

# 2024

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## Nursing Annual Report



January 1, 2024 - December 31, 2024



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# About UI Health

## Message from Chief Nursing Officer Tiesa Hughes-Dillard DNP, MBA, RN, NEA-BC

As we step into a new year, it is a privilege to reflect on the outstanding accomplishments of our UI Health nursing team. Guided by our mission—"nursing, the nexus of health"—and our vision to transform health through optimizing nursing, we continue to set the standard for excellence in patient care.

Over the past year, we have reached significant milestones that showcase our commitment to advancing nursing practice. We successfully submitted Magnet documentation highlighting the incredible stories and outcomes driven by our nurses and are preparing for a highly anticipated site visit. Our nurse residency program received ANCC Practice Transition Accreditation, reaffirming our commitment to developing and supporting new nurses. Additionally, by implementing the Dynamic Appraisal of Situational Aggression (DASA), we have enhanced safety and created a more supportive environment for our team and those we serve.

With these accomplishments as a foundation, let us carry this momentum forward, united in our shared purpose and passion for exceptional care. Thank you for the compassion and excellence you bring to our patients, their families, and each other every day. Together, we will achieve even greater success in the years ahead!



Tiesa Hughes-Dillard  
DNP, MBA, RN, NEA-BC  
Chief Nursing Officer

## Nursing Fast Facts

### Staffing totals

- **1700** Nurses
- **290** Advanced Practice Registered Nurses
- **684** Certified Nurses
- **456** Masters of Nursing
- **106** Doctors of Nursing
- **241** Nursing Hires

**56**  
New Grad  
Nursing Hires

  
**Nursing Residency Program**  
21 Graduates in 2024  
Congratulations to Deon Myles, Vizient AACN Nurse Resident of the Year Award.  


**590,258**

Outpatient Visits

**48,651**

Emergency Room Visits

**2045**

Babies Delivered



## Partnerships

### UI Health-CON Collaborative Executive Leadership

Nurse Executives at UI Health engage in collaborative quarterly meetings with the Dean and Executive Faculty of the College of Nursing. This partnership fosters innovation and addresses various issues impacting the hospital environment and nursing education, ultimately enhancing support for staff, faculty, and students. The collaboration has been vital for the College of Nursing in its efforts to initiate a CRNA training program, pending necessary approvals. UI Health's role will be pivotal in facilitating clinical rotations for the Student Nurse Anesthetists. The collaborative meetings are facilitated by Sisay Mersha, DNP, PhD, MBA, APRN-FPA, ACNP-BC, who serves as the Senior Director of Advanced Practice Providers, and Carolyn Dickens, PhD APRN ACNP-BC, Interim Associate Dean for Faculty Practice, and Partnerships.

January 21-27, 2024, is National Certified Registered Nurse Anesthetists' (CRNAs') Week. CRNAs provide anesthetics to patients in every practice setting and for every type of surgery or procedure. CRNAs are an integral part of our anesthesiology team at UI Health.



The University and the Illinois Nurses Association (INA) reached a tentative contract agreement, reflecting collaborative efforts to secure a fair and mutually beneficial outcome. This agreement prioritizes the well-being of staff, the University, the Hospital & Clinics, and, most importantly, our patients and community.



### Power of Nursing Leadership Event

The Power of Nursing Leadership, hosted by the UIC College of Nursing, celebrates the impact and achievements of nurse leaders throughout Illinois. From UI Health, 50 nurses and leaders attended this annual event. Pictured below are the Pinnacle Award Winners, from which 5 are UI Health nurses:

- Melissa Duckett - Asst. Director, APPs
- Anil Jacob - Clinical Nurse Consultant II, Psychiatry
- Denise Ambroz - Hospital Operations Administrator
- Tiana Dunlap - Safety & Quality Specialists
- Mary Ann Medina - Patient Care Director
- Stephanie Mendoza - Clinical Nurse Consultant II CPPD



### Nursing Leadership Succession Planning

#### Nurse Leader Orientation

This orientation program checklist aims to introduce all levels of our new nursing leaders to the nursing leadership team, the various expertise and accomplishments of this team, and the depth and scope of resources available within the nursing leadership structure. It is based on the American Organization of Nurse Leaders (AONL) Nurse Executive Competencies model is anchored by five core domains: Business Skills and Principles, Communication and Relationship Building, Knowledge of the Health Care Environment, Professionalism, and Leadership and provides the framework for the nurse leader's orientation.

# Exemplary Professional Practice

At UI Health, we proudly celebrate the outstanding achievements of our nursing staff through several prestigious awards. These awards reflect our nursing team's unwavering dedication, leadership, and excellence. Congratulations to all our award winners!



Congratulations to our Winners

- May Dula 6ESD
- Jamie Bobo ED
- Isabelle Carmona 7WOT
- Cindy Duong PACU
- Jessica Dudley L&D
- Janelle Paguiligan SCB



### Nursing Excellence

- Jeffrey Maghirang -Neonatal ICU
- Erika Mallet - Pediatrics
- Blessy Palli - 7W WPLC
- Mark Kosla - 5E
- Chelsia Love - OB GYN
- Grace Araneta - 8WBMT



MICU



5NE & 5SE Surgical



### Good Catch Award

What is a "Good Catch?" An event or circumstances that might have caused harm but was prevented from reaching the patient due to active recovery efforts by caregivers, with 11 recipients and 18 nominees this year.



- Angela Asimakopoulos  
Asst. Director, APPs
- Cristina Diaz Pabon Quality
- Claudine Garcia-Pagulayan  
6WSD



2025 Vizient/AACN Nurse Resident of the Year Nomination



Deon Myles, 6WSD

## Congratulations to Our Award Winners

Nurse of the Year



Joseph Baltao, BSN, RN, Dialysis

Advanced Practice Provider of the Year



Mary Pasquinelli, DNP, FNP-BC, CTTS, Pulmonary

## Nurses' Week Celebration of Excellence



During the 2024 Nurses' Week, a total of 36 Evidence-Based Practice and Research Posters were submitted.

We made history at UI Health with our first Magnet submission!!



## Nurses' Week 2024 Poster Award Winners

### Best Innovation

Implementation of a Standardized CLABSI Prevention Process within a Medical Intensive Care Unit  
Elisabeth Fredrickson RN, BSN, CCRN, Olga Amusina DNP, APRN, ACNP-BC, Anna Duchnowska DNP, APRN, AGACNP-BC- MICU, Anna Ulman MSN, RN- MICU

### Best Interprofessional

Improving Patient Experience and Outcomes with Spine Bootcamp  
Melissa Angulo, DNP, APN, AG-ACNP, SCRNP, NE-BC, Lolita S. Fagaragan MSN, CNCII, SCRNP, RN, Sid Patel, OTD, OTR/L, CLHP, Stephanie Gallardo, LSW, Leslie Stangel, RN, Laurie Smith, RN, Sharlynn O'Shea, BSN, MBA, CIC, Zaneta Ahuja, MS, MBA, MA, LSSBCC, CPHQ, Bhumika Puklin, MSN, BA, RN, SCRNP, Paulina Sarat, RN, MSN, SCRNP, PCCN, Dionisio Esteban, BSN, RN, Monika Tatlock, RN, MSN, CNRN, Robert Sintay, MSN, RN, SCRNP, Maura Conlin, MSN, SCRNP, Desiree Dalmacio, BSN, SCRNP

### Best Patient Impact

Implementation of an Intervention to Increase Language Interpreter/Translation Services in a Stepdown Unit

Jessica Ojeda, BSN, RN, Carla M. Tozer, DNP, FPA, APRN/CNP, AGPCNP-BC, Rani Morrison William, MS, MSW, LCSW, FACHE

### Best Overall

The Compassion and Attentiveness through Relaxation and Enhanced MINDfulness (C.A.R.E) Project  
Krystal Del Carmen BS, Kari Lee BS, Chelsea Williams BS, Mary Yang BS, Susan C. Vonderheid, PhD, RN

# Structural Empowerment

## Advance Nursing Excellence (ANE) Shared Governance Councils

### Professional Development Council

The Professional Development Council had an incredible time planning and executing initiatives to celebrate and support our amazing nursing community! This year, we kicked things off with Certification Day, recognizing our nurses' hard work and dedication in pursuing professional excellence.

Throughout the year, we were honored to oversee and present the prestigious Daisy Award monthly, celebrating the outstanding contributions of nurses who go above and beyond in their practice. One of our many achievements was organizing the Professional Nursing Fair, where we connected RNs to a variety of nursing organizations and groups. Features included the National Association of Hispanic Nurses (**NAHN**), the Philippine Nurses Association of Illinois (**PNAI**), the Illinois Organization of Nurse Leaders (**IONL**), and the American Association of Men in Nursing (**AAMN**). This event fostered professional growth, leadership opportunities, and community connections.

Nurses' Week 2024 was the highlight of the year! From May 6-10, we planned an unforgettable week of appreciation and celebration. The festivities included Opening Ceremonies, fun activities like games and walking tacos, relaxing massage chairs, delicious treats like Crumbl Cookies, and a Pop-Up Shop. The week concluded with a heartfelt Closing Ceremony, where we celebrated excellence through the Nurse Excellence Awards and recognized exceptional projects with the Evidence-Based Practice, Quality Improvement, and Research Poster Awards.

It was a joy to celebrate our nurses and their invaluable contributions, and we're already looking forward to next year's celebrations!



### Operations Management Council

The Operations Management Council focuses on the ethical and efficient use of resources while advocating for patients, families, and the community throughout their healthcare journey. We have done the following:

- 3 successful Nursing Wellness Seminars, in collaboration with Susan Vonderheid
- 13 Policies approved
- 16 ANE Request closed
- 10 Cost Savings Opportunities closed



### Quality of Care Council

The Quality of Care Council (**QOCC**) promotes clinical excellence through Watson's Caring Science and Relationship-based Care. We have accomplished:

- 6 policies reviewed
- 5 guidelines approved
- 2 engagement requests approved
- First clinical case reviewed



# Structural Empowerment

## Advance Nursing Excellence (ANE) Shared Governance Councils Cont.

### Advanced Practice and Research Council

The Advanced Practice and Research Council (**APRC**) focuses on advancing and transforming nursing practice through evidence-based nursing leadership. Our highlights:

- Attended Magnet conference in New Orleans
- Evaluated all the posters for the UIC College of Nursing DNP Capstone
- Reviewed 14 Policies
- Facilitated Nursing Grand Rounds



### The American Association for Men in Nursing (AAMN)

The American Association for Men in Nursing (**AAMN**) UIC Chapter was created. The AAMN aims to shape the practice, education, research, and leadership of men in nursing and support men practicing as nurses and those in nursing programs pre-licensure. Our local chapter will facilitate opportunities for continuing education, social outings, charity events, and community health screenings for men led by our members.



Nursing Services proudly announces our inaugural ANCC Practice Transition Accreditation Program® (PTAP). This is a significant achievement, placing our organization among the esteemed ranks of hundreds of programs across the globe—a historic moment for our organization and our nurses, as there are only 284 accredited programs out of 971 organizations.



8 Leaders and 13 RNs & CNCII's attended the Annual Magnet Conference



Certified  
34% of RNs  
100% of APRNs  
77% of Leaders



## Workplace Safety

The University of Illinois Hospital (UIH) is reducing workplace violence by implementing the Dynamic Appraisal of Situational Aggression (**DASA**). DASA is used to identify patients at risk of aggression, while its safety huddles promote interdisciplinary communication to create proactive management plans.

For nursing, co-led by some of your peers, we are a national and international pioneer for DASA. From a pilot that started in April 2023 to full implementation, we have significantly reduced violent incidents in the ED. As we continue to strive for exceptional outcomes, DASA went housewide in March 2024. We've had a substantial decrease in employee injuries. These results reflect our dedication to creating a safer environment and continue to prioritize everyone's safety.

**UIH Inpatient Average Monthly Reporting of WPV events (Type II)**  
**Note: including 8E Psych & ED**



UIH Inpatient Average Monthly Reporting of WPV events (Type II)			
(Baseline is Prior to DASA Implementation in March 2024)			
December 2024 Update		Average # of Reports	% Change
<b>Total Incidents</b>			
Baseline 6 Months	Oct23- Mar24	32.67	<b>24.39% Decrease</b>
Baseline 12 Months	Mar23-Mar24	31.23	<b>20.9% Decrease</b>
7 Months Post DASA Implementation	Apr24-Dec24	24.7	
<b>Incidents with Injury</b>			
Baseline 6 Months	Oct23- Mar24	10	<b>65.6% Decrease</b>
Baseline 12 Months	Mar23-Mar24	8.77	<b>60.77% Decrease</b>
7 Months Post DASA Implementation	Apr24-Dec24	3.44	

We fully implemented **Code Teal** in Psychiatry, another initiative in which we are paving the way. Code Teal is an emergency activated by staff members who have reason to believe that a patient is escalating in behavior to the point where they are exhibiting one of the following: Verbal or non-verbal cues of a behavioral health crisis. Symptoms of violence/psychosis related to intoxication or withdrawal from psychoactive substances. Imminent risk of/evidenced violent behavior or threats to harm staff or peers. Imminent risk of/evidenced self-harming behaviors.

The Code Teal members are trained in de-escalation and aggression management techniques. When a Code Teal is called, the team responds immediately to interrupt the patient's escalating behavior. On top of all this, we now have patient safety attendants, who are dedicated sitters for our psychiatric patients in the Emergency Room.

Work Group of Nurses Consists of Nicholas Dotson, Senior Director, David Kwak ANIII, Jason Baksas ANIII, Anil Jacob CNCII, Ailene Quevedo ANI, Chinchu Elackattu ANI, Lakisha Stampley SNI, Alwin John SNII, Mackenzie Morgan SNI, David Martucci SNI, and Patrick Tansipek SNI.

## Workplace Safety Cont.

### Formal Incentive Community Objective

The Formal Incentive Community Objective (**FICO**) Program was initiated to bolster programming on the South side of the Psychiatry Unit unit, aiding in patient rehabilitation. Historically, the South side houses male patients who are not eligible to attend groups on the North side of the unit. Psychiatry engaged Occupational Therapy and Social Work to develop FICO and promote the practice of Good Deed Credits. This aspect of FICO gives staff the opportunity to recognize patients for noteworthy deeds. Patients are informed of the specific staff that nominated them, along with the reason why. The first Karaoke and pizza party activity was hosted with six patient attendees and multiple staff members. Reach out to Kentrayle Adams, David Kwak, Anil Jacob, or Nicholas Dotson for more details!

### Patient Safety Attendants

As the level of observation requirements for suicidal/self-harmful patients have appropriately increased in recent years, the need for sitters has increased as well nationally. UI Health has addressed these challenges by creating the Patient Safety Attendant role.

Benefits:

- Provide ongoing and continuous observation from the Emergency Department to the Psychiatry
- Exclusively function as suicidal/psych sitters to maximize throughput
- Enhanced safety rounds during non-sitter downtime

## 5SE Surgical Step-Down Expansion

This new unit supports our Bed Geography initiatives by increasing our bed capacity. This allows us to provide the right level of care for our patients at the right time in the right bed. These improvements better meet our inpatient bed needs and alleviate excess boarding in the Emergency Department, Post-Anesthetic Care Unit, and Short-Stay Unit.



## Evidence Based Practice

The Chicago Family Connects (**CFC**) program is an evidence-based initiative that provides nurse home visiting services and a referral program to support birthing families with newborns in the City of Chicago. This program bridges the gap between parents and community resources, ensuring families can access essential support systems.

UI Health is partnering with the Chicago Department of Public Health to implement (**CFC**). Susan Catherine Vonderheid and Catalin Buhimschi led the project.

Sunu Punnoose and Kara Webber from Pediatrics worked to adopt (**CHAMPS**): Change in Mental Status, Age less than 3 Years, History of Prior Fall, Reduced Mobility, Caregiver Involvement, and Safety Actions, into the standard practice for patients less than 19 months of age. The new practice of using CHAMPS effectively increased knowledge and improved adherence to fall risk prevention interventions in patients under 19 months of age. The Pediatric Unit and PICU maintained a zero % fall rate since implementation.



## ***Presented and Published Research and Innovation***

### **External Presentations:**

Fifteen presentations were delivered at prestigious national and international conferences, showcasing our leadership in research and quality improvement initiatives. These included poster and podium presentations on diverse topics such as equity in NICU care, professional development methods, mindfulness implementation in nurse residency programs, and enhancing oral care practices. These contributions reflect the collaborative and innovative spirit of our nursing teams. Contact our Nurse Researcher, Susan Vonderheid, PhD, RN, for details.

### **Publications**

Twelve articles were published in esteemed peer-reviewed journals, reflecting the dedication of our nursing professionals to advancing healthcare knowledge. Topics included oncology patients' use of health information, improving diagnostic outcomes for lung conditions, addressing social risk factors in lung cancer care, and innovative approaches to patient and nursing support. These publications demonstrate our ongoing commitment to research that drives evidence-based practice and improves patient outcomes. Below is the link for all publication and presentations for 2024.

[Nursing Annual Report Publications and Presentations](#)

### **Vizient: 8 NRP Resident Poster Submissions**

Posters accepted:

- Effectiveness of the Obstetrics Response Team by Lauren Angeles, BSN, RN Labor and Delivery Unit
- Nurse Driven Fall Prevention by Olivia Kopec BSN, RN & Cassandra Melendez BSN, RN Deon Myles BSN RN

### **31st National Evidence-Based Practice (EBP) Conference**

- STOP! COUNT! CLOSE!: Knowledge and Practice to Prevent Retained Foreign Objects by LeAdra Jones, ADN, RN & Jesbin Kuttikattil, BSN, RN, and Main OR
- Evaluating Aseptic Technique and Use of 4-Eyes During Insertion of Indwelling Urinary Catheters by Wendy Baldovinos BSN, RN, Jess Cacho BSN, RN and Luisa Rodriguez BSN, RN, and MICU

### **Nursing Research**

Institutional Review Board Approved/Initiated

Janey Kottler, DNP, FNP-BC (Co-I) Assessment of Spinal Epidural Abscesses

Janey Kottler, DNP, FNP-BC (PI) Nurse Burnout

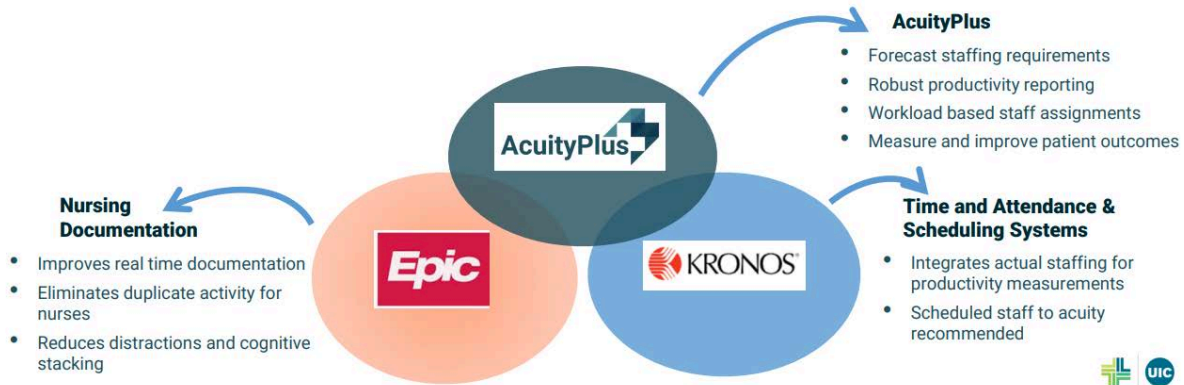
Mary Pasquinelli, DNP, FNP-BC, CTTS (PI) Sybil: A Validated Deep Learning Model to Predict Future Lung Cancer Risk From a Single Low-Dose Chest Computed Tomography

Mary Pasquinelli, DNP, FNP-BC, CTTS (PI) Bridge Lung Cancer Screening Pilot

## AcuityPlus Implementation

### REAL-TIME METHODOLOGY INTEGRATION

AcuityPlus is a sophisticated software that provides real time acuity measurement based on the EMR documentation of our frontline nursing staff and nursing assistants. This real time communication allows for more transparent, accurate, and timely acuity measurements. It will better enable us to predict our staffing needs/patterns while ensuring they remain equitable and safe.



CipherHealth's automated post-care communication system, which improves patient care in our SurgiCenter, went live. This innovation allows our team to focus on patients who need immediate follow-up and improves satisfaction and care efficiency.



In partnership with Illinois Heart Rescue, UI Health initiated bystander CPR and AED equipment training, along with Narcan administration training. There were over 150 participants

### Philips Fetal Monitoring System

- Enhanced wireless capabilities.
- Supports the patient's ability to walk around during labor.
- Accurately Monitor patients with high BMIs through advanced technology.
- The Labor and Delivery Unit purchased all new fetal monitors for inpatient and outpatient areas.



## Closing Remarks

As we reflect on the remarkable achievements of our nursing team throughout the year, it is impossible to ignore the dedication and resilience demonstrated by every member of our nursing staff. From the successful submission of our Magnet documentation to the implementation of key programs, we have shown that we are driven to improve patient care and advance nursing practice. As we enter the new year, let us renew our commitment to transforming care through compassion, collaboration, and innovation. Thank you for all you do, and we look forward to even more incredible accomplishments!