Dedicated to excellence.
IU Health Nursing: Who we are

We are a dedicated team of 9,000 nurses delivering care at more than 800 sites systemwide.

WE ARE NATIONALLY RECOGNIZED

8 Magnet designated

- IU Health Arnett Hospital
- IU Health Ball Memorial Hospital
- IU Health Bloomington Hospital
- IU Health Methodist Hospital
- IU Health North Hospital
- IU Health University Hospital
- IU Health West Hospital
- Riley Hospital for Children at IU Health

4 Pathway to Excellence designated

- IU Health Bedford Hospital
- IU Health Morgan
- IU Health Paoli Hospital
- IU Health Tipton Hospital

At the end of 2018, 73% of IU Health hospitals were either Magnet or Pathway to Excellence designated, compared to just 11% of hospitals nationwide.

IU Health is on track to meet its goal of 100% of hospitals achieving Magnet or Pathway to Excellence designation by 2020.

WE BUILD SYSTEMNESS AND PROMOTE SHARED LEADERSHIP

System shared leadership:

9 councils
120 members
More than 6,400 clinical nurse leadership hours

RNs come together from across the state to advance our strategic priorities:

- Creating a destination for nursing
- Redesigning care delivery
- Enhancing the voice of nurses
- Developing systemness
Indiana University Health
Nursing Annual Report | 2018

WE ARE HIGHLY SKILLED AND PROFESSIONALLY ENGAGED

Bachelor of Science in Nursing
60%

Graduate Degrees
27%

Certified RNs
1,802

IN 2018:
- 2,900 RNs found their next professional nursing role at IU Health
- 35% increase in RNs who want to work at IU Health

Increased tuition reimbursement funding inspired 812 RNs to pursue advanced education in 2018—a 400% increase

WE PROVIDE EXCELLENT PATIENT CARE

8 OUT OF 10 patients would recommend IU Health to a friend or family member

Recognizing our RNs: 109+ IU Health RNs earned Daisy or Nurse Excellence awards for leadership in advancing professional practice and patient-centered care

WE ADVANCE THE PROFESSION

Nursing-led research

SBIRT Study
RNs at 14 IU Health facilities are leading research to improve care for patients with substance abuse disorders. These RNs are developing a process through SBIRT (Screening, Brief Intervention, Referral to Treatment) that supports early intervention and referral to treatment.

Workforce Study
Focused on understanding referral to treatment patterns and availability of treatment services for people at risk for alcohol and drug use, this study also develops and tests a web-based resource that will provide information regarding local referral networks.

We are committed to patient safety and reducing harm

CLABSI C. diff
32% 24%

IN 2018:
- 2,900 RNs found their next professional nursing role at IU Health
- 35% increase in RNs who want to work at IU Health

What makes an IU Health nurse?

- possesses clinical expertise
- embraces learning
- fosters relationships
- has a spirit of inquiry
- is professionally engaged

Increased tuition reimbursement funding inspired 812 RNs to pursue advanced education in 2018—a 400% increase

Indiana University Health
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IU Health Adult Academic Health Center

**Clinical nurses**: 1,995

**Licensed beds**: 1,100

**Inpatient admissions**: 38,812

**Outpatient visits**: 287,727

**Emergency department visits**: 90,347

---

**EDUCATION AND SPECIALTY CERTIFICATION**

- Associate of Science in Nursing: 21%
- Bachelor of Science in Nursing: 75%
- Graduate Degrees: 4%
- Certified RNs: 31%

**280 RNs receiving tuition reimbursement**

---

**PROFESSIONAL PRESENTATIONS AND PUBLICATIONS**

- 26 conference presentations
- 11 journal publications

**NURSING-LED RESEARCH**

- 4 research studies
- 3 evidence-based practice projects

---

**NURSING AWARDS AND RECOGNITION**

- AACN* Silver Beacon Unit Award
- AACN Gold Beacon Unit Award
- AACN Circle of Excellence
- AONE** Nurse Manager Fellow
- AONE Nurse Director Fellow
- 2 AONE Young Professional Voices honorees
- Indianapolis Patient Safety Coalition Hero Award

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**SERVING THE COMMUNITY**

- 729 volunteer hours by 212 active RN volunteers

---

**PATIENT CARE QUALITY**

- 25% reduction in harm events

---

**PATIENT CARE**

- 1,995 Clinical nurses
- 1,100 Licensed beds
- 38,812 Inpatient admissions
- 287,727 Outpatient visits
- 90,347 Emergency department visits

**PATIENT CARE QUALITY**

- 25% reduction in harm events

---

**SHARED LEADERSHIP**

- 161 RNs involved in 6 councils
- 10,626 hours of participation

---

* * American Association of Critical Care Nurses

** American Organization of Nurse Executives
IU Health Arnett Hospital

EDUCATION AND SPECIALTY CERTIFICATION

- Associate of Science in Nursing: 31%
- Bachelor of Science in Nursing: 62%
- Graduate Degrees: 7%
- Certified RNs: 24%

PROFESSIONAL PRESENTATIONS AND PUBLICATIONS

- 14 conference presentations
- 5 journal publications

PATIENT CARE QUALITY

- 0 HAIs** in August and October
- 12 fewer harm events than 2017

NURSING AWARDS AND RECOGNITION

- Dana Record Nurse Preceptor of the Year
- Arnett Nurse Excellence Award
- Office of the Secretary of Defense “Patriotic Employer”
- 14 Daisy Award winners

SERVING THE COMMUNITY

- 5 RNs earned American Red Cross pins for more than 100 volunteer hours

DESTINATION FOR NURSING

149 new RN team members welcomed

OUTPATIENT VISITS

- 101,170

EMERGENCY DEPARTMENT VISITS

- 42,332

DELIVERIES

- 1,588

INPATIENT ADMISSIONS

- 11,395

LICENSED BEDS

- 191

Clinical nurses

- 476

* Association for Professionals in Infection Control and Epidemiology
** Hospital-Acquired Infection
IU Health Ball Memorial Hospital

**Clinical nurses**
- **639**

**Licensed beds**
- **379**

**Inpatient admissions**
- **17,282**

**Outpatient visits**
- **260,036**

**Emergency department visits**
- **56,128**

**Deliveries**
- **1,253**

**Conference presentations by RNs**
- **26+**

**Journal publications**
- **5**

**Grants**
- **6**

**NURSING AWARDS AND RECOGNITION**
- Earned first Magnet designation in 2018

**INTERPROFESSIONAL PARTNERSHIPS**
- Implemented Team-based Acuity Adaptable Model (TBAAM) resulting in:
  - Decreased length of stay by **1.5** days
  - **50%** reduction in harm events
  - Improved patient experience

**SERVING THE COMMUNITY**
- **19** RNs volunteered **450+** hours through the American Red Cross

**EDUCATION AND SPECIALTY CERTIFICATION**
- **Associate of Science in Nursing**
  - **30%**

- **Bachelor of Science in Nursing**
  - **61%**

- **Graduate Degrees**
  - **9%**

- **Certified RNs**
  - **31%**

**PROFESSIONAL PRESENTATIONS AND PUBLICATIONS**
- **29** conference presentations by **26+** RNs

- **5** journal publications |
  - **6** grants

**SHARED LEADERSHIP**
- Over **150** RNs involved in councils

- More than **5,000** hours of participation

**NURSING-LED RESEARCH**
- **9** active IRB*-approved research studies

- **7** units/sites with evidence-based practice resource RNs

- National Reset Study participant (redesigning hospital care delivery system)

* Institutional Review Board
IU Health Bedford Hospital

**Patient Care Quality**
- Reduced harm events by 33%

**Nursing Awards and Recognition**
- 2 Daisy Award winners
- 1 Partner in Care Award winner

**Serving the Community**
- RNs are actively involved in community service through:
  - American Red Cross
  - School and community events
  - Health fairs

**Shared Leadership**
- 288 hours of participation

**Education and Specialty Certification**
- Associate of Science in Nursing: 46%
- Bachelor of Science in Nursing: 43%
- Graduate Degrees: 11%
- Certified RNs: 13%

**Clinical Nurses**
- 98

**Licensed Beds**
- 25

**Inpatient Admissions**
- 1,109

**Outpatient Visits**
- 80,742

**Emergency Department Visits**
- 14,856

**Conference Presentations**
- 2

**Abstract Accepted**
- 1
**Advancing Education**
8 RNs completed BSNs in 2018 resulting in a 160% increase in BSN-prepared RNs.

**Shared Leadership**
- 8 RNs involved in councils
- 190+ hours of participation

**Patient Care Quality**
- 115 days without a fall in the Emergency Department

**Quality Improvement**
Reduced “left without being seen” rate from 6.15% to .56%

**Serving the Community**
- 4 RNs volunteered 37 hours through the American Red Cross

---

### Education and Specialty Certification

<table>
<thead>
<tr>
<th>Degree/Program</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Bachelor of Science in Nursing</td>
<td>41%</td>
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<tr>
<td>Associate of Science in Nursing</td>
<td>56%</td>
</tr>
<tr>
<td>Graduate Degrees</td>
<td>3%</td>
</tr>
<tr>
<td>Certified RNs</td>
<td>31%</td>
</tr>
</tbody>
</table>

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### Interprofessional Partnerships
Nurses developed a peer-to-peer program to assist nursing colleagues transitioning into the organization.

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<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Clinical nurses</td>
<td>33</td>
</tr>
<tr>
<td>Licensed beds</td>
<td>15</td>
</tr>
<tr>
<td>Inpatient admissions</td>
<td>431</td>
</tr>
<tr>
<td>Outpatient visits</td>
<td>38,121</td>
</tr>
<tr>
<td>Emergency department visits</td>
<td>7,728</td>
</tr>
</tbody>
</table>
IU Health Bloomington Hospital

**Clinical nurses**
616

**Licensed beds**
355

**Inpatient admissions**
12,936

**Outpatient visits**
219,705

**Emergency department visits**
50,101

**Deliveries**
1,968

**NURSING-LED RESEARCH**
13 research studies

---

**EDUCATION AND SPECIALTY CERTIFICATION**

- **Associate of Science in Nursing**: 38%
- **Bachelor of Science in Nursing**: 59%
- **Graduate Degrees**: 3%
- **Certified RNs**: 25%
- **54 RNs receiving tuition reimbursement**

---

**INTERPROFESSIONAL PARTNERSHIPS**

Nursing was a key partner in achieving the following accreditations for breast cancer treatment:

- American College of Radiology
- Commission on Cancer
- National Accreditation Program for Breast Centers

---

**NURSING AWARDS AND RECOGNITION**

- **29 Excellence in Caring Awards presented by IU Health Foundation, South Central Region**

---

**SERVING THE COMMUNITY**

- **59 RNs volunteered more than 712 hours for the American Red Cross Home Fire Campaign and the Nurse Honor Guard**

---

**PATIENT CARE QUALITY**

- **28% reduction in Stage 2 or above HAPIs**

---

* Hospital-Acquired Pressure Injury
IU Health Frankfort

Clinical nurses: 34
Licensed beds: 25
Inpatient admissions: 404
Outpatient visits: 20,453
Emergency department visits: 9,422

EDUCATION AND SPECIALTY CERTIFICATION
- Associate of Science in Nursing: 45%
- Bachelor of Science in Nursing: 45%
- Graduate Degrees: 10%
- Certified RNs: 9%
- 8 RNs receiving tuition reimbursement

PATIENT CARE QUALITY
0 CAUTI*
0 CLABSI**

PROFESSIONAL ORGANIZATIONS AND BOARDS
12 RNs serving

PROFESSIONAL PRESENTATIONS AND PUBLICATIONS
4 conference presentations

SERVING THE COMMUNITY
94 RN volunteer hours through American Red Cross and community events

NURSING AWARDS AND RECOGNITION
- 2 Daisy Award winners
- 1 Values Leadership Award winner

* Catheter-Associated Urinary Tract Infection
** Central Line-Associated Blood Stream Infection
### IU Health Jay

**Clinical nurses** | **Licensed beds** | **Inpatient admissions**
---|---|---
65 | 25 | 870

**Outpatient visits** | **Emergency department visits** | **Deliveries**
---|---|---
70,998 | 7,457 | 72

---

**EDUCATION AND SPECIALTY CERTIFICATION**

<table>
<thead>
<tr>
<th>Degree</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate of Science in Nursing</td>
<td>46%</td>
</tr>
<tr>
<td>Bachelor of Science in Nursing</td>
<td>49%</td>
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</table>

<table>
<thead>
<tr>
<th>Certification</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Graduate Degrees</td>
<td>5%</td>
</tr>
<tr>
<td>Certified RNs</td>
<td>2%</td>
</tr>
</tbody>
</table>

---

**PATIENT CARE QUALITY**

5 fewer harm events in 2018

---

**NURSING AWARDS AND RECOGNITION**

- Daisy Award winner
- Nurse Excellence Award winner

---

**INTERPROFESSIONAL PARTNERSHIPS**

- RNs lead teams focused on:
  - Interdisciplinary Rounds
  - Patient Care (safety)

---

**DESTINATION FOR NURSING**

14 new RN team members welcomed

---

**SHARED LEADERSHIP**

- 10 RNs participating
- 240+ hours of participation
IU Health Morgan

IU Health Morgan is an outpatient facility.

Clinical nurses: 33
Outpatient visits: 36,613
Emergency department visits: 13,166

EDUCATION AND SPECIALTY CERTIFICATION

- Associate of Science in Nursing: 48%
- Bachelor of Science in Nursing: 43%
- Graduate Degrees: 9%
- Certified RNs: 41%

PATIENT CARE QUALITY

0 harm events
17% reduction in ED length of stay
Average ED door-to-doctor time is 22 minutes—3 minutes less than national average

NURSING AWARDS AND RECOGNITION

Earned first Pathway to Excellence designation in March 2018

SHARED LEADERSHIP

12 RNs involved in 1 council
528 hours of participation

SERVING THE COMMUNITY

159 American Red Cross volunteer hours by 11 RNs
IU Health North Hospital

**Clinical nurses**
334

**Licensed beds**
170

**Inpatient admissions**
9,628

**Outpatient visits**
102,293

**Emergency department visits**
20,518

**Deliveries**
2,263

---

**EDUCATION AND SPECIALTY CERTIFICATION**

- Associate of Science in Nursing: 20%
- Bachelor of Science in Nursing: 71%
- Graduate Degrees: 9%
- Certified RNs: 36%

---

**PATIENT CARE QUALITY**

Reduction in inpatient falls on two units by 30% and 40%

---

**SERVING THE COMMUNITY**

- 9 RNs earned American Red Cross pins for more than 180 volunteer hours

---

**NURSING AWARDS AND RECOGNITION**

- AONE* Young Professional Voices honoree

---

**PROFESSIONAL PRESENTATIONS AND PUBLICATIONS**

- 8 conference presentations

---

**EXCELLENT PATIENT CARE**

8 OUT OF 10 patients are likely to recommend IU Health North Hospital

---

**SHARED LEADERSHIP**

- 45 RNs involved in 3 councils
- 540+ hours of participation

---

* American Organization of Nurse Executives
# IU Health Paoli Hospital

## Education and Specialty Certification
- **Associate of Science in Nursing**: 52%
- **Bachelor of Science in Nursing**: 48%
- **Certified RNs**: 29%
- **4 RNs receiving tuition reimbursement**

## Nursing Awards and Recognition
- Nurse Excellence Award winner

## Professional Presentations and Publications
- 2 conference presentations

## Patient Care Quality
- **Deficiencies in 2018 Joint Commission Survey**
  - 0 surgical site infections
  - 0 falls with injury
  - 0 all cause readmissions

## HAI*: 0
- CAUTI**: 0 2015-2018
- CLABSI† 0 2015-2018
- C. diff†† 0 2015-2018

## Serving the Community
- 6 new RN team members welcomed
- 2 RNs earned American Red Cross pins for more than 40 volunteer hours

---

* Hospital-Acquired Infection  
** Catheter-Associated Urinary Tract Infection  
† Central Line-Associated Blood Stream Infection  
†† Clostridium Difficile
IU Health Saxony Hospital

**Patient Care Quality**
- 17% reduction in harm events

**Excellent Patient Care**
- 8 out of 10 patients are likely to recommend IU Health Saxony Hospital

**Education and Specialty Certification**
- Associate of Science in Nursing: 15%
- Bachelor of Science in Nursing: 81%
- Graduate Degrees: 4%
- Certified RNs: 34%

- 4 RNs receiving tuition reimbursement

**Professional Presentations and Publications**
- 1 conference presentation

**Serving the Community**
- 28 American Red Cross volunteers

**Shared Leadership**
- 34 RNs involved in 6 councils
- 760+ hours of participation
IU Health Tipton Hospital

EDUCATION AND SPECIALTY CERTIFICATION
- Associate of Science in Nursing: 17%
- Bachelor of Science in Nursing: 78%
- Graduate Degrees: 5%
- Certified RNs: 22%

PATIENT CARE QUALITY
- 0 harm events

NURSING AWARDS AND RECOGNITION
- Earned Pathway to Excellence designation in 2018
- 2 Daisy Award winners

PROFESSIONAL PRESENTATIONS AND PUBLICATIONS
- 1 conference presentation

SERVING THE COMMUNITY
- 2 RNs earned American Red Cross pins for 40 volunteer hours

EXCELLENT PATIENT CARE
- Top-performing critical access hospital: 8 out of 10 patients are likely to recommend IU Health Tipton Hospital

DESTINATION FOR NURSING
- 10 new RN team members welcomed

SHARED LEADERSHIP
- 14 RNs involved in 2 councils
- 480 hours of participation
### IU Health West Hospital

<table>
<thead>
<tr>
<th>RN</th>
<th>Clinical nurses</th>
<th>Licensed beds</th>
<th>Inpatient admissions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>386</td>
<td>127</td>
<td>7,857</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Other</th>
<th>Outpatient visits</th>
<th>Emergency department visits</th>
<th>Deliveries</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>242,414</td>
<td>43,657</td>
<td>865</td>
</tr>
</tbody>
</table>

#### EDUCATION AND SPECIALTY CERTIFICATION
- Associate of Science in Nursing: 28%
- Bachelor of Science in Nursing: 66%
- Graduate Degrees: 6%
- Certified RNs: 23%
- 32 RNs receiving tuition reimbursement

#### PATIENT CARE QUALITY
- 12% reduction in harm events (CAUTI*, CLABSI**, C. diff†)

#### PROFESSIONAL PRESENTATIONS AND PUBLICATIONS
- 5 conference presentations
- 2 journal publications

#### DESTINATION FOR NURSING
- 132 new RN team members welcomed

#### NURSING-LED RESEARCH
- 3 research studies
- 3 evidence-based practice projects

---

* Catheter-Associated Urinary Tract Infection
** Central Line-Associated Blood Stream Infection
† Clostridium difficile
IU Health White Memorial Hospital

EDUCATION AND SPECIALTY CERTIFICATION

- Associate of Science in Nursing: 45%
- Bachelor of Science in Nursing: 55%
- Certified RNs: 38%

PATIENT CARE QUALITY

- 0 clinical deficiencies in 2018 Joint Commission survey
- 0 falls with injury
- 0 medication errors
- 0 surgical site infections
- HAI**: 74% reduction in readmission rate
- CLABSI†: 0 for past 16 years
- CAUTI††: 0 in 47 of the past 48 months
- C. diff†††: 0 in 11 of 12 months in 2018

NURSING AWARDS AND RECOGNITION

- 2 Daisy Award winners
- AONE*: Young Professional Voices winner

SERVING THE COMMUNITY

- 5 RNs earned American Red Cross volunteer pins

EVIDENCE-BASED PRACTICE

- Reduced nosocomial infection markers (NIMs) to 0 and maintained through year-end

* American Organization of Nurse Executives
** Hospital-Acquired Infection
† Central Line-Associated Blood Stream Infection
†† Catheter-Associated Urinary Tract Infection
††† Clostridium Difficile
Riley Hospital for Children at Indiana University Health

**Clinical nurses**

- RN: 1,275
- Licensed beds: 456
- Inpatient admissions: 15,200

**Outpatient visits**

- 233,842

**Emergency department visits**

- 47,665

**Deliveries**

- 3,200

**Total HAIs**

- 39%
- CAUTI**: 33%
- CLABSI†: 47%

**HAPI††:** Infant falls/drops

- 33%
- 50%

**Graduate Degrees**

- 9%

**Certified RNs**

- 25%

**PROFESSIONAL PRESENTATIONS AND PUBLICATIONS**

- 18 conference presentations
- 4 journal publications

**DESTINATION FOR NURSING**

- RN: 277
- Patient care assistant team members: 61

**PATIENT CARE QUALITY**

- Total HAIs*
- CAUTI**: 33%
- CLABSI†: 47%

- HAPI††: (Stage II and above)
- Infant falls/drops

- 33%
- 50%

**SHARED LEADERSHIP**

- 95 RNs involved in 4 councils
- 1,710 hours of participation

---

* Hospital-Acquired Infection
** Catheter-Associated Urinary Tract Infection
† Central Line-Associated Blood Stream Infection
†† Hospital-Acquired Pressure Injury
Indiana University Health Nursing Annual Report  |  2018

IU Health Physicians

Clinical nurses
326

Licensed practical nurses
85

Advanced practice RNs
420

Practice locations
175

Outpatient visits
1,308,500

8 out of 10 patients are likely to recommend IU Health Physicians

EDUCATION AND SPECIALTY CERTIFICATION

Associate of Science in Nursing
34%

Bachelor of Science in Nursing
61%

Certified RNs
12%

5% Graduate Degrees

1st chief nursing officer named in 2018

DESTINATION FOR NURSING

70 RN and 18 LPN team members welcomed

PATIENT CARE QUALITY

19% below target for harm events in 2018

26,227 RN-MANAGED ACTIONS

Triage calls 11,236

Triage pool messages 736

Medication refills 7,559

Cardiology referrals 119

Pediatric referrals 1,658

Maternal Fetal Medicine referrals 2,428

Neurology referrals 1,458

SHARED LEADERSHIP

6 RNs on Nurse Leader Council and Ambulatory Task Force

200 hours of participation

1st shared leadership council for IU Health Physicians

Indiana University Health
IU Health System Clinical Services

**Clinical nurses**
- RN: 720
- LPN: 34
- Surgeries/procedures: 75,920

**Apheresis procedures**
- 2,280

**Home visits**
- 139,667

**Critical care transports**
- 4,244

**EXCELLENT PATIENT CARE**
- 9 OUT OF 10 patients are likely to recommend IU Health Business Solutions

**EDUCATION AND SPECIALTY CERTIFICATION**
- Associate of Science in Nursing: 1%
- Bachelor of Science in Nursing: 87%
- Graduate Degrees: 12%
- Certified RNs: 13%

**IU Health System Clinical Services includes:**
- Hospice
- Sleep
- Infusion Pharmacy
- Home Health
- Enteral Nutrition
- Expressions
- LifeLine
- Virtual Care
- Urgent Care
- Business Solutions
- Precision Genomics
- Laboratory Services

**NURSING AWARDS AND RECOGNITION**
- The Lafayette IU Health home health team was named “Best in Home Care” in the Lafayette Journal & Courier Readers’ Choice Awards
- 2 Values Leadership Awards
- Apheresis nursing team was part of the first clinical team to bring CAR T-Cell therapy to Indiana

**SERVING THE COMMUNITY**
- RNs volunteer for:
  - Charity events
  - Gleaners Food Bank
  - Holiday meal delivery for hospice patients