drive for zero harm.



Exemplary Professional Practice

OSF Saint Anthony fosters a culture of continuous quality improvement and encourages teams to work together to positively impact patient care and outcomes. One recent example includes the *C. difficile* reduction work team. Composed of team members from nursing, quality, infection prevention, professional development and lab, the group analyzed data to identify best practices and opportunities to improve effective care and deliver improved outcomes. To date in FY22, we've had nearly a 50% reduction in hospital acquired *C. diff* infections from FY21. The *C. diff* team continues to review data, looking for additional opportunities to impact outcomes, provide updates monthly and encourage continued best practices.

Teams have also banded together to minimize central line associated blood stream infections (CLABSIs) and catheter associated urinary tract infections (CAUTIs). Nursing has provided feedback on central line dressings, incontinence products and practices to ensure supplies and standards are in place to best care for our patients and prevent harm. Always asking, "Do we need this line?" or "Is it indicated?" allows us to collaborate closely with doctors to ensure we decrease foley catheter and central line utilization. During quality walks, the chief nursing officer and chief medical officer round with members of the quality team to nursing units, asking questions to achieve best practices and outcomes.

Length of stay work groups

Reducing length of stay is an important initiative at OSF Saint Anthony. Several workgroups have been established to impact length of stay. Members on teams are doctors, case managers, nurses, nursing leaders and program coordinators. Each team is focused on a different piece of the puzzle to help identify and remove barriers, promote practices and processes and encourage patient and family member engagement to decrease hospital length of stay. Beginning with discharge planning on admission, focusing on structured interdisciplinary rounds (IDRs) and identifying patients earlier for discharge by 11 a.m., the teams are putting processes into place aimed at improving outcomes. Collaboration among the disciplines and improved clinical communication will serve to improve the patient experience with continuation of care and discharge.

OSF Saint Anthony fosters a culture of continuous quality improvement and encourages teams to work together to positively impact patient care and outcomes.

Nursing peer review returns to OSF

Nursing peer review returned to OSF with a new look and structure. At OSF Saint Anthony, the process is embedded into our Nursing Practice Council within shared governance. In alignment with the goal of nursing excellence, nursing peer review allows the opportunity to improve nursing performance on an individual level and maintain standards of nursing practice. Through transparency of nursing performance and in a non-punitive manner, nursing peer review helps to promote professional development to accomplish the following: identify learning opportunities, promote nursing excellence, enhance nursing image and professionalism, support and encourage nurse autonomy and accountability, facilitate sensitive and caring peer review interactions and support the growth and development of nurses. Further, nursing peer review can inform the need for policy, procedure and practice change.



Patient aggression prevention and management for caregiver well-being

Workplace violence is an everyday occurrence in settings all over the world and can result from a variety of internal and external sources. Though violence is not limited to any one profession, health care is an emotionally charged field, in which professionals are considered to be a high risk for injury. Recent attention has been given to prevention, management and post-event support to ensure the safest work environment for our Mission Partners. Assessing within the Violence Assessment Tool (VAT) to identify patients at risk for violent behavior is the first step to increasing awareness and communication to keep our caregivers safe. Managing the aggressive patient with Control Alert processes helps provide resources and skilled responders to de-escalate situations that require this attention. Post-event support involves the evaluation of the safety of the unit or department involved and the well-being of the caregivers, as well as the continued care of the patient involved. Post-event support allows the team to identify opportunities for improvement, reflect upon the situation and engage additional resources as needed, such as Critical Incident Stress Management from EAP.

INVESTING IN OUR OWN FUTURE

Throughout 2021 and 2022, OSF Saint Anthony has continued to invest in its own facilities. Each year, many different projects are brought forth to better serve our patients and our community. More recent investments include Versity, a dedicated clinical education room with a simulation suite and a new ICU.

Clinical education room

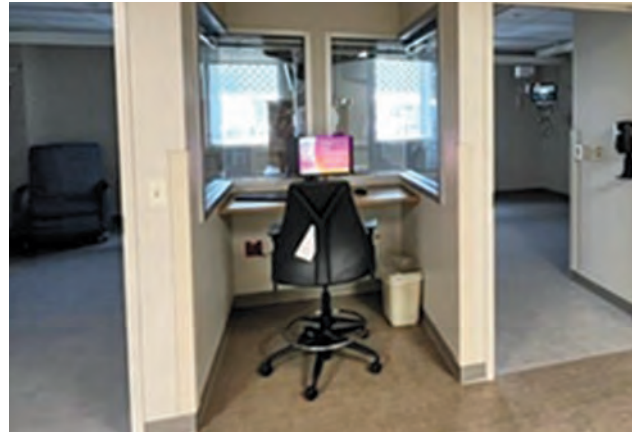
The clinical education room provides the space to onboard and train our clinical Mission Partners. The room is designed for use for monthly orientation sessions to be held in a classroom setting, with the ability to get up and move about for demonstrations and developing skill competency. When planning commenced for the new space, three things were important to the team: confidentiality and a safe place to learn, improved technology and a convenient location.

The clinical education room allows for onsite orientation and education for our clinical Mission Partners, which was previously conducted at State and Roxbury and required new hires and educators to travel between the two locations. The room is equipped with a state-of-the-art simulation suite in which the high fidelity manikin allows real-time simulated situations for learning. Together with the manikin, new space and new technology, our education team is able to explore new methods of onboarding and educating clinical Mission Partners.



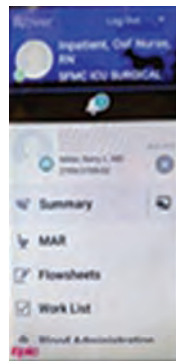
New ICU increases capacity for critical patients

As regional referrals continue to increase, so does acuity. OSF Saint Anthony recognized a need to increase the number of ICU beds. Enhancements to 1 South were made to accommodate trauma and burn ICU patients, which increased capacity by seven beds (18%), but more importantly provided improved work areas for our Mission Partners to care for these patients with larger patient care areas containing accommodations such as ceiling lifts and in-room bathrooms, calming aesthetics, better visualization of patients and a new burn treatment room.



Spectralink phones

Securing Spectralink smartphones for our clinical Mission Partners is one way to improve staff safety and simplify hospital workflows, ensuring clinical team members have the tools they need to support clinical efficiency. The new smartphones provide a HIPAA-compliant platform for clinical team members to communicate with others, as well as access secure, integrated, application-based platforms to coincide with their current workflows and safely care for our patients. These pre-loaded applications include Vocera, Lippincott, Epic Rover and Google Chrome.



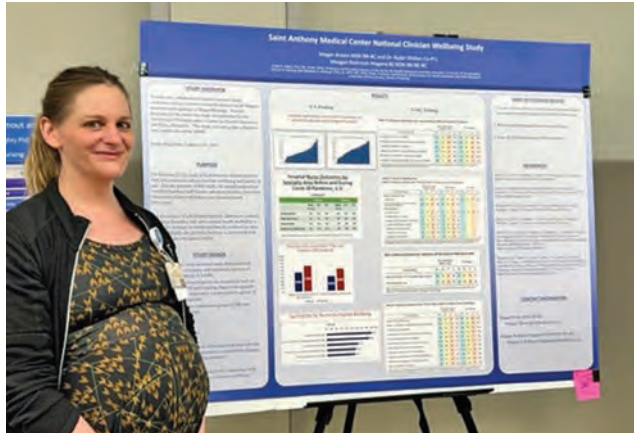
Nursing Mission Partners now receive their call light, bed or chair alarms, and cardiac arrest alerts via the Vocera application, reducing the amount of time it takes for a nurse to “find” where the alarm is sounding and verbally respond to a patient’s call. The Epic Rover application increases the ability to document care in real time and add assessment components, such as wound photos, directly to the electronic medical record. Lippincott gives the nurse the ability to review a procedure in the moment without returning to a desktop device. The investment in this technology is a great example of securing an evidence-based resource, making it consistently available within the practice environment to improve nursing practice and patient outcomes.



NEW KNOWLEDGE, INNOVATION AND IMPROVEMENTS

Furthering the Field of Nursing

As a Magnet organization, we have professional responsibilities to integrate evidence-based practice and nursing research into our everyday clinical and operational processes. To generate new knowledge, we have programs established to ignite interest in our frontline Mission Partners while enabling and engaging them in the exploration of safe and best practices for our patients and their practice environment. We continue to work toward five star quality and safety initiatives in which patient outcomes are the priority.



RESEARCH

Magnet for Europe

OSF Saint Anthony was invited to participate in a groundbreaking initiative in which US hospitals were “twinning” with European hospitals to determine if redesign of hospital work environments guided by Magnet principles as described in the ANCC Magnet Manual and in collaboration with an experienced Magnet facility was feasible, effective and sustainable in Europe to improve care quality and safety, patient satisfaction and workforce outcomes. Participating in the initiative allows

OSF Saint Anthony to have a nursing investigator on the team to lead internal research work and collaborate with our European twin hospital. A benefit of participating in the initiative has been to identify unique and actionable information on the mental health and well-being of our nurses and physicians. Further, our local investigator on the project has been exposed to the conduct of research and a research network, has been published as a member of the Magnet for Europe Consortium and has also shared data from the study within OSF Saint Anthony.

Magnet for Europe is a four-year-long initiative with participation from 67 US hospitals. It involves monthly learning collaborative sessions in which twinned hospitals share their experiences, as well as annual meetings to discuss study results and potential interventions for improving clinician well-being, reducing burnout and improving patient outcomes. The OSF Saint Anthony European twin is Waterford University Hospital in Waterford, Ireland.

BEST PRACTICES IN ACTION TO ENHANCE NURSING PRACTICE

Implementing evidence-based practice to prevent falls in patients with dementia

The Nursing Practice Council learned of doll therapy and evaluated its use at OSF Saint Anthony as a way to positively impact patient safety, experience and nursing workflow. The group reviewed the research and evidence provided from Angie Filipiak’s research study in which she showed a dramatic decrease in falls of patients with behavior and psychological symptoms related to dementia, as well as nursing input that the practice was not time consuming to implement. With help from OSF HealthCare Foundation, OSF Saint Anthony purchased our first dolls.



New Knowledge, Innovation and Improvements

The program has been implemented within our inpatient setting. We were certain to share the news with everyone within the organization as you never know who might encounter a patient with a doll. To date, we've had no patient falls when doll therapy was implemented.



Local HAPI work group makes great strides to secure equipment to decrease injuries

An interdisciplinary group of peers has collaborated to improve how we prevent hospital acquired pressure injuries (HAPI) following an increase in the incidence of pressure injuries during the COVID-19 pandemic. The work involves many layers and members from various teams coming together and discussing the current care given to patients, as well as the equipment available to enhance care. Led by the Critical Care ICU manager, the team has involved inpatient nursing, skin care experts, quality and safety, respiratory, material value chain Mission Partners and leadership. Throughout the team's work they have evaluated, reviewed and challenged both current standards, the industry and literature to determine how best to aid our nursing Mission Partners in preventing pressure injuries in the existing health care climate.

One common preventive measure is to place patients at risk for skin breakdown on a specialty surface rather than the standard mattress. The team evaluated our current surfaces and advocated to leadership for a trial of specialty mattresses called Iso Tour. During the trial, patients were placed onto the specialty surface if they were at great risk for skin breakdown, had an anticipated long length of stay and were in our Critical Care Unit. Given the patient outcomes during the trial, the recent prevalence of HAPI and nursing Mission Partner feedback, a decision was made to secure several surfaces for use at OSF Saint Anthony. In addition, we will support a Ministrywide conversion to Agiliti specialty surfaces in November 2022, which will increase the options of surfaces for skin breakdown prevention and treatment.

INNOVATION

New Knowledge and Innovation Committee Work

This year we updated the name of the Research Committee to the New Knowledge and Innovation committee to align with Magnet terminology. Committee members have had excellent discussions about increasing our nursing Mission Partners' understanding of evidence-based practice, research and innovation. Many advanced degree nursing students are working within OSF Saint Anthony on projects to impact patient outcomes.

The committee hosted the annual OSF HealthCare Saint Anthony Medical Center Symposium in which guest speaker Lindsey Roddy discussed her journey from a “near miss” experience with a patient in her care to becoming the founder and CEO of Roddy Medical. Roddy called for more nurses to be included in innovation and medical device development and testing to improve clinical safety, device usage and patient outcomes.

Local Mission Partners shared about our work with the College of Nursing to implement the Dedicated Education Unit and also the implementation of doll therapy for fall prevention. Advanced practice providers shared their work on a website developed to improve mental health in the farming industry as well as using “art rounds” in multidisciplinary education settings to improve communication and collaboration in integrating care.

Dedicated Education Unit

The Dedicated Education Unit (DEU) is an innovative and collaborative approach to providing clinical experiences to nursing students. Currently, OSF Saint Anthony and Saint Anthony College of Nursing are collaborating for the third semester of students on 2 North, Cardiovascular Telemetry. This clinical experience provides current nursing Mission Partners with additional training to be a clinical DEU instructor, one-on-one clinical time with a nursing student throughout the semester and tremendous professional development opportunities. Saint Anthony College of Nursing students in the DEU are paired with an instructor from within the unit and then attend clinical with them weekly throughout the semester, caring for patients alongside the nurse. This helps our DEU instructors to establish trust in the student’s clinical ability, as well as help them grow and progress in care throughout the semester. DEU students are welcomed to the unit and enculturation begins. We hope DEU students appreciate the culture and desire to become a Mission Partner. With exposure to unit practices and OSF policy and procedure during the clinical experience, it is anticipated that onboarding of a new graduate RN following a DEU clinical experience is seamless and an easy transition. During the most current semester, OSF Saint Anthony expanded the DEU clinical experience into our Critical Care Unit.





COMMUNITY INVOLVEMENT

Over the last few years, OSF Saint Anthony maintained a strong commitment to community outreach by expanding our efforts to provide for underserved populations. With health care rapidly changing, it is imperative for health care organizations to reach out and be leaders in health initiatives that create a culture of wellness.

COMMUNITY EVENTS

Nurses have a strong sense of commitment to our community. That commitment has manifested in various health promotions, community pride events and other outreach events.



GIFT OF HOPE

April is National Donate Life Month. OSF Saint Anthony hosted a flag-raising event and candle ceremony to bless our donors and their families. Those in attendance heard moving stories from area family members on how loved ones' donations have impacted lives across the country.



Commitment to Community Involvement

FOSTERING THE RELATIONSHIP WITH THE ROCKFORD POLICE DEPARTMENT

OSF Saint Anthony donated 300 CAT Generation 7 tourniquets and 300 Israeli bandages to the Rockford Police Department that will be added to the police department's first aid kits carried in each squad car. This donation was made possible by OSF HealthCare Foundation and a donor, Christina Akely, in honor of her late husband, Jay, who worked in law enforcement for more than 20 years. Fostering relationships within the community is important to the Mission as well as the community during emergency situations.



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OUTREACH TO PROMOTE THE FUTURE FRONTLINE OF HEALTH CARE

The Professional Development Department maintains relationships with the local high schools and colleges, participating in their career days, industry expos, scholarship days and mock interview sessions. These partnerships give us the opportunity to help prepare our community to secure future prosperity. Our community shines brighter together. Never underestimate the impact you can have on a child's future, simply by sharing a smile or your story.





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