Celebrating excellence.

2017 INDIANA UNIVERSITY HEALTH NURSING ANNUAL REPORT

Here’s a look at what our nurses have accomplished in 2017 through the advancement of our strategic priorities.

Creating a destination for nursing

Redesigning care delivery

Enhancing the voice of nurses

Developing systemness
Revitalizing the recruitment experience

Indiana University Health designed a consistent, candidate-centric approach that energized and accelerated recruitment of elite nurses. Through a partnership with human resources and nursing leadership, IU Health transformed recruitment—leveraging social media and mobile technology to enhance the application experience. The interview experience was streamlined by creating same-day offers and matching candidates to the best position. As a result, IU Health welcomed over 1,500 new nurses across the system in 2017.

Modernizing the on-boarding experience

IU Health Nursing developed and implemented a redesigned Transition to Practice experience to support new nurses over the course of their first year at IU Health. The contemporary experience reduced first-year turnover to outperform national benchmarks.

Personalizing career development

As part of IU Health’s Professional Development & Pathways program for nurses, IU Health nurses created individual professional development plans designed to support their individual goals. The system nursing shared leadership Professional Nursing Excellence Council complemented this work, identifying IU Health roles within career pathways to help nurses align their goals to their future aspirations. As a result, nurses at IU Health have an opportunity to grow their careers in multiple ways, with hundreds of unique nursing opportunities across 800 sites of care.

Designing and implementing new leadership development initiatives

IU Health designed and implemented a number of leader development opportunities for our clinical nurses and nurse leaders. Development was approached through new frameworks, including reality-based leadership, change management, agile leadership, and joy and meaning in work. The excellence of our nursing workforce was showcased in over 11 presentations at various national conferences.

Progressing toward the goal of 100% ANCC Magnet or Pathway to Excellence designation at all IU Health facilities

Indiana University Health
Our nurses are redesigning nursing care delivery models

Designing new ways to improve quality, experience, joy in work and value

Teams of nurses came together to design a person-centered, team-based approach to nursing care delivery. As a result, the RN/PCA care team model was designed and tested at IU Health Ball, resulting in improved patient experience, better quality outcomes, enhanced operational efficiency and increased team member engagement. The RN/PCA model is being implemented across the system in 2018.

Defined evidence-based care standards to keep patients safe from harm, resulting in a 26% reduction in harm events

Enhancing focus, tools and resources to support improvements in patient experience

IU Health is designing new ways to capture meaningful experience data and facilitate data-driven decision making. The enhancements led to a condensed, 6-12 question digital survey that is sent to patients within 24-48 hours of their visit. By launching new tools that enable access to more real-time, actionable data, our teams have better insights as to what matters most to our patients.

Continuing to advance research and evidence-based practice through inclusive inquiry with impact in partnership with the IU School of Nursing

IU Health nurses are executing two system-wide, nurse-led research studies. The SBIRT study focuses on equipping nurses with tools to implement evidence-based practices to support screening and interventions related to patient substance abuse, at-risk alcohol use and tobacco use. The workforce study is focused on understanding referral to treatment patterns and availability of treatment services for people with at-risk alcohol and drug use. This study will also develop and test a web-based resource that will provide information regarding local referral networks.
**Enhancing the voice of nurses**

**Advancing the profession of nursing**

At IU Health, over 100 nurses participate in system-shared leadership each month within one of five councils working to improve professional practice and outcomes. The councils include: Professional Practice Council, Research to Practice Council, Professional Nursing Excellence Council, Education Council, and Nurse Leader Council.

**Recognizing and celebrating the impact of IU Health Nurses**

In 2017, IU Health was recognized in a variety of areas. We successfully executed IU Health Nursing Fairs across the state to celebrate the work of our nurses.

**100+ Nurses in Leadership**

**5 Councils**

**Enhancing ownership of nursing practice**

IU Health has launched Nursing Grand Rounds, a monthly learning opportunity broadcast across the system where nurse experts share knowledge and evidence to improve nursing practice. Based on a pilot at Bloomington, we also developed a structure and launched two additional pilots for nursing peer review at Riley and North hospitals. Peer review in nursing is the process by which practicing registered nurses systematically access, monitor and make judgments about the quality of nursing care provided by peers as measured against professional standards of practice. This process fosters a culture of continuous learning, patient safety and best practices.

**Advancing nursing excellence**

We continue to collaborate and share best practices through our system Magnet and Pathway to Excellence Coordinating Council. This council fosters learning and supports readiness for ANCC Magnet and Pathway to Excellence designations. IU Health celebrates newly designated Pathway to Excellence facilities—Bedford, Paoli, Morgan and Tipton.

**IUH Nursing Fair**

We were proud to have IU Health Adult Academic Health Center Nurse John Shepard selected as one of five nurses across the country for the National Magnet Nurse of the Year, recognizing his work on meditation practice and mindfulness. We recognized dozens of Daisy Award recipients—a nationally recognized honor for extraordinary nursing care. We have continued to advance professional engagement through the alliance with the Indiana Region of the American Red Cross. We introduced the Nursing Excellence and Partner in Care Awards, recognizing 14 individuals in each category.

**Grand Rounds**

**Nurse Excellence Award Winners**

**Partner in Care Award Winners**

**Alliance with American Red Cross**

**Indiana University Health**
Creating a flexible & adaptable nursing workforce

Teams formed to develop an infrastructure for staffing to support enhanced flexibility and adaptability of nursing team members to best meet patient needs across the system. The resulting model consists of a singular labor pool with five distinct resource communities to support the needs of the system. The new model supports resource mobility and serves as a source of retention for a new, more mobile generation of nurses seeking movement in their career.

The new model is operationally supported by IU Health Workforce Central. IU Health Workforce Central was established to provide the necessary visibility to match the right resource at the right time through meaningful data. The newly-designed structures and processes are also aimed at minimizing worker fatigue through aligned scheduling practices and optimization of the scheduling system.

What makes an IU Health nurse?

Indiana University Health is home to excellence in nursing. IU Health clinical nurses possess clinical expertise, embrace learning, have a spirit of inquiry, are professionally engaged and foster relationships.
<table>
<thead>
<tr>
<th>Topic</th>
<th>Number</th>
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<tbody>
<tr>
<td>Magnet Designated</td>
<td></td>
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<tr>
<td>Academic Health Center</td>
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</tr>
<tr>
<td>Licensed Bed Size</td>
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<td>Clinical Nurses</td>
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<td>Associate/Diploma Prepared Nurses</td>
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<tr>
<td>Emergency Department Admissions</td>
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Magnet Designated

Community Hospital

Licensed Bed Size

Clinical Nurses

Nurse Leaders

Associate/Diploma Prepared Nurses

Bachelor’s Prepared Nurses

Master’s/Graduate Prepared Nurses

Specialty Certified

Publications, Posters, Presentations at the State or National Level

Inpatient Admissions

Outpatient Admissions

Emergency Department Admissions

Deliveries

191

360

11

33%

62%

5%

21%

7

10,692

104,835

44,687

1,612
On Journey to Achieve Designation

Community Hospital

IU Health Ball Memorial Hospital

Licensed Bed Size

Clinical Nurses

Nurse Leaders

Associate/Diploma Prepared Nurses

Bachelor's Prepared Nurses

Master's/Graduate Prepared Nurses

Specialty Certified

Publications, Posters, Presentations at the State or National Level

Inpatient Admissions

Outpatient Admissions

Emergency Department Admissions

Deliveries

2017 INDIANA UNIVERSITY HEALTH NURSING ANNUAL REPORT

IU Health Ball Memorial Hospital

379

678

64

35%

61%

20

17,462

291,058

57,251

1,352
On Journey to Achieve Designation

- 43 Clinical Nurses
- 18% Bachelor’s Prepared Nurses
- 461 Inpatient Admissions

Critical Access

- 2 Nurse Leaders
- 2% Master’s/Graduate Prepared Nurses
- 16,016 Outpatient Admissions

- 15 Licensed Bed Size
- 62% Associate/Diploma Prepared Nurses
- 14% Specialty Certified
- 8,232 Emergency Department Admissions
Magnet Designated

629 Clinical Nurses

59% Bachelor’s Prepared Nurses

6 Publications, Posters, Presentations at the State or National Level

51,884 Emergency Department Admissions

355 Licensed Bed Size

29 Nurse Leaders

1% Master’s/Graduate Prepared Nurses

11,847 Inpatient Admissions

221,376 Outpatient Admissions

39% Associate/Diploma Prepared Nurses

22% Specialty Certified

1,976 Deliveries

IU Health Bloomington Hospital
On Journey to Achieve Designation

- Clinical Nurses: 33
- Associate/Diploma Prepared Nurses: 45%
- Bachelor’s Prepared Nurses: 45%

Critical Access

- Nurse Leaders: 9
- Specialty Certified: 1%
- Master’s/Graduate Prepared Nurses: 7%

IU Health Frankfort

- Licensed Bed Size: 25
- Inpatient Admissions: 222
- Outpatient Admissions: 51,322
- Emergency Department Admissions: 6,286
Pathway to Excellence Designated

5 Nurse Leaders

Outpatient

53% Associate/Diploma Prepared Nurses

15% Specialty Certified

38% Bachelor’s Prepared Nurses

38,477 Outpatient Admissions

13,855 Emergency Department Admissions
Magnet Designated Community Hospital

170 Licensed Bed Size

334 Clinical Nurses 14 Nurse Leaders

24% Associate/Diploma Prepared Nurses

71% Bachelor’s Prepared Nurses 6% Master’s/Graduate Prepared Nurses

25% Specialty Certified

8 Publications, Posters, Presentations at the State or National Level

9,857 Inpatient Admissions 210,803 Outpatient Admissions

21,527 Emergency Department Admissions

2,416 Deliveries
Pathway to Excellence Designated

- 54 Clinical Nurses

Critical Access

- 25 Licensed Bed Size
- 3 Nurse Leaders
- 48% Associate/Diploma Prepared Nurses
- 20% Specialty Certified

- 7% Master’s/Graduate Prepared Nurses

IU Health Paoli Hospital

- 1 Poster at National Level
- 309 Inpatient Admissions
- 27,927 Outpatient Admissions

- 10,653 Emergency Department Admissions
- 105 Deliveries
Magnet Designated

Academic Health Center

Licensed Bed Size

Clinical Nurses

Nurse Leaders

Associate/Diploma Prepared Nurses

Bachelor's Prepared Nurses

Master's/Graduate Prepared Nurses

Specialty Certified

Publications, Posters, Presentations at the State or National Level

Inpatient Admissions

Emergency Department Admissions

Deliveries

IU Health Riley Hospital for Children

2017 INDIANA UNIVERSITY HEALTH NURSING ANNUAL REPORT
On Journey to Achieve Designation

109 Clinical Nurses

76% Bachelor’s Prepared Nurses

1 Publications, Posters, Presentations at the State or National Level

9,531 Emergency Department Admissions

Community Hospital

42 Licensed Bed Size

5 Nurse Leaders

20% Associate/Diploma Prepared Nurses

4% Master’s/Graduate Prepared Nurses

21% Specialty Certified

2,199 Inpatient Admissions

88,001 Outpatient Admissions

IU Health Saxony Hospital
Pathway to Excellence Designated

- **25** Licensed Bed Size
- **76** Clinical Nurses
- **4** Nurse Leaders
- **22%** Associate/Diploma Prepared Nurses
- **14%** Specialty Certified
- **66%** Bachelor's Prepared Nurses
- **12%** Master's/Graduate Prepared Nurses
- **6,268** Emergency Department Admissions
- **792** Inpatient Admissions
- **49,581** Outpatient Admissions
Magnet Designated

Community Hospital

Licensed Bed Size

Clinical Nurses

Nurse Leaders

265

14

127

Associate/Diploma Prepared Nurses

Bachelor’s Prepared Nurses

Master’s/Graduate Prepared Nurses

62%

4%

34%

28%

Publications, Posters, Presentations at the State or National Level

Inpatient Admissions

Outpatient Admissions

4

7,996

250,645

47,081

986

Emergency Department Admissions

Deliveries

2017 INDIANA UNIVERSITY HEALTH NURSING ANNUAL REPORT

IU Health West Hospital

Indiana University Health
On Journey to Achieve Designation

- Clinical Nurses: 49
- Nurse Leaders: 5
- Specialty Certified: 9%
- Associate/Diploma Prepared Nurses: 48%
- Bachelor’s Prepared Nurses: 52%

Critical Access

- Licensed Bed Size: 25

IU Health White Hospital

Inpatient Admissions

- Inpatient Admissions: 572

Emergency Department Admissions

- Emergency Department Admissions: 13,961

Outpatient Admissions

- Outpatient Admissions: 39,487