



Endeavor
HealthSM

Swedish Hospital

2024 Nursing Annual Report



Endeavor Health Nursing Vision:

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

MAGNET
RECOGNIZED

AMERICAN NURSES
CREDENTIALLING CENTER

Message from our Chief Nursing Executive

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.



John Tressa, DNP, MBA, RN, NEA-BC
System Chief Nursing Executive, Endeavor Health



Message from our Chief Nursing Officer

As we reflect on 2024, I want to celebrate the outstanding work and dedication of our nursing team at Swedish Hospital. This past year brought meaningful progress, strengthened collaboration, and a renewed commitment to nursing excellence.

A major highlight was the successful restructuring of our shared governance council, which strengthened nurse involvement in decision-making and reinforced professional autonomy. We also launched the Nursing Professional Advancement Program (NPAP) to recognize clinical excellence and leadership at every level.

Our *Creating a Culture of Mobility* initiative took off, laying the groundwork for improved patient outcomes through interdisciplinary teamwork. We advanced evidence-based practice by preparing for our upcoming Nursing Research Symposium.

We proudly celebrated unit-driven achievements through the 2024 Quality Olympics—congratulations to 4East for leading with outstanding patient outcomes. Across the organization, nurses met goals for professional certification and retention, reflecting our shared focus on growth, support, and excellence.

Attending the Magnet Conference as a team was an energizing reminder of the power of our collective work. Thank you for the compassion, professionalism, and commitment you bring every day. I'm so proud of what we've achieved and excited for what's ahead.



Kathy Donofrio, DNP, MBA, RN, NEA-BC
Chief Nursing Officer, Endeavor Health Swedish Hospital



Transformational Leadership

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.

How Nurses Have Input to the Nursing Strategic Plan:

- Governance
- Staff Meetings
- Leader Rounding
- Share ideas with Nurse Leader
- Engagement Surveys
- Town Halls

Nursing Goals

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 Objectives

- Ensure continuing competence of Swedish nursing staff through effective, efficient & innovative educational activities
- Promote academic partnerships for continuing formal education and career advancement
- Develop formal mentoring program and expand growth opportunities through succession planning

- Promote patient centered care by providing care that is evidence based and personal.
- Meet and or exceed national HCAHPS benchmarks for nurse communication, responsiveness, care coordination
- Utilize new knowledge and innovation to improve the patient experience patient.

- Utilize new knowledge, innovations and advancements to improve patient outcomes and enhance patient safety.
- Minimize or eliminate adverse patient and employee safety events.
- Meet and exceed national benchmarks specific to nursing

Transformational Leadership

Leading with Purpose – 2024 Nurse Leadership Retreat

The 2024 Nurse Leadership Retreat brought together leaders across Swedish Hospital for a day of connection, reflection, and forward planning. Wendy Martell kicked off with detailed updates on our Magnet journey, including preparations for the upcoming site visit and how quality boards promote transparency and accountability—energizing leaders to uphold our high standards.

Kathy Donofrio followed with impactful sessions on patient safety, focusing on fall risk assessments and building a Culture of Mobility, sparking important discussions on enhancing care and outcomes.

Interactive team-building activities reinforced collaboration and trust, while a final session refined the 2025 Nursing Strategic Plan, setting clear priorities to advance nursing excellence and innovation.

It was a day filled with inspiration, meaningful conversations, and shared commitment to Swedish Hospital's future.



Nursing Leadership Transition to Practice Celebration

On December 6, 2024, we celebrated the graduation of our Nurse Leadership Transition to Practice Program participants—a key milestone for our emerging leaders.

The event featured a lively CNO Panel moderated by John Wittenborn and an inspiring keynote by System Chief Nursing Officer John Tressa, who highlighted the importance of purpose, courage, and compassion in nursing leadership.

Graduates received certificates and Magnet pins from their Directors and CNOs, including Eva Peroulas and Kathy Donofrio honoring Nereida Ortiz and Cheryl Rodriguez.

These new leaders are ready to confidently support their teams and make a lasting impact across our health system. Congratulations to all!



Structural Empowerment

Nursing Professional Advancement Program (NPAP)

The **Nursing Professional Advancement Program** nursing excellence by offering increased accountability, mentorship, and opportunities for skill and knowledge enhancement. With three advancement levels across four career tracks, this program empowers nurses to grow and excel. It has been one year since the inception of the NPAP which aligns with our mission, vision, values, professional practice model and is inclusive of the Magnet dimensions. We are happy to announce the advancement of 270 of our exceptional nurses systemwide.

Endeavor Health Swedish Hospital is thrilled to congratulate our nurses who achieved their professional advancement level through our Nursing Professional Advancement Program in 2024. This achievement reflects their ongoing pursuit of excellence, professional growth, and dedication to advancing the nursing profession. We are incredibly proud of their hard work and passion for delivering compassionate, high-quality care that makes a meaningful difference in the lives of those we serve.

Congratulations to all our nurses on this well-deserved recognition!

NPAP Program Overview



2024 NPAP Recipients

Advanced Clinical Nurse:

Daisy Anacleto, Cecilia Basilisco, Susana Bulanhagui, Nancy Chavez, Monica Cortez, John Dawson, Brittany Rebecca, Wendy Hernandez, Maribeth Javier, Sheri Lopez, Jacqueline Monreal, Bernadette Panopio, Julia Rafferty, Emma Rodriguez, Rosalba Rubino, Jeneen Shipman, Hyun Son, Omana Thomas, Tanya Toppel, Loida Villanosa, Raquel Villamayor

Expert Nurse:

Shira Blanton, Evangeline BiglangAwa, Roni Chacko, Aleksandra DeMovic, Estrella Garcia, Glenda Hall, Colleen Jennings, Nanhee Kim, Rebeca Lashak, Margaret Mohar, Helena Skowyra-Munoz, Melissa Rader, Marites Richardson, Taylor Slapinski, Maggie Petri, Tatjana Vajagic, Robbin Uchison

Nursing Leader:

Jillian Subala

Structural Empowerment

Nurse Collaborative Care Council Elevating the Nurse Voice at Swedish

In January 2024, Endeavor Health Swedish Hospital launched the Nurse Collaborative Care Council, a newly structured shared governance model designed to elevate the nurse voice. Voted on by its members, the council is proudly led by Chair Cecilia Basilisco and Co-Chair Shira Blanton.

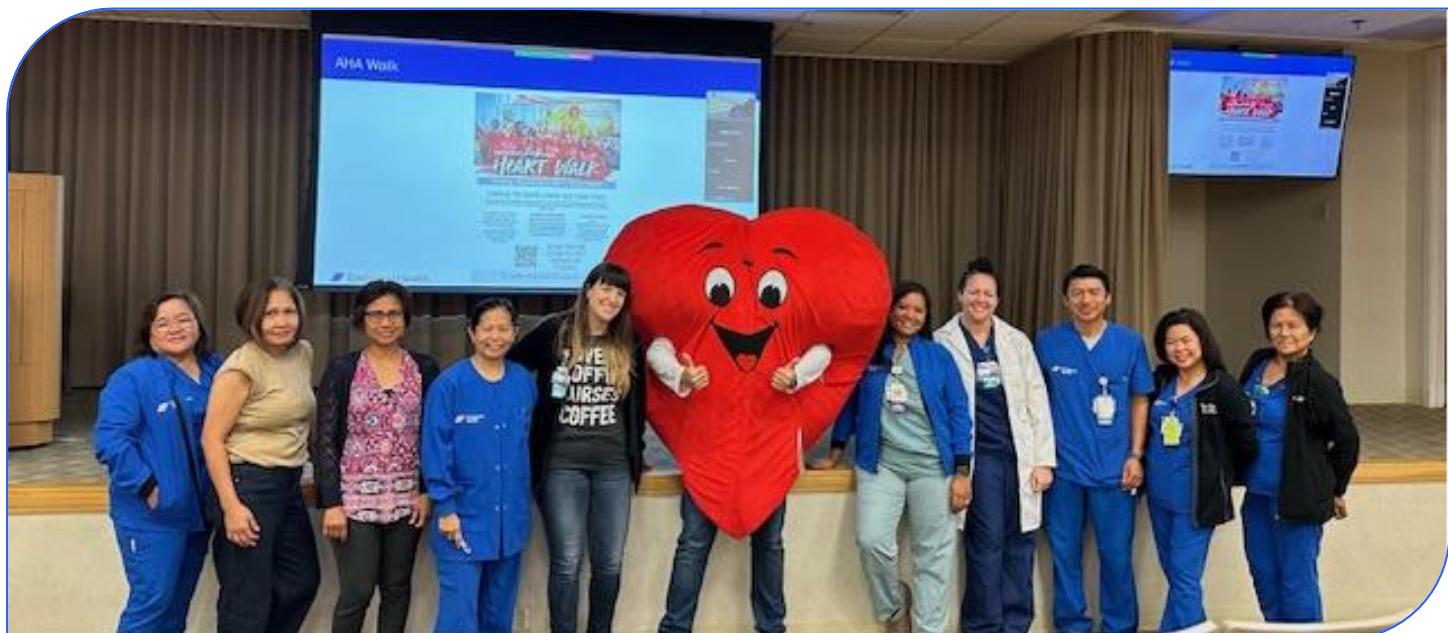
The kickoff meeting on January 18 brought together staff nurses from across the hospital—both inpatient and ambulatory—to connect, collaborate, and explore how nurses can lead decision-making at the unit level. Nurses were encouraged to participate if they were informal leaders, unit council chairs, or simply interested in shaping practice.

Key Accomplishments:

- Defined council roles and clarified the purpose of Unit-Based Councils (UBCs)
- Launched Quality Boards in every unit to increase transparency
- Shared updates on NPAP, mentoring, and Med-Surg certification review
- Improved communication through Zoom meetings and Workday updates
- Encouraged participation in shared governance through structured meeting time

Looking ahead, all units will continue to strengthen their UBCs—whether building from scratch or improving existing structures. Every unit will send a representative to the Nurse Collaborative Care Council, ensuring voices from across Swedish are heard and valued.

Shared governance is alive and growing at Swedish—and nurses are leading the way!



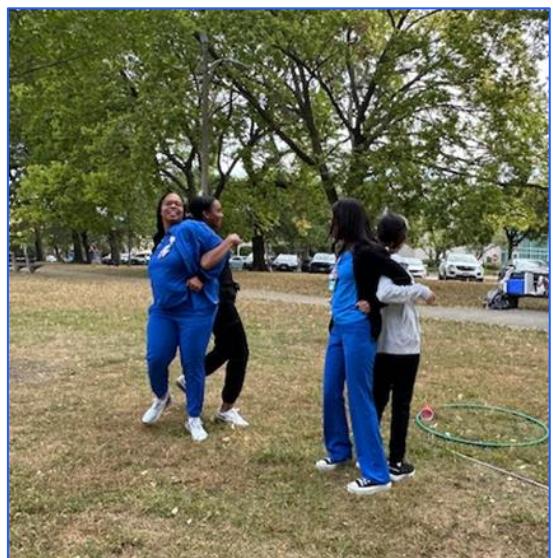
Structural Empowerment

Transition to Practice and N2 Squad Growing Together Beyond the Classroom

Our Transition to Practice (TTP) program at Swedish Hospital is designed to support new nurses as they confidently move from nursing school theory into real-world practice. Through hands-on skills boot camps, interactive classes, and ongoing peer support, we help new nurses build competence, reduce stress, and thrive in their first year on the job.

A special highlight of this year's TTP experience was the N2 Squad outing on September 20, 2024. To welcome our newest grads, we took the group to beautiful River Park for a day of fun games and a relaxing walk. This event was more than just a chance to play — it was an opportunity to connect with nature, explore one of our community's gems, and bond with colleagues outside the hospital walls.

N2 Squad meets monthly, offering a supportive and social space where new nurses continue to learn, share, and grow together. This blend of education, teamwork, and fresh air perfectly captures the spirit of our program — nurturing confident, connected nurses ready to deliver exceptional care.



Structural Empowerment

Celebrating Excellence Nurses Week 2024 Scholarships & Awards

During Nurses Week, the Division of Nursing proudly awarded scholarships to employees pursuing nursing careers or advancing their education. These scholarships, made possible by the generosity of the medical staff, the Swedish Nursing Alumnae Association, and private donors, support our commitment to professional growth and excellence.

The celebration on May 8, 2024, featured a keynote presentation by Amy Kiefer, PhD, MSN, RN, titled "Six Degrees of Separation and Six Types of Self-Care." Following the keynote, Medical Staff President Dr. Jeffrey Cilley presented scholarships to the recipients.

2024 Excellence in Nursing Award Winners

Nurse Team Award

Kevin Evangelista, Staff Nurse II, CAS

Kevin's positive attitude and teamwork shine daily. He willingly cares for challenging patients and supports colleagues, even staying late to ensure their safety.

Nurse Leader Award

Julia Rafferty, Nurse Educator, PACU

Julia quickly took on leadership roles after maternity leave, leading staff training, collaborating across departments, and supporting regional educators for the new Cardio Vascular Institute.

PCT Award

Marlene De Leon, Patient Care Technician, PACU

New to the team, Marlene quickly adapted and actively supports both patients and nurses, helping manage increased workload with flexibility and initiative.

Rookie of the Year Award

Maria Imburgia, Staff Nurse, ED

Maria stands out with her positive attitude and knowledge, serving as a resource for lab processes and excelling as a preceptor to new nurses.

Nursing Scholarships:

Adriana Casillas (ICU)

Athan Cruz (AP5)

Jeffiny Mathew (Infusion Center)

Rosalba Rubino (ICU)

Eileen M. Hallman Scholarships:

Madelyn Garcia (Inpatient Pharmacy)

Joseph Halloran (Inpatient Psychiatry)

Emmanuela Khayi (AP5)

Madelin Osorio (ED)

Catherine Peters Scholarship:

Margaret Rowan (ICU)

PZRN Scholarship:

Ayobami Ojelade (AP5)

Joan Bickner Scholarship:

Vasvija Tricic (OB)

Yvonne Hunter Wolfenberger Scholarship:

Adam Glasford (Nursing Education)

Class of 1962 Scholarship:

Kiara Leon (5 South)

Class of 1963 Scholarship:

Jessica Megchelsen (Neurophysiology)



Structural Empowerment

Celebrating Our DAISY Award Heroes Nursing Care That Truly Shines



The DAISY Award, an international honor recognizing the extraordinary compassion and skill nurses bring to patient care every day, was presented on December 4, 2024. Created by the family of J. Patrick Barnes to thank nurses for their exceptional care during his battle with an autoimmune disease, this award highlights the very best in nursing.

Our 2024 DAISY Award Winners:

Adina Kaplan, Family Birth Center – Calm, compassionate, and empowering, Adina supported her patient through a challenging pregnancy and delivery, earning heartfelt thanks for making a stressful time feel safe and hopeful.

John Si, ICU/Float Pool – Known for his kindness and encouragement, John became a beacon of hope for a young patient facing a difficult diagnosis, helping lift their spirits and speed their recovery.



Every nominee exemplifies the dedication and heart that make nursing so impactful. We thank all our DAISY nurses for their unwavering commitment to extraordinary care!

Honorable Mentions

Our DAISY Nominees:

- Adriana Casillas, ICU
- Kevin Evangelista, PACU
- Judi Gavlick, Cardiology
- Monica Cortez, 7East
- Eunice Sinani, 7East



Structural Empowerment

Recharging Together: Swedish ED's Well@Work Celebration

The Swedish Emergency Department proudly received the Well@Work grant to invest in their staff's wellness and team spirit in 2024. To celebrate, the group organized a spirited day at a local park, focusing on fun, relaxation, and strengthening connections outside the busy hospital environment. Staff from the ED, radiology, lab, and public safety came together throughout the day to enjoy grilled food, friendly volleyball games, face painting, and the company of dogs and children who joined in the fun. The picnic was a huge success, thanks to the generous gift from the Wellbeing + Vitality Team who chose them. Participants expressed appreciation for this well-timed break, highlighting how moments like these help reduce stress, build trust, and promote a positive work culture.



Wellbeing at the Park 5E and AP2 Teams Unite

The Neuro Stroke Unit (5E) and Psychiatry (AP2) embraced the Well@Work grant by organizing an engaging day outdoors for their teams in 2024. With the generous backing of the Wellbeing & Vitality program, staff spent a vibrant afternoon at a nearby forest preserve, enjoying grilled meals, interactive games, and meaningful moments away from their usual clinical routines.

This special event offered team members a much-needed break to unwind, move freely, and strengthen professional and personal connections in a relaxed setting. Feedback was overwhelmingly positive, with participants highlighting the value of socializing outside the workplace to recharge and build trust.

By prioritizing wellness and promoting an uplifting team environment, these units demonstrated how intentional time spent outdoors and together can boost resilience and enhance overall wellbeing.



Structural Empowerment

Certified to Care Growing Expertise, Elevating Patient Care

At Swedish Hospital, we know that professional board certification reflects nursing expertise—and it's key to delivering exceptional patient care. Our goal is to increase certified nurses from 27% in 2022 to 30% by the end of 2024.

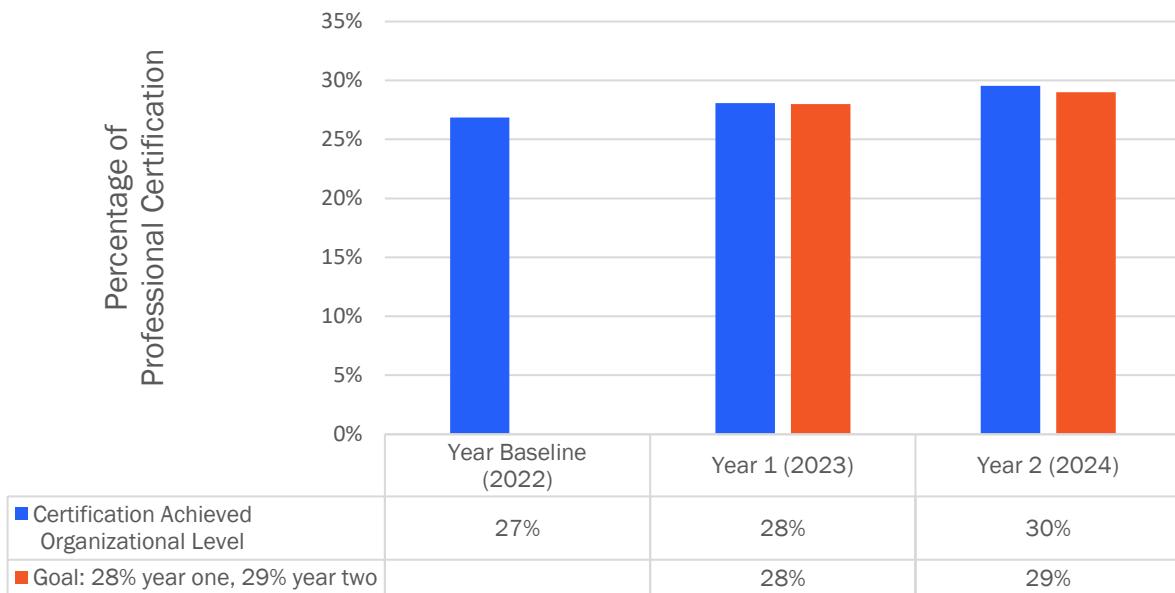
To reach this, we've partnered with national nursing organizations and put several supports in place:

- Educational presentations and easy-to-access resources to guide nurses through certification
- Recognizing certified nurses with events and unit displays
- Streamlined tracking and renewals through Workday
- Making certification a core part of our Nurse Professional Advancement Program
- Study groups to help nurses prepare for exams

We also provide personalized guidance, financial assistance, and ongoing support.

Supporting our nurses in certification not only builds their expertise but also enhances patient care and strengthens our community.

Endeavor Health Swedish Hospital Organizational Professional Board Certification Targeted Goal for Improvement



Structural Empowerment

ANCC Magnet Conference: New Orleans, LA – October 2024



Swedish Hospital nurses took the Big Easy by storm at the 2024 ANCC Magnet Conference in New Orleans from October 30 to November 1. Among 13,000 nurses and healthcare pros gathered from across the nation—and the world—our team of five represented Swedish with energy, curiosity, and a commitment to excellence.

New Orleans, with its vibrant culture, rich history, and irresistible charm, provided an inspiring backdrop for learning and growth. From the sounds of live jazz in the streets to the colorful Mardi Gras atmosphere, the city pulsed with life and possibility.

Over three dynamic days, our nurses dove into a whirlwind of opportunities: insightful keynote speakers, over 120 educational sessions covering the latest in nursing practice, more than 350 vendors showcasing cutting-edge tools, and nearly 180 poster presentations sharing groundbreaking research and innovations.

But beyond the packed agenda, what stood out was the chance to connect with peers, exchange ideas, and bring back fresh perspectives to Swedish Hospital. Our nurses returned energized, equipped with new knowledge and best practices ready to elevate patient care and support our mission of excellence.

The experience was more than a conference—it was a celebration of nursing's impact and a reminder of why our nurses are the heart of Swedish Hospital.



Exemplary Professional Practice

Nursing Retention Success Living Our Professional Practice Model

In 2022, Swedish Hospital aimed to reduce nurse turnover from 19.7% to below 19.5% by the end of 2024. Thanks to dedicated retention efforts and strong nurse engagement, we surpassed this goal, lowering turnover to 18.3%.

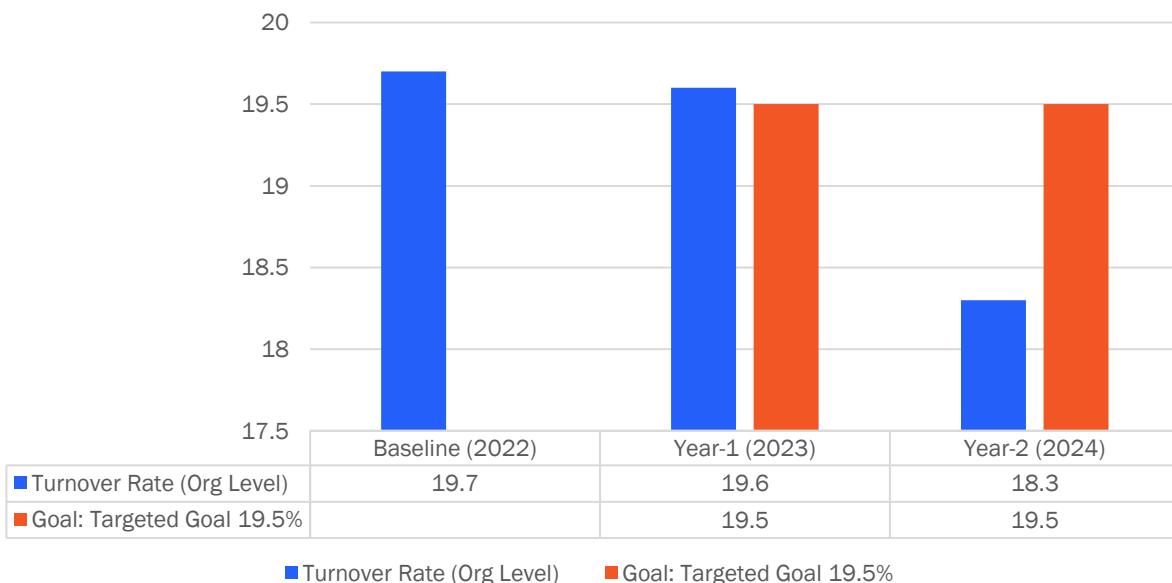
Our success reflects the heart of our Professional Practice Model—rooted in Watson's Theory of Caring and Swedish's core values like Compassion, Accountability, and Empowerment.

Programs like RISE support nurses' emotional well-being, while Transition to Practice and Boot Camp build skills and confidence. Mentoring, rounding, and the Nurse Collaborative Care Council strengthen trust, shared leadership, and nurse voices in decision-making. The Nursing Professional Advancement Program encourages ongoing growth and education.

By living these values daily, Swedish Hospital creates a thriving nursing environment—leading to better retention and improved patient care. Our PPM is truly how we work and who we are.



Endeavor Health Swedish Hospital
Nurse Turnover Rate
Targeted Goal for Improvement



Exemplary Professional Practice

Move to Improve! A Nurse-Led Mobility Program Uniting Endeavor Health

At Endeavor Health, Leadership, Nursing, Rehab Services, and key partners like Nurse Informatics and Quality/Risk from all nine sites have been meeting bi-monthly, united behind one goal: making mobility a core part of patient care through our Nurse-Led collaborative, "Move to Improve!"

On April 10, 2024, this passionate interprofessional team came together for the first in-person Move to Improve! event. Energized by inspiring talks from Kathy Donofrio, Maria Nikiforos Jaramillo, Stephanie Wilson, and Maria Nikiforos Jaramillo, attendees dived into dynamic discussions on early, safe mobility. They rolled up their sleeves to build aim statements and driver diagrams that will shape site-specific strategies.

With insights from pilot programs and hands-on tools like the Johns Hopkins Highest Level of Mobility Tool and the EEH Mobility Tool, our teams are ready to put plans into action.

At its heart, **Move to Improve!** empowers nurses to lead patients toward mobility goals—boosting safety, speeding recovery, and improving outcomes. As we gear up for a 2025 systemwide launch, excitement is building to evolve and transform mobility culture across Endeavor Health.

This is nursing leadership in action—moving patients forward, one step at a time.



2024 Quality Olympics: 4East Clinches the Win!



Swedish Hospital's 2024 Quality Olympics celebrated unit excellence by recognizing teams that achieved outstanding patient outcomes. This year, the focus was on key benchmarks including falls with injury, CAUTI, CLABSI, HAPI prevention and restraint use.

Teams competed by surpassing these important quality metrics throughout the year, demonstrating their commitment to safe, compassionate, and effective care. Congratulations to 4East for leading the way with impressive improvements across all areas, setting a high standard for patient safety and quality outcomes.

The Quality Olympics is a testament to how data-driven nursing practices and teamwork directly impact patient well-being. Thanks to every team member's dedication to excellence—your efforts make Swedish a safer, healthier place for all.

New Knowledge, Innovation, & Improvement

Sharing Nursing Research Swedish Hospital Shines at Regional Symposium

On November 8, 2024, Kristen Alario, BSN, RN CWON, Clinical Manager at Swedish Hospital, presented groundbreaking research at the **Fall Into Research – There's Always S'MORE to Discover!** Symposium hosted by Edward Hospital. Her study, *Comparing Energy Needs for Wound Healing Using Predictive Equations vs. Indirect Calorimetry*, explored more accurate methods to assess energy requirements for patients with chronic wounds—offering valuable insights to enhance healing and patient outcomes.

Joined by Clinical Nutrition Manager Annalisa Tsai and Staff Nurse Julie Egeland, Kristen delivered a compelling podium presentation that engaged a diverse audience of clinicians, researchers, and educators from across the Endeavor Health system. The symposium featured over 20 poster presentations and multiple sessions highlighting innovative nursing research and evidence-based practice improvements.

This event underscored Swedish Hospital's strong commitment to advancing nursing knowledge and showcased how frontline nurses lead impactful research that drives quality patient care and clinical excellence throughout the health system.



A special acknowledgement to the Nursing Professional Development and Advancement team across Endeavor Health! Their hard work and commitment to advancing nursing practice have made a significant impact on our nurses and played a vital role in making this symposium a success.

Empirical Outcomes

Nursing Sensitive Indicators - Inpatient

Nursing Sensitive Indicators (NSI) are patient outcome measurements that reflect the impact of high-quality nursing care and the commitment Swedish nurses give to our patients. Swedish tracks the last 8 quarters of 7 NSIs. These include: Falls with Injury, Hospital Acquired Pressure Injury (HAPI) Stage 2, Catheter Acquired Urinary Tract Infection (CAUTI), Central Line Acquired Blood-Stream Infection (CLABSI), Medical Device Related HAPI, New Onset of Methicillin-resistant Staphylococcus aureus (MRSA), New Onset Clostridioides difficile (C-Diff). (2023 – 2024)

	Indicator	Number of Quarters that Outperform
	Inpatient Falls with Injury Per 1,000 Patient Days	7/8
	% 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	7/8
	Hospital Acquired Pressure Injuries (HAPI – Medical Device Related)	8/8

Nursing Sensitive Indicators - Ambulatory

	Indicator	Number of Quarters that Outperform
	Injury per Falls per 1,000 Patient Days	8/8
	RN Assaults	8/8

Patient Experience

The Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) survey enables the organization to better understand the Patient Experience and identify areas for improvement. Swedish tracks the last 8 quarters of numerous Patient Experience questions in both the ambulatory and inpatient areas of Nursing.

	Measure	Actual 2024	Target
	Likelihood to Recommend	64%	69%
	Kindness	68%	50%
	Nurse Communication	75%	78%
	Staff Responsiveness	62%	62%