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Message from the CEO

Throughout my 37 years in health care, I have always admired the tradition and culture of nursing that encompasses caring, professionalism, and a dedication to excellence.

Amid the challenges and changes in health care, it is reassuring to know that the 1,500 nurses of Genesis can always be counted on to rise to the task and excel in patient care.

Each page of this biennial report highlights progress at Genesis -- all made possible over the past two years by the contributions of nurses who work 24/7 to improve patient care, quality, and safety. In two years, nurses have had a role in the health system achieving zero Serious Safety Events; completing the implementation of the $150 million Campus Optimization Project; earning numerous quality distinctions; and, raising the bar each day to meet the excellence of our Magnet and Pathway to Excellence recognitions.

In addition to these advancements, nurses still do what they have been doing since Genesis began nearly 150 years ago. They remain our patients’ most trusted advocate. They are the reliable presence in the health care journeys of countless families in our community. Their compassion helps calm fears and celebrate health milestones at our patients’ most personal moments.

Thank you for all you have achieved and for being such an important part of our mission to provide compassionate, quality health services to all those in need.

Douglas P. Cropper
President & CEO
Genesis Health System

#dedicated
As nurses, we have opened our hearts to our patients, our community, and to each other. We are the most trusted of all professionals. Our work is about generating knowledge and advancing human caring for all. We must recognize that the skills we have today will not be the skills we need tomorrow.

Let this Biennial Report be a testament to our achievements, not solely in advancing care, but in fostering a culture of innovation and an environment that embraces the voice of the nurse…a voice to be heard and acted upon. These pages offer dozens of illustrations where inspiration turned into action, where resilience led to positive outcomes for our patients and staff, and where nurses led the way to initiate and implement innovative solutions. These achievements truly reflect nursing professionalism, teamwork, and superiority in patient care.

Nurses cross paths with dozens of people every day, and we can continue to set the bar for exceptional performance, patient experience, care, and outcomes in all we do. We are challenged to try new ideas, participate in research, and explore the safest and best practices for our patients, all of which are crucial to meeting the pressing challenges in healthcare.

As you can see…there’s no “shortage” of good work to be done.

WE’RE IN THIS TOGETHER!

- Jackie Anhalt
NURSING MISSION

We, the community of nurses, support the mission of Genesis through our intentional presence in all we do.

We demonstrate excellence in clinical care by our commitment to evidence-based practice, quality outcomes, and the delivery of culturally competent patient care in a caring-healing environment.

We promote innovation in clinical practice, programs, and technology through active participation in decision-making and research.

We provide a compassionate and respectful environment for all members of our community through our Professional Practice Model, and patient- and family-centered care.

We recognize leadership exists at every level from the bedside to the boardroom.

NURSING VISION

We will conscientiously integrate evidence-based practice and research into clinical and operational processes by being innovative and establishing new ways of achieving high quality outcomes.

We will promote an environment that stimulates, motivates and inspires nurses to both achieve extraordinary outcomes and develop their own leadership capacity.

We will have a professional practice environment that uses multiple strategies to create structures and processes that support a lifelong learning culture that includes professional collaboration and the promotion of role development, academic achievement and career advancement.

Nursing Philosophy

Reflective of the Genesis mission, vision, and values, our Department of Nursing philosophy centers on the basic beliefs concerning the key concepts of nursing: person, environment and health. Caring relationships, compassion and evidence-based practice serve as the foundation of nursing care at Genesis. Care is seamless and consistent throughout the health system resulting in a safe, healing environment, leading to excellent outcomes.

We believe care decisions must be made in collaboration with the patient and family and respect the inherent dignity and worth of all, unrestricted by considerations of culture, social or economic status, personal attributes, or nature of health problems.

We believe interdisciplinary teams of health professionals working cohesively with patient and family are the most effective and efficient means for achieving the best possible outcomes.

We believe professional nursing is both an art and science-based discipline possessing a unique body of knowledge.

We believe that nursing “owning” their own practice leads to commitment, competence in performance, improved communication skills, and life-long learning, which are crucial to the practice of nursing.

We believe nurses have the right, authority and legislative responsibility to make independent patient care decisions while practicing to the full scope of nursing practice, and whenever possible these decisions should be made at the point of care.

We believe in nursing taking an active role in the selection, implementation, and execution of technology solutions for patient care to enhance patient safety and maximizing efficiency.
FY17-18 QUICK FACTS

- 647 LICENSED BEDS
- 21,631 ADMISSIONS EXCLUDING NEWBORNs
- 3,238 NEWBORN BIRTHS
- 7,701 CATH LAB PROCEDURES
- 99,078 EMERGENCY DEPARTMENT VISITS
- 12,406 SURGICAL PROCEDURES

Noteworthy Numbers

- 26% OF NURSES NATIONALLY CERTIFIED
- 44% BSN AND GREATER EDUCATION
- 20% NPD ADVANCEMENTS
- 15 100 GREAT IOWA NURSES AWARD
- $200,000 IN NURSING SCHOLARSHIPS AWARDED

Highlights of Key Achievements

ZERO SERIOUS SAFETY EVENTS
PUTTING US IN THE TOP 1% OF THE NATION IN PATIENT SAFETY

- Achieving zero Serious Safety Events is the result of constant focus on attention to detail, training and education, along with policies implemented to prevent errors causing harm to patients. What this accomplishment means to our patients is we are providing quality care and as a health system, we are consistently doing no harm to patients.

RECOGNITION

- GMC-DAVENPORT: Best Hospital in 2018 Quad City Times Reader’s Choice Awards
- GMC-DAVENPORT: Baby Friendly designation
- GMC-SILVIS: Quality Award from the Illinois Pernatal Quality Collaborative
- GMC-DEWITT: "Best Place to Work in DeWitt" by DeWitt Change and Development Company
- GMC-ALEDO: Excellence in Quality of Care and Top Performance

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- $200,000 IN NURSING SCHOLARSHIPS AWARDED

2017

- GMC Aledo received Patient Satisfaction recognition
- Genesis SHIIP Volunteers earn Iowa Volunteer Award
- US News ranks GMC Davenport “High-Performing” in 7 Specialties
- GMC DeWitt Top 20 – Best Practice Recipient – Quality by National Rural Health Association
- Most Wired award winner for I.T. Excellence (13th consecutive recognition)
- Aledo receives first ever Joint Commission Accreditation

2018

- Genesis Earns Iowa Gold Achievement for Performance Excellence
- GMC East recognized as a Top Nurse Employer in Iowa by Nurse org.
- Genesis Health System has been designated among the top 20 percent of health systems analyzed by IBM Watson Health for a number of quality measures
- Most Wired award winner for I.T. Excellence (14th consecutive recognition)
- GMC Davenport 3-time Top-Ranked Community Hospital in Iowa by U.S. News & World Report
- GMC Davenport earns Blue Distinction Center for bariatric surgery, total hip and knee replacement, maternity, and spine surgery
- Best in Class in engagement - CNOs
Transformational Leadership

Genesis Medical Center Project Provides 21st Century Care and Technology

Three years in the making, with a production cast of hundreds, Genesis Medical Center, Davenport at East Rusholme Street is prepared to continue to serve the health needs of the region with 21st Century technology.

The completion of a $150 million seven-story surgical and patient care tower consolidated Genesis Medical Center, Davenport short-term medical and surgical services onto the East Rusholme Street campus.

Improving quality of care, safety of care and convenience for patients were all-important elements of the building project from the planning stages all the way to opening the tower for patients.

The new tower brought all surgery at Genesis Medical Center, Davenport short-term medical and surgical services onto the East Rusholme Street campus.

The surgical suites and new inpatient rooms were designed based on input from medical staff, nurses and other staff providing care to patients. Instead of congestion or equipment and wiring on the floor, the equipment is now suspended from the higher ceilings of the rooms. Outpatient benefit from the availability of the latest in surgical technology.

The new inpatient units were designed with decentralized nurses’ stations, (multiple mini-stations across the unit). This design provides improved visibility of the patient, increased proximity to patient, reduction in noise levels and increased workspace per nurse. Patient rooms have nurse servers that provide storage of nursing supplies at the bedside and readily accessible. The rooms also have monitoring capabilities that inform the care team about fall risk, dietary restrictions and other information necessary to provide the best care possible.

Genesis construction and engineering staff created a full-scale mock surgical suite and a mock patient room to seek input from hospital staff, physicians and past patients. These groups provided great suggestions about what would work and what wouldn’t work. Their suggestions were all considered in the construction.

Among the patient features are pre-operation rooms where pre-operative services, like lab and radiology, are taken to the patient instead requiring the patient to make multiple stops throughout the hospital.

Main Street is a busy hub for patients, visitors and employees, with a retail FirstMed Pharmacy, coffee shop, gift shop, chapel and conference room space.

Charlette Evans, Director of Nursing Operations, Receives 2018 Genesis Legend Award, Top Employee Honor

Charlette Evans, MSN, RN, Director of Nursing Operations, GMC-Davenport, has been named the recipient of the 12th annual Legend Award for outstanding service - the highest level of employee recognition given out by the health system.

Legends are selected by the Genesis Fire Starter’s Engagement Team, which reviews nominations from across the health system using a stringent ranking system and peer interviews to assist in the selection process.

The Legend Award recognizes employees who consistently go far beyond and beyond what’s expected in their jobs, in their interactions with other employees and customers or patients, and who live the Genesis core values, Standards of Behavior and mission - to provide compassionate, quality care to all who need it.

Evans began her 38-year-career in health care as a nurse in rehabilitation, at Genesis 31 years ago as a nurse at Genesis predecessor organization St Luke’s Hospital. She was named the Manager of Cardiographics in 2002 and became Director of Nursing Operations in 2012.

Colleagues call her a positive, hardworking and inspirational leader who always makes herself available for work or personal issues.

“When I'm rounding on the floors, no matter what time, I'm always impressed with the number of occasions I find Charlette engaging with front line staff,” says Jordan Vogt, President, GMC-Davenport. “She educates, mentors and asks staff what can be done to remove any barriers. I cannot think of an employee more deserving of the Legend Award.”

Evans has been key in helping to reduce the number of RN openings at GMC-Davenport. She also has helped to guide nursing managers through the Campus Optimization Project process, supporting them through challenges while giving them the autonomy to develop efficient, nurse-friendly units.

“When I think of a ‘Legend,’ I think of three things – longevity, knowledge and respect – all of which Charlette exemplifies,” says Jackie Anhalt, MS, MSN, RN, NEA-BC, Vice President, Patient Services, Genesis Medical Center, Davenport, and Chief Nurse Executive, Genesis Health System. “Her loyalty and commitment to Genesis, our staff and patients is undeniable. She is an amazing nurse leader.”

Wanda Haack, DeWitt CNO Earns IHA Leadership Award

Wanda Haack, MSN, RN, was recognized for her leadership role at the annual conference of the Iowa Hospital Association (IHA). Haack, who started her career at Genesis 31 years ago as a nurse in rehabilitation, has served in many roles. She became Chief Nursing Officer at Genesis Medical Center, DeWitt in 2010. Haack has led Genesis Medical Center DeWitt to two consecutive designations for ANCC Pathway to Excellence. She has provided leadership for many quality and safety initiatives at the system level, as well as for Genesis Medical Center, DeWitt.

Haack, Chief Nursing Officer at Genesis Medical Center, DeWitt, was named IHA’s 2016 Outstanding Nurse Executive.

“Wanda has been key in helping to reduce the number of RN openings at GMC-Davenport. She also has helped to guide nursing managers through the Campus Optimization Project process, supporting them through challenges while giving them the autonomy to develop efficient, nurse-friendly units.

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Nurse Retention Specialist

The Nurse Retention Specialist position was created in the beginning of 2018 to help recruit and retain top nursing talent for Genesis Health System. The Nurse Retention Specialist works with nursing leadership and staff to identify needs and implement organizational changes to improve employee engagement. The primary focus is on new nurses during their first year of employment, to foster resiliency and professional growth. The Nurse Retention Specialist advocates and supports nurses new to Genesis. The specialist conducts stay interviews with all RNs within 90 days of hire and 9 months after hire, as well as rounding on the units during all shifts. The Nurse Retention Specialist will meet with any RN at Genesis, based on referrals or an identified need, as well as conduct exit interviews as needed. Additionally, the specialist manages the Genesis Nurse Residency program. Interventions identified and initiated that impact retention are being tracked and retention and turnover rates are monitored by the Nurse Retention Specialist.

Nursing Recruitment - Student Forum

Genesis hosts a Bi-Annual “Genesis Nursing Student Nurse Forum” where senior nursing students from St. Ambrose University, Eastern Iowa Community College and Blackhawk College attend a half day event at Genesis. The event provides learning opportunities for students regarding the organization and transitioning from student to nurse. After the presentations, students attend a networking luncheon with Genesis nursing leadership. Nursing students who are interested in learning more about career opportunities at Genesis can attend a recruitment event in the afternoon. The topics discussed at the event include:

- GHS Organizational Model
- New Nurse Perspective - Panel Discussion
- Genesis Nursing Shared Governance
- Interviewing Tips and Techniques - Panel Discussion

Nursing Professional Practice Model

At the center of the Professional Practice Model is Florence Nightingale our foundational theorist. Her words reflect thoughts and principles that are consistent with many GMC nursing values and beliefs. She serves as the core of our modern nursing profession.

Professional Nursing - the overarching framework for professional growth, development, and the structures and processes that govern our profession. It is what we do and who we are.

Patient & Family Care - primary nursing and relationship-based care focuses on the patient and family. The patient and the family’s unique needs are at the center of the care we deliver.

Evidence-Based Practice guides our clinical decision-making through the use of research and evidence.

Professional Relationships - allow nurses to share responsibility for decisions that affect nursing practice and to collaborate with other disciplines to affect patient outcomes.

Rewards and Recognition - allows nurses to demonstrate individualized advancement as well as celebrate our success in the nursing profession and the care we deliver.

Excellence - Genesis Nurses strive for Excellence within our profession.

Professional Governance

Professional Governance, previously known as Shared Governance, drives operational, professional, educational, and research processes for nursing practice. It is the framework for shared decision-making and is grounded in shared professional accountability that gives all an equal voice.

The nursing governance structure at GMC is comprised of the Patient Care Area Partnership Councils (PPCs), the Nursing Partnership Council (NPC), and standing committees. The councils function independently as well as interdependently to ensure that patients at Genesis Medical Center (GMC) receive the most current, effective and efficient nursing care. Council involvement is a core value for staff and management. Councils are expected to integrate relevant professional and regulatory standards into their functions along with current research.

Nursing Operations

Nursing Management

PPC Chairs

Entity CNO’s

Nursing Education

GHS Nursing Partnership Council

Nursing Standards

Nursing Collaborative Documentation

Nursing Quality and Safety Committee

Nursing Professional Development and Recognition

Nursing Research and Evidence-based Practice

Jackie’s Making the Rounds

Jackie Anhalt, our CNE, had the opportunity to go on a transport with Michelle Martin and Sam Dobbs to Iowa City to bring a baby back to our NICU. Jackie shared how wonderful it was to see such pride in our nurses for the wonderful work they do every day. She also had time to watch Stacy and Michell in ICU caring for the patients, as well as participated in the Med/Pulm unit’s geographical rounding.
CNO/CNE

The CNO uses various methods to communicate, be visible, and be accessible to nurses throughout the organization.

CNE advocates for organizational support of ongoing leadership development for all leaders, with a focus on mentoring and succession planning:

- Frontline Level 1 Leadership Program
- Frontline Level 2 Leadership Program
- Leadership Development Institute
- High Potential Development Program

CNE Leadership that led to a strategic Organizational change:

- 3rd Shift Partnership Council - Part of 3rd Shift Friendly Initiative
- Shift Work Solutions Class - Part of 3rd Shift Friendly Initiative
- Nursing Recruitment - Student Forum Part of Senior Class Curriculum
- Nurse Retention Specialist Position

Night Owls: Creating A Night Shift Friendly Workplace

Jackie Anhalt MSN, MS, RN, NEA-BC & Joan McCann MSN, BA, RNC

Genesis Medical Center, Davenport, IA

BACKGROUND

Obstacles to success for the night shift nurse

- Learning how to adapt to different sleep schedules
- Ensuring safety and order in the environment
- Staying healthy and fit

Obstacles to success for an organization

- Night shift turnover rates are escalating
- Identifying ways to improve engagement

PURPOSE

There are definitely advantages to working the night shift, but there are also challenges and risks.

- Financial Advantages
- Family Life/Lifestyle Advantages
- Work Environment Advantages
- Challenge with Fatigue
- Challenge with Health Issues
- Challenges with Work/Life Balance

To address the challenges, the following goals were identified:

- Provide resources, using research and EBP, to educate on the impact of working night shifts related to:
  - Physical health
  - Work/life balance
- Provide resources, using research and EBP, to educate on healthy and safe eating
- Provide resources, using research and EBP, to improve health and well-being

RESULTS

- Night Shift Solution Class: A 3-hour education survival program was developed and geared towards providing strategies to enhance health and wellness, prevent shift-related fatigue, reduce stress and create healthy sleep environments.
- Night Shift Professional Governance Meetings: As part of our Professional Governance framework, the night shift PPC team to identify and address specific needs of the night shift. The Savvy Solutions for Healthy Lifestyles Books are given as a token to the night shift PPC members delivered by CNE.
- Food Availability: Extended hours of Copper Spoon and Big Dogs Food Truck at night
- Exercise Facility Access
- Power Breaks: Stimulation & Relaxation rooms are available for staff to go either for quiet rest or stimulation through gaming, music, etc.

METHODS

Phenomenological Inquiry through leader rounding, staff surveys, satisfaction scores, sensory scales. Data reviewed and correlated to begin 2017.

CONCLUSIONS

- Working the night shift can have many benefits, such as added income, less child care fees, and, at times, calmer unit environments while patients sleep or rest.
- Key to success is knowing the right self-cares and routines to survive some of the stressors and transitions that accompany circadian rhythm adjustments.
- Incentives, education, and self-care opportunities improve staff satisfaction for working night shifts.

NIGHT SHIFT GOVERNANCE PROCESS

With representation from all the campus entities, different perspectives and processes can continuously be explored. As 3rd Shift PPC continues to develop and expand, more benefits will be realized as empowered night shift nurses contribute to improvements in nurse and patient safety.

HEALTH & WELL BEING RESOURCES

Jackie Anhalt MSN, MS, RN, NEA-BC & Joan McCann MSN, BA, RNC

Genesis Medical Center, Davenport, IA

REFERENCES

- Pakieser-Reed, Katherine (2013). Night Shift Nursing: Savvy Solutions for a Healthy Lifestyle

“I REALLY LIKED LEARNING ABOUT THE ANCHOR TIME FOR SLEEPING”

“I THE CLASS REALLY GAVE ME GREAT IDEAS ABOUT HOW TO EAT HEALTHIER AND THE BEST TIME TO EAT WHEN WORKING NIGHTS”
GMC-Davenport Earns International “Baby-Friendly” Designation

Genesis Medical Center – Davenport has received prestigious international recognition as a Designated Baby-Friendly birth facility.

Baby-Friendly USA, Inc., is the U.S. authority for the implementation of the Baby-Friendly Hospital Initiative, a global program sponsored by the World Health Organization (WHO) and the United Nations Children’s Fund (UNICEF). The initiative encourages and recognizes hospitals and birthing centers that offer an optimal level of care for breastfeeding mothers and their babies. Based on the Ten Steps to Successful Breastfeeding, this prestigious designation process requires verification of policies, curriculum, action plans, quality improvement projects, staff training, and competency verification, as well as a readiness interview and an on-site survey.

GMC-East Rusholme Street began the Baby-Friendly designation process in 2015. The first three phases – Discovery, Development and Dissemination – were completed in 2016. The final phase, Designation, included a telephone readiness assessment and an onsite visit. A survey team from Baby-Friendly USA visited GMC-East Rusholme Street December 7 and 8 to conduct the assessment. During the December visit, the survey team conducted a series of interviews, observations and document reviews. A mock survey was conducted in June 2017 to assist with preparedness.

GMC-Davenport is one of only three hospitals in Iowa, and the only hospital in the eastern Iowa/ western Illinois region to hold the Baby-Friendly designation. The designation is good for five years, at which time the facility must go through a re-designation process.

Hospitals providing maternity care throughout the United States and U.S. Territories earn designation by successfully completing all four phases of a 4-D pathway, implementing the Guidelines and Evaluation Criteria and passing an on-site assessment. The Baby-Friendly designation process requires verification of policies, curriculum, action plans, quality improvement projects, staff training, and competency verification, as well as a readiness interview and an on-site survey.

GMC-East Rusholme Street began the Baby-Friendly designation process in 2015. The first three phases – Discovery, Development and Dissemination – were completed in 2016. The final phase, Designation, included a telephone readiness assessment and an onsite visit. A survey team from Baby-Friendly USA visited GMC-East Rusholme Street December 7 and 8 to conduct the assessment. During the December visit, the survey team conducted a series of interviews, observations and document reviews. A mock survey was conducted in June 2017 to assist with preparedness.

Baby-Friendly designation is conferred when an External Review Board reviews the survey tool and confirms that the Ten Steps to Successful Breastfeeding and the International Code of Marketing of Breast Milk Substitutes have been properly implemented.

The hospital learned the Baby-Friendly news on Friday, February 9, 2018.

We are so proud to receive this prestigious designation,” said Kim Nimrick, RN, BSN, RNCOB, Manager of the GMC-East Rusholme Street BirthCenter. “I’d like to thank staff and providers for all of their hard work and preparation that went into the designation process, and for their dedication to providing quality, compassionate care to our families. The Genesis BirthCenter breastfeeding initiation rates already exceed the national average. This designation reflects our commitment to supporting mothers who breastfeed while also promoting safe feeding practices for those mothers who are not able to, or choose not to breastfeed.”

There are more than 20,000 designated Baby-Friendly hospitals and birth centers worldwide. Currently there are 487 active Baby-Friendly hospitals and birth centers in the United States. The “Baby-Friendly” re-designation is given after a rigorous on-site survey is completed. The award is maintained by continuing to practice the Ten Steps as demonstrated by quality processes.

The BirthCenter in Davenport has experienced staff and lactation consultants who assist new mothers with breastfeeding. The BirthCenter offers a Breastfeeding Basics class and a breastfeeding support group. Opening of an outpatient lactation clinic, where mothers can receive extra breastfeeding support, is planned for late spring.

The BirthCenter also practices “The Golden Hour” right after birth. That’s when newborn babies are dried off, placed skin-to-skin on the mother’s chest, and covered with a blanket to promote bonding and help the baby adjust to the outside world. Not only does this quiet time of skin-to-skin contact stabilize breathing, heart rate and blood sugar, but it also stimulates the baby’s natural instinct to breastfeed.

Breast milk contains all the vitamins and nutrients a baby needs in the first six months of life. It is also packed with disease-fighting substances that protect a baby from illness. Breastfeeding can protect a baby from a long list of illnesses, such as ear infections, meningitis, lower respiratory illness, stomach viruses, asthma and allergies; improve cognitive development; and, may protect against obesity and lower a baby’s risk of Sudden Infant Death Syndrome.

Breastfeeding can also reduce a mom’s stress level; reduce the risk of postpartum depression; and, may reduce the risk of breast and ovarian cancer.

Evidence-Based Practice Internship

In 2017, an Evidence-Based Practice Internship was developed for Genesis nursing. The program allows nurses to be out of staffing to complete an evidence-based practice project on their unit. The first year, two nurses completed the program with projects regarding improving orientation in the Emergency Department, and implementing a Modified Early Warning System (MEWS). Three nurses are enrolled for the second year of the program focusing on early enteral nutrition in intubated patients, induced hypothermia, and standard care for post-operative inguinal hernia patients.
Preceptor Prep Program

Genesis Health System is committed to employee education. Recently, educators at Genesis have started the process of updating and re-designing class formats utilizing the most current education practices to meet staff learning needs. The Nurse Preceptor Program, which provides nurses with the knowledge they need to train and educate new nurse hires, was one of the first courses to be re-designed. This was due to its importance to the health system to train safe and competent nurses.

In the beginning of 2018, the Nursing Preceptor course started the journey of being re-designed utilizing a flipped classroom methodology. The ‘Flipped Classroom’ is relatively new term and education method that has been gaining momentum for adult education. In a traditional class format, students learn new content in class and then do homework outside of class to demonstrate they have understood and can apply new knowledge. Flipped classrooms are when learners are exposed to new material and content outside of class, and then spend class time applying new knowledge with activities. Research has found, that when the flipped classroom format is used for adult learners they achieve a higher level of learning. Another component of flipped classrooms is the use of technology to help students learn content outside of class.

The re-designed Blended Preceptor Preparation Course now utilizes online learning modules that students must complete before attending a class that helps them apply new knowledge via activities and games. The original Preceptor Class was an 8-hour event and now with the flipped classroom format it only lasts 3 hours. This allows learners with all sorts of schedules and shifts to attend and helps the health system to be cost efficient.

The Blended Preceptor Preparation Course was held for the first time in March of 2018 with much success. New and old preceptors attended and gave very positive feedback for the new class format. Learners really liked that the class was only 3 hours long and that it was very interactive. One learner even stated, “I loved learning about learning.”

Nurse Residency Program

In January, 2018, Genesis revised its Nurse Residency Program to better meet the needs of the new graduate nurses. Components of the New Graduate Nurse Residency Program include: Training - Orientation (week one of RN employment); Education - Unit specific orientation (weeks 2-12, as appropriate to the unit); Development – Transition Management (classes continued through the first year of employment).

The Genesis Nurse Residency Program assists newly licensed graduate Registered Nurses to transition from student to professional nurse. This mandatory program provides the newly licensed nurse extra guidance, education, mentoring, and socialization while enhancing both critical thinking and clinical reasoning skills. The Nurse Residency Program also helps newly licensed nurses to identify and apply concepts of evidence-based practice. It is built using similar concepts to Maslow’s Hierarchy of Needs. The Genesis Nurse Residency Program consists of three - 6 hour classes that are scheduled in the 4 -12 month of employment time frame. The topics of the classes are Transition Management, Role Transition, and Professionalism. Additionally, participation in one Nursing Partnership Council (NPC) will be required to experience Professional Governance at Genesis.

The classes are designed to have more interactive activities incorporated into each presentation. During each class, a flipped classroom will be utilized that consists of pre-work as well as competition for points and prizes offered to participants. The Simulation Center is used during each class to practice and review hands on skills. Upon full completion of the Nurse Residency Program, the new graduate RN will earn 36 continuing education hours recognized by the Iowa Board of Nursing.

The Learning Center

The Genesis West Campus Learning Center continues to light up with learning. Many programs have been added over the last couple of years. To name a few, hands on Skill Labs, Orientation Classes, Dedicated Learning Unit Post Assessments, Critical Care Training, Basic Life Support and New Technologies Training are some of the classes provided. Several of the training rooms now have new technologies installed allowing staff to learn new communication technologies in a safe environment. According to Terri DeClerk, DNP, RN, Nursing Informatics Specialist, the Learning Center has been a wonderful environment to provide training. We train on use of the Critical Alert Nurse Call system, Aeroscout duress tags, Stryker beds and Vocera without interrupting patient environments. We provide training on safe use of the bed technologies, alarms and safe patient transfers to prevent patient falls and injuries. Knowing and understanding the correct use of these devices and equipment improves patient/nurse satisfaction and safety.

BSN Rate Increasing

It has been shown that BSN prepared nurses have better clinical outcomes, lower mortality rates, and higher proficiency in clinical thinking. At Genesis, tuition reimbursement, scholarships and the Nursing Professional Development program, which provides nurses the opportunity to promote, are a few programs that have helped increase the percent of nurses who are bachelor’s prepared.

Other Structural Empowerment Projects:

• Skin Champion Binders
• EKG Prep Course
• Central Line Dressing Change Day
• Narcan Kits in ED
• Nursing Portal Redesign (Page 26)
• BirthCenter Catheter Algorithm
prevent errors causing harm to patients. What this accomplishment means to our patients is we are providing quality care and as a health system, we are consistently doing no harm to patients.

Zero Serious Safety Events

Zero Serious Safety Events is an incredible accomplishment for any hospital or health system, according to Healthcare Performance Improvement (HPI), the national leader in healthcare patient safety with more than 800 hospital clients. This places Genesis hospitals and clinics at the top for patient safety in the U.S.

Patient Safety is a core value for Genesis Health System. One initiative put in place is our Safety Behaviors and Error Prevention Tools. All staff are trained at new hire orientation. Our goal is to recognize errors before they reach the patient and cause harm.

The safety program at Genesis adopted seven essential elements:
- Safety Rounding
- Safety Oversight Teams
- Safety Huddles
- Safety Coaches
- Good Catches/Safety Heroes
- Safety Education
- Red Rule

Achieving zero Serious Safety Events is the result of constant focus on attention to detail, training and education, along with policies implemented to prevent errors causing harm to patients. What this accomplishment means to our patients is we are providing quality care and as a health system, we are consistently doing no harm to patients.

Urinary Catheter Removal Protocol

A urinary catheter removal protocol was created to empower nurses to remove catheters when certain criteria are met. Each day that a urinary catheter remains in place, the risk of infection increases by 5 percent. The goal of implementing this protocol was to decrease the catheter device utilization rate (DUR). During 2018, GMC Davenport saw a consistent decline in their DUR.

Needle Standardization

An increase in needle sticks resulted in a project that lead to needle standardization. After speaking with the nurses, it was determined that multiple needle types were a source of confusion when locking after use. Needles were standardized and additional education was provided to nursing staff, which resulted in a decrease in needle sticks.

Improved Safety Outcomes

Improved patient safety outcomes associated with clinical nurses involvement in the evaluation of patient safety data at the unit level:
- Post Op Narcan project in PACU
- Nurse Sensitive Quality Indicators-CAUTI project
- Baby Friendly Designation
- Urinary Catheter Removal Protocol
- Independent Double Verification
- Saline Flush
- Diligent
- C-Diff Testing
- Delirium Management/CAM-ICU
- Sepsis Alert
- Needle Standardization
- Designated Walkways
- Bridge
- Stericycle
- Purewick
- Designated PICC Dressing Change Days
- IV Tube Labeling
- Crisis Stabilization Unit
- Infusion Management
- Critical Alert and Aeroscout Badges
GAIN Camp

GAIN Camp was established in 2009 as part of Genesis’ continued commitment to improving health care knowledge in our community. We are committed to continuing to help guide youth to choose not only healthy lifestyles but to encourage them to expand their knowledge of how they can be part of the incredible opportunities available in Nursing. Camp is open to high school students and held the second week in July from 8 am-Noon daily. Campers experience firsthand what it would be like to become a professional nurse for Genesis Health System. Campers tour all inpatient and outpatient units and participate in a myriad of activities on those units. Campers also participated in a Mock Trauma complete with mock victims, ambulance and MedForce helicopter on sight, participate in mock birth via simulator, mock procedure in the O.R., watched an I.V. start on actual patients, and a dissection lab of cow heart, lungs, esophagus and eyeballs. Campers had an opportunity to meet several nurses during a Q&A session. Nurses were both male and female representing various levels of education and experience.

In 2017, a research study was conducted to determine if GAIN Camp had been effective in influencing participants’ decision to pursue a career in nursing/healthcare. 140 net participants aged 18 and older were invited to participate in the web-based survey and 18 responses were received (13%). Of the 18 respondents, 12 were pursuing advanced education and/or working in a nursing or healthcare-related field. 83% stated GAIN Camp did positively influence their decision to pursue a healthcare career and 100% recommended GAIN Camp to students undecided about entering healthcare.

Publications


Genesis Nurses in the Spotlight

Poster Presentations

Wanda Haack

Annette Holst
Holst, A. (February, 2017). The Learning Center. HPSN World 2017 Conference, Ponte Verda Beach, FL.

Jackie Anhalt and Joan McCann
Anhalt, J., McCann, J. (May, 2018). Night Owls: Creating A Night Shift Friendly Workplace. IONL Spring Conference, Des Moines, IA.

Lorraine Pacha
Pacha, L. (September, 2017). Three Nurses, A Driver and a Truck: Creating Smart Movers. AOHP 2017 National Conference, Denver, CO.

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Publications

In November 2017, optimization of the electronic health record occurred. Documentation fields for nurses were redesigned and standardized to provide a more seamless workflow and improve nursing stratification with the electronic record. With the newly designed fields, nursing has improved their daily documentation, while saving time and clicking less.

Along with the new documentation components, several other new useful tools were introduced. The Immunization Registry Import is a tool nursing can use to search the Illinois and Iowa vaccine registry. This has allowed nursing to have a more updated vaccine list on their patient, including influenza vaccine. Another tool, the Nursing Hand-off page, pulls information from nursing documentation into one centralized source for review. The hand-off page allows for “one stop shopping” of patient information and can standardize bedside and transfer reports. Finally, electronic documentation of the verification of insulin went live. The new verification process ensures that verification of insulin occurs at the patient’s bedside, reduces errors, and improves patient safety.

The Orange Frog has hopped into the culture of Genesis Davenport. What does this mean? The Orange Frog is a parable written by Shawn Achor, a former Harvard professor and researcher. Using this evidence-based research from his work in the field of positive psychology, the Orange Frog helps us examine our perspectives and provides tactics that have potential to reshape our neurotransmitters so we scan the world for all the positive moments that are a part of experiences. The Orange Frog represents maximizing our potential by utilizing the lens of positivity. Our behavior matters. When we chose to guide our decisions, and our actions, through the lens of positivity we all become better!

Genesis Davenport embarked on the Orange Frog journey in the spring of 2018. Over 300 leaders and front-line staff have experienced the Orange Frog workshop. Thanks to a generous grant by the Davenport Auxiliary, the next wave of 1000 Davenport colleagues will be able to participate in the Orange Frog transformation workshop.

The spirit of positivity is palpable. We are all capable of being positive and changing our lens. Will you take the leap?

Genesis spent the past few years working on creating a new and improved competency experience. A small team worked diligently to transition from the previous program of competencies, many of which were homegrown, to an evidence-based program housed in HealthStream. Most of the nursing competencies were pulled from Lippincott, to ensure the most up-to-date information. The new format allows preceptors to sign-off on items electronically, as well as managers, making the process less burdensome and more eco-friendly.
Davenport Magnet Designation

Magnet status is an award given by the American Nurses’ Credentialing Center (ANCC), an affiliate of the American Nurses Association, to hospitals that meet ANCC standards for quality patient care, nursing excellence and innovations in professional nursing practice.

Magnet Recognition® is the highest and most prestigious distinction a healthcare organization can receive for nursing excellence and high-quality patient care. With only 8% of U.S. hospitals (5,534 total hospitals registered in US) earning the Magnet designation, it is the gold standard.

The five components of Magnet: Transformational Leadership, Structural Empowerment, Exemplary Professional Practice, New Knowledge, Innovation and Improvements and Empirical Outcomes provide the structure needed to continue the journey towards maintaining Magnet.

In November 2018, GMC Davenport submitted our application for a fourth designation. With our Nursing Governance structure, shared decision-making and focus on nursing excellence, our nurses consistently meet the high standards of quality outcomes for staff and patients.

DeWitt Pathways Designation

Genesis Medical Center, DeWitt is focusing on their third designation for the American Nurses Credentialing Center Pathway to Excellence. The program is built on recognizing a health care organization’s commitment to creating a positive practice environment. This environment provides for a culture of excellence by holding leaders accountable and empowering nurses. The 12 standards (106 EOP) are now six (96 EOP). They are Shared Decision Making, Leadership, Safety, Quality, Well-Being and Professional Development. These standards must be met, documented and then validated by a nurse survey to become a designated organization.

Most people believe that only small hospitals can become Pathway to Excellence and larger hospitals are Magnet. That is not true. They are two distinct programs with a complementary focus. Pathway is focused on a positive practice environment. It is about nurses fostering a culture of engagement and empowerment. There is focus on participation in improvements and nurses implementing EBP and research findings in their own patient care areas. Any hospital can be Pathway to Excellence or Magnet or both.

Let’s Celebrate

Nurses Week Celebrations

During Nurses Week in 2017, the Nursing Professional Development and Recognition committee decided to ask the nursing departments to create baskets to donate for a raffle. Funds earned through the raffle are used to help with various nursing causes including the Marilyn Willits Scholarship, which helps nurses pay for certification. Over $5000 has been raised in the past two years.

Educational and Professional Advancements 2017

- Mashawa Afoaquah, RNC-MNN
- Mojdeh Amini, PCCN
- Tina Bacorn, CNIV, CEN
- Beth Bedford, COS-C
- Michelle Bernier, COS-C
- Prapa Black, CNIV
- Kaitlyn Boucher, CNIII
- Jennifer Brooks, MSN
- Susan Burda, CNIII
- Michelle Burrall, BSN
- Alyssa Busch, TNS
- Ashley Caes, BSN
- Laura Carson, MSN
- Patricia Chapman, RN-BC
- Johanna Clark, BSN
- Heather Clausen, CBIC
- Tess Colgrove, ANIII
- Olivia Costas, CNIV, PCCN
- Jessica Culver, BSN
- Amanda Jo Davis, CNIII
- Ellen Davis, MSN
- Terri DeClerk, DNP
- Erin DeMoss, CEN
- Sandy Dietzel, BSN
- Melissa Drish, BSN
- Katherine Fee, CNIII
- Patches Fessel, CNIII
- Dana Gefert, CNIII
- Joze Gehring, TNS
- Sharon Gephart, MSN
- Amanda Gomez, BSN
- Jeffery Gomez, WCC
- Jessica Grier, ANIV, CEN
- Jennifer Hildebrand, RN-BC
- Mary Hughes, CNIII
- Janca Jordan, BSN
- Marceline Jougbani-Sebou, CNIII
- Sheila Kovacic, CNIV, CEN
- Nancy Kowalski, CNV
- Olivia Kulick, BSN
- Lisa Layne, BSN
- Jessica Lienen, ANIV, C-EFM
- Birgitta Lundin, BSN
- Brenda Mandle, COS-C
- Molly Mc Knight, MSN
- Angela Mecham-Ainsworth, MSN
- Lori Meierotto, CNIII
- Sally Meister, CNIII
- Pam Metvier, ANIII
- Angela Moylan, CNIII
- Jessica Mueller, MSN
- Kimberly Nimnick, MSN
- Shelley Noack, MSN
- Amy Ortega, MSN
- Craig Osborn, MSN
- Mattea Otten, CNIII
- Alicia Paasch, CNIII
- Nicole Pamler, CCTM and ACM
- Ami Peters, WCC
- Holly Powell, TNS
- Jennifer Rabchuck, CNIII
- Nicole Reiser, CNIII, TNS
- Collette Rhodes, CNIII
- Megan Richmond, BSN
- Joanne Salvars, ACM
- Kimberly Setz, BSN
- Ashley Shockey, BSN
- Mary Slusser, CNIII

- Amanda Jo Davis, CNIII
- Ellen Davis, MSN
- Terri DeClerk, DNP
- Erin DeMoss, CEN
- Sandy Dietzel, BSN
- Melissa Drish, BSN
- Katherine Fee, CNIII
- Patches Fessel, CNIII
- Dana Gefert, CNIII
- Joze Gehring, TNS
- Sharon Gephart, MSN
- Amanda Gomez, BSN
- Jeffery Gomez, WCC
- Jessica Grier, ANIV, CEN
- Jennifer Hildebrand, RN-BC
- Mary Hughes, CNIII
- Janca Jordan, BSN
- Marceline Jougbani-Sebou, CNIII
- Sheila Kovacic, CNIV, CEN
- Nancy Kowalski, CNV
- Olivia Kulick, BSN
- Lisa Layne, BSN
- Jessica Lienen, ANIV, C-EFM
- Birgitta Lundin, BSN
- Brenda Mandle, COS-C
- Molly Mc Knight, MSN
- Angela Mecham-Ainsworth, MSN
- Lori Meierotto, CNIII
- Sally Meister, CNIII
- Pam Metvier, ANIII
- Angela Moylan, CNIII
- Jessica Mueller, MSN
- Kimberly Nimnick, MSN
- Shelley Noack, MSN
- Amy Ortega, MSN
- Craig Osborn, MSN
- Mattea Otten, CNIII
- Alicia Paasch, CNIII
- Nicole Pamler, CCTM and ACM
- Ami Peters, WCC
- Holly Powell, TNS
- Jennifer Rabchuck, CNIII
- Nicole Reiser, CNIII, TNS
- Collette Rhodes, CNIII
- Megan Richmond, BSN
- Joanne Salvars, ACM
- Kimberly Setz, BSN
- Ashley Shockey, BSN
- Mary Slusser, CNIII
Handing Out Awards

The purpose of this award is to recognize outstanding clinical nurses educators, professional and staff development specialists contributions to the Genesis mission and to lifelong learning.

2017
- Kelly Schmidt
- Maureen Conner
- Sandi Veberg
- Steve Cooley
- Amy Bromwell
- Karen Roberts
- Nancy Fier
- Nikole Lacher
- Samantha Miller
- Rebecca Lewis
- Cara Magerdanz
- Jessica Lienen
- Julie Prunckak

2018
- Lyne Nguyen
- Darcy Dewild
- Molly McKnight
- Julie Grothusen

Outstanding Preceptor

2017
- Lyne Nguyen
- Darcy Dewild
- Molly McKnight
- Julie Grothusen

2018
- Joel Moore
- Krystle Jorgenson
- Brooke Mitchell
- Adam Haut

Nurse Leader of the Quarter

The purpose of this award is to recognize nurse leaders that go above and beyond for patients and employees, inspire their staff, and provide contributions to the nursing profession through their leadership.

2017
- Kathy Lenaghan
- Kim Nimrick
- Kristin DeNike

2018
- Joel Moore
- Krystle Jorgenson
- Brooke Mitchell
- Adam Haut

Helping Hands

The purpose of this award is to recognize outstanding unlicensed assistive personnel who go above and beyond in their role.

2017
- Kali Lee
- Latoya Winslow
- Tasha Snyder
- Jody Nimrick
- Cassie Ferrel
- Jason Allender
- Gabriella Medina
- Ann Gilbert
- Janetta McGowan
- Katie Tucker
- Glen Goettsch
- Monica Burge
- Ella Brown
- Mikaela McGeehon
- Pamela Seymour
- Jessica Hicks
- Nora Nelson
- MacKenzie Johnson
- Andrew Lond
- Jana Cannel
- Tony Tomsha
- Kathy Schlichting
- Sonya Hensley
- Alicia Torres
- Alixus Bayliss
- Catie Davis
- Cherie Swisher
- Christopher Rush
- Claire Kelly
- Courtney Sanders
- Danielle Chavez
- Desiree Fernandez
- Emily Jensen
- Gloria Barreto-Kaufman
- Karmen Johnson
- Kathleen Larson
- Kate Taylor
- Kate Tucker
- Lindsey Dacey
- Maria Sproston
- Megan Payne
- Mindy Morris
- Pam Spidle
- Sonya Hensley
- Karly Dankert
- Kim Riley
- Rebecca Salmon
- Michelle Lassay
- Michele Keller
- Ann Gilbert
- Fawn Graap
- Shadia McCullough
- Ahronda Braden
- Alexa Mertens
- Vignon Dassougbedje
- Tanya Vavrotsky

2018
- Bailey Crigger
- Randall Keenan
- Maria Sproston
- Jason Cline

2017 (continued)
- Abby Shumate, ANIV
- Anna Sievert, CNIII
- Ten Slater, MSN
- Samantha Stabile, CN III
- Terrah Upton, RN-BC Case Management
- Tammy Watson, MSN
- Michelle White, ANIII
- Heather Whiting, CNIII
- Amber Wood, CNIII
- Ashlee Woods, CNIV

GEM

The purpose of this award is to recognize outstanding clinical nurse educators, professional and staff development specialists contributions to the Genesis mission and to lifelong learning.

2018
- Gwen Arp, MSN
- Katie Bailey, MSN
- Sarah Berendes, CNIII
- Ben Buhlman, CEN
- Alicia Burken, BSN
- Michelle Burrall, BSN
- Sherri Butler, BSN
- Ashley Caes, CNIII
- Patricia Chapman, CNIII
- Candace Chitwood, CEN
- Terri DeClerk, RN-BC Informatics
- Erin DeMoss, CNIV
- Bobbie Derrick, ANIV
- Leanne Douglas, CNIII
- Michelle Gibson, CNIII
- Paige Haugen, CNIII
- Lindsay Jackson, CNIII
- Katherine Jones, CNIII
- Jarica Jordan, BSN
- Karen Klundt, OCN
- BilliJo Kroeger, BSN
- Asha Levens, ANIII
- Kimberly Logsdon, BSN
- Brittney Long, CNIII
- Jacqueline Massie, BSN
- Molly McKnight, CNIV
- Michelle Meers, CNIV
- Heather Mink, CNIII
- Joel Moore, BSN, MSN, CNM
- Rebekah Morden, ANIII
- Marie Mueller, CNIV
- Nicole Palmer, MSN
- Hannah Poppe, BSN
- Gina Zelle, CNIV

2018
- Jodi Arp, MSN
- Katie Bailey, MSN
- Sarah Berendes, CNIII
- Ben Buhlman, CEN
- Alicia Burken, BSN
- Michelle Burrall, BSN
- Sherri Butler, BSN
- Ashley Caes, CNIII
- Patricia Chapman, CNIII
- Candace Chitwood, CEN
- Terri DeClerk, RN-BC Informatics
- Erin DeMoss, CNIV
- Bobbie Derrick, ANIV
- Leanne Douglas, CNIII
- Michelle Gibson, CNIII
- Paige Haugen, CNIII
- Lindsay Jackson, CNIII
- Katherine Jones, CNIII
- Jarica Jordan, BSN
- Karen Klundt, OCN
- BilliJo Kroeger, BSN
- Asha Levens, ANIII
- Kimberly Logsdon, BSN
- Brittney Long, CNIII
- Jacqueline Massie, BSN
- Molly McKnight, CNIV
- Michelle Meers, CNIV
- Heather Mink, CNIII
- Joel Moore, BSN, MSN, CNM
- Rebekah Morden, ANIII
- Marie Mueller, CNIV
- Nicole Palmer, MSN
- Hannah Poppe, BSN
- Gina Zelle, CNIV
The DAISY (Diseases Attacking the Immune System) Award is an international recognition program that honors and celebrates the skillful, compassionate care nurses provide every day. The DAISY foundation was established by the family of J. Patrick Barnes after he died from complications of the auto-immune disease ITP in 1999. During his hospitalization, they deeply appreciated the care and compassion shown to Patrick and his entire family. When he died, they felt compelled to say “thank you” to nurses in a very public way. Nurses are nominated by patients, family members, other nurses, physicians, other clinicians and staff - anyone who experiences or observes extraordinary compassionate care being provided by a nurse.

2017
- Christa Nicklaus
- Hayley Mills
- Anna Schau
- Kasi Miller-Dirks
- Teresa Birch
- Jessica Lachapelle
- Amy Olson
- Wes Rees

2018
- Jessica Lachapelle
- Amy Olson
- Wes Reese
- Jessica Quick
- Dot Taylor
- Dawn Leon
- Rachael Thasher
- Ashley Moreno

100 Great Iowa Nurses
2017
- Erika Anderson
- Kathy Bollinger
- Julie Davis
- Teresa Grimm
- Nicole Kleemle
- Julie Prunchak
- Rebecca Rock
- Lindsay Vargas

2018
- Krystle Jorgensen
- Karen Klundt
- Debra Lundeen
- Anita Noble
- Kassandra Popanz
- Anna Starcevich
- Janet Stoefen

2017
- Erika Anderson
- Kathy Bollinger
- Julie Davis
- Teresa Grimm
- Nicole Kleemle
- Julie Prunchak
- Rebecca Rock
- Lindsay Vargas

2018
- Krystle Jorgensen
- Karen Klundt
- Debra Lundeen
- Anita Noble
- Kassandra Popanz
- Anna Starcevich
- Janet Stoefen

Degree Completion Scholarship
2017
- BSN - $32,500 Awarded
  - Teresa Bales
  - Alicia Burken
  - Erzebet Cinar
  - Angela Guhin
  - Kristine Helmich
  - Kimberly Logsdon
  - Michelle Martin
  - Staci Nielsen
  - Danielle Shima
  - Kimberly Sietz

- MSN - $26,500 Awarded
  - Amy Anderson
  - Jennifer Brooks
  - Moya Cullen-Jackson
  - Ellen Davis
  - Jessica Lienen
  - Joel Moore
  - Sheri Ullig

- MSN - $27,500 Awarded
  - Kimberly Andon
  - Teresa Bales
  - Melissa Burkle
  - Megan Christensen
  - Melinda Grau
  - Kristen Gropel
  - Melinda Keeney
  - Rebecca Kirby
  - Kimberly Logsdon
  - Nichole McCorkle
  - Lindsey Russell

2018
- BSN - $22,500 Awarded
  - Katie Bailey
  - Tess Colegrove
  - Susan Herman
  - Kayla Logan
  - Joel Moore
  - Nicole Palmer
  - Katie Sleaford
  - Mary Slusser
  - Carole Tolley

Scholarship Recipients
2017
- Marilyn Willits
  - Teresa Bales
  - Patricia Chapman
  - Johanna Clark
  - Sarah Cox
  - Julie Cutler
  - Michael Foster
  - Thomas Felts
  - Diane Gehrke
  - Kayla Gowdy
  - Kristen Gropel
  - Debra Hayes
  - Kristine Helmich
  - Elaine Hoste
  - Elizabeth Leemans
  - Christian Marsh
  - Angela McGonegle
  - Marie Mueller
  - Nicole Diane Palmer
  - Cathleen Pavacik
  - Mary Slusser
  - June Swain
  - Dolletha Taylor
  - Jacqueline Twite
  - Julie Van Dusen
  - Barbara Wakeland
  - Katie Wyatt

- Ashley Caes
- Teri DeClerck
- Michael Foster
- Susan Friedlich
- Corrine Fritz
- Karen Gropel
- Julie Grothusen
- Paige Haugen
- Chelsey Kilegean
- Billie Jo Krogger
- Nikole Lacher
- Carolina Miller
- Heather Mink
- Joel Moore
- Marie Mueller
- Julie Palmer
- Ann Sievert
- Jennifer Stender
- Josefinn Torres
- Stacie Tuttle
- Katie Wyatt

Certified Nurses Day - March 19
Annual Recognition Event - each November

Nightingale Awards
2017
- Stacy Wille – Exemplary Professional Practice
- Kendal Eckert – Innovation and Improvement

2018
- Amy Anderson – Innovation and Improvement
- Katie Sleaford – Nursing Exemplary Professional

Other Celebrations
- Other Celebrations
- Certified Nurses Day - March 19
- Annual Recognition Event - each November
- Marilyn Willits
- Erin Adams
- Laura Anderson
- Kimberly Andon
- Lisa Andresen
- Joyce Barnes
- Shavna Beadle
- Laura Beardsley
- Ben Buhlman
- Anna Brown
- Amanda Currier
- Ashley Caes
- Teri DeClerk
- Michael Foster
- Susan Friedlich
- Corrine Fritz
- Karen Gropel
- Julie Grothusen
- Paige Haugen
- Chelsey Kilegean
- Billie Jo Krogger
- Nikole Lacher
- Carolina Miller
- Heather Mink
- Joel Moore
- Marie Mueller
- Julie Palmer
- Ann Sievert
- Jennifer Stender
- Josefinn Torres
- Stacie Tuttle
- Katie Wyatt

- Scholarship Recipients
- 3332
COME JOIN US!
Come join our team of caring, compassionate nurses in an inspiring and professional environment.

genesishealth.com/nursing