OSF HEALTHCARE

OSF HEALTHCARE SAINT ANTHONY MEDICAL CENTER

Nursing Annual Report

2016

OSF HealthCare
Professional Practice Model

Dear Professional Nurses,

I am thrilled to present the 2016 OSF HealthCare Saint Anthony Medical Center Nursing Annual Report. In the following pages you will see our Mission in action: *In the Spirit of Christ and the example of Francis of Assisi, the mission of OSF HealthCare is to serve with the greatest care and love in a community that celebrates the gift of life.*

Our Mission Partners demonstrate their calling to this ministry each day in remarkable ways. This report is an opportunity for us to celebrate the difference made in the lives of the patients we serve. As you read through the pages, you will see our story told through the five components of the Magnet® model: professional practice; transformational leadership; structural empowerment; new knowledge, innovation and improvement; and empirical outcomes. We are proud to have maintained the gold standard in nursing excellence, the prestigious ANCC Magnet® designation, since 2005.

We invite you to explore our Professional Practice Model, our Shared Leadership Structure, and new cutting edge technologies. Please join me in recognizing our Mission Partners' commitment to professional growth as you view their accomplishments and the empirical outcomes that demonstrate our commitment to quality.

I personally want to extend a heartfelt thank you to all the Mission Partners at OSF HealthCare Saint Anthony. You make a difference each and every day. Thank you for living out your commitment to the OSF cultural beliefs: patient first, be one, align priorities, embrace decisions, be accountable and live it. Your partnership and dedicated service are why the stories described in these pages are possible. I am honored to serve with such a stellar collaborative team.

Sincerely,

Robin Kretschman

Robin Kretschman
MBA, MSN, RN, NEA-BC
Vice President Patient Care Services, Chief Nursing Officer

MAGNET RECOGNIZED
AMERICAN NURSES CREDENTIALING CENTER

OSF® HEALTHCARE

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TRANSFORMATIONAL LEADERSHIP

OSF HealthCare Saint Anthony Medical Center Mission Partners are a community of caregivers guided by the clearly articulated OSF Mission, Vision and Values. More than words on a page, our mission partners live our OSF Mission and Values daily as we strive to move closer to realizing our OSF Vision of transforming health care to improve the lives of those we serve. OSF HealthCare Saint Anthony nurses, from the CNO to the bedside, are at the forefront of this transformation, providing influential, visionary leadership. Transformational leaders are those who stimulate and inspire followers to achieve extraordinary outcomes and, in the process, develop their own leadership capacity. These leaders continually empower others to make changes and take action, with those at the frontline of care being key to where our organization is today and where we will be in the future.

STRATEGIC PLANNING

FY16 Strategic Plan

Each year, in alignment with our Mission and Values, the chief nursing officers consult with key nursing leaders to identify strategic goals crucial to realizing the OSF Vision. In 2016, the six top priorities outlined in our Nursing Strategic Plan included:

- Professional Excellence
- Clinical Education
- Care Continuity
- Service Excellence
- Operational Excellence
- Advanced Practice Providers

Achieving specific goals in each of these priority areas is imperative during a time when health care is constantly evolving, and they will remain goals for FY17. First, it is vital to maintain an engaged and committed nursing staff, as they are the frontline of patient care. At OSF HealthCare Saint Anthony, we are excited about supporting the education and professional development of our nurses and strive to provide an atmosphere that allows the opportunity for growth, both professionally and as individuals. By limiting turnover and keeping nurses engaged, we perform as a cohesive team and improve the outcomes and experiences of our patients. Our focus on attracting and retaining top talent has led to improved patient care, safety and satisfaction.

The patient and family are at the center of all we do. From the development of safe, efficient and effective processes, to investing in innovation, technology and an environment that supports growth and professional development; everything we do is to serve with the greatest care and love.

THE IMPORTANCE OF PEOPLE

While brick and mortar make up the physical structures of our organization, the heart and soul of OSF HealthCare Saint Anthony Medical Center are the nurses and Mission Partners who provide compassionate care around the clock. Their commitment to the Sisters' Mission is what sets OSF apart.

> The patient and family are at the center of all we do.

In order to support all of our Mission Partners, we have sought their feedback on issues that are important not only to their job satisfaction, but their overall quality of life. Through Mission Partner rounding, leadership meets with Mission Partners to discuss issues and receive feedback. The resulting conversations are captured and tracked in stoplight reports until they are resolved.

TOWN HALL FORUMS WITH THE CNO

Since our chief nursing officer joined OSF HealthCare Saint Anthony in June 2016, she has made it her priority to connect with nurses at all levels. With the intent to hear the voice of the OSF HealthCare Saint Anthony nurse, Robin has conducted quarterly sets of town hall forums scheduled throughout the day and night. At each town hall forum, She gives each Mission Partner sticky notes to submit ideas or questions for her to address. She uses feedback she receives to set direction and advocate on behalf of nursing concerns to leadership in Rockford and at the Ministry level.

SHARED LEADERSHIP RETREAT

Last September, leadership representatives were invited to a two-day retreat to strategize and develop an enhanced shared leadership model that aligns Mission Partners with local decision-making bodies Ministry advisory councils. Creative games that emphasized camaraderie and brainstorming were used to design a share leadership format that fosters evidence-based practice and innovation, and supports the OSF Mission, "to serve with the greatest care and love."

THE FUTURE

Professional Development Coordinator

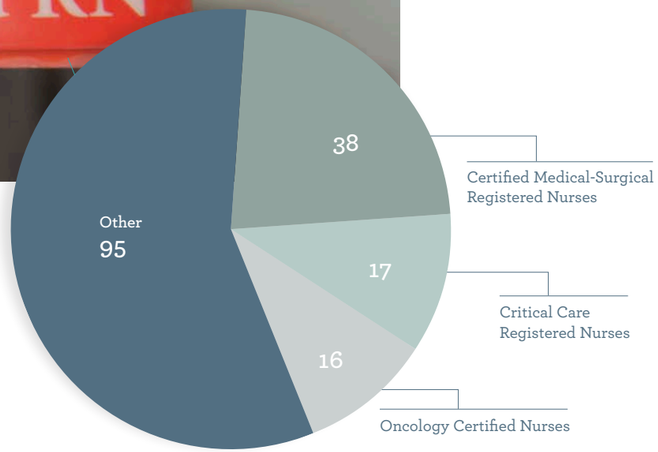
The professional development coordinator position was created in 2016 to collaborate with the health care team to advance clinical practice, quality, education, and leadership roles. The coordinator promotes evidence-based practice and quality outcomes. The coordinator also ensures educational programs are based on the needs of the patient. Facilitating educational opportunities for staff to promote personal and professional growth, and keeping up-to-date on evidence-based practice and professional standards are priorities. This position is vital to support our continuous quality improvement efforts, which aim to improve patient outcomes, increase patient satisfaction, and improve the utilization of all our resources.

STRUCTURAL EMPOWERMENT

Our enhanced shared leadership model empowers nurses at every level of the organization. Nurses define care delivery, create standards of practice, address opportunities for improvement, implement intentional strategies for professional growth, conduct research and implement evidence-based practice while using safe, efficient, and effective processes to manage operations throughout our medical center. Through involvement in various committees, our nurses continually assess and prioritize the health care needs of the patients and communities we serve. Our horizontal structure extends the Mission of the Sisters of The Third Order of St. Francis and empowers our Mission Partners to bring a strong sense of caring and service to others. To achieve these efforts, it is imperative for our Mission Partners to be prepared, supported and recognized in their efforts toward professional development. At OSF HealthCare Saint Anthony, we encourage our nurses to further their education and professional development, participate in professional organizations, and obtain national certifications.

COMMITMENT TO PROFESSIONAL DEVELOPMENT

To ensure excellent patient outcomes, OSF HealthCare Saint Anthony Medical Center prioritizes professional development for our nursing staff. Our nurses include:



PROFESSIONAL CERTIFICATIONS

Adult Clinical Nurse Specialist
Christine Anderson, MSN, ACNS-BC
Amy Hill, MSN, ACNS-BC
Bonnie Johnson, MSN, ACNS-BC
Judi Forner, MSN, ACNS-BC, RN-BC
Brenda Meintz, MSN, ACNS-BC, PCCN
Karen Sikorski, MS, ACNS-BC
Sheila Standfield, MSN, ACNC-BC, CGRN

Advanced Oncology Certified Clinical Nurse Specialist
Julie Carlson, MSN, AOCNS

Certified Ambulatory Perianesthesia Nurse
Mary Habbley, CAPA
Susan Horstmeier, BSN, CAPA
Cindy Wilken, BSN, CAPA

Certified Flight Registered Nurse
Jed Baehr, BSN, CCEMTP, CFRN

Acute/Critical Care Nursing (Adult)
Marla Farone, BSN, CCRN
Michelle Leitzinger, BSN, CCRN
Dana Martin, BSN, CCRN
Melissa L. Pettigrew, BSN, CCRN
Jennifer Piotrowski, BSN, CCRN
Christy Pohl, BSN, CCRN
Martha C. Posada, ADN, CCRN
Lisa Rivera, BSN, CCRN
Cynthia Rudy, ADN, CCRN
Emelyn Villegas Sanchez, BSN, CCRN
Jessica Schoensiegel, BSN, CCRN
Andrew T. Schultheis, BSN, CCRN
Michele Smith, BSN, CCRN
Juanita Shirley Tanuyan, BSN, CCRN
Zackary VanKeulen, BSN, CCRN, TNCC
Rachel Sandra Vergel de Dios, BSN, CCRN
Janice Westbrook, ADN, CCRN

Certified Emergency Nurse
Mary Barkley, BSN, CEN, CCRN
Barbara Coss, MSN, CEN, CCRN
Deana Gass, CEN, TNCC
Ellen Goldsworthy, MSN, CNS, CEN, TNCC
Karmela Londo, ADN, CEN
Susie Minakes, ADN, CEN
Sherri Paprocki, CEN
Jennifer Whitlock, BSN, CEN

Certified Cardiac Rehabilitation Professional
Bridget Penwell, MSN, CCRP
Chenin Congrave Rude, BSN, CCRP
Janice Forman, BSN, CCRP
Esther Hellman, DNP, CCRP

Electronic Fetal Monitoring
Courtenai Smith, BSN, C-EFM
Mary Gambino, C-EFM

Certified Gastrointestinal Registered Nurse
Judy Sandoval, ADN, CGRN
Pam Solverson, MSN, CGRN

Certified Medical-Surgical Registered Nurse
Denise Anderson, CMSRN
Trecia Argosino, BSN, CMSRN
Laura Arvesen, BSN, CMSRN
Jean A. Baker, ADN, CMSRN
Ginny A. Beyette, ADN, CMSRN
Jeanette Brady, ADN, CMSRN
Susan Brannick, CMSRN
Nicole Buhler, BSN, CMSRN
Angel Carlson, BSN, CMSRN
Kitty Castaldo, BSN, CMSRN
Mary E. Clayton, BSN, CMSRN
Amy A. Couch, ADN, CMSRN
Nicole Daugherty, BSN, CMSRN
Deborah Downs, ADN, CMSRN
Jennifer Girard, BSN, CMSRN
Carolyn Gray-Redmond, BSN, CMSRN
Tracey L. Kennington, BSN, CMSRN
Teresa Kisch, PhD, CMSRN
Jessica A. Knoll, BSN, CMSRN
Matt Kriebs, BSN, CMSRN
Jessica C. McCartney, BSN, CMSRN
Mary E. Murray, ADN, CMSRN
Angela Nelson, BSN, CMSRN
Candace Newson, MSN, CMSRN
Catherine U. Nwosu, BSN, CMSRN
Twyla Ottowitz, MSN, CMSRN
Evelyn R. Parker, BSN, CMSRN
Natasha Rapo, BSN, CMSRN
Melissa Robinson, BSN, CMSRN
Constance Roby, BSN, CMSRN
Norman B. Rosario, BSN, CMSRN
Sara Rowe, BSN, CMSRN, PCCN
Kathy A. Staples, BSN, CMSRN
Sonya Stout, ADN, CMSRN
Lynn Thurman, BSN, CMSRN
Anna Urban, BSN, CMSRN
Vie Shela Van Dyke, BSN, CMSRN
Sharon Yerk, ADN, CMSRN

Certified Nurse Operating Room
Bridgett Chandler, BSN, CNOR
Julie Dieterman, ADN, CNOR
Teresa Hunt, MSN, CNOR, RN-BC
Tracy Little, BSN, CNOR
Ashley O'Leary, BSN, CNOR
Debra Persaud, BSN, CNOR
Martha Regnier, CNOR
Jo Ann Rivera, ADN, CNOR
Angela Smith, BSN, CNOR
Judy Taber, BSN, CNOR

Certified Neuroscience Registered Nurse
Christie J. Gesin, BSN, CNRN
Victoria E. Kulavic, BSN, CNRN
Susan Lincoln, BSN, CNRN

Certified Occupational Health Nurse
Judith Schwartz, COHN
Cynthia Shadle, MSN, COHN

Certified Post Anesthesia Nurse
Dawn Cook, BSN, CPAN
Lurese Muchala, BSN, MSN/Ed, CPAN
Barbara Witte, ADN, CPAN

Certified Registered Nurse First Assistant
Katie Setter, BSN, CRNFA

Certified Rehabilitation Registered Nurse
Chenin Congrave Rude, BSN, CRRN
Hoa Mai, BSN, CRRN

Cardiac Surgery (Subspecialty) Certification
Tina Costello Morud, ADN, CSC, CCRN

Certified Specialist Trauma Registry
Joan Janutka, BSN, CSTR

Certified Wound, Ostomy, Continence Nurse
Steven Benton, ADN, CWOCN

Holistic Nurse Board Certified
Cynthia Burke, HN-BC

International Board Certified Lactation Consultant
Lynell Campbell, BSN, IBCLC, RNC-OB
Maelisa O'Donnell-Hayes, BSN, IBCLC

Nurse Executive (Certified Nurse Administration - CNA,BC prior to 2008)
Ruth Diehl, BSN, NE-BC
Kari A. Ralston, BSN, NE-BC

Nurse Executive, Advanced
Paula Carynski, MS, NEA-BC
Robin Kretschman, MSN, NEA-BC

Oncology Certified Nurse
Karen Blatter, BSN, OCN
Denise Boxleitner, MSN, CNE, OCN
Lisa Bruno, BSN, OCN
Kim Calabro, BSN, OCN
Amy Clendening, BSN, OCN
Shauna Fletcher, ADN, OCN
Monica Girardin, BSN, OCN
Maxine Hachmeister, ADN, OCN
Beth Hayden, BSN, OCN
Peggy Malone, BSN, OCN
Robann McClelland, BSN, OCN
Penny Moore, BSN, OCN
Rebecca Irene Peterson, BSN, OCN
Teresa Roberts, OCN
Rebecca Winternheimer, BSN, OCN
Megan Zimmerlee, BSN, OCN

Orthopedic Nurse Certified
Judith Carter, ADN, ONC
Patricia Moneysmith, ADN, ONC

Progressive Care Nursing (Adult)
Jessica J. Bakey, ADN, PCCN
Julie Bredlau, MSN, PCCN, FNP-BC
Cecelia Brendel, BSN, PCCN, CMSRN
Beverly J. Ethridge, PCCN
Sarah Harper, BSN, PCCN
Mary Marshall, MSN, PCCN, RN-BC
Casandra K. McCullough, BSN, PCCN
Donna M. Miller-Hyacinthe, BSN, PCCN
Meagan Rothrock-Magana, PCCN
Jan A. Sladek, ADN, PCCN
Nicole M. Sparks, BSN, PCCN
Tammy Wennmacher, PCCN

Wound Care Certified
Janet Myers, WCC

Registered Nurse Board Certified
Deanna Berg, MSN, RN-BC
David Hale, ADN, RN-BC
Susan Scott, BSN, RN-BC
Patricia L. Sterett, MSN, RN-BC, ACNS
Carol Thoreson, BSN, RN-BC

Obstetric, Gynecologic and Neonatal Nursing
Theresa J. Fritz, BSN, RNC, RN-BC

Inpatient Obstetric Nursing
Rachel Bland, BSN, RNC-OB
Christina Stupek, MSN, RNC-OB

Sexual Assault Nurse Examiner - Adult
Chris Carter, BSN, SANE-A

Vascular Access-Board Certified
Rhiannon Loos, BSN, VA-BC, CMSRN

SPECIALTY CERTIFICATIONS

Trauma Nurse Core Coordinator
Nichole Anderson, BSN, TNCC
Angela Cooper, BSN, TNCC
Haley Emford, TNCC
Bobbi Jo Humphreys, ADN, TNCC
Heather McBride, BSN, TNCC
Tiffany Penn, BSN, TNCC
Denise Runestad, ADN, TNCC
Tracy Shellhorn, BSN, CMSRN
Sarah Watson, BSN, TNCC

Wound Treatment Associate
Michelle Davis, BSN, WTA
Jennie Kirkpatrick, BSN, WTA

Certified Lactation Consultant
Christine Kruk, BSN, CLC

80% BSN BY 2020

In 2010, the Institute of Medicine released a report recommending that 80 percent of RNs should be prepared with a bachelor's degree (BSN) or higher by 2020. Research shows that higher education offers expanded competencies in change management, nursing research, leadership, evidence-based practice and community health. Presently, 70 percent of the nurses at OSF HealthCare Saint Anthony have a BSN or higher.

RN TO BSN

The Saint Anthony College of Nursing has developed a RN to BSN program to help nurses return to college to obtain their degree. Brenna Lindeman, a registered nurse at OSF HealthCare Saint Anthony, wanted to expand her opportunities by becoming the day charge nurse on her unit. When accepting the position, she also committed to obtaining her BSN in five years. She was nervous about returning to college, but her manager, Brenda Meintz, RN, MSN, gave her a flexible schedule in support. Brenna also took advantage of the medical center's tuition reimbursement program. Brenna graduated in May 2016, and was one of eight OSF HealthCare Saint Anthony Mission Partners to graduate that year.

To continue supporting nurses furthering their education, the college of nursing developed a new RN to BSN curriculum for fall 2016. All courses are eight weeks in length and classes meet both in-person and online. This hybrid course delivery is popular with nurses who don't want their courses to be totally online, but still want some flexibility in coming to campus. The program emphasizes population health and leadership, our Catholic identity and ethical principles.

COMMITMENT TO COMMUNITY INVOLVEMENT

In 2016, OSF HealthCare Saint Anthony not only maintained a strong commitment to community outreach, but extended 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. Through the analysis of the Community Health Needs Assessment, efforts of our volunteer nursing programs and focus on proactive care, OSF HealthCare Saint Anthony has been able to establish positive trends in the population health of the communities we serve.

SAFETY SAFARI

OSF HealthCare Saint Anthony hosted the 15th Annual Children's Health and Safety Safari on Saturday, September 17, 2016. Over 1,200 people from 34 different ZIP codes attended the event. Each year, we listen to what the community would like to see at our event and we add new events to meet their needs. We offer over 40 booths with hands-on exploration and learning. Half of the booths are designed by our OSF Mission Partners, who go above and beyond every day to educate our patients. They extend their expertise to the community and get their department members involved in this exciting event.

With so many topics to teach children about health and safety, parents need some assistance. We cover a variety of topics, including illness, preventing injuries, defeating germs, medication and poison look-a likes, asthma, diabetes, nutrition and fitness, burn prevention, bullying, and so much more. We also offer a child passenger safety check. Certified technicians helped 32 children to be safer that day. Only 16 percent of the child seats were correctly installed when they arrived at the checkpoint. The community relationships and partnerships formed during the annual Safety Safari benefit our patients and the young families in Rockford and the surrounding communities. It is always rewarding for our Mission Partners to see children and their families engage with health and safety experts and leave with a child's backpack full of information they can talk about together all year long.

CLINICAL LADDER PROGRAM

The OSF HealthCare Saint Anthony Medical Center clinical ladder program is based on Patricia Benner's extensive research from 2001, which identifies levels of professional development and domains of nursing practice. The definition of a registered nurse from the Illinois Nursing and Advanced Practice Nursing Act of 2007 was also used to develop the domains.

The OSF HealthCare Saint Anthony seven domains of nursing practice are:

1. Plan of care/assess needs
2. Administering medications and treatments
3. Patient monitoring/management of changing situation
4. Patient education
5. Helping role/patient advocate
6. Teaching/coaching/supervising
7. Organizational and work role competencies/process improvement/research/ evidence-based practice

In addition to the seven domains of nursing practice, the five Magnet® model components, Jean Watson's 10 Caritas processes and Dr. Patricia Benner's novice to expert model are woven into the rigor of this program that both evaluates and recognizes professional development.

The 2016 program was a great success. A total of 124 RNs submitted portfolios for review: 19 for Level Two, 49 for Level Three, and 56 for Level Four. All successfully achieve the level they sought. There were more Level Four RNs in 2016 than in any previous year, so this was a great achievement for the program and for OSF HealthCare Saint Anthony. In 2016, OSF HealthCare Saint Anthony invested $258,842.17 in nurses through the clinical ladder program.

NURSING INTERDISCIPLINARY CLINICAL EXCELLENCE AWARDS

OSF HealthCare Saint Anthony Medical Center annually recognizes health care professionals nominated by their peers in six separate areas. In 2016 there were 48 nominations for the following award categories

Above and Beyond: Joshua Farrey, RN, and Jennifer Piotrowski, RN, BSN, CCRN
Community Involvement: Jeanie Sullivan, MS, Child Life Specialist
Interdisciplinary Relationships: Todd Shellhorn, RRT, RCP, and Sherri Foss, RN
Performance Improvement: Becky McMullen, RN
Professional Practice: Amy Kumlien, RN, BSN
Rookie of the Year: Alyssa Ullrich, RN, BSN

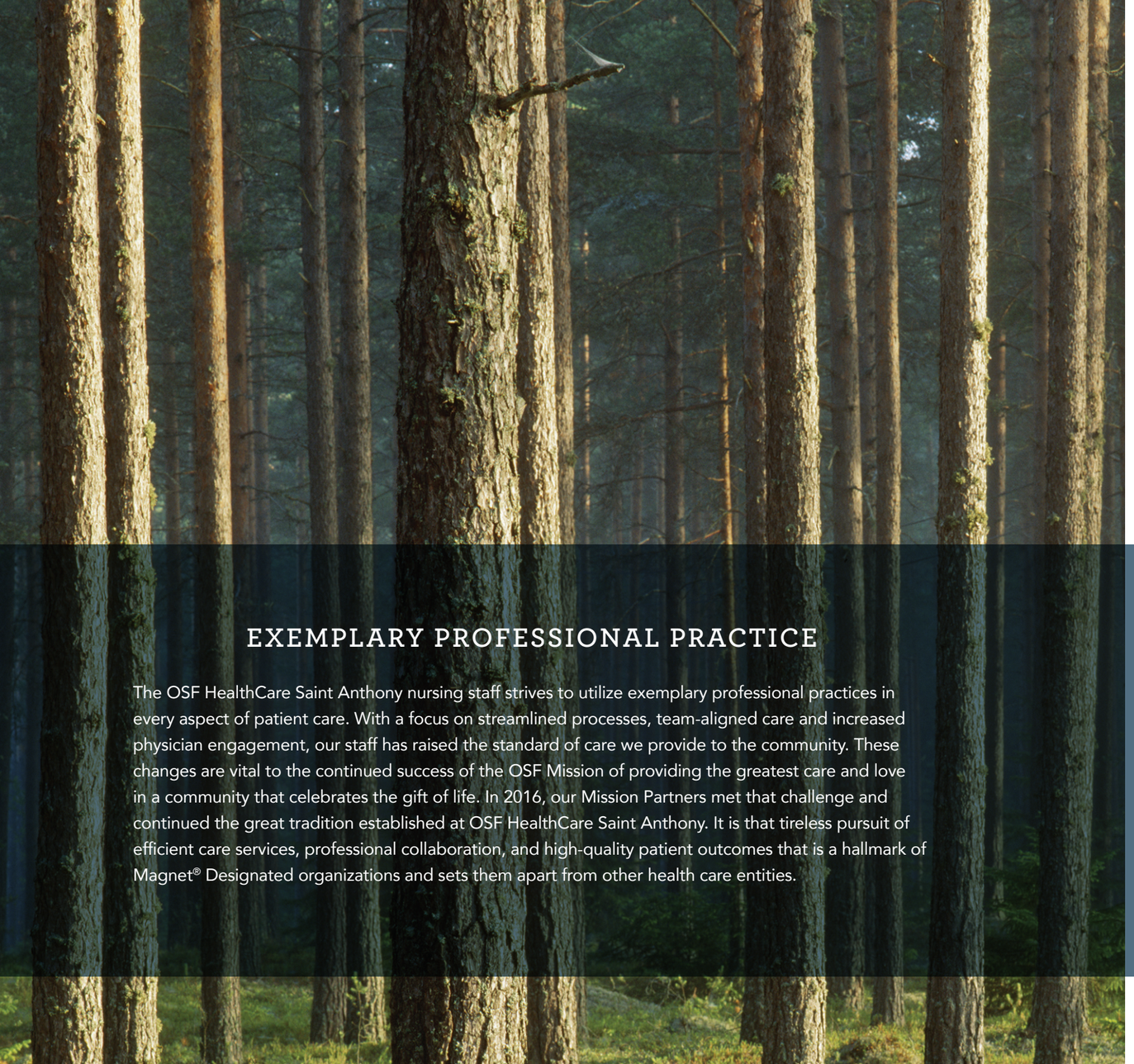
KAREN SIKORSKI RECEIVES NATIONAL PAIN MANAGEMENT HONOR

Karen Sikorski, clinical nurse specialist in pain management for OSF HealthCare Saint Anthony Medical Center, received the President's Award from the American Society for Pain Management Nursing (ASPMN).

Sikorski has been in nursing for 48 years, and has spent the last 11 years at OSF HealthCare Saint Anthony Medical Center. She has served in the past as ASPMN's president, and she was instrumental in creating the Illinois chapter of ASPMN. ASPMN, works to advance and promote optimal nursing care for people affected by pain by promoting best nursing practices through education, standards, advocacy and research.

Sikorski received the award during ASPMN's annual conference this fall. She is active in the local, regional, state and national-level pain management community. She has developed health provider education and coordinated with the Northern Pain Resource Nurse Collaborative biannual Pain Resource Nurse Education for nurses in the region.

"This honor was a complete surprise," Sikorski said. "I've always prided myself as a clinical specialist in mentoring and motivating people. To be recognized for my work is very gratifying."



EXEMPLARY PROFESSIONAL PRACTICE

The OSF HealthCare Saint Anthony nursing staff strives to utilize exemplary professional practices in every aspect of patient care. With a focus on streamlined processes, team-aligned care and increased physician engagement, our staff has raised the standard of care we provide to the community. These changes are vital to the continued success of the OSF Mission of providing the greatest care and love in a community that celebrates the gift of life. In 2016, our Mission Partners met that challenge and continued the great tradition established at OSF HealthCare Saint Anthony. It is that tireless pursuit of efficient care services, professional collaboration, and high-quality patient outcomes that is a hallmark of Magnet® Designated organizations and sets them apart from other health care entities.

CENTERS OF EXCELLENCE DESIGNATIONS

- Stroke – Silver Plus & Target Stroke Honor Roll by American Heart Association Get with the Guidelines Stroke Award
- Advanced Primary Stroke Center – The Joint Commission
- Center for Cancer Care – Quality Cancer Care Recognizing Excellence – American Society of Clinical Oncology
- Center for Cancer Care – Commission on Cancer Accredited Program – American College of Surgeons
- Orthopedics – Center of Excellence for Total Hip Replacement – The Joint Commission
- Orthopedics – Center of Excellence for Total Knee Replacement – The Joint Commission
- American College of Cardiology's NCDR ACTION Registry–GWTG Platinum Performance Achievement Award for 2016
- The American Heart Association's Mission: Lifeline® Gold Receiving Quality Achievement Award
- 50 Best Heart Hospitals – US News & World Report
- One of only 91 facilities worldwide to receive Magnet designation three times

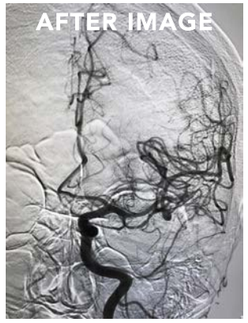
NEURO-INTERVENTIONAL RADIOLOGY

In October 2016 OSF HealthCare Saint Anthony Medical Center was redesignated as a Joint Commission Primary Stroke Center. Great stroke care requires a great team, and the stroke treatment team at Rockford's number one hospital for stroke care is getting even better. OSF HealthCare Saint Anthony Medical Center has invested more than $3 million in building a new angio suite dedicated to providing the Rockford region with what recent studies show to be the most effective stroke treatment method - surgical stroke intervention – around the clock.

Surgical stroke intervention requires the use of a biplane angiograph that provides a 3-D image of the brain so specialists can accurately see the blood clot causing the stroke, enter the brain with a catheter and remove the clot.

Ayman Gheith, MD, and Akram Shhadeh, MD, are the neuro-interventionalists who will be dedicating their talents to improving outcomes for stroke patients in the new angio suite. Together, with our team of highly skilled nurses and radiology technicians, they will be able to provide stroke intervention, 24 hours a day, every day.

According to Dr. Gheith, what sets the OSF HealthCare Saint Anthony stroke treatment apart is more than just the interventional treatment available around the clock, it's the well-trained and coordinated team. The OSF HealthCare Saint Anthony team has streamlined the intake process for stroke patients so they get the treatment they need immediately.



ROBOTIC SURGERY

In February 2016, Dr. David Cable and his team of specialized operating room staff performed the first robotic heart surgery.

The robotic technology has been used in other surgeries, but it is new to bypass surgery. The use of this technology allows for smaller incisions and decreases recovery time. Patients undergoing traditional bypass surgery require up to six days in the hospital prior to returning home. The robotic surgery patient may go as soon as two days after the operation.

OSF HealthCare Saint Anthony Medical Center is one of only three hospitals performing robotic heart surgery in the upper Midwest. Every member of the team must demonstrate a high level of knowledge, skill and expertise in robotic technology to be part of this team.

NEW NORTH TOWER AND MOCK UP PATIENT ROOM

The new 144,247 square-foot, four-story north tower at OSF HealthCare Saint Anthony Medical Center, will house 78 private rooms. The $85 million investment allows OSF HealthCare Saint Anthony to convert current semi-private rooms to private rooms, for a total of 190 private rooms when the project is complete.

"Enhancing the experience for our patients, families, employees and medical staff is always at the forefront of our planning," said Paula Carynski, president of OSF Saint Anthony Medical Center. "Private rooms and a more modern setting will truly help with that endeavor. We are also very pleased to be able to make such a tremendous investment in our community through this expansion."

Recognizing that the layout of the rooms, placement of equipment and work flow processes were critical to providing quality care, our clinical staff was brought into the process early. They developed scenarios, which included everything from calling the code blue team to the provision of ancillary services like radiology, EKG, transport, housekeeping and dietary.

A mock room was constructed to test the scenarios. After two days of gathering information and running scenarios, the room was modified and the testing began again. Staff ran more scenarios, mock patients tested safe navigation of the room in wheel chairs, and diagnostic imaging and the echo lab brought in portable equipment. The size and location of counters were modified, and the location of patient furniture was determined. The patient room design improved with each change.

Slated to open in spring 2018, progress is made each day on the north tower and the north tower teams are making progress as they address:

- the care model
- communications
- a healing/therapeutic environment
- technology
- workforce

PALLIATIVE CARE RN – TO – APN

OSF HealthCare Saint Anthony fosters a culture of continuous learning and professional development. By helping nurses realize and pursue their passions, our services become stronger and more impactful. The story of our palliative care services and two Mission Partners who completed advanced practice degrees is a great example.

In 2008, a formal palliative care team was created at OSF HealthCare Saint Anthony. Sheri West, then a registered nurse with a bachelor's degree, became part of the team to pursue her passion for patient advocacy. To continue fueling her passion for palliative care, she decided to pursue an advance practice degree.

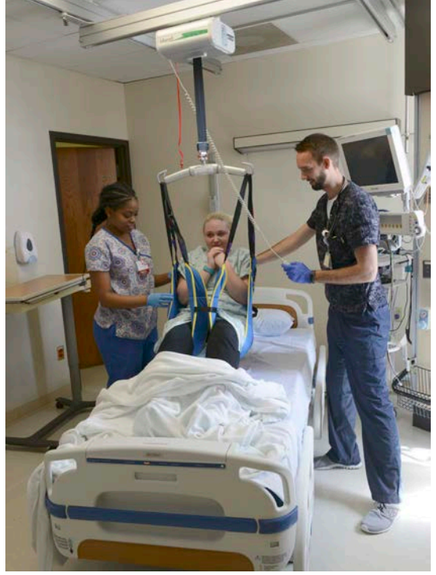
"I took advantage of the Educational Assistance Program to obtain a master's degree as a nurse practitioner," Sheri said. "My leaders and my team provided the latitude and flexibility I needed to complete the coursework." Financial provisions, paid time off and her commitment, paved the road to her success in becoming an adult geriatric nurse practitioner.

Amy Kroos worked as a registered nurse in the Neurosciences Intensive Care Unit for more than 15 years. During her Neuro ICU career, caring for patients and their families during end-of-life care were special for her. Over time, she began to see that her patients and their families needed more.

Amy received her bachelor's degree in 2011, but wanted to be able to meet all the needs of her palliative care patients as a nurse practitioner. "I continued working full-time while I pursued my MSN, thanks to excellent support from my leadership team. I received my MSN and became a nurse practitioner in fall 2015. Thanks to several invaluable mentorships, my transition to being an outpatient palliative care advanced practice nurse (APN) was a fairly easy one and I have had a great experience helping to establish and grow this program in Rockford."

CULTURE OF SAFETY

As a part of our long-standing commitment to safety, OSF HealthCare Saint Anthony has continued to review procedures and develop new initiatives for the protection of our patients and Mission Partners. An organization's culture requires a continued commitment on the part of organizational leadership, managers and hospital staff – both clinical and non-clinical. We have maintained our culture of safety by empowering Mission Partners to take action when a situation is identified, allowing open and protected dialogue when discrepancies are reported, and proactively monitoring patient procedures for opportunities to improve.



SMART PROGRAM

At OSF HealthCare Saint Anthony Medical Center, handling patients safely is a priority. Mission Partners who move patients are provided with education about mobility equipment and how to use it. Nurses receive orientation to the equipment at the Jump Simulation & Education Center in Peoria. Safe Movement Activity Repositioning Transfer (SMART) coaches are also available in each department.

SMART coaches are responsible for checking the equipment located in their departments to make sure it is all in working order, and report any issues they find. Department SMART coaches partner with clinical educators and professional development coordinators to provide hands-on opportunities to review equipment use with Mission Partners.

Ceiling lifts, portable lifts, repositioning sheets and walking aids are all important elements of this program.

NURSES IMPROVING THE CARE OF HEALTHSYSTEM ELDERS (NICHE)

Started at OSF HealthCare Saint Anthony in 2003, NICHE is woven into our culture of caring for the elderly and has expanded into a systemwide senior-friendly designation. Geriatric resource nurses and Geriatric resource nurses' aides take classes tailored to the special needs of our senior population and act as peer educators. Every spring, the NICHE sub-council hosts a regional educational seminar where nurses can earn continuing education credits while learning about timely topics. In 2016, the NICHE-sponsored 12th Annual Geriatric Conference was titled, "Understanding Cultural Diversity in Our Elderly" with expert speakers and a question-and-answer panel.

SKIN CHAMPIONS

The Skin Champion program was created in 2003 as a result of a project to decrease our hospital-acquired pressure injury (HAPI) rate which, at the time, was about 17 percent. The Skin Champions are registered nurses and certified nursing assistants who go through training every year, taught by the wound ostomy care nurse and the advanced practice nurse in the inpatient Wound Ostomy Continence Department. In 2016 our HAPI rate was 0.69 percent. This shows the importance of the team concept in improving outcomes for our patients.

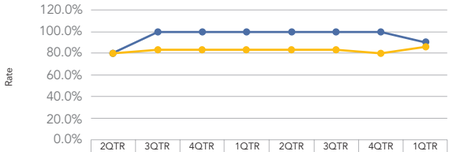
NURSE-SENSITIVE CLINICAL INDICATORS

We outperform expectations with metrics that are routinely below the national average. Lower is better in this case.

Thrombolytic Therapy Administered within 3 hours of symptoms

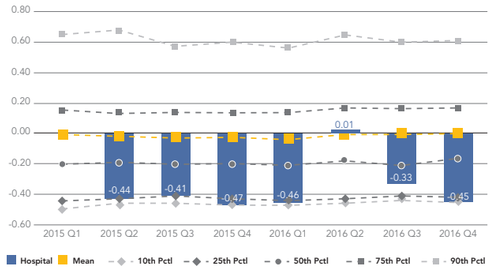
Outperforms 7/8

ED: Emergency Department
Neuro/Trauma; Critical Care



	2QTR '14	3QTR '14	4QTR '14	1QTR '15	2QTR '15	3QTR '15	4QTR '15	1QTR '16
DSC STK-4 Stroke Measures Thrombolytic Therapy Administered within 3 hours of symptoms	80.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	90.9%
National Average - Hospital Compare Preview Report	80.0%	83.0%	83.0%	83.0%	83.0%	83.0%	80.0%	86.0%

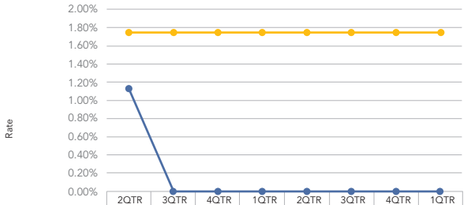
Measure: Percent of Surveyed Patients with Hospital Acquired Pressure Ulcers



Outpatient Bleeding Event within 72 Hours

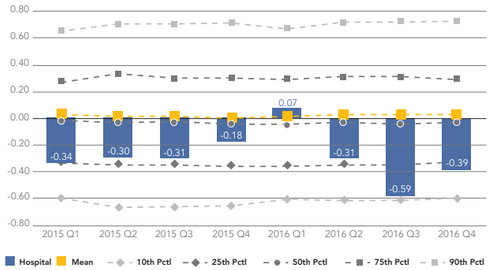
Outperforms 8/8

Cath Lab; Specialty Practice



	2QTR '14	3QTR '14	4QTR '14	1QTR '15	2QTR '15	3QTR '15	4QTR '15	1QTR '16
Cath Lab Outpatient Bleeding Event within 72 hours (8050)	1.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NCDR US Hospitals 90th Percentile	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%

Measure: Total Patient Falls Per 1,000 Patient Days



NEW KNOWLEDGE, INNOVATION AND IMPROVEMENTS

As a Magnet organization, we have certain ethical and professional responsibilities to contribute to patient care, the organization and the nursing profession in terms of new knowledge, innovations and improvements. To generate New Knowledge, Magnet-recognized organizations like OSF HealthCare Saint Anthony conscientiously integrate evidence-based practice and research into clinical and operational processes by educating nurses on the developments and enabling them to appropriately explore the safest and best practices for their patients and practice environment. We continue to work on not only transforming how health care is provided, but raising the standards of care as well.

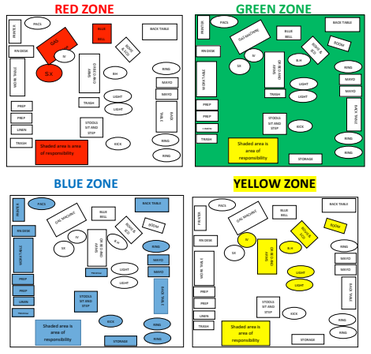
EVIDENCE-BASED PRACTICE

Continuous Renal Replacement Therapy (CRRT) is better tolerated by acute renal failure patients than intermittent hemodialysis (IHD). CRRT has lower blood flow rates and time for Ultrafiltration is expanded to a 24-hour period.

In 2008, the first formal CRRT education and hands-on training program at OSF HealthCare Saint Anthony was launched for neuro, trauma and cardiac critical care nurses. Since then, the application of CRRT has extended not only to septic patients but to any patients who meet the criteria of hemodynamic instability requiring CRRT.

There are 22 Cardiac Critical Care nurses trained on CRRT and 11 of them are super users. The Neuro ICU has 15 nurses trained on CRRT.

CRRT is managed jointly by our critical care team, Rockford Nephrology Associates and the Kidney Care Center. In 2016, OSF HealthCare Saint Anthony registered nurses took on a new role in this team. Rather than utilizing a dialysis nurse on call to set up CRRT, ICU nurses went through the additional education and competency validation required to set up the CRRT. This has resulted in a significant reduction in the time it takes to begin this life-saving treatment.



OPERATING ROOM SUPPORT ASSISTANT PROJECT

The Operating Room Support Assistant project identified an innovative way to increase efficiency and decrease the time it takes to turn a room. Each operating suite now has four zones, denoted by the colors: red, blue, yellow, and green. Zones include the floors, the beds and lights, the anesthesia area, and the equipment. Each week an operating room support assistant or anesthesia aid is assigned a different color, and that is their color for the week. It is their responsibility to complete the zone cleaning, in addition to the daily tasks that are also assigned with that color. This work promotes a team-based approach to turning the operating room suite and keeping the schedule running on time.

MAYO CLINIC Care Network Member

ENHANCED RECOVERY PROGRAM FOR COLORECTAL SURGERY

As a member of the Mayo Clinic Care Network, we participated in Mayo Clinic's Enhanced Recovery for Colon and Rectal Surgery collaborative. This led to the development and implementation of an enhanced recovery program (ERP) for colorectal surgery, aided in the reduction of postsurgical complications and introduced best practice protocols for the entire surgical encounter. The goal of the program is that by 2019, patients not in an enhanced recovery program will be the exception. We hope to reduce the average length of stay by two or three days, reduce the occurrence of surgical site infections to less than 5 percent and reduce readmission to below 8 percent. Fifty four cases for fiscal year 2015 served as our baseline data. As of February 18, 2017, 41 cases had followed the ERP pathway since its introduction on May 1, 2016. The length of stay for these patients was reduced from 5.5 days to 3.68 days, oral morphine equivalents were reduced from 420 milligrams to 89.47 milligrams and surgical site infections dropped from 12.9 percent to 5.4 percent. We anticipate that the project goals will be met by the end of year two. Physician, staff and patient satisfaction has improved throughout the implementation and control phases. The voice of the patient continues to take center stage with protocol changes and education.

READINESS EVALUATION AND DISCHARGE INTERVENTION STUDY

OSF HealthCare Saint Anthony Medical Center was one of 32 hospitals to participate in the Readiness Evaluation and Discharge Intervention Study (READI). The READI study was a multi-site international study commissioned by the American Nurses Credentialing Center. The purpose of the study was to determine the impact on post-discharge utilization – specifically readmissions and Emergency Department visits – and costs of implementing discharge readiness assessment as standard practice for adult medical-surgical patients. During the yearlong study, cardiovascular nurses performed readiness assessment in three phases. During phase one, the RN alone completed a readiness questionnaire. In phase two, the patient and the RN answered the survey. Then in phase three, the nurses added interventions to address deficiencies in the patient-answered questionnaire. The data was collected between April 2015 and April 2016. Over 1,200 patients were enrolled in the study, and preliminary data should be available in 2017.

RESEARCH SYMPOSIUM

On April 29, 2016, OSF HealthCare Saint Anthony Medical Center hosted a research symposium highlighting research in the Northern Illinois region. The conference included research from nurses, physicians, pharmacists, medical graduate and doctoral nursing students. The conference provided an avenue to showcase research being performed at multiple levels within our organization.

OSF SAINT ANTHONY MEDICAL CENTER COLLABORATIVE RESEARCH

STUDY TITLE	PRIMARY INVESTIGATORS
Structured report designed for transitional care of acute myocardial infarction patients.	Bredlau, J., McGrath, C. Doughty, A., Zaiser, J. & Anderson, C. (2016, April).
Laying the foundation: developing Clinical Nurse Leader (CNL) faculty for future implementation of CNL role in Japan.	Kakuta, M., Katsumata, A., Dermody, G., Urata, K. & Herrera Cadillo, L. (2016, January).
The influence of provider education on pneumococcal immunization rates.	Marshall, M., Freeman, R., Lizer, S., Doughty, A., Stanaitis, H. & Winterbauer, S. (2016, April).
Traumatic brain injuries: The need for baseline concussion testing.	Messer, B., Perenchio, C., Lizer, S., Doughty A. & Engel, A. (2016, March).
Education for caregivers of the dying.	Oslund, J., Slick, W., Carson, E., Lizer, S. & Doughty, A. (2016, April).

Enhanced Shared Leadership Model