

NURSING EXCELLENCE

PROVIDENCE ST. JUDE MEDICAL CENTER

ANNUAL NURSING REPORT 2023



A MESSAGE FROM CNO, JULIE KIM, MSN, RN, CMSRN, NE-BC

Despite an impressive and diverse list of challenges, celebrating your achievements in 2023 became a monthly, weekly, and often daily honor.

You continued to surpass national benchmarks in quality and patient satisfaction, while collecting the country's top clinical awards—from being named one of *America's 100 Best Hospitals* for the third year, to being recognized as California's top hospital for stroke care. Your growing list of national distinctions is reflected in our dramatic increase in out-of-state patients, as those in need of complex care seek a level of excellence not available elsewhere.

In 2023 Healthgrades awards: 100 best Orthopedic surgery, 100 best Stroke care, Neurosciences Excellence, Cranial Neurosurgery excellence, Surgical Care Excellence

You've impacted and shaped decision-making through shared governance, brought innovation through research and patient advocacy, and become national leaders in education and training—even among Magnet hospitals, your BSN and MSN rates are among the highest in the country. From our new graduate and preceptor programs to an onsite MSN program, we've responded to the increasing complexity of care with learning and leadership development. Dozens of nurse-led patient safety and quality initiatives, often by those pursuing their Clinical III or Clinical IV designation, continue to elevate our nursing practice and transform care.

Along the way, you've also created a culture and work environment that is, literally, second to none. In addition to *Modern Healthcare's* recognition of Providence St. Jude as the state's best hospital work environment, a recent Press Ganey survey found we are national leaders in physician engagement—including the highest levels of pride and commitment within the entire 52-hospital Providence system. A different physician survey, this one by *Doximity*, earned Providence St. Jude the title of *Top Hospital for Doctors in California*. *Doximity* found two factors most heavily impacted how physicians rated their institutions: the quality of nurses and caregivers, and culture.



A MESSAGE FROM CNO, JULIE KIM, MSN, RN, CMSRN, NE-BC

This accomplishment—the collaboration, respect, laughter, and friendships that mark our day-to-day interactions—is as extraordinary as the national honors that cover our walls. The uniqueness of what you do and how you do it is evident in the remarkable grace and perseverance you bring to the hard/tough days, and the gratitude and joy you bring to the good ones.

To the nurses who became part of this ministry in the last year, welcome to an award-winning work environment: we're very glad you're here. To those who measure their tenure in years or decades, thank you for building and sustaining a culture that makes every other success possible—and makes it an honor to work beside you.

Julie Kim, MSN, CMSRN, RN, NE-BC
Chief Nursing Officer
Vice President, Patient Care Services

The sketches in this report are Providence St. Jude caregivers. A local artist, Charlie Spencer donated his time and created these works of art in gratitude of our caregivers unwavering commitment to serving the community.

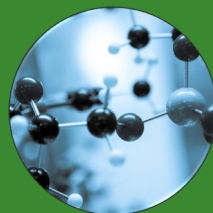
OUR NURSING STRATEGIC PRIORITIES

The Nursing Strategic Plan enables the hospital to look into the future in an orderly and systematic way to ensure the hospital remains relevant and responsive to our patient and community needs and provides a clear and consistent organization wide focus.

In 2023, CNO Julie Kim, MSN, RN, CMSRN, NE-BC, led the following Nursing Strategic Priorities.



Caregiver and Physician Engagement - Create an inspiring work experience for caregivers and physicians through a unified PSJH South Division culture



Quality and Patient Experience - Enhance the patient experience by delivering highly reliable outcomes and consistently excellent care throughout the South Division delivery system



Stewardship - Improve our financial performance resulting in affordable care for those we serve and continued ministry growth



Access - Improve access in our communities, especially in ambulatory care, complex care, and care for the poor and vulnerable



Optimal Health - Deliver an optimal health experience, as defined by the needs of each individual, including addressing social determinants of health



Growth and Diversification - Diversify our revenue sources by offering new services and access to our Clinically Integrated Network

OUR NURSING VISION

Patients will be welcomed into a healing community where a professional team of nurses will provide personalized, patient-centered care founded on sacred encounters.

Nursing is structurally empowered by shared governance and guided by the principles of collaboration, caring, and clinical practice.
Nursing will flourish through educational and professional development; evidence-based practice, and leaders in clinical excellence.

Nursing leadership will support the vision through strategic development and communication of a framework which consistently inspires and engages the spirit of nursing throughout the ministry.



OUR FOUNDATION

Mission

As expressions of God's healing love, witnessed through the ministry of Jesus, we are steadfast in serving all, especially those who are poor and vulnerable.

Values

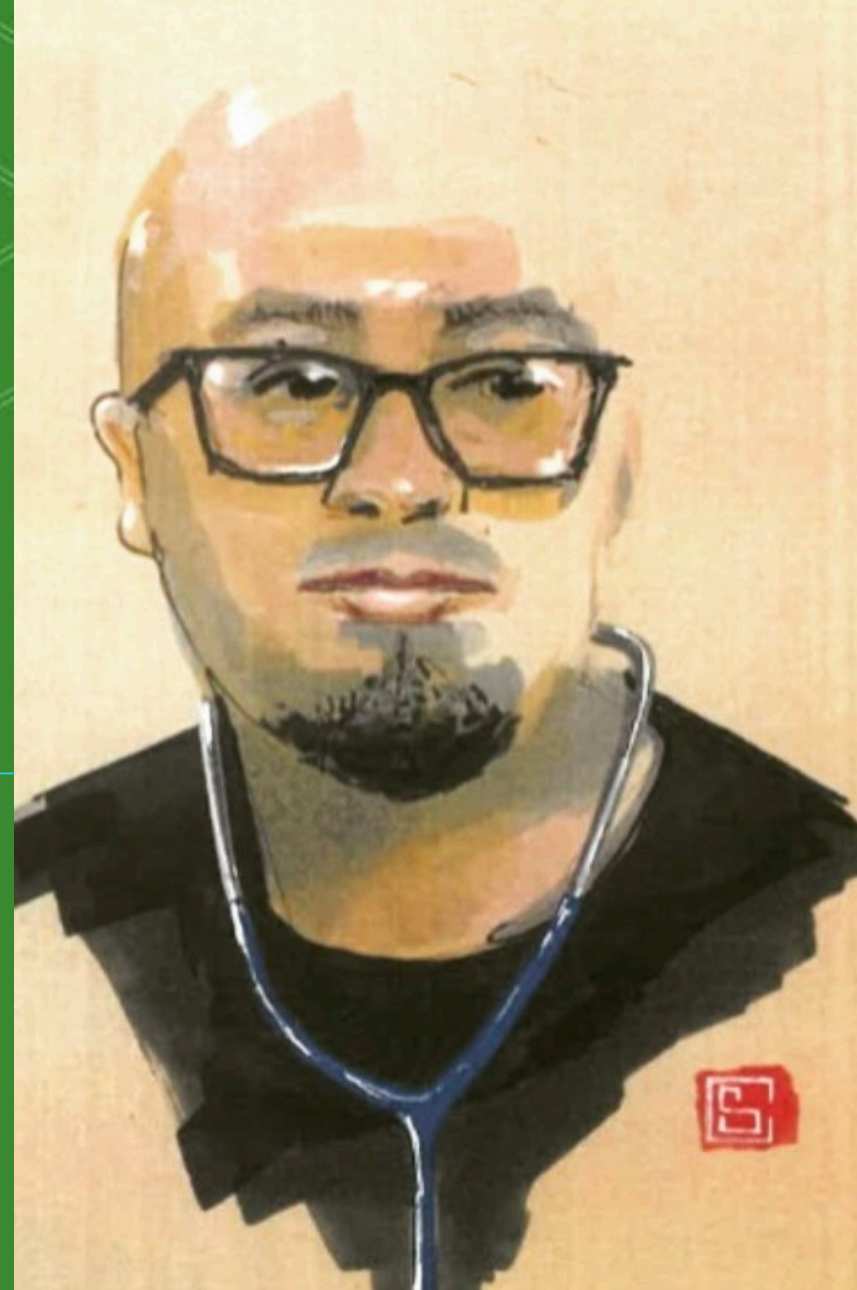
Compassion
Dignity
Justice
Excellence
Integrity

Vision

Health for a better world.

Promise

"Know me,
care for me,
ease my way."



Our Cultural Compass, created by and for caregivers, brings our mission, vision, values and promise to life



Our Motto

Our Family Caring for Your Family

I Pledge

1. I serve each individual based on their unique needs and care for the whole person—body, mind and spirit.
2. I am present in every encounter and build genuine personal connections.
3. I build trust by listening and I recognize that every voice matters.
4. I advocate for the vulnerable and those in need.
5. I own my positive attitude.
6. I am accountable to our team and collaborate across the organization.
7. I identify and solve problems, looking for innovative ways to improve.
8. I continually seek personal and professional growth.
9. I provide the highest quality care in a safe, clean and quiet environment.
10. I present myself as a professional in language, behavior and appearance.
11. I protect the privacy of those I serve.
12. I am a good steward of the resources entrusted to me.

Own It

Greet: I own how I greet and welcome you.

Respect: I own how I show you respect.

Engage: I own how I engage you and discover your needs.

Assist: I own how I assist you and personalize my actions for you.

Transition: I own how I assist you in transitioning your continuum of care and service.

Our Commitment

We've made a commitment to create an inspiring experience where caregivers can fulfill their calling and offer their best care every day.

Providence St. Jude Medical Center achieved the very prestigious initial Magnet Recognition in 2015, in which only 9% of hospitals currently hold. Hospitals must pass a rigorous and lengthy process that demands widespread participants from leadership and caregivers.

We achieved our second Magnet designation in 2020 and are heading into our third! Our Magnet document submission is due October 2024.

Magnet Designated hospitals:

- Demonstrate in writing they meet or exceed rigorous Sources of Evidence (SOEs).
- Pass a 3-day site visit that validates, verifies, and amplifies these SOEs are embedded across the organization.
- Demonstrate excellence in patient care, quality outcomes, patient experience scores, and staff engagement.
- Demonstrate front-line staff involvement in shared decision-making.



TRANSFORMATIONAL LEADERSHIP

The Journey to Magnet redesignation begins with Transformational Leadership. A transformational culture is formed and evolves through trust, transparency, and strong relationships. Transformational leaders help foster an environment of professional growth so nurses can lead change from any position. Nursing leaders must transform their organization's values, beliefs and behaviors.

A key component of Transformational Leadership is strategic planning. This requires vision, influence, clinical knowledge and strong expertise relating to professional nursing practice. As a Magnet Designated organization, SJMC embodies transformational leadership, shared decision making, and exemplary professional practices as nurses strive to improve patient outcomes and enhance the patient experience.

MEDICAL SURGICAL DIVISION

In 2023, the Medical-Surgical Renal Unit, received the prestigious PRISM Award from AMSN and MSNCB, recognizing their outstanding nursing practice, leadership, and outcomes.





CRITICAL CARE DIVISION

While PSJMC clinical nurses use the nurse driven protocol to deliver care and interventions based on nursing assessment and clinical judgment, continual improvements are necessary to sustain our efforts of zero CAUTI. 4SW CCU clinical nurse Alexandra Bordash, BSN, RN, identified an opportunity to improve the consistency of urinary catheter care in 4SW CCU. She decided to investigate the literature for urinary retention standardized protocols that could enhance clinical nurse autonomy in decision making around urinary catheter care.

Alexandra brainstormed an evidence-based practice (EBP) project for her unit and shared her literature search with the Clinical Advancement Council (CAC) as her Clinical Nurse III project for calendar year 2021. She volunteered to lead a new task force in 4SW CCU to coordinate and facilitate this work with the collaboration of the hospital-wide Hospital Acquired Infection (HAI) Committee. Over the next six months, she networked through emails and connections to identify individuals who would be interested in participating in the new 4SW CCU CAUTI task force.

To promote clear, consistent, EBP care, Alexandra partnered with internal infection prevention experts and Infectious Disease doctors. She examined the existing CAUTI Bundle documents and audit tool, to determine how to include new EBP elements into the existing bundle. Post Foley removal, if a patient continues to retain, intermittent catheterizations would be extended over at least one full calendar day, or a "Foley vacation." This allows time to reduce the patient's exposure to the increasing risk of CAUTI. It also allows the bedside staff more of an opportunity to give the patient the chance to spontaneously void by increasing mobility, scheduled voiding, and possibly initiating medication, per physician. The catheter collection system is a known reservoir for uropathogen growth due to the development of biofilm. To reduce the risk of contamination it is reasonable to "start fresh" with a new catheter when collecting a sample for culture.

Alexandra and the 4SW CCU CAUTI task force continued to reinforce the Foley vacation, Foley swap, and audit tool to improve compliance, and she shared frequent data updates and reminders during the 4SW CCU Care Delivery Council (CDC) meeting and Success at 7 Huddle. Due to the new nursing protocols, 4SW CCU clinical nurses have expanded their autonomy in caring for patients with an indwelling urinary catheter.

MATERNAL NEWBORN DIVISION

In 2023, our Neonatal Intensive Care Unit (NICU), supported by Gale Price RN, BSN, RNC-NIC Clinical Nurse III, embarked on a new exciting project of LISA (Less Invasive Surfactant Administration). Throughout the past three years, we have averaged 12 babies per year requiring surfactant. As you might not know, we always administer surfactant by means of intubation, often keeping a baby intubated and ventilated.

LISA took a new approach, using a smaller catheter, withdrawing it immediately after administering the surfactant, and the need for an endotracheal tube was no longer present. The NEOVIEW video intubation system was also brought into the NICU, by Leo Valdez BSN, RN, Nurse Manager, allowing video access for our Neonatologists, and greatly enhancing the view of patient vocal cords and making LISA much easier.

All in all, the results were impressive. We decreased the rate of intubation by over 50%. These advancements are exciting for our NICU, bringing new technology and less invasive procedures into our practice.



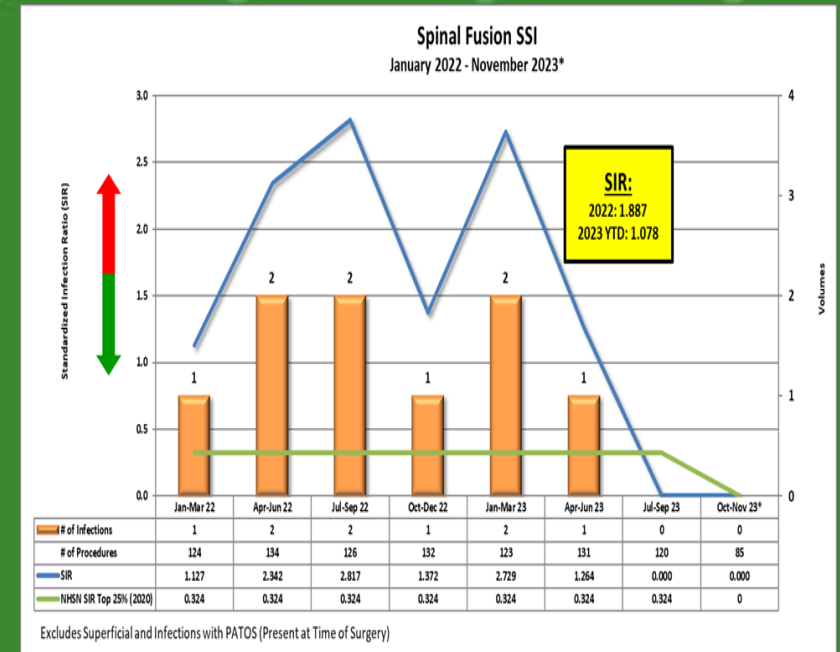
SURGICAL SERVICES DIVISION

Surgical site infections can have a major impact on patients' physical and mental health. SSIs can result in complications, longer inpatient stays, additional financial costs, and increased mortality.

Danika Beal BSN, RN, PACU Clinical Nurse III project to help reduce SSIs, focused on spine surgery patients. The 2022 SIR rate for spinal fusions was 1.887. The SIR rate for laminectomies was 1.316. Danika is a member of the Agency of Healthcare Research and Quality (AHRQ) committee which meets monthly to identify various strategies to reduce SSIs.

Danika helped to provide education to the Pre-Op nurses on the importance of MRSA decolonization as it relates to the decrease of MRSA infections. She has conducted audits to ensure that patients are receiving nasal proper decolonization. If patients did not receive nasal decolonization, she has been identifying any potential gaps for why this was not done.

Danika has also developed a nursing standardized procedure for initiating the order for nasal decolonization prior to surgery. Over the past year, the SIR rates have decreased in both spinal fusion surgeries and laminectomies to ZERO!



CARDIOVASCULAR SERVICES

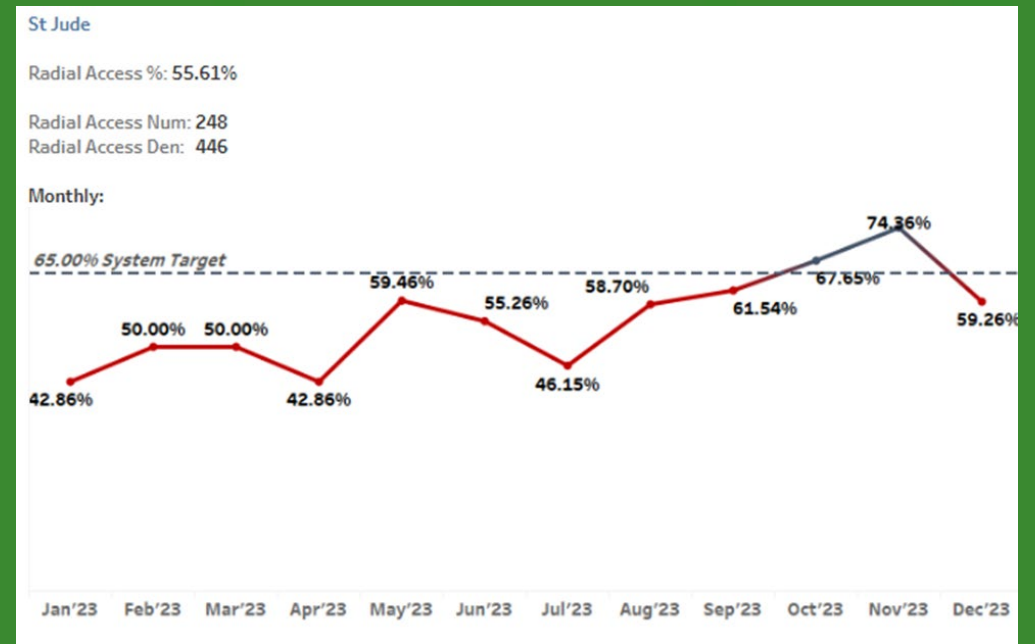
Focus on increase in radial access in the interventional cardiology setting.

Metric directly affects the rate of same day discharge.

Through 2023 a multidisciplinary team worked to increase awareness and comfortability for both caregiver and providers.

Radial access rate increased from 48% in 2022 to 56% in 2023.

Same Day Discharge Rate increased from 60% in 2022 to 64% in 2023





ONCOLOGY SERVICES

The goal of this project was to “increase the 4NW1 retention rate by 5%, from 65.2% to 68.5% by October 2023.” High employee retention results in adequate staffing, allows for the department to reach its productivity goals, and affects patient satisfaction. So much money and time is invested in employee training and retention, and each employee lost, is talent, experience, and ideas that are also lost. The goal is to retain staff, and to determine ways in which staff can feel supported in their role, whether new or experienced.

To achieve this, a two-fold action plan was implemented: Sustain chemotherapy bundle project from 2022 – keeping new graduate nurses/new hires on track with their chemo journey, which has the potential to keep them more invested in our department, our specialty, and our patient population.

Retention Intervention: Quarterly check-ins were done with new hires/new graduates once off orientation, throughout their chemo journey, and 1-year post-chemo competency achieved. Staff members filled out a short Microsoft Forms survey, which included the opportunity to have a leader/peer reach out to them if they would like to discuss more about any issues or experiences they want to share

Surveys responses did not always match when those staff members chose to leave our ministry. Staff chose to leave the ministry for a variety of reasons, whether it be pay increases in other job roles, changes in roles or specialties, or even going from inpatient to the outpatient setting. Based on conversations with Meredith, and our previous manager, it was found that staff felt they needed more support, which was obtained from the Mentor Program. See the timeline to the right.

Starting in the months of September and October of 2023, mentors were recruited for the upcoming year, and a platform was created to allow nurses to communicate with their mentor, along with a means to document check-ins with their mentor. The goal is to not only create an environment in which staff feel supported, but so that staff feel that they have all the tools necessary to be successful in their role. Nurse retention is linked to employee satisfaction, which trickles down into all other realms of nursing, such as patient care and satisfaction. With improved patient care and satisfaction comes improved patient outcomes, keeping staff engaged and productive.



STRUCTURAL EMPOWERMENT

The Journey to Magnet redesignation.....

Nurse's commitment to lifelong learning promotes role development, academic achievement, and career advancement. Providence St Jude nurses enrich their communities by providing education, service, and support in many areas.

Our values the contribution each nurse makes for the benefit of patients and families, physicians, staff and the organization. To support nurses advanced education endeavors, multiple scholarship opportunities exist for nurses.

SHARED GOVERNANCE COUNCILS DRIVING EXCELLENCE

Our Shared Governance (SG) model provides the structures and processes in which clinical staff have autonomy in their practice. Caregivers are invited to help make decisions that drive patient care through the work of the SG councils. The important collaborative, interprofessional council work drives excellence by improving policies, standards of practice, and implementation of innovative ideas.



NURSE PRACTICE COUNCIL



RESEARCH AND EBP COUNCIL



EDUCATION AND PROFESSIONAL DEVELOPMENT COUNCIL



CLINICAL ADVANCEMENT COUNCIL



CAREGIVER COMMITTEES

All caregivers are offered the opportunity to engage in purposeful fun through active participation on the seven Caregiver Committees to work collectively to enhance their daily work.

- Spirit Squad
- Rewards & Recognition
- Mission & Community
- Wellness
- Green Team
- St. Jude DEI



NURSING RECOGNITION

Recognizing and celebrating nursing's contributions increases the communities' confidence in the profession, educates people about different nursing roles and responsibilities, and inspires people to enter the trusted profession.

The Daisy Nurse award is a nursing recognition program developed by The DAISY Foundation and implemented at St. Jude in 2013 to honor extraordinary nurses identified by their patients and/or their families for the super-human work nurses do every day. Developed by the family of Patrick Barnes to say "thank you" to nurses everywhere for the extraordinary care their son received while hospitalized. Each quarter a winner is selected from the nominations by the DAISY Committee.

Awardees are selected based on the detail of the nomination, their great clinical skill and leadership as well as their especially strong patient care and compassion demonstrated and aligned with our mission, vision, and values. Each DAISY nurses receive an "Extraordinary Nurse" certificate, a DAISY Award pin, a unique hand-carved serpentine stone sculpture from Zimbabwe, entitled "A Healer's Touch", a Spotlight page on the DAISY foundation website.

2023 Daisy Award Recipients

- Ann Palmer, BSN, RN, Cath Lab
- Ginny Yusay, BSN, RN, Sepsis
- Homer Topacio, RN, Ortho





JOY JONES SCHOLARSHIP

Joy and her husband, Ted established The Joy Jones Scholarship Fund in 2008. Joy is a long-time resident of Fullerton, a former nurse, and volunteer at the annual St. Jude "Walk Among the Stars" event. Every day new clinical methods and technologies are being introduced, and Joy supports staff's access to the best training with a maximum fund of \$500 per recipient.

Joy envisions nurses advancing their skills, acquiring new knowledge, and incorporating innovation procedures that improve safety, quality, and satisfaction for the ministry's patients and families. Congratulations to the recipients of the Joy Jones Nursing Scholarship which supports advancing education and certification to continue the excellence of the ministry's nurses.

2023 Joy Jones Recipients

Amanda Blaise, MSN, RNC-NIC
NICU

Tara Amendola, MSN, RN, PHN, CPAN
PACU

Danielle Boal, MSN, RN, PHN, CPAN
PACU

Gina Delgado, BSN, RN, CGRN
Endoscopy

Divina Punzalan, BSN, RN, CNN
Dialysis



SISTER JANE FRANCES SCHOLARSHIP

For the first 30 years of St. Jude Medical Center's history, Sister Jane Frances Power, CSJ, served as its administrator. Her forthright demeanor and drive earned Sister Jane Frances the respect of the health care community throughout Southern California, but it was her enormous talent and compassion that made her a legend.

Sister Jane Frances' admiration for the hospital staff's hard work continues with this scholarship, which supports the educational advancement of St. Jude Medical Center employees and recognizes their role in promoting superior care and outcomes for all who enter our doors

2023 Sister Jane Frances Scholarship Recipients

Christopher Cruz, BSN, RN, Surgery-OR

Rebekah Ko, BSN, RN, 5NW2

Kristen Lee, MSN, RN, 2 North

Samuel Lopez, MSW, Caregiver Resource Center OC

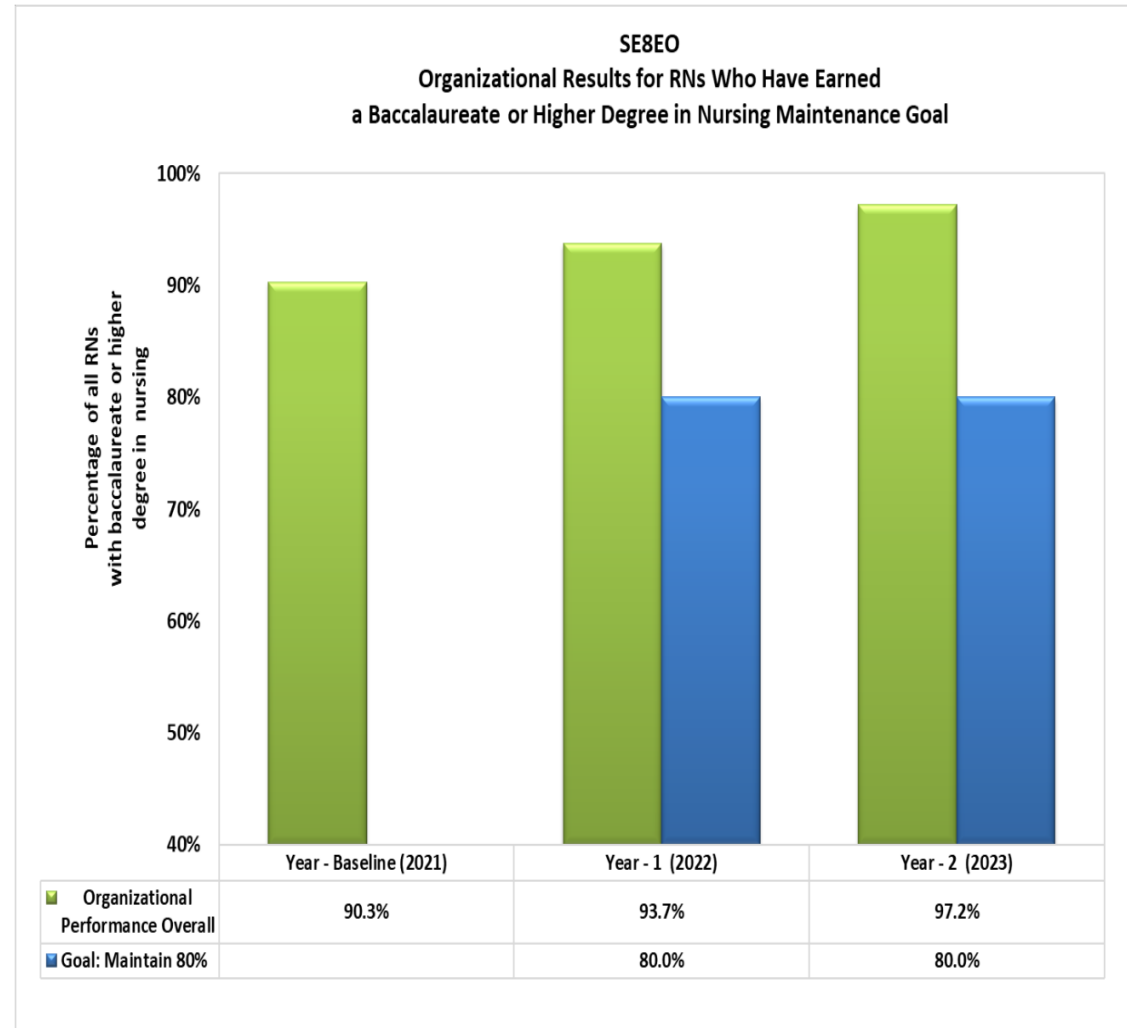
Sarvnaz Michel, FNP, CCU

Moses Park, MSN, RN, 5NW2

Jene Rooney, NP, CCU

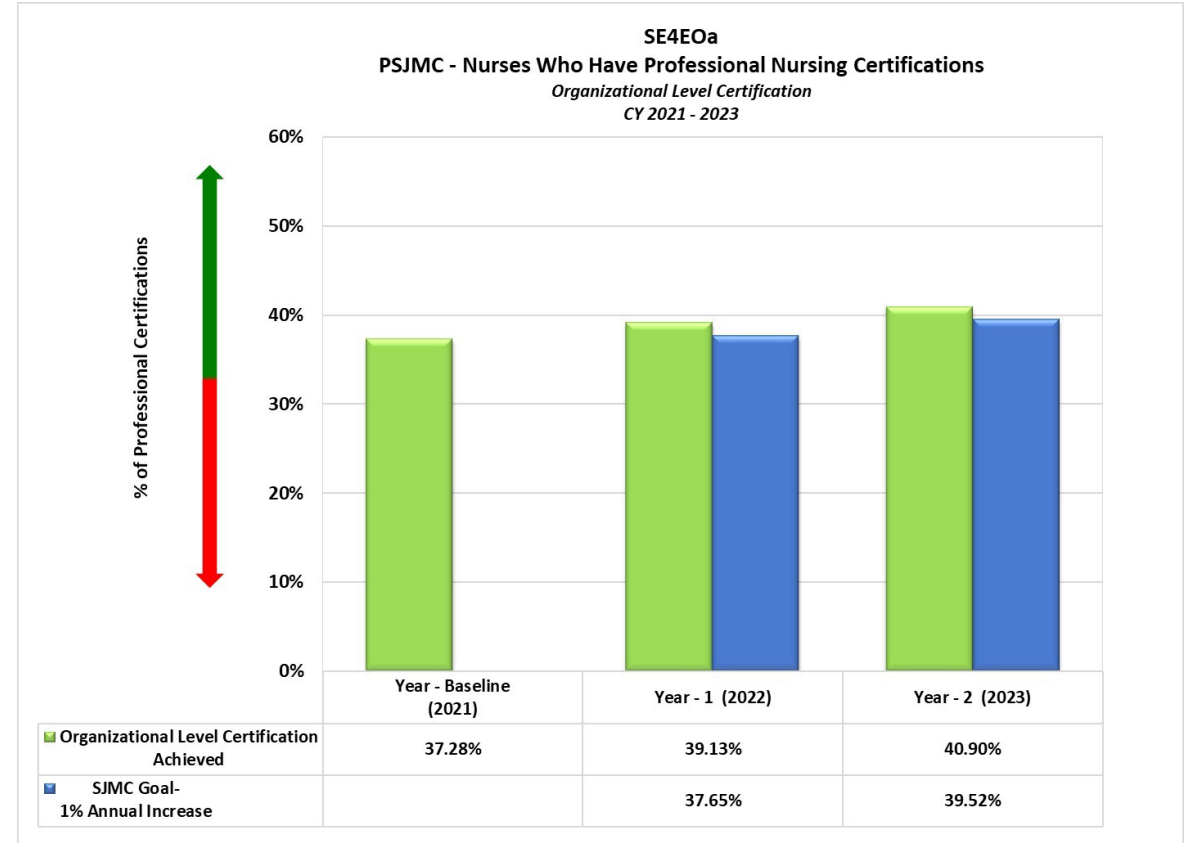
Alexa Sanchez, BSN, RN, 5NW1

DEGREE PROGRESSION



NATIONAL CERTIFICATIONS

Professional certification is valued and encouraged at St Jude. As a learning organization, specialty certification allows our nurses to demonstrate their commitment to the highly complex patient populations we serve. As we continue to grow our culture of lifelong learning, certification is upheld as an important aspect of nurses' professional growth.





EXEMPLARY PROFESSIONAL PRACTICE

The Journey to Magnet redesignation.....

The ANCC Magnet Recognition Program, established by the American Nurses Credentialing Center (ANCC), defines Exemplary Professional Practice as the highest standard of nursing care delivery. It encompasses the integration of clinical expertise, evidence-based practice, and collaboration within interdisciplinary teams to achieve optimal patient outcomes.

Exemplary Professional Practice emphasizes continuous improvement, innovation, and the promotion of a culture that values professional development, empowerment, and ethical decision-making among nurses. This standard also highlights the importance of nursing leadership in fostering a supportive environment that enables nurses to deliver excellent care and contribute to the advancement of nursing practice.

- Professional Practice Model
- Care Delivery
- Interprofessional Care
- Community Outreach

PRACTICE TRANSITION ACCREDITATION PROGRAM

In 2018, St. Jude achieved American Nurse Credentialing Center's (ANCC) Practice Transition Accreditation Program (PTAP) for our Nurse Resident program. We are one of only 20 ANCC accredited Residency programs in the country. Service Line Educators collaborate with Providence St. Joseph Health Nursing Institute to deliver the Nursing Academy to St. Jude's new graduate RNs to ensure all new grads a successful transition into practice through a comprehensive orientation program. In 2023, 74 resident and 30 fellow new graduate nurses were successfully transitioned into their practice areas.



CLINICAL ADVANCEMENT PROGRAM

The clinical nurse plays an integral role in patient outcomes and understands his/her expertise is fundamental to quality of care. St Jude's Professional Practice Model (PPM), the Center of Excellence, provides structures and processes to allow every clinical nurse to be a leader empowered to influence positive changes in nursing practice to achieve excellence in patient outcomes. The PPM's structures are considered the key components in supporting our vibrant, caring nursing workforce.

Clinical nurses can grow in their clinical development through the Nursing Clinical Advancement Program (CAP) and Shared Governance participation through leading evidence-based practices, performance improvement projects, or innovations strategically planned to support St. Jude's strategic goals.

The Clinical Advancement Council provides support for the promotion of the Clinical Nurse III (CNIII) and the Clinical Nurse IV (CNIV). The council is comprised of Nurse Educators, a Nurse Director, Magnet Program Director, Manager of Education and Professional Development, Sepsis Coordinator, Director of Research, CNIII and CNIVs. The Clinical Advancement Council consistently strives to recognize, reward and differentiate exemplary professional nursing practice. Collaboratively, members of this council continue to set the pace for clinical excellence to attain the highest quality patient outcomes while achieving organizational strategic priorities.

Goal Statement: Clinical Advancement Council will develop and implement strategies to retain and recruit the number of Clinical Nurse III/IV participants by 10%; from 32 to 36 by December 31, 2022. In January 2023 we reached the goal with 32 CNIIIs and three new CNIVs.

2021: 32 CNIIIs/10 CNIVs

2022: 23 CNIIIs/9 CNIVs

2023: 32 CNIIIs/9 CNIVs

CENTER OF EXCELLENCE

Our Professional Practice Model provides structures and processes to allow every caregiver to be a leader empowered to influence positive changes in practice to achieve excellence in patient outcomes.

PPM structures are considered the key components in supporting our vibrant, caring workforce. Caregivers can grow in their clinical development through the Nursing Clinical Advancement Ladder and Shared Governance participation.

The best patient outcomes are achieved through interprofessional teamwork, professional development, and a care delivery system encompassing our core values of compassion, integrity, excellence, dignity, and justice, in harmony with our three domains of practice, collaboration, clinical practice, and culture and caring.





CAREGIVER SYMPOSIUMS

In 2023 we held three symposiums

Diabetes Symposium (Virtual)- May 20, 2023

Stroke Symposium (In-person) - September 23, 2023

Orthopedic and Spine Symposium (Virtual)- October 7, 2023



CAREGIVER PROGRAMS

Concierge Program

A new concierge program was introduced to ease the way of caregivers. Hand your to-do list over to Best Upon Request, so you can spend your free time doing more of the things you love, with the people you love.

Examples of Services:

- Need to find a special gift for that person who has everything?
- Packages that need to be mailed or gifts that need to be wrapped
- Personal Travel and Event Planning
- Grocery shopping, dry cleaners pick up, and car wash and maintenance
- Make a request and they'll take care of the rest

ST. JUDE CHOIR

In case you thought our caregivers' skills ended with great patient care ... you're in for a treat.

The St. Jude Choir launched in 2023 to bring joy, comfort and healing whether caroling in the hallways of St. Jude or singing at local nursing homes. Workplace choirs are an excellent way to build new friendships and connections across departments.

Research has shown that choral singing can be good for your heart as well and can even cause the heart rates of members to rise and fall in tandem. Choirs reduce stress and depression, improve respiratory health and self-esteem, and stimulate cognition. You might say a song a day, keeps the doctor away.



QUALITY IMPROVEMENT COMMITTEES

Nursing was actively involved in multidisciplinary collaboration to launch a variety of innovative evidence-based projects focused on preventing hospital acquired infection, injury and maximizing collective efforts to improve safety and regulatory requirements through the work of the four Quality Improvement Committees.

- Pain Resource Team
- Diabetes Resource Team
- HAI Committee
- HIP Committee



NURSE ENGAGEMENT

Willis Towers Watson (WTW) is one of the world leaders in conducting employee attitude surveys across industries, including healthcare. This includes gathering opinions from a wide range of caregivers in healthcare organizations, including providers, nurses, and other medical professionals. Willis Towers Watson supports a number of healthcare organizations in their Magnet journey by collecting and reporting data on nurse satisfaction, using an ANCC-approved index and providing U.S. nursing comparison data.

In 2023, as an organization St. Jude outperformed in all seven Magnet categories compared to WTW nursing mean. The four categories with the highest performance include: Nurse Autonomy, Leadership Access and Responsiveness, Professional Development, and RN-to-RN Teamwork and Collaboration.

EP3EO RN Satisfaction Table

Unit name per the vendor	Autonomy	Fundamentals of Quality Nursing Care	Leadership Access and Responsiveness	Professional Development	# Categories that outperformed at unit/dept level	Did the unit/dept outperform in 3 out of 4 categories?
2N ACUTE REHAB	yes	yes	yes	yes	4/4	yes
3SW NICU	yes	no	yes	yes	3/4	yes
4N ICU STEPDOWN	yes	yes	yes	yes	4/4	yes
4N 4SW ICU	yes	no	yes	yes	3/4	yes
5SW OBSTETRICS	yes	yes	yes	yes	4/4	yes
CATH LAB	yes	yes	yes	yes	4/4	yes
3N STEPDOWN	yes	yes	yes	yes	4/4	yes
ENDOSCOPY	no	yes	yes	yes	3/4	yes
5NW 2	yes	yes	yes	yes	4/4	yes
SURGERY	yes	yes	yes	yes	4/4	yes
HEMODIALYSIS	yes	yes	yes	yes	4/4	yes
5N SEPSIS	yes	yes	yes	yes	4/4	yes
4NW 1 ONCOLOGY	yes	yes	yes	yes	4/4	yes
PRE_ADM_TESTING	yes	yes	yes	yes	4/4	yes
4NW 2 ORTHO	yes	yes	yes	yes	4/4	yes
OP SURGERY	yes	yes	yes	yes	4/4	yes
PALLIATIVE CARE	yes	yes	yes	yes	4/4	yes
PATHWAYS	yes	yes	yes	yes	4/4	yes
PRE-OP	yes	yes	yes	yes	4/4	yes
RECOVERY	yes	yes	yes	yes	4/4	yes
5NW 1	yes	yes	yes	yes	4/4	yes
EMERGENCY/BASE STATION	yes	yes	yes	yes	4/4	yes
LD AND FETAL DIAGNOSTIC	yes	yes	yes	yes	4/4	yes
ONCOLOGY & INFUSION CENTER	yes	yes	yes	yes	4/4	yes
COU AND RADIOLOGY RNS	*	*	*	*		
RADIATION ONC THERAPY	*	*	*	*		
OP WOUND CARE CENTER RNs	*	*	*	*		
CARDIAC REHAB	*	*	*	*		
INFECTION PREVENTION	*	*	*	*		
ADMIN/NURSING ADMIN	*	*	*	*		
NAVIGATOR RNS	*	*	*	*		
VASCUALR ACCESS DEVICE RNS	*	*	*	*		
WOMENS EDUCATION	*	*	*	*		
IP WOUND CARE	*	*	*	*		
CASE MANAGEMENT	*	*	*	*		
INSERVICE EDUCATION	*	*	*	*		
REHAB SPECIALTY RNS	*	*	*	*		

*n is too low per the vendor WTW



NEW KNOWLEDGE AND INNOVATION

The ANCC Magnet Recognition Program defines New Knowledge and Innovation as the integration of evidence-based practice, research, and innovation into nursing care delivery. It emphasizes the commitment to advancing nursing knowledge and practice through ongoing research, inquiry, and the application of cutting-edge discoveries and technologies. This standard encourages nurses to participate in scholarly activities, engage in continuous learning, and contribute to the development and dissemination of new knowledge within the healthcare community. Additionally, it promotes a culture of creativity, adaptability, and openness to change, fostering innovation in patient care delivery, quality improvement initiatives, and organizational processes.

- Nursing Research
- Innovation



NURSING RESEARCH

Nurses are recognized for the great work they do in Research, EBP, QI projects. Many of these projects get accepted at conferences or published in journals.

We feature their work in Digital Commons to be shared with all in our Providence ministries. We display their poster abstract in the Medical Library.

We also give them the opportunity to share their posters so that all caregivers can see. Every year we hold a Research Fair for one day during Nurses week in May. There they can share their posters and we have games and offer help to others who are interested in starting a research project.



NURSING RESEARCH

Nursing Research Study Title (do not include ESOP, Fellowship, or Graduate Research)	SOE Identifier	Review Process: Full IRB Review or Exempt Determination	IRB Review Method (if applicable): Full Expedited or Exempt	Date Approved (mm/dd/yyyy)	Study Status: Ongoing or Completed	Date Study Completed (mm/dd/yyyy)	Name(s) of Organization's Nurse PI, Co-PI, &/or Site-PI for each study (must be employed by the organization)	Role(s) of organization's Nurse(s): PI, Co-PI, or Site-PI	Credentialed
Implementation of Modified Evidence-Based Universal Colorectal and ERAS Bundles to Reduce Surgical Site Infections (SSIs) in Colorectal Surgical Patients, and Physical Comorbidities as Predictors of Postoperative Pain in Colorectal Surgical Patients		Exempt Determination	Expedited	1/9/2017	Ongoing		Joy Lanfranchi	PI	MSN, RN
Effect of Educational Interventions in Reducing Urine Contaminated Rates in the ED		Exempt Determination	Exempt	2/7/2020	Completed	6/4/2021	Amy Sivovich	PI	BSN, RN
Dietary, Sleep, and Exercise Habits of Registered Nurses Working Full Time, 12-hour Day or Night Shift		Exempt Determination	Expedited	9/8/2020	Completed	9/29/2022	*Claudia Skinner Lanfranchi *Joy	Site-PI	*DNP, RN *MSN, RN
Medical-Surgical, Critical Care, and Emergency Department Nurses' Educational Needs and Attitudes in Providing End-of-Life Care to Patients with Terminal Illness		Exempt Determination	Exempt	12/31/2020	Completed	7/13/2021	Kathryn Velichko	PI	MSN, RN
Role Delineation of the Code Blue Team: A Retrospective Quasi-Experimental Study		Exempt Determination	Expedited	9/25/2020	Completed	6/30/2021	Danika DeGroot	PI	MSN, RN
Exploring Readmission Rates and Risk Factors for Sepsis Survivors		Exempt Determination	Exempt	11/23/2020	Completed	11/29/2021	*Margaret Kim *Lillian Ablir	Co-PI	*MSN, RN *MSN, RN
The Impact of a Symptom Management Intervention on Knowledge, Comfort, and Confidence among Nurses Caring for Patients at End of Life		Exempt Determination	Expedited	3/5/2021	Completed	6/14/2021	Meredith Kintzle	PI	MSN, RN
The Lived Experience of Registered Nurses During the COVID-19 Pandemic	NK3a	Exempt Determination	Expedited	3/30/2021	Completed	7/9/2021	Katherine Frutchey	PI	MSN, RN
Psychological Well-being of OR Nurses and Redeployment During COVID-19	NK2	Exempt Determination	Expedited	2/19/2021	Completed	1/17/2023	Joy Lanfranchi	PI	MSN, RN
Nurse Perception of Self-Competence on Managing Oncologic Emergencies		Exempt Determination	Expedited	3/31/2021	Completed	3/29/2022	Erika Slupsky	PI	MSN, RN
Nurse Perception of the Patient Handoff Process Between the Emergency Department and Inpatient Units		Exempt Determination	Expedited	5/5/2021	Completed	9/16/2021	Brian Matsuda	PI	MSN, RN
Active Shooter in the Emergency Department: Staff Knowledge, Self-Efficacy, and Perception of Safety		Exempt Determination	Expedited	5/13/2021	Completed	12/21/2021	Tracy Glimpse	PI	MSN, RN
Exploring the Lived Experiences of New Graduate Nurses during the COVID-19 Pandemic		Exempt Determination	Exempt	7/30/2021	Completed	5/2/2022	Julie Youn	PI	MSN, RN
The Impact of Therapeutic Positioning on Neonates in the NICU	NK4	Exempt Determination	Expedited	12/22/2021	Completed	6/1/2022	Amanda Blaise	PI	MSN, RN
Interdisciplinary Knowledge of Intentional Infection Prevention Measures related to Urinary Catheter Care		Exempt Determination	Exempt	1/2/2021	Completed	5/24/2022	Christina Crosser	PI	MSN, RN
Postpartum Depression Risk Related to COVID-19		Exempt Determination	Exempt	12/21/2021	Completed	6/27/2023	Jessica Jullanda	PI	MSN, RN
Cannabis Use in Cancer Palliation: A Qualitative Case Study		Exempt Determination	Expedited	2/22/2022	Completed	6/27/2022	Michaela Toney	PI	MSN, RN
Moral Injury and Self-Reported Work Performance in Hospital Nurses During the Global Pandemic		Exempt Determination	Expedited	3/24/2022	Completed	11/28/2022	Julie Kim	Site-PI	MSN, RN
Debriefing: Impact on nurses post cardiac arrest		Exempt Determination	Expedited	4/19/2022	Completed	4/17/2022	Lee Villegas	PI	MSN, RN
Mindfulness and Sleep		Exempt Determination	Exempt	12/8/2022	Completed	11/21/2023	Rebecca Bailey	PI	BSN, RN
Comfort Levels of Nurses Caring for Patients with End-of-Life Wounds	NK5	Exempt Determination	Expedited	2/23/2023	Completed		Alicia Perez Varela	PI	BSN, RN, CWCN

INNOVATION

4SW CCU Clinical Nurse III Omar Al Maani BSN, RN, identified an opportunity to adopt an innovative technology, Centroid patient orientation and positioning sensor to assist in patient positioning and reduce the HAPI rate. The Centroid sensor is designed to monitor patient movement and activity. Centroid pairs with our current Root® Patient Monitoring and Connectivity Platform using Bluetooth® to track a patient's posture, orientation, and activity, providing clinical nurses the ability to monitor patient position and detect changes in position.

In April of 2023, Omar collaborated with internal wound care expert Susan Pattschull, MSN, RN, CWON, Nurse Manager, Janet George MSN, RN, Nurse Educator, Critical Care Sari Juwono, MSN, RN, and the Masimo Clinical Sales Specialist. They met to plan and design the adoption plan for the implementation of the Centroid positioning sensor, to monitor and improve compliance with patient positioning as an added layer to the current HAPI prevention bundle.

The outcome graph shows a trended decrease in the rate of HAPI Stage II and above in 4SW CCU due to clinical nurse Omar applying the most recent evidence-based practice and the adoption of a new and innovative technology, the Centroid positioning monitoring system.

