Northwestern Memorial Hospital Nursing

Presented to: GME Program Director
Presented on: January 27, 2020
Presented by: Kristin Ramsey, MSN, MPPM, RN, NE-BC
Senior Vice President and Woods-Prince Family
Chief Nurse Executive
Northwestern Memorial Hospital
An Introduction to our NMH Nurses

Educational Preparation
96% of our clinical nurses are Bachelors prepared or higher
75% of eligible clinical nurses hold a specialty certification

Care Delivery
88% of units outperformed the NDNQI benchmark for falls with injury and 74% outperformed this benchmark for CAUTI

Nursing Research
23 active research projects are being led by our clinical nurses and are supported by NMH research consultants

Advanced Practice Nursing
365 Advanced Practice Registered Nurses practice in the NM Central Region
88% of units exceeded the NDNQI benchmark for falls with injury and 74% exceeded this benchmark for CAUTI.

93% of our clinical nurses are Bachelors prepared or higher.

54% of eligible clinical nurses hold a specialty certification.

23 active research projects are being led by our clinical nurses and supported by NMH research consultants.

365 Advanced Practice Registered Nurses practice in the NM Central Region.
**NMH Nurse Demographics**

**NMH Nurse Age & Gender**
- Female 91%
- Male 9%
- <30 Years 47%
- 30-40 Years 22%
- 40-50 Years 13%
- >50 18%

**NMH Nurse Ethnicity**
- Caucasian 67%
- Asian 15%
- Black 5%
- Hispanic 6%
- Unreported 6%
- Native American or Pacific Islander 1%
- Identifies with 2 or more ethnicities 1%

<table>
<thead>
<tr>
<th>Years of Service at NMH</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;2 years</td>
<td>35%</td>
</tr>
<tr>
<td>2-5 years</td>
<td>25%</td>
</tr>
<tr>
<td>5-10 years</td>
<td>11%</td>
</tr>
<tr>
<td>10-15 years</td>
<td>10%</td>
</tr>
<tr>
<td>15+ years</td>
<td>19%</td>
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<table>
<thead>
<tr>
<th>Years of Experience – New Hires</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;1 year</td>
<td>53%</td>
</tr>
<tr>
<td>1-5 years</td>
<td>27.4%</td>
</tr>
<tr>
<td>5-10 years</td>
<td>8.4%</td>
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<tr>
<td>10-15 years</td>
<td>3.4%</td>
</tr>
<tr>
<td>15+ years</td>
<td>4.9%</td>
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ANCC Practice Transition Accreditation Program (PTAP)
Northwestern Memorial Hospital Nurse Residency Transition into Practice Program
Undergraduate Nursing Students

FY2019 Group Rotations

- 1200 nursing students from 15 schools participated in educational rotations
- Clinical nurses provided over 28,000 hours of precepted educational time

Clinical Experience Utilization

<table>
<thead>
<tr>
<th>University</th>
<th>Utilization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chamberlain University</td>
<td>253</td>
</tr>
<tr>
<td>Chicago Semster</td>
<td>4</td>
</tr>
<tr>
<td>Chicago State University</td>
<td>15</td>
</tr>
<tr>
<td>DePaul University</td>
<td>304</td>
</tr>
<tr>
<td>Loyola University Chicago</td>
<td>216</td>
</tr>
<tr>
<td>North Park University</td>
<td>67</td>
</tr>
<tr>
<td>Oakton Community College</td>
<td>34</td>
</tr>
<tr>
<td>Resurrection University</td>
<td>140</td>
</tr>
<tr>
<td>Robert Morris University</td>
<td>69</td>
</tr>
<tr>
<td>Rush University</td>
<td>67</td>
</tr>
<tr>
<td>Saint Xavier University</td>
<td>76</td>
</tr>
<tr>
<td>Trinity Christian College</td>
<td>3</td>
</tr>
<tr>
<td>University of Illinois Chicago</td>
<td>144</td>
</tr>
<tr>
<td>University of St. Francis</td>
<td>8</td>
</tr>
<tr>
<td>Valparaiso University</td>
<td>6</td>
</tr>
</tbody>
</table>

Rotation Specialty

- Obstetrics/Neonatal: 34%
- Med/Surg, Oncology: 40%
- Psychiatry: 13%
- Clinical Role Transition: 8%
- Critical Care: 5%
Graduate Nursing Students
FY2019

- 59 graduate nursing students from 19 schools participated in educational rotations
- NM preceptors provided 10,000 hours of precepted educational time
- 19 schools represented:
  - Benedictine University
  - Chamberlain University
  - Eastern Carolina University
  - Grand Canyon University
  - Johns Hopkins University
  - Lewis University
  - Loyola University
  - Maryville University
  - North Park University
  - Northern Illinois University
  - Oregon Health & Science University
  - Resurrection University
  - Rush University
  - Saint Louis University
  - Saint Xavier University
  - University of Illinois, Chicago
  - University of Saint Francis
  - University of Missouri, Kansas City
  - University of South Alabama

Rotation Specialty

- Acute Care 51%
- OB/Neonatal 17%
- Leadership/Education 11%
- Primary Care 4%
- Psychiatry 9%
- Health Systems 8%
- Psychiatry 9%
Undergraduate Nursing Students
FY2019 Student Nurse Interns (SNIs)

- 43 SNIs participated in the 8-week Summer 2019 educational program
- 10,320 hours of precepted time provided by NM clinical nurses

Clinical Experience Utilization

- Illinois State University: 6
- Illinois Wesleyan University: 3
- Loyola University Chicago: 1
- Marquette University: 4
- Michigan State University: 2
- Northern Illinois University: 1
- Purdue University: 1
- Saint Louis University: 1
- Saint Mary’s College: 2
- Texas Christian University: 1
- University of Alabama: 1
- University of Illinois Chicago: 1
- University of Iowa: 6
- University of Kentucky: 1
- University of Michigan: 6
- University of Saint Francis: 2
- University of South Carolina: 1
- University of Wisconsin: 2
- Villanova University: 1
“Nurse Titration of Oxytocin Infusion for Post-Dates Induction of Labor Among Normal Weight, Overweight, and Obese Women”

Angela Maeder, PhD, RNC-OB
Clinical Nurse, Neonatal ICU
NMH Nursing Professional Development Pathway

Overview

• Pathway for nursing professional development and career growth
• Three levels of the pathway with increasing levels of growth and development
  – Level 2-member of a DMAIC project team
  – Level 3-lead a DMAIC project team
  – Level 4-co-investigator of an IRB approved research project
NMH Nursing Professional Development Pathway

Participation

**FY17 Summary**
- 59% Pathway Completion
- Completed Submissions: 524

**FY18 Summary**
- 35% Pathway Completion
- Completed Submissions: 310

**FY19 Summary**
- 54% Pathway Completion
- Completed Submissions: 271
The 2016 annual engagement survey results for a surgical unit showed a need to improve communication between physicians and nurses.

A pilot was created for third year medical students (M3s) to shadow nurses to facilitate nursing role understanding.

The shadow experience significantly increased the medical students’ appreciation of the role and their perceived ability to communicate with nurses.

This program will continue this year as it has replaced the medical students’ hospital orientation and has become part of the curriculum.
Questions?