



Endeavor  
Health<sup>SM</sup>

Elmhurst Hospital

# 2024 Nursing Annual Report



Endeavor Health Nursing Vision:

*Transforming the lives of our communities through innovative, compassionate, exceptional care.*



# Message from our Chief Nursing Executive

## John Tressa, DNP, MBA, RN, NEA-BC

I am honored to serve as the Chief Nursing Executive for Endeavor Health and am incredibly proud of our nursing colleagues across the health system who continue to advance the professional practice of nursing each day.

The year 2024 marked a pivotal moment for Endeavor Health Nursing, as five of our eight acute care hospitals earned Magnet redesignation. Congratulations to our nursing teams at Endeavor Health Edward Hospital, Evanston Hospital, Glenbrook Hospital, Highland Park Hospital and Skokie Hospital for this significant achievement.

We're continuing to make meaningful progress on our journey toward consistent nursing practice across Endeavor Health, with a focus on delivering safe, seamless and personalized care. These efforts are helping us improve outcomes in patient safety, quality and experience.

Finally, I want to express my heartfelt gratitude to every colleague who practices professional nursing and supports patient care throughout Endeavor Health. Your voices, compassion and unwavering commitment to excellence are what drive us toward becoming the best place to practice professional nursing in northern Illinois. I appreciate each of you and am proud to call you my colleagues.



# Message from our Chief Nursing Officer

## Marcie Lafido, MSN, RN, CNS

There is a popular saying that I think of often as the years go by, "the days are long, but the years are short." This holds true for me as I reflect on all we have accomplished in the nursing profession in 2024 at Endeavor Health Elmhurst Hospital. As I read all the stories of nursing excellence portrayed in the pages of this nursing annual report, I am struck by how quickly the year seems to have slipped away from us but also by all the work that went on daily to provide such amazing outcomes. Take a moment to appreciate our accomplishments as you read the stories highlighting Elmhurst nurses and their commitment to achieving excellence.



Whether you are serving on a shared governance unit-based or central council, shining as a mentor in the FUEL program, precepting our amazing new nurse residents, participating in a research or quality improvement study, presenting at a symposium or conference, pursuing professional growth by attending a conference, becoming certified, or going back to school - nurses are getting involved and making a difference! 2024 was also the year we got to share all this amazing work in our Magnet document. As we go for our 3rd Magnet designation, I am beyond excited to showcase our exceptional nurses during our site visit in 2025.

Highlighting the great work of our nurses through various reward and recognition programs is one of the best parts of my role as CNO. Hearing leaders honor their nurses at Breakfast with Marcie, attending the DAISY celebrations (where there is never a dry eye), or attending presentations at conferences or symposiums are some of the best moments of my career. Nurses can also promote these accomplishments by participating in the Nursing Professional Advancement Program (NPAP) which rewards your commitment to advancing your nursing profession through involvement in various activities. It has been fulfilling to watch as more of you participate in the NPAP program as it continues to evolve.

I really just want to take this moment to sincerely thank you for the time we get to spend together pursuing excellence in the care we provide for our patients and families. The years may be short, but the days together are truly worth it!

# Nurses Contribute to Hospital Achievements

Nurses are an integral part of the health-care system. They deliver outstanding care, support patients and their families, and advocate on their behalf. Nurses work to make sure patients receive the best possible care today and are committed to improving the quality of care that will be available in the future. The incredible achievements listed below would not be possible without nursing's contribution to patient care.

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Elmhurst Hospital #106 on Money's "Best Hospitals of 2024" list of 115 hospitals.

Elmhurst Hospital recognized among Aetna's 317 top medical facilities as Institutes of Quality for cardiac care for Medicare patients.

Elmhurst Hospital named among Best U.S. Hospitals in 2024, by Money in partnership healthcare data firm Dennison Data and research firm Rand Health Care.

Elmhurst Hospital #235 (out of 412) in the United States category of Newsweek's rankings of the "World's Best Hospitals 2024."

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Elmhurst Hospital named one of Fortune/PINC AI's 100 Top Hospitals for 2024.

Elmhurst Hospital, ranked #13 in the 20 Top Large Community Hospitals category, is the only Chicago-area hospital and one of only two in Illinois to make the list.

Planetree Gold Certification for Excellence in Person-Centered Care – Elmhurst Hospital is one of 110 healthcare sites worldwide, 70 in the United States and the only one in Illinois, to earn Gold Certification.

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Elmhurst Hospital #59 (out of 75) on Money's list of Best Hospitals for Cardiac Care.

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Elmhurst Hospital earned four ribbons in Newsweek's list of America's Best Maternity Hospitals.

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Elmhurst Hospital named one of Becker's "100 great community hospitals | 2024."

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Elmhurst Hospital (#38) in Money's rankings for the Best Hospitals for Cancer Care.

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Elmhurst Hospital 4 stars in the 2024 CMS Star Ratings.

American Heart Association – 2024 Get with the Guidelines Awards: Elmhurst Hospital – Gold Plus, Target Stroke Elite Honor Roll and Target Type II Diabetes Honor Roll.

Elmhurst Hospital named one of America's Best Cancer Hospitals 2024 on Newsweek/Statista's list of America's Best Specialized Hospitals 2024.

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Elmhurst Hospital listed among Becker's "Great Hospitals in America 2024."

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Elmhurst Hospital honored among 62 health systems as part of the AMA's Joy in Medicine Health System Recognition Program for their commitment to physician well-being (silver level).

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Elmhurst Hospital earned an A in The Leapfrog Group's Fall 2024 Hospital Safety Grades and is one of only 12 hospitals in the country and three in Illinois to achieve straight As since the Grades began in 2012.

Endeavor Health named by Becker's among "100 hospitals and health systems with great orthopedic and oncology programs | 2024."

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Elmhurst Hospital #11 on Newsweek/Statista's list of America's Best In-State Hospitals for 2025.

# Transformational Leadership

## Mission

*Help everyone  
in our communities  
be their best.*



## Vision

*Safe, seamless  
and personal.  
Every person,  
every time.*



## Values

*Act with Kindness  
Earn Trust  
Respect Everyone  
Build Relationships  
Pursue Excellence*



## How Nurses Have Input to the Nursing Strategic Plan:

- Shared Governance
- Staff Meetings
- Leader Rounding
- Share ideas with Nurse Leader
- Engagement Surveys
- CNO Forums

## Nursing Strategic Plan

The 2024-2026 Nursing Strategic Plan was developed in collaboration with the Nurse Executive Council and with the input of nurses. The plan defines goals and initiatives that will move nursing forward and support a successful implementation of the system strategic plan.

Attract and retain nurse leaders, nurses, PCTs, SSTs, and CNAs through differentiated program offerings & culture

Enhance existing value-add partnership sand develop new impactful partnerships that will elevate nursing practice

Enable clinical teams to deliver quality care and strong clinical outcomes through innovative evidenced-based care delivery models

## Nursing Goals

- Provide nurses the autonomy and authority to lead nursing practice
- Create a safe, welcoming, and supportive practice environment
- Expand programs that promote growth, development and rewards for nurses

## Nursing Objectives

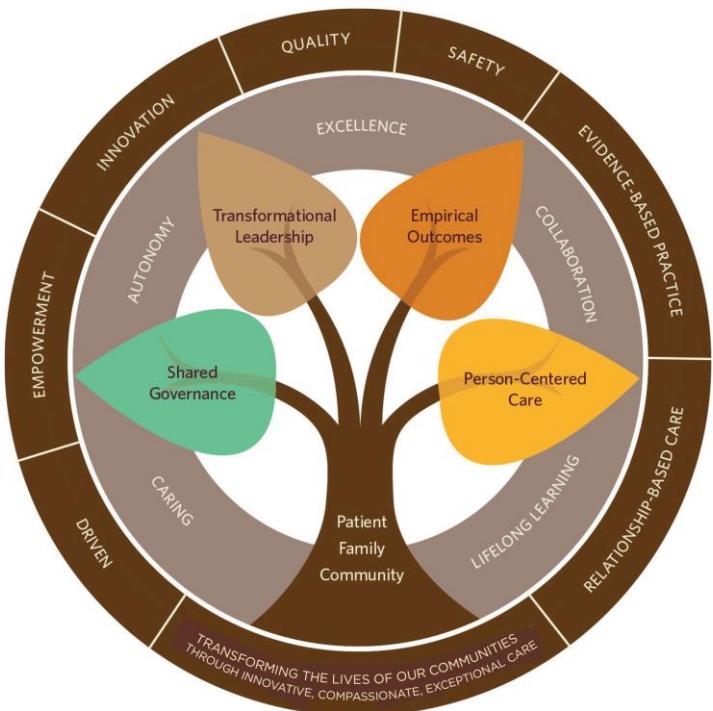
- Strengthen nursing through system, community and academic partnerships
- Promote nursing participation in interprofessional care and teams

- Achieve exceptional clinical and patient experience outcomes
- Elevate nursing practice through the professional development of nurses
- Promote EBP, research, and innovation in nursing practice and the care environment

# Transformational Leadership

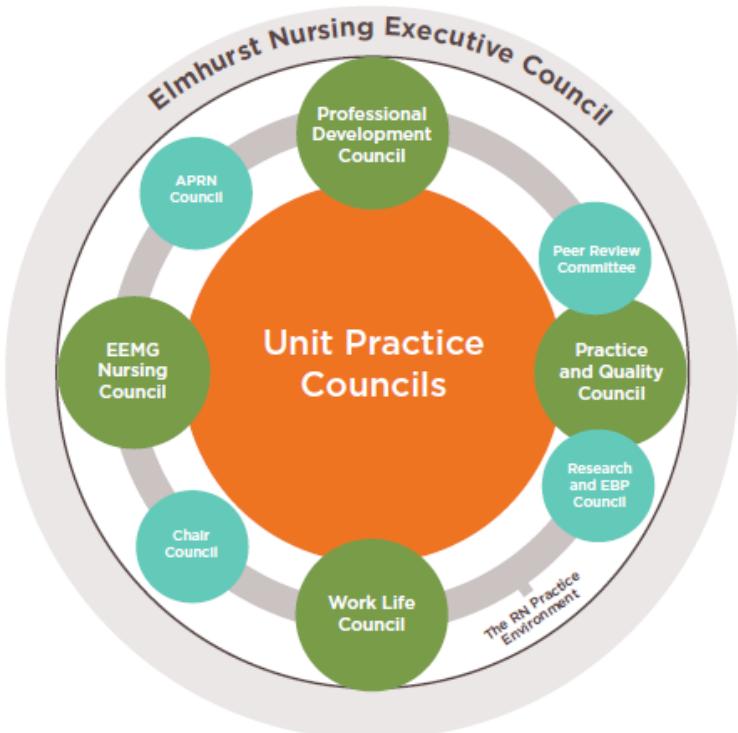
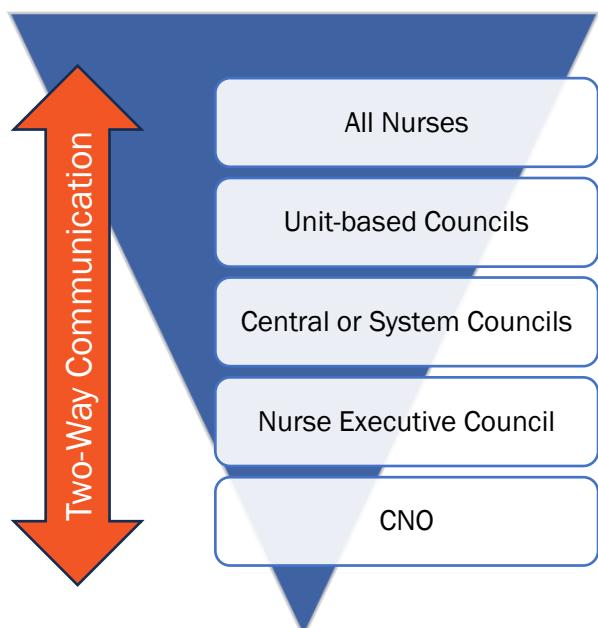
## Professional Practice Model

A professional practice model describes how registered nurses practice, collaborate, communicate, and develop professionally to provide the highest quality care for those served by the organization (Silverstein & Kowalski, 2017). The PPM symbolizes our beliefs, values, theories, and systems for nursing practice, and is a depiction of all the key components of nursing practice at Elmhurst Hospital.



## Shared Governance Model

The structure and function of Shared Governance connects every nurse to the CNO, and the CNO to every nurse. Shared Governance promotes nurse and interprofessional empowerment, shared leadership, and accountability. It provides a process for shared decision-making regarding nursing practice and the practice environment.





# Transformational Leadership

## Shared Governance Councils and Chairs

EEMG Council Connect



### Nursing Executive Council

**Chair:** Marcie Lafido, RN, MSN, CNS, VP and CNO

**Purpose:** Provide leadership and direction to all nursing councils. Establish annual goals for the nursing division in accordance with organizational goals and objectives. The Council coordinates the work of the other councils to ensure that work is aligned.



### Nurse Staffing Effectiveness

**Co-chairs:** Hannah Mueller, BSN, RN, PCCN; Linda Rempala, MSN, RN

**Purpose:** To recommend a nurse staffing plan that promotes safe and effective patient care, supports retention of registered nurses, and promotes adequate nurse staffing



### Practice and Quality Council

**Chair:** Cheryl Byrne, MSN, RN

**Coach:** Linda Rempala, MSN, RN

**Purpose:** Implement and maintain standards of clinical nursing practice and patient care consistent with evidence-based practice, monitor the appropriateness and effectiveness of nursing care, nursing quality and practice, patient care products, and Epic optimization.



### Nursing Peer Review

**Chair:** Jeanette Gort, BSN, RN, PCCN

**Coach:** Jenny Klimala, MSN, RN

**Purpose:** Monitor the quality of nursing care and uphold standards of nursing practice through improved patient outcomes, strengthened nurse professionalism, and nurse accountability. This is accomplished by peers monitoring and evaluating individual nursing practice.



### Work Life Council

**Chairs:** Stephanie Hadweh-Smith, BSN, RN

**Coach:** Heather Rodriguez, MSN, RN

**Purpose:** Enhance nursing satisfaction at Elmhurst Hospital, promote a positive work environment, strategies to promote retention of the professional nurse, and FUEL mentorship program.



### EEMG Nursing Council

**Chair:** Marny Pierini, BSN, RN

**Purpose:** Define, implement, and maintain the highest standards of clinical. Effectively distribute improvement projects, education initiatives and updates from the Ambulatory Nursing Council to the various locations, nursing staff and allied health professionals.



### Professional Development Council

**Chair:** Taryn Roesner, MSN, RN

**Coach:** Jenny Klimala, MSN, RN

**Purpose:** Promote nursing professional growth through recognition, certification, and continuing education activities.



### APRN Professional Practice Council

**Chair:** Hillary Loehman, APRN, MSN, FNP/ENP

**Purpose:** To promote best practice, patient safety, advancements in technology, research, and quality improvement related to APRN practice.



### Research and Evidence Based Practice Council

**Chairs:** Sandee Hayes, MSN, RN, RNC-OB, C-EFM, C-ONQS; Debra Rodgers, MSN, RN, CNL

**Purpose:** Support the development of nursing research. The Council promotes the translation of research into practice and promotes evidence-based practice.

# Structural Empowerment

## Nursing Professional Advancement Program (NPAP)

In January 2024, John Tressa, Chief Nursing Executive of Endeavor Health announced the launch of our new Nursing Professional Advancement Program (NPAP). The program was created by nurses for nurses and enables Endeavor Health nurses to be their best as they pursue excellence. The NPAP program aligns with our Mission, Vision and Values, the Nursing Strategic Plan, and is inclusive of the four Magnet dimensions and our Professional Practice Model.

Endeavor Health nurses provide exceptional care to our patients and families, utilize evidence-based practice, and cultivate a practice environment that is collaborative, supportive, and centered on our patients and families. We are thrilled to recognize and reward nurses for their ongoing commitment to professional development.

Endeavor Health.

### Nursing Professional Advancement Program Handbook

## 2024 NPAP Recipients

#### Nursing Leader

- Sunitha Done, CV 3W/SW

#### Expert Clinical Nurse

- Jennifer Nieto, HIN-Urgent Care
- Servet Adbelhafez, HIN-IC
- Terri To, 4 Surgical/Oncology

#### Advanced Clinical Nurse

- Alexandra Bravo, Mother/Baby
- Alicia Gomez, Labor and Delivery
- Carolina Garcia, PMU
- Cassie Calvello, Mother/Baby
- Celia Byrne, Mother/Baby
- Cheryl Altner, Mother/Baby
- Claire Smith, CV 3W/SW
- Dan McGoldrick, Emergency Services
- Erin Patenaude, CV 3W/SW
- Francesca Cirignani, PCCU
- Gianna Giuffre, Labor and Delivery
- Hannah Mueller, CV 3W/SW
- Jessica Hart, EMH Oncology CFH
- Kaitlyn Kunde, PCCU
- Kelsey Blancas, CV 3W/SW
- Lindsey Cherry, PCCU
- Ling Lim, PMU
- Melissa Abraham, Mother/Baby
- Sky Chapp, PMU
- Taryn Roesner, Nursing Support
- Yvette Sochacz, Nurse Triage

## NPAP Program Overview

Recognizes ongoing professional development

Good for one year

- Two entry points
- April 30
- October 31

3 levels

- Advanced Clinical Nurse
- Expert Clinical Nurse
- Nursing Leader

Complete 8 activities per level

- At least one activity from each of the four categories

Reward paid in two, 6-month increments

- After the acceptance of the application
- After the 6-month attestation

# Structural Empowerment

## Breakfast with Marcie

Breakfast with Marcie is a monthly celebration of our nurses. Nurses are nominated by their leader and attend a breakfast with the CNO. At the breakfast, the nurses are recognized for their contributions to nursing; we laugh, cry and are amazed by the stories. After the recognition, the nurses can ask questions, raise concerns, or provide feedback and input to the CNO and other nurse leaders. In 2024, 95 nurses were recognized. It is Marcie's favorite day of the month!



## 2024 Nurses Week Awards

During Nurses Week, we celebrated our 1278 nurses and the 103 nominees for our nursing awards. The following nurses were 2024 Nursing Award recipients:

- [Clinical Support](#), Lucy Gromova, Surgical Services
- [Rising Star](#), Ariana Romita, Emergency Services
- [Spirit of Nursing](#), Jennifer Shafar 4SE Surg/Onc
- [Lighting the Way](#), Karen VanSwol, EMHOA Clinical
- [Nurse Preceptorship](#), Paul Franklin, PACU
- [Research, Innovation and EBP](#), Dawn Sandner, Catherine Aslam, Heather Jamriska, Amanda Spagnolo, EEMG
- [Clinical Leadership](#), Elvia Chavarin, WMOB OB Gyn
- [Administrative Leadership](#), Jessica Schnase, Cancer Center



# Structural Empowerment

## Good Catch Award

The Good Catch award (retired in 2024) is presented to employees recognized for paying close attention to detail, having a questioning attitude, communicating clearly, and/or speaking up for safety – actions that prevent potential harm from reaching a patient, visitor or staff member. The following nurses were Good Catch Award recipients in 2024:

### January Recipient

- Megan Lonergan, RN, Labor and Delivery



### February Recipient

- Brian Kalnes, RN, 3W/SW Cardiac Unit



## DAISY Award

The DAISY Award is an international recognition program that honors and celebrates the skillful, compassionate care nurses provide every day. The following are the 2024 DAISY Award recipients:

- Sherri Leahy, VP, Acute Care Quality, Lifetime Achievement Award
- Kaitlynn Tagney, RN, Progressive Critical Care Unit
- Caroline Love, BSN, RN, Surgical Oncology Unit
- Brad Tisinger, RN, Progressive Critical Care Unit
- Philip Olszewski, RN, Progressive Critical Care Unit
- Brian Dawe, MSN, RN, Nurse Leader Award
- Ivaylo Gramatikov, MSN, RN, FNP, Ortho/Neuro/Spine
- Terry Batura, BSN, RN, Nursing Support Services
- Erin Hanrahan, RN, Ortho/Neuro/Spine



HONORING NURSES INTERNATIONALLY  
IN MEMORY OF J. PATRICK BARNES



# Structural Empowerment

## Nurses from the Netherlands Visit Elmhurst Hospital

Nine nurses and nurse leaders from the Netherlands spent a week at Elmhurst Hospital in October 2024. The purpose of the visit was to explore and understand the structures, processes and outcomes that lead to the culture of nursing excellence at Elmhurst Hospital. During their time with us, they learned about Magnet, Shared Governance, nursing quality, research and evidence-based practice, and person-centered care. They participated in various meetings and councils, including Nursing Peer Review, Nurse Executive Council, FUEL Nurse Mentoring Program, and our Annual Shared Governance Meeting. The nurses spent half a day shadowing in ED, PCCU, 5 Medical, Human Resources, Prep and Recovery, inpatient oncology, Wound Clinic, Specialty Care Clinic, and with nurse leaders.



It was an extremely rewarding and fulfilling experience to come together to learn about nursing in the Netherlands, share our nursing culture, and see Elmhurst nurses and nursing through their eyes. The Netherlands nurses were excited, curious, and grateful for their experiences with us. A special thank you to all the nurses and nurse leaders who shared their time and departments with our guests. A fun and enriching time was had by everyone who participated in the visit!



## Nurses Give Back to the Community

Elmhurst nurses demonstrate their commitment to community involvement by volunteering in local or regional community health initiatives and population health outreach. Thank you to all the nurses who shared their time, donated, or raised funds to benefit the communities we serve!

5 Medical/PMU - Personal Care Drive for Elmhurst Yorkfield Food Pantry	CV 3W/SW - AHA Heart Walk, clothing drive	Immediate Care APRNs - Bridges Community event. Shared information on access and resources.	Neurosciences Service Line - CycleNation, Brain Aneurysm Walk, Lombard Senior Health Fair
Nursing Professional Development and Advancement - Kids Matter	SANE Nurses - Family Violence Coordinating Council, DuPage County Sexual Assault Resource Team, Lydon HS health classes	ED - Lombard Fire Department Open House	Endoscopy - Colon Cancer Screening Education
Operating Room - Food drive and collected Toys for Tots	Care Continuum - Les Turner ALS Foundation and Project C.U.R.E. Chicago	Elmhurst Nurses - Young Hearts for Life	EEMG - Sponsored 2 children from the angel tree during the holidays

# Exemplary Professional Practice

## Innovative Practices Thriving at Elmhurst

Nurses continuously improve patient care by learning new skills, implementing new processes, providing new services and incorporating evidence-based care into practice. Below are projects from across Elmhurst that our nurses are especially proud of.

Department	Innovative Practice
5 Medical	<ul style="list-style-type: none"><li>Unit Practice Council implemented their SKIN bundle for prevention of pressure injuries</li></ul>
PMU	<ul style="list-style-type: none"><li>Opened the Pulmonary Medicine Unit</li></ul>
CV 3W/SW	<ul style="list-style-type: none"><li>Self-care and creation of a Zen Den</li><li>Foley maintenance/hygiene project – 18 months CAUTI free as of March 2025!</li></ul>
L&D and Mother/Baby	<ul style="list-style-type: none"><li>Code Lavender which is a process the nurse residents implemented to help RNs decompress and process difficult events.</li><li>TeamSTEPPS which are tools to improve communication with the care team and patients to increase patient safety.</li><li>Parity: the only electronic acuity tool for obstetrical areas.</li></ul>
Mother/Baby	<ul style="list-style-type: none"><li>Algo 7i: new infant hearing screen machine which has improved referral rates for infants</li></ul>
Labor & Delivery	<ul style="list-style-type: none"><li>Neptune suction device in the L&amp;D OR that has increased Quantitative Blood Loss accuracy</li></ul>
SCN	<ul style="list-style-type: none"><li>Implemented Dandle WRAPs for positioning and swaddling of babies</li></ul>
Endoscopy	<ul style="list-style-type: none"><li>Image integration that allows patients to access procedural images and report through MyChart</li></ul>
Nurse Residency	<ul style="list-style-type: none"><li>Expanded into the Emergency Department for 2024 as a placement unit</li><li>Introduced new evaluation tools – Stakeholder Survey and Role/Transition Confidence Survey</li></ul>
PAT, Prep and Recovery	<ul style="list-style-type: none"><li>MyChart messaging for surgical times and instructions, diabetic pre-op instructions, and anesthesia education</li><li>Added 2 more portable Language Lines</li></ul>
Nursing Professional Development	<ul style="list-style-type: none"><li>Implemented System Charge Nurse Course, System Nursing Leadership Transition to Practice Program, and Med/Surg Review Certification Prep Classes</li></ul>
Cardiopulmonary Rehab	<ul style="list-style-type: none"><li>Implemented a support group for patients with chronic respiratory disease</li><li>Added structured weekly patient education for both cardiac and pulmonary rehab</li></ul>
Employee Health	<ul style="list-style-type: none"><li>Transitioned to Team Member Health portal, offering increased automation to collect and record data for reporting purposes.</li><li>Implemented centralized fit testing and TB surveillance using the birthday model</li></ul>
OR	<ul style="list-style-type: none"><li>3D Carm and navigation for complex spine/neuro</li><li>New Hybrid Cath lab/OR for advanced Vascular surgery</li></ul>
PACU	<ul style="list-style-type: none"><li>Implemented same day surgery discharge process for inpatients</li><li>Developed PACU Team Leader orientation program</li></ul>
Vascular Access Team	<ul style="list-style-type: none"><li>Supported two vascular access management assessments to evaluate opportunities</li><li>Created train the trainer sessions for Central Line Dressing Change</li></ul>
EEMG Nursing	<ul style="list-style-type: none"><li>Implemented a mandatory RN Telephone Triage Course</li></ul>

# Exemplary Professional Practice

## ANCC Magnet Conference

Elmhurst Hospital has held Magnet designation since 2015. The Magnet designation recognizes hospitals for excellence in nursing practice, nurse engagement, autonomy, collaborative practice, and the nurse practice environment. Marcie Lafido, CNO; Linda Rempala, Director Nursing Practice and Magnet; Lisandra Flores, Clinical Nurse Manager; and Amy Westbrook, Advanced Practice Provider Lead, attended the 2024 Magnet Conference in New Orleans along with other Endeavor Health nurses. As the largest nursing conference in the country, the 2024 Magnet conference offered three days of nonstop educational sessions, vendors, posters, and networking (and beignets and oysters!). Attendees returned energized, inspired, and very proud of nursing at Elmhurst Hospital.



## Nurse Residency Program

### Deb Rodgers, MSN, RN, CNL

In 2024, the Elmhurst Nurse Residency Program (NRP) welcomed 61 nurses into its two cohorts: 28 in the Spring and 33 in the Fall. With the Fall 2024 cohort, the NRP again expanded its clinical placement settings with the Emergency Department welcoming two nurse residents. The NRP now supports almost every inpatient and specialty area at Endeavor Health Elmhurst Hospital.



## Pulmonary Medicine Unit

### Jenny Klimala, MSN, RN

At the start of 2024, a 24-bed Pulmonary Medicine Unit (PMU), located on the 5th floor (rooms 501-524) opened at Elmhurst Memorial Hospital. The primary goal of this unit is to improve the overall care of our acutely ill pulmonary patients. Cohorting this population allows for a unit that can dedicate their education efforts towards caring for patients with pulmonary medical needs. The patients cared for on PMU have a primary diagnosis of Chronic Obstructive Pulmonary Disease (COPD), Pneumonia, Asthma, Pneumothorax, Pleural Effusion, and Respiratory Infections. Patients with non-vented tracheostomies, chest tubes, continuous BiPap, and high flow/high humidity oxygen are often cared for on PMU. In addition to caring for patients requiring high levels of respiratory support, the nurses are trained in caring for patients post-Zephyr Valve placement and post-Video-Assisted Thoracic Surgery (VATS) procedures, including wedge resection, pleurodesis, lung biopsy, and thymectomy.

Prior to opening the unit, the Elmhurst Foundation kindly donated the funds to allow for expanded monitoring capabilities, including continuous pulse oximetry. With this updated technology, monitoring can occur at the nursing stations and through our central telemetry station. This has allowed quicker staff response time when there is a change in patient status.

The interdisciplinary team on this unit has built a strong bond throughout the first year. PMU is the first unit, outside of Progressive Critical Care Unit (PCCU), to have a unit-based Advanced Practice Registered Nurse (APRN). The PMU APRN works together with the nursing staff, respiratory therapy, pharmacy, and the care coordination team to create a plan of care specific to the needs of patients. Additionally, pulmonologists, practitioners, and the leadership teams from nursing, respiratory therapy, and care coordination meet quarterly to review unit specific goals and create education plans for the unit. The unit specific goals include decreasing length of stay, decreasing readmission rates, and offloading PCCU. We look forward to the future of this unit and the ability to continually improve the quality of care for our pulmonary patients.

# Exemplary Professional Practice

## Staffing Effectiveness Committee

The Staffing Effectiveness Committee ensures compliance with the 2021 IL Nurse Staffing Improvement Act. This acts strengthens the voice of direct care nurses in hospital staffing practices. The committee is made up of  $\geq 55\%$  nurses who are providing direct patient care from ED and the inpatient nursing units, and the co-chair is Hannah Mueller, BSN, RN, CV 3W/SW, a clinical nurse. The committee meets six times a year and is responsible for the Nurse Staffing Plan, patient outcome and staffing data, concerns that are reported by nurses, and providing a semi-annual report to the governing board and the nurses. The committee provides a forum for direct care nurses to understand and participate in decisions related to staffing by acuity.



### Duties of the Staffing Effectiveness Committee

- Prepare and recommend the staffing plan; CNO must approve
- Analyze patient outcome and staffing data
- Review staffing concerns that are reported by nurses
- Prepare a semi-annual report of committee activities and data that is shared with the governing board and inpatient/ED nurses
- Provide input to HR regarding recruitment and retention strategies

## 1,343 Elmhurst Nurses

85.4% with a BSN or higher nursing degree

38.1% with professional board certification

# New Knowledge & Innovation

## Fall into Research – There's Always S-more to Discover

### Deb Rodgers, MSN, RN, CNL

On November 8, 2024, the EEH Evidence-Based Practice and Nursing Research Council hosted a record-breaking research symposium at Edward Hospital, with attendees from all Endeavor hospitals and clinics. The event highlighted new nursing innovations, quality outcomes, and evidence-based practices across the Endeavor Health system. It began with a welcome from Marcie Lafido, MSN, RN, CNS, Vice President and Chief Nursing Officer of Elmhurst Hospital, followed by an enthusiastic greeting from Justin Brueck, System Vice President of Innovation and Research. All attendees heard Kerrie Samuelian, DNP, RN, CNL, CPHQ, present her doctoral project on improving fall outcomes using the Johns Hopkins Post-Fall Debrief Tool. Ceil Raymond, BSN, RN, CNOR, and Mary Anderson, MT(ASCP), CIC, CPHQ, presented on preventing C. diff. Two presentation tracks were offered, allowing attendees to choose from three out of six scheduled podium presentations. Additionally, 23 posters showcased clinical nurses' dedication to advancing knowledge.



A special acknowledgement to these Elmhurst contributors, who presented their projects and played a vital role in making this symposium a success. Their hard work and commitment to advancing nursing practice have made a significant impact!

**Kerrie Samuelian**, DNP, RN, CNL, CPHQ; **Ceil Raymond**, BSN, RN, CNOR; **Beverly Wendell**, MS, APRN, GCNS-BC, FNP-BC; **Kerry O'Connor**, MSN, RN, TNS, SANE-A, PA SANE; **Megan Kelly**, BSN, RN, CEN, TNS; **Kelly Litterst**, BSN, RN, CEN, TNS; **Colleen Dhamer**, BSN, RN, OCN, CHPN; **Laura Larkin**, MSN, APRN; **Stella Montes**, BSN, RN; **Alyssa Hipskind**, BSN, RN; **Heather Rodriguez**, MSN, RN, C-EFM; **Kara Calhoun**, MPH, MSN, RNC-OB, C-EFM; **Erica Price**, MSN, RN, C-EFM, CCE; **Kate Aliaga**, MSN, RNC-OB, C-EFM; **Angela Wang**, BSN, RN; **Nora Dona Ryan**, BSN, RN; **Luz Pereda**, RN & **Asta Savickas**, BSN, RN, CLC

## 2023 - 2024 Nursing Research Studies

- **Lisa Murphy** - A Lifestyle Management Coaching Intervention for FCR in Young Breast Cancer Survivors
- **Devin Bratcher** - Comparing the Prior Authorization Process in Two Outpatient Rheumatology Clinics to Optimize Authorization Approvals and Patient Outcomes
- **Margaret Ozga** - Health Care Communication Quality Facilitation
- **Jessica Kearns** - Nurse Practitioners Supporting Medication Adherence in High-Risk Heart Failure Patients
- **Kerrie Samuelian** - Improving Patient Fall Outcomes Through Learning from Near-Miss Fall Events
- **Lisandra Flores & Teresa Kisch** - Medical Surgical Embeddedness and Engagement
- **Debra Rodgers** - Analyzing the Impact of an Accredited versus Non-accredited Nurse Residency Programs - A Multi-Phase Study
- **Beverly Wendell** - Effects of Nursing Staff Re-education on Patient Mobility Activity
- **Shany Welsh** - Increased Cultural Education for Emergency Department Staff

# New Knowledge & Innovation

## EHMG Urine Specimen Contamination Project

**Marny Pierini, MSN, RN**

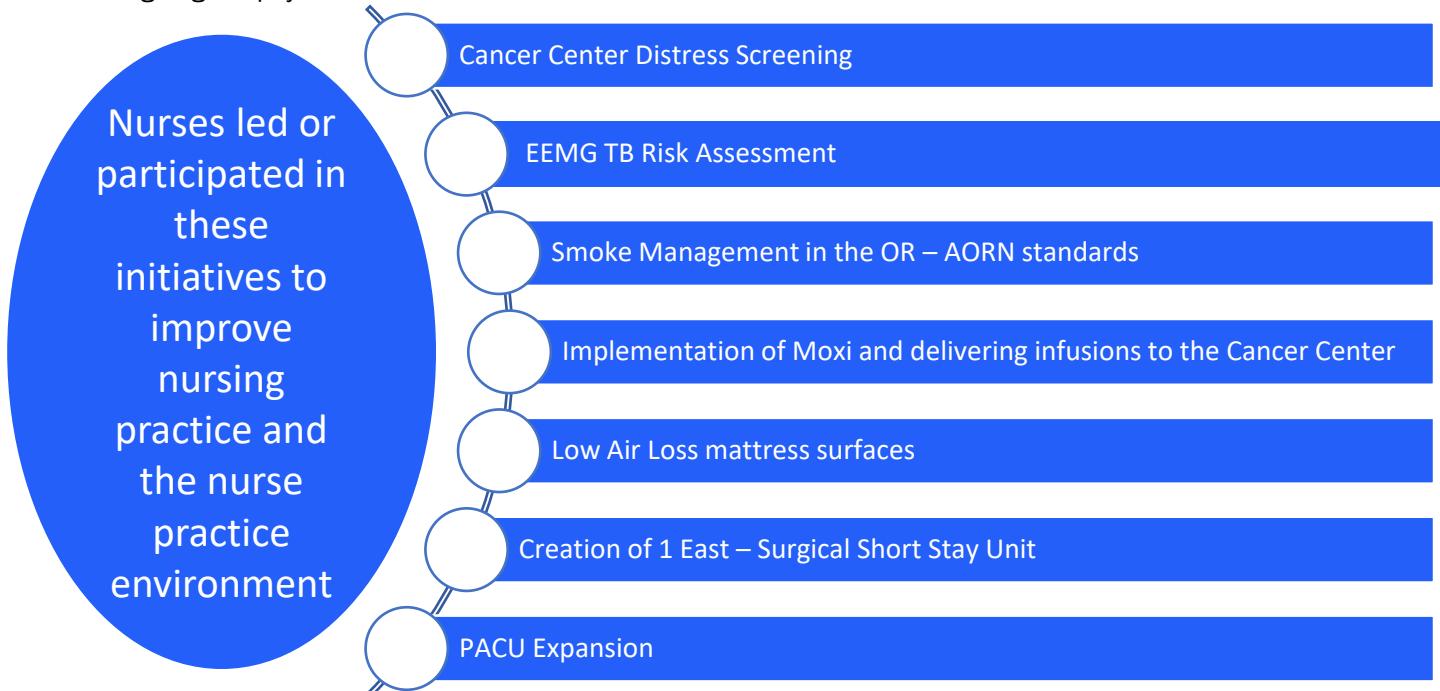
The EHMG Nursing Council identified an increase in urine specimen contamination rates across our medical groups, which can lead to inaccurate test results, increased cost for repeat testing, treatments and hospitalizations, a loss of trust in the healthcare team by the patients, an increased risk to the patient of antibiotic-resistant infections in the future, and delays in patient care. To address this issue, we have developed a comprehensive initiative to reduce contamination rates and improve the quality of urine specimen collection and handling.

A key strategy in our initiative is enhancing patient education. New, laminated signage will be posted in patient bathrooms to provide clear step-by-step instructions on how to properly collect a urine specimen, emphasizing the use of two wipes, which is crucial for minimizing contamination. We are also focusing on educating staff to ensure they thoroughly explain the steps involved in collecting the urine specimen to patients. Consistent and clear instructions will empower patients to collect specimens correctly, reducing the risk of contamination from the start. Removing the urine collection cups from the patient bathrooms and front desk will help ensure that clinical staff can properly educate the patient on the collection process when providing the collection cup to the patient.

Equally important is the handling and processing of urine specimens by staff. We are conducting training to ensure staff understand how to avoid contaminating specimens during processing. The goal of this initiative is to reduce specimen contamination, improve diagnostic accuracy, and enhance patient care. By educating both staff and patients, we are upholding high standards in specimen handling. Your participation is vital, and we appreciate your continued dedication to quality care!

## From our Magnet Document – Submitted October 2024

Innovation in patient care, nursing, and the practice environment is the hallmark of Magnet designated organizations. Establishing new ways of achieving high-quality, effective, and efficient care is the outcome of transformational leadership, empowered structures and process, and exemplary professional practice in nursing (ANCC 2023 Magnet Application Manual). The New Knowledge, Innovations, and Improvements domain of Magnet includes research and evidence-based practice, as well as nurses implementing new or revised practices, adopting technology, and designing or redesigning the physical environment or workflows.



# Empirical Outcomes

## Nursing Sensitive Indicators

Nursing-sensitive outcome indicators are patient outcomes that are reflective of the quantity or quality of nursing care. Elmhurst nurses use evidence-based practice to outperform national benchmarks for the majority of the last eight quarters. Below are the indicators that we use for our Magnet designation.

	Indicator (Data from the National Database of Nursing Quality Indicators – NDNQI)	Number of Quarters that Outperform	Meets Magnet Standard
	Inpatient Falls with Injury Per 1,000 Patient Days	5/8	
	% of Surveyed Patients with Hospital Acquired Pressure Injuries (HAPI) Stage 2 and Above	8/8	
	Central Line Associated Blood Stream Infections (CLABSI) per 1000 Central Line Days	8/8	
	Catheter Associated Urinary Tract Infections (CAUTI) per 1,000 catheter days	5/8	
	Ambulatory Falls with Injury Per 1,000 Patient Visits	8/8	

## Patient Experience

Nurses have the most interaction with patients of any caregiver and play a crucial role in affecting positive patient experience outcomes.

	Measure	2024 Top Box Target	2024 Top Box Actual	Meets or Exceeds Target
	Likelihood to Recommend	76%	79%	
	Kindness	75%	83%	
	Nurse Communication	82%	83%	
	Staff Responsiveness	67%	67%	
	Care Transitions	57%	57%	