











The Nursing Annual Report highlights a few of our many accomplishments and exceptional work demonstrating our commitment to advancing the profession of nursing and the IU Health Way. This report shows how our nurses embrace our Values of Purpose, Compassion, Excellence, and Team in the work we do every day.

The IU Health Center for Nursing Excellence launched in 2022 to elevate nurse leader capacity to create a cohesive, high-performing, professional nursing enterprise resulting in exceptional organizational and patient care outcomes. Professional development opportunities were available to all nurses through the IU Health Team Portal and 60 nurse leaders engaged in intensive education experiences.

Despite our third consecutive year managing challenging patient volumes and acuity surges, we ended 2022 with 27 fewer harm events than our goal. We saw sustained improvements in CAUTI and C. diff harm events because of your dedication to excellence. For the first time, all our teams exceeded their mortality index targets. We fell short of our patient experience improvement target in 2022; however, we ended the year 0.56 points above our 2021 baseline. These improvements show progress and continual improvements despite challenging conditions, and I am confident that we will make even more progress in 2023 by leaning into our values.

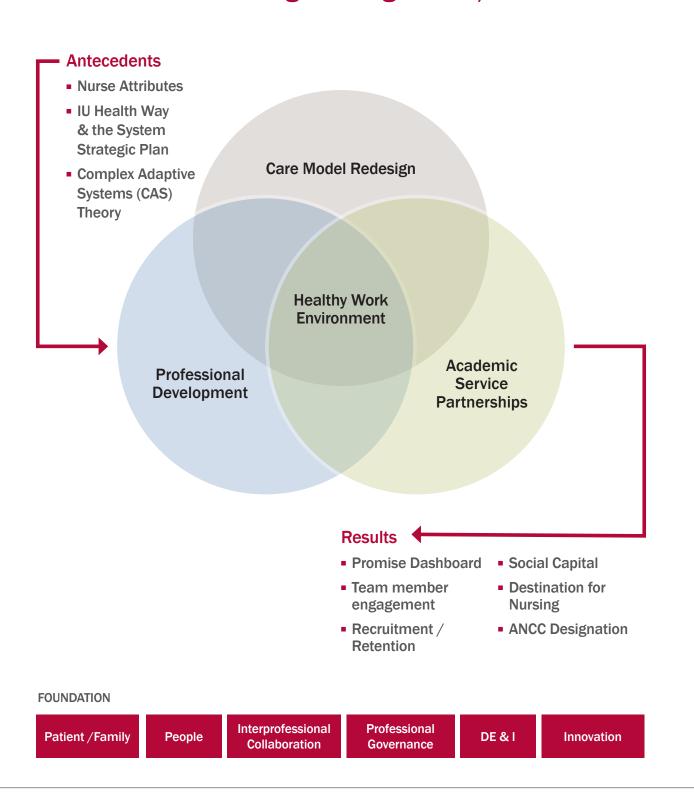
The 2022-2025 Nursing Strategic Plan is being used to develop goals for 2023. For the next several years, we will concentrate on the following priorities: enhancing healthy work environments; designing and evaluating care delivery models; increasing professional development opportunities for all nurses; and strengthening our academic service partnerships. This plan also includes Professional Governance as a key component of advancing our vision and mission. Our nurses have a voice in decision-making and can participate in the Nursing Professional Governance Councils at the unit, facility, regional, and system levels. Please see the following page for a model of our Strategic Plan.

We saw our share of challenges in 2022, and I am grateful for your leadership, commitment to excellence, and professionalism. I am proud to be part of such an elite team. Together, we are leading the way in making Indiana a healthier state, and our future is bright.

https://team.myiuhealth.org/my-life-career/growth-development/center-for-nursing-excellence



2022 - 2025 Nursing Strategic Plan/Priorities





The IU Health Center for Nursing Excellence launch

The center brings clinical nurses, nurse leaders, and other professionals together to strengthen our capacity to advance our mission of improving the health of our patients and communities through innovation and excellence in care, education, research, and service.







A FEW OF THE CENTER'S ACCOMPLISHMENTS:

- Created the Nurse Leader Development Academy program (NLDA) and Fellowship program
- Facilitated virtual leadership development sessions open to everyone
- Hosted Mini-Leader Development Institute (LDI):
 Two in-person conferences for over 170 participants
- Established a Communities of Practice for program participants
- Developed Micro-learning courses open to all IU Health team members
- Developed Mentorship education: "Guide to mentoring others" and "Supercharging your career with the help of a mentor"
- Designed a website on the Team Portal:
 Center for Nursing Excellence team page
- Designed a website on iuhealth.org:
 Center for Nursing Excellence



IU Health Nursing: Who we are

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





WE ARE NATIONALLY RECOGNIZED



Magnet designated



- IU Health Adult Academic Health Center (IU Health Methodist Hospital/ IU Health University Hospital)
- IU Health Arnett
- IU Health Ball
- IU Health Bloomington Hospital
- IU Health North Hospital
- IU Health West Hospital
- Riley Children's Health



Pathway to Excellence designated



- IU Health Bedford Hospital
- IU Health Blackford
- IU Health Frankfort
- IU Health Morgan
- IU Health Paoli Hospital
- IU Health Saxony Hospital
- IU Health Tipton Hospital
- IU Health White Memorial Hospital

At the end of 2022, 94% of IU Health hospitals were either Magnet or Pathway to Excellence designated, compared to just 10% of hospitals nationwide.

IU Health is on track to meet its goal of 100% of hospitals achieving Magnet or Pathway to Excellence designation by 2023.



WE ARE HIGHLY SKILLED AND PROFESSIONALLY ENGAGED

Bachelor of Science in Nursing

61%

Graduate Degrees

Certified RNs

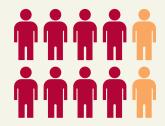
2,127

3,576 Direct Care RNs were hired across the IU Health system in 2022

WE PROVIDE EXCELLENT PATIENT CARE

8 out of 10

patients would recommend IU Health to a friend or family member according to 626,655 surveyed patients



What makes an IU Health nurse?





IU Health Adult Academic Health Center







Clinical nurses 2,022



Licensed beds 900





Outpatient visits 355,804



Emergency department visits 82,338



EXCELLENT PATIENT CARE

OUT OF recommend the AAHC



Associate of Science in Nursing

Bachelor of Science in Nursing

Graduate Degrees

Certified RNs

136 RNs received tuition reimbursement



PROFESSIONAL PRESENTATIONS AND PUBLICATIONS

21 Podium presentations

8 National publications

PATIENT CARE QUALITY

 Cared for 2,189 COVID-19 positive patients



CAUTIS reduction



C. diff** reduction

NURSING AWARDS & RECOGNITION

- 1 Indiana State Nurses Association (ISNA) Pillar Award for Professionalism and Practice
- 1 ISNA Certificate of Excellence for exemplifying the values of advocacy, leadership, professionalism, practice and unity
- 1 RN and 1 unit clinical team received the 2022 Values Leadership Award
- 1 2022 Nurse Excellence Award
- 3 Silver Beacon units from the AACN



Indiana University Health

1/1/2022 - 12/31/2022 data *Catheter-associated urinary tract infection **Clostridium difficile

IU Health Arnett



Clinical nurses 512



Licensed beds 191







Outpatient visits 98,120



Emergency department visits 48,350



Deliveries

1,629



67 new RN team members welcomed





Associate of Science in Nursing

14%

Bachelor of Science in Nursing

69%

Graduate Degrees 10%

Certified RNs

16%

36 team members using tuition reimbursement

PATIENT CARE QUALITY











- Dana Record Nurse Preceptor of the Year
- Arnett Nurse Excellence Award
- 11 DAISY Award winners
- President's Values Leadership Award winner



IU Health Ball



Clinical nurses 773



Licensed beds 379









Outpatient visits 219,453



Emergency department visits 56,400



Deliveries

1,189

SHARED LEADERSHIP

shared leadership councils



Associate of Science in Nursing

Bachelor of Science

Graduate Degrees

Certified RNs















- 13 distinguished nurses named in 2022
- 146 DAISY nominees and 5 DAISY winners

PATIENT CARE QUALITY

- 65% reduction in harm over the last 3 years
- Decreased HAPIs by over 50% in 2022

NURSING-LED RESEARCH

Active IRB* studies: 6 active, 5 closed this year





PROFESSIONAL PRESENTATIONS AND PUBLICATIONS

- 7 national podium presentations; 1 regional
- 8 national and 21 regional posters



Indiana University Health

1/1/2022 - 12/31/2022 data *Institutional Review Board

IU Health Bedford Hospital



Clinical nurses 145



Licensed beds 25







Outpatient visits 94,629



Emergency department visits 20,177

PROFESSIONALLY ENGAGED

- 2 Emerging Leader participants
- 1 Nursing Leadership Academy participant
- 1 Leadership Lawrence county participant



Associate of Science in Nursing

48%

Bachelor of Science in Nursing

47%

Graduate Degrees 5%

Certified RNs 15%

PATIENT CARE QUALITY

Increased ER volume by 19.9% from 2021

















FOSTERS RELATIONSHIPS

- Partnership and clinical experience support with lvy Tech, IU and Vincennes School of Nursing
- Supported 2 Capstone Project students

NURSING AWARDS AND RECOGNITION

- 3 DAISY Award winners
- 1 Nursing Excellence Award winner
- 1 Partner in Care Award winner
- 1 Values Leadership Award winner
- 1 President's Values in Action Award nomination: Surgery



IU Health Blackford



Clinical nurses



Licensed beds 15







Outpatient visits 26,203



Emergency department visits 9,295

DESTINATION FOR NURSING

7 new RN team members welcomed



EDUCATION AND SPECIALTY CERTIFICATION

Associate of Science in Nursing

Bachelor of Science in Nursing

53%

Graduate Degrees 3%

Certified RNs 41%



SERVING THE COMMUNITY

4 RNs participated



- 6 Nominees for DAISY award and 1 DAISY award winner
- 4 Nominees for Nursing Excellence Award and 1 winner

PATIENT CARE QUALITY









IU Health Bloomington Hospital



Clinical nurses 767



beds 185



admissions 11,267





Outpatient visits 110,560



Emergency department visits 52,092



Deliveries

1,692



154 new RN team members welcomed





EDUCATION AND SPECIALTY CERTIFICATION

Associate of Science in Nursing

29%

Bachelor of Science in Nursing

61%

Graduate Degrees

Certified RNs 22%

76 tuition reimbursement participants

PATIENT CARE QUALITY

- CLABSI* Improvement of average days between CLABSI harm events between 18.2 days on Q1 2022 versus 91.3 days in the remainder of 2022
- CAUTI** Improvement of average days between
 CAUTI harm events between 44.5 days on Q1 2022
 versus 58.5 days in the remainder of 2022

CLABSI Bundle Compliance

- 4,483 bundle observations
- 93.55% bundle compliance

CAUTI Bundle Compliance

- 3,085 bundle observations
- 94.08% bundle compliance

South Central Region had its lowest ever total number HAIs in 2022, the second year in a row they have achieved this outcome.

Southern Indiana Physicians Data

- Total count clinical RNs 157
- Number of new RNs welcomed 26
- Tuition reimbursement participants 31

Associate of Science in Nursing

38%

Bachelor of Science in Nursing

59%

Graduate Degrees

43%

Certified RNs

45%



Indiana University Health

1/1/2022 - 12/31/2022 data
*Central line-associated blood stream infection
**Catheter-associated urinary tract infection

IU Health Frankfort



Clinical nurses 32



Licensed beds 12









visits 25,841



Emergency department visits 11,525

DESTINATION FOR NURSING

19 new RN team members welcomed





Associate of Science in Nursing

34%

Bachelor of Science in Nursing

62%

Graduate Degrees

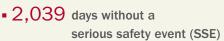
4%

Certified RNs

38%

5 RNs receiving tuition reimbursement

PATIENT CARE QUALITY





- 1,197 days without a healthcare-associated infection (HAI) – CAUTI*, CLABSI**, C. diff***
- 171 days without a patient fall





- 1 DAISY Award winner
- 1 Nurse Excellence winner



IU Health Jay



Clinical nurses



Licensed beds 25







Outpatient visits 33,638



Emergency department visits 10,203

DESTINATION FOR NURSING

3 new RN team members welcomed





Associate of Science in Nursing

35%

Bachelor of Science in Nursing

68%

Graduate Degrees

7%

Certified RNs

37%

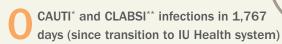
SHARED LEADERSHIP

83 RNs participating

7 Councils

950+ hours of participation

PATIENT CARE QUALITY



1,071 days since last C. diff*** infection



- DAISY Award
- Nurse Excellence Award
- VLA Regional Award winner
- 1 Academy of Nurse Excellence graduate
- 4 Distinguished Nurse Excellence Program participants
- 2 Nursing Abstracts accepted for National Pathway to Excellence Conference Presentations

INTERPROFESSIONAL PARTNERSHIPS

20 RNs serve in other professional organizations or on boards





Indiana University Health

1/1/2022 – 12/31/2022 data
*Catheter-associated urinary tract infection
**Central line-associated blood stream infection

***Clostridium difficile

IU Health Morgan

IU Health Morgan is an outpatient facility.

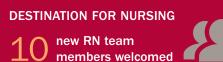


Clinical nurses 48



Outpatient 44,563





Emergency department visits 13,716



Associate of Science in Nursing

Bachelor of Science in Nursing

Graduate Degrees

Certified RNs

- 3 RNs enrolled in BSN Program
- 2 RNs enrolled in DNP Program
- 1 RN enrolled in MSN Program

5 RNs receiving tuition reimbursement

PATIENT CARE QUALITY



harm events



 Average ED door-to-doctor time is 11 minutes less than national average



- 2 DAISY Award winners
- 1 Nurse Excellence Award winner
- 1 DAISY Team Award Cancer Services

INTERPROFESSIONAL PARTNERSHIPS

 14 RNs serve in other professional organizations or on boards





IU Health North Hospital



Clinical nurses 407



beds 165









Outpatient visits 118,308



Emergency department visits 26,982



Deliveries

2,270



new RN team members welcomed





EDUCATION AND SPECIALTY CERTIFICATION

Associate of Science in Nursing

14%

Bachelor of Science in Nursing

66%

Graduate Degrees

12%

Certified RNs

35%



PATIENT CARE QUALITY



C. diff* – 5C, PCU for 2022 CLABSI** for 4 years – ICU

CAUTI*** - 5B, 5C, PCU

CLABSI - PCU

Falls with Injury - ICU





NURSING AWARDS AND RECOGNITION

- 155 DAISY Nominations
- 8 DAISY Honorees
- 1 Nurse Excellence Award

LEADERSHIP AND DEVELOPMENT

- 2 nursing research studies initiated
- Best ED Patient Satisfaction in system
- Implementation of Core Diabetes App (CDA) Program
- Implementation of Bedside Hand-off



IU Health Paoli Hospital



Clinical nurses 53



Licensed beds 24









Outpatient visits 31,289



Emergency department visits 10,447



Deliveries

81

DESTINATION FOR NURSING

new RN team members welcomed





Associate of Science in Nursing

Bachelor of Science in Nursing

Graduate Degrees

Certified RNs



NURSING AWARDS AND RECOGNITION

- 3 DAISY Award winners
- 5 RNs celebrating more than 40 years of service
- 1 Values in Action award winner
- The State Office of Rural Health recognized the hospital's dedication to safe, quality care with its Critical Access Hospital Award, Quality Improvement category in 2022

PATIENT CARE QUALITY

Harm Free 2 years (2021 - 2023)



surgical site infections





2015-2022

CLABSI 2015-2022

C. diff[†] 2015-2022

SERVING THE COMMUNITY DAY OF SERVICE

53 Volunteers

107.5 Volunteer hours

• Focused on community revitalization, mental wellness and physical activity





Indiana University Health

1/1/2022 - 12/31/2022 data *Hospital-acquired infection **Catheter-associated urinary tract infection ***Central line-associated blood stream infection †Clostridium difficile

IU Health Saxony Hospital



Clinical nurses 87



Licensed beds 44









Outpatient visits 37,120



Emergency department visits 12,443

EXCELLENT PATIENT CARE

patients are likely to recommend IU Health Saxony Hospital

EDUCATION AND SPECIALTY CERTIFICATION

Associate of Science in Nursing

Bachelor of Science in Nursing

Graduate Degrees

Certified RNs

PATIENT CARE QUALITY

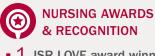




■ 33% reduction in falls with injury

DEVELOPMENT & GROWTH

- Onboarded 47 new RNs
- Increased ICU bed capacity from 6 to 12 beds as part of the Fishers Community Impact Project
- Hired a clinical nurse specialist
- Added Surgical Breast service line specialty



- 1 ISR LOVE award winner
- 1 ISR ACE award winner
- 1 Nurse Excellence award winner
- 1 Nurse graduated from Center for Nurse Excellence





IU Health Tipton Hospital



Clinical nurses 60



Licensed beds 25







Outpatient visits 30,711



Emergency department visits 7,038

DESTINATION FOR NURSING

16 new RN team members welcomed





Associate of Science in Nursing

Bachelor of Science in Nursing

68%

Graduate Degrees 10%

Certified RNs



PATIENT CARE QUALITY







PATHWAY TO EXCELLENCE REDESIGNATION

- 2 Daisy Award Winners
- 1 Nurse Excellence Award Winner
- 1 Values in Leadership ISR Nominee

SHARED LEADERSHIP

6 clinical RNs participating in Shared Governance Council



IU Health West Hospital



Clinical nurses 440



Licensed beds 173









Outpatient visits 147,700



Emergency department visits 45,496



Deliveries

1,082

DESTINATION FOR NURSING

new RN team members welcomed





Associate of Science in Nursing

Bachelor of Science in Nursing

Graduate Degrees

Certified RNs

LEADERSHIP AND DEVELOPMENT

- Implementation of Velum 'Feel Wheel'
- 1 Center of Nurse Excellence Advisory Group Lead
- 2 Nurse Leader Development Academy leaders
- Nursing Care Exploration Partnerships with area high schools to create pipeline for nursing and innovative support roles



44% decrease in Falls and 60% decrease in HAPI – MS2



- 99 DAISY nominations
- B DAISY honorees
- 1 Nurse Excellence Award



IU Health White Memorial Hospital



Clinical nurses



Licensed beds 25



Inpatient admissions

673





Outpatient visits 43,363



Emergency department visits 14,387

DESTINATION FOR NURSING

14 new RN team members welcomed





Associate of Science in Nursing

32%

Bachelor of Science in Nursing

61%

Graduate Degrees

7%

Certified RNs

36%

2 team members using tuition reimbursement



- 2 DAISY Award winners
- 1 Nurse Excellence Award winner







Indiana University Health

1/1/2022 - 12/31/2022 data

* Catheter-associated urinary tract infection

** Central line-associated blood stream infection

Riley Children's Health



Clinical nurses 1,529



Licensed beds 456







Outpatient visits 159,924



Emergency department visits 56,310



Deliveries

3,327

EXCELLENT PATIENT CARE

8 OUT OF 10 patients are likely to recommend Riley Hospital for Children

0

EDUCATION AND SPECIALTY CERTIFICATION

Associate of Science in Nursing

9%

Bachelor of Science in Nursing

83%

Graduate Degrees

Certified RNs 38%

DESTINATION FOR NURSING

- 427 new registered nurses
- 2 new licensed practical nurses
- 136 new patient care assistants

SERVING THE COMMUNITY

 25 active volunteers in the American Red Cross/IU Health Alliance





- 428 DAISY nominations, 12 DAISY winners
- 2 Distinguished Nurse Excellence Program Cohort Inductees
- 15 Distinguished Nurse Excellence Program Participants
- 6 Nursing Scholarship Recipients
- 6 Center for Nursing Excellence Fellows
- 2 Center for Nursing Excellence Academy Graduates

SHARED AWARDS AND RECOGNITION

- Partner in Care Award winner
- Ranked among the top children's hospitals in the country by U.S. News & World Report. In 2022–23, ranked in 10 out of 10 pediatric specialties
- Platinum Award for Excellence in Life Support
- Children's Surgery Verification American College of Surgeons
- Verified as a pediatric burn program by the American Burn Association and the American College of Surgeons
- Riley Maternity Tower earned the INSPIRE Hospital of Distinction
- Only certified PPMD Duchenne Care Center in Indiana



IU Health Physicians



Clinical nurses 445



Licensed practical nurses 61



Advanced practice RNs 653







locations 175



Outpatient visits 1.6 million



Telephone triage RN encounters 10,191

EXCELLENT PATIENT CARE

patients are likely to recommend IU Health Physicians

EDUCATION AND SPECIALTY CERTIFICATION

Associate of Science in Nursing

Bachelor of Science in Nursing

Graduate Degrees

Certified RNs

74 RNs receiving tuition reimbursement

PATIENT CARE QUALITY





 Exceeded target for 2022 HCC documentation and Value-Based Care Quality Index

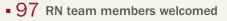
NURSING AWARDS AND RECOGNITION

- 4 DAISY winners
- 5 Distinguished Nurses
- 1 Partner in Care
- 1 Nurse Excellence
- 1 IUHP Physicians Values Leadership Award

SHARED LEADERSHIP

- 18 members IU Health Physicians Nurse **Leaders Council**
- 22 members IU Health Physicians Professional **Governance Council**
- 7 members IU Health Physicians Medical **Assistant Advisory Council**

DESTINATION FOR NURSING





- 215 MA team members welcomed
- 13 LPN team members welcomed



IU Health System Health Solutions



Clinical nurses 691



Licensed practical nurses 41



Home visits

46,774



Counties served by IU Health System Health Solutions



Hospice

38,859



Home visits (RN) 19,547



Hospice (RN) 23,546

EXCELLENT PATIENT CARE

Our Ambulatory Surgery Centers led the way in creating great patient experiences, closing 2022 with a 76.1 patient experience score.



Associate of Science in Nursing

Bachelor of Science in Nursing

Graduate Degrees

Certified RNs

IU Health System Health Solutions services include:

- Ambulatory Surgery Centers
- Business Solutions
- Community Health
- Employee Occupational Health Services
- Employee Assistance Program
- Healthy Results
- Home Health
- Home Products
- Hospice
- IU Health Plans
- LifeLine
- Outpatient Physical Therapy
- Population Health
- Sleep Medicine
- Sports Medicine Outreach
- Urgent Care
- Virtual Care



NURSING AWARDS AND RECOGNITION

- 8 nurses earned DAISY Awards for excellent patient care
- 2 SHS nurses earned the regional Values Leadership Awards



Dedicated to excellence

Comments from our patients and families

I felt heard. Treated with respect and concern with my health issue. I wasn't treated like a drug seeker. I loved how nice my nurses were. My nurse in the ER comforted and sat with me during a very painful treatment. My overnight nurse was just amazing. Helped in every way possible to help me be comfortable. Very concerned, helpful, and treated me with utmost respect. Empathy and sympathy was shown by all staff. They took care of my problem.

The NICU nurses are absolutely fantastic. Leaving our baby in the hospital for 55 days is the hardest thing we have ever endured as parents but our nurse made our time there much easier. She cared for our child just like we would. We trusted her with our child while we couldn't be there. She was the best advocate for us as well. She was always a listening ear for us. She made us laugh during the hardest time in our lives as a family. She helped us understand what the doctors were thinking. The doctors were phenomenal as well and always heard our concerns.

I felt the care was excellent. The two nurses were helpful and each had a sense of humor. Made me feel comfortable.

Excellent patient care, excellent attention to detail. My Emergency nurse was superb. She's very kind and caring. She has a beautiful attitude and a beautiful spirit.

Dedicated to excellence

Nursing staff was friendly and caring.

The nursing staff was exceptionally nice, caring and respectful. The staff had a positive attitude and was willing to do what I needed to treat my medical needs.

Everyone that helped me during my visit were kind, compassionate and made me feel comfortable during what is a very uncomfortable experience. The nurses were wonderful.

The nurses on the NICU floor were amazing, tremendous, well trained, very professional, very informational. Amazing nursing staff all across the board. We can't thank you guys enough for saving our daughter's life. We're forever and internally indebted to you guys, and we can't thank you enough. Highly recommend. The staff is 10 out of 10. Thank you.

I so appreciated the daily checks from my nurse advisor. I appreciated the calls that were sent directly to my house, before my procedure, and I so appreciated the nurse who was with me every step of the way.

The primary reason for having such a good rating is the fantastic nurses that took great care of us during our stay. Thank you.



Indiana University Health

A private, nonprofit organization, Indiana University Health is Indiana's largest comprehensive health system and is comprised of hospitals, physicians and allied services dedicated to providing preeminent care throughout Indiana and beyond. Our unique partnership with Indiana University School of Medicine gives our highly skilled physicians access to innovative treatments using the latest research and technology.

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