



Dedicated to excellence.



Indiana University Health

Nursing Annual Report | 2018

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





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 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

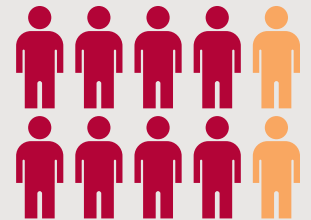
Focused on understanding referral to treatment patterns and availability of treatment services for people at risk for alcohol and drug use, this study also develops and tests a web-based resource that will provide information regarding local referral networks.



WE PROVIDE EXCELLENT PATIENT CARE

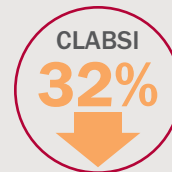
8 OUT OF **10**

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 are committed to patient safety and reducing harm



What makes an IU Health nurse?



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

PATIENT CARE QUALITY

25% reduction in harm events



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

SHARED LEADERSHIP

161

RNs involved in 6 councils

10,626

hours of participation

SERVING THE COMMUNITY

729 volunteer hours by **212** active RN volunteers



IU Health Arnett Hospital



Clinical nurses
476



Licensed beds
191



Inpatient admissions
11,395



Outpatient visits
101,170



Emergency department visits
42,332



Deliveries
1,588

DESTINATION FOR NURSING

149 new RN team members welcomed



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

1 book published: "Infection Preventionist's Guide to the OR (APIC* Implementation Guide)"

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



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

SHARED LEADERSHIP

Over **150** RNs involved in councils

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



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



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



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)



IU Health Bedford Hospital



Clinical nurses
98



Licensed beds
25



Inpatient admissions
1,109



Outpatient visits
80,742



Emergency department visits
14,856

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%

PATIENT CARE QUALITY



Reduced harm events by **33%**



NURSING AWARDS AND RECOGNITION

2 Daisy Award winners

1 Partner in Care Award winner



PROFESSIONAL PRESENTATIONS AND PUBLICATIONS

2 conference presentations

1 abstract accepted

SERVING THE COMMUNITY

RNs are actively involved in community service through:



American Red Cross

School and community events

Health fairs



IU Health Blackford Hospital



Clinical nurses
33



Licensed beds
15



Inpatient admissions
431



Outpatient visits
38,121



Emergency department visits
7,728

ADVANCING EDUCATION
8 RNs completed BSNs in 2018 resulting in a **160%** increase in BSN-prepared RNs



EDUCATION AND SPECIALTY CERTIFICATION

Associate of Science in Nursing

56%

Bachelor of Science in Nursing

41%

Graduate Degrees

3%

Certified RNs

31%

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%

INTERPROFESSIONAL PARTNERSHIPS

Nurses developed a peer-to-peer program to assist nursing colleagues transitioning into the organization



SERVING THE COMMUNITY

4 RNs volunteered **37** hours through the American Red Cross



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

PATIENT CARE QUALITY

28% reduction

in Stage 2 or above HAPIs*



SERVING THE COMMUNITY

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



IU Health Frankfort

On Journey
to ANCC
Pathway to
Excellence



Clinical nurses
34



Licensed beds
25



Inpatient admissions
404



Outpatient visits
20,453



Emergency department visits
9,422

SHARED LEADERSHIP

4 RNs and **384+** hours of participation



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*

CLABSI**



PROFESSIONAL ORGANIZATIONS AND BOARDS

12 RNs serving



PROFESSIONAL PRESENTATIONS AND PUBLICATIONS

4 conference presentations



NURSING AWARDS AND RECOGNITION

2 Daisy Award winners

1 Values Leadership Award winner

SERVING THE COMMUNITY

94 RN volunteer hours through American Red Cross and community events



IU Health Jay



Clinical nurses
65



Licensed beds
25



Inpatient admissions
870



Outpatient visits
70,998



Emergency department visits
7,457



Deliveries
72

DESTINATION FOR NURSING

14 new RN team members welcomed



EDUCATION AND SPECIALTY CERTIFICATION

Associate of Science in Nursing

46%

Bachelor of Science in Nursing

49%

Graduate Degrees

5%

Certified RNs

2%

SHARED LEADERSHIP

10 RNs participating

240+ hours of participation

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)



IU Health Morgan

IU Health Morgan is an outpatient facility.



Clinical nurses
33



Outpatient visits
36,613



Emergency department visits
13,166

DESTINATION FOR NURSING

3 new RN team members welcomed



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

EXCELLENT PATIENT CARE

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



EDUCATION AND SPECIALTY CERTIFICATION

Associate of Science in Nursing

20%

Bachelor of Science in Nursing

71%

Graduate Degrees

9%

Certified RNs

36%



PROFESSIONAL PRESENTATIONS AND PUBLICATIONS

8 conference presentations

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

SHARED LEADERSHIP

45 RNs involved in 3 councils
540+ hours of participation



IU Health Paoli Hospital



Clinical nurses
55



Licensed beds
25



Inpatient admissions
373



Outpatient visits
25,236



Emergency department visits
10,008



Deliveries
121

DESTINATION FOR NURSING

6 new RN team members welcomed



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

0 deficiencies in 2018 Joint Commission survey
surgical site infections
falls with injury
all cause readmissions



HAI*:

CAUTI**

0

2015-2018

CLABSI†

0

2015-2018

C. diff††

0

2015-2018

SERVING THE COMMUNITY

2 RNs earned American Red Cross pins for more than **40** volunteer hours



IU Health Saxony Hospital

On Journey
to ANCC
Pathway to
Excellence



Clinical nurses
119



Licensed beds
42



Inpatient admissions
1,927



Outpatient visits
45,018



Emergency department visits
8,504

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

PATIENT CARE QUALITY



17% reduction in harm events



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



Clinical nurses
68



Licensed beds
25



Inpatient admissions
783



Outpatient visits
39,486



Emergency department visits
6,151

EXCELLENT PATIENT CARE

Top-performing critical access hospital:
8 out of **10** patients are likely to recommend 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

DESTINATION FOR NURSING

10 new RN team members welcomed



SHARED LEADERSHIP

14 RNs involved in 2 councils

480 hours of participation

SERVING THE COMMUNITY

2 RNs earned American Red Cross pins for 40 volunteer hours



IU Health West Hospital



Clinical nurses
386



Licensed beds
127



Inpatient admissions
7,857



Outpatient visits
242,414



Emergency department visits
43,657



Deliveries
865

DESTINATION FOR NURSING

132 new RN team members welcomed



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

NURSING-LED RESEARCH

3

research studies

3

evidence-based practice projects



IU Health White Memorial Hospital



Clinical nurses
43



Licensed beds
25



Inpatient admissions
609



Outpatient visits
40,859



Emergency department visits
14,300

SERVING THE COMMUNITY

5 RNs earned American Red Cross volunteer pins



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

falls with injury
medication errors
surgical site infections

HAI**:

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

74% reduction in readmission rate

EVIDENCE-BASED PRACTICE

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



NURSING AWARDS AND RECOGNITION

2 Daisy Award winners

AONE* Young Professional Voices winner



Riley Hospital for Children at Indiana University Health



Clinical nurses
1,275



Licensed beds
456



Inpatient admissions
15,200



Outpatient visits
233,842



Emergency department visits
47,665



Deliveries
3,200

DESTINATION FOR NURSING



277 RN and **61** patient care
assistant team members welcomed



EDUCATION AND SPECIALTY CERTIFICATION

Associate of Science
in Nursing

13%

Bachelor of Science
in Nursing

78%

Graduate Degrees

9%

Certified RNs

25%



PROFESSIONAL PRESENTATIONS AND PUBLICATIONS

18

conference
presentations

4

journal
publications

PATIENT CARE QUALITY

Total HAIs*



39%

CAUTI**



33%

CLABSI†



47%

HAPI††
(Stage II and above)



33%

Infant falls/
drops



50%



SHARED LEADERSHIP

95 RNs involved in 4 councils

1,710 hours of participation



IU Health Physicians



Clinical nurses
326



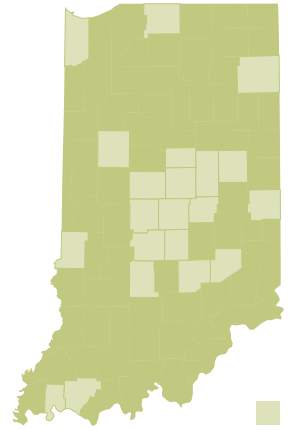
Licensed practical nurses
85



Advanced practice RNs
420

8 OUT OF **10**

patients are likely to recommend IU Health Physicians



Counties with practice locations



Practice locations
175



Outpatient visits
1,308,500

1st

chief nursing officer named in 2018

DESTINATION FOR NURSING

70 RN and **18** LPN team members welcomed



EDUCATION AND SPECIALTY CERTIFICATION

Associate of Science in Nursing

34%

Bachelor of Science in Nursing

61%

Graduate Degrees

5%

Certified RNs

12%

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

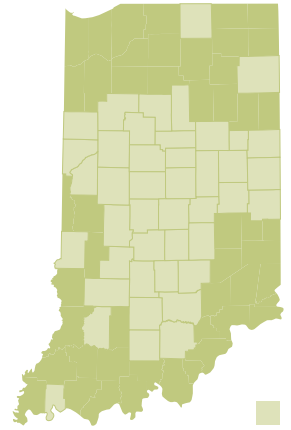
6 RNs on Nurse Leader Council and Ambulatory Task Force

200 hours of participation

1st shared leadership council for IU Health Physicians



IU Health System Clinical Services



Counties served by IU Health System Clinical Services



Clinical nurses
720



Licensed practical nurses
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	LifeLine
Sleep	Virtual Care
Infusion Pharmacy	Urgent Care
Home Health	Business Solutions
Enteral Nutrition	Precision Genomics
Expressions	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

