



# PeaceHealth St. Joseph FY25 Nursing Excellence Annual Report

Peace  
Health





## Together in Excellence: A message from our CNO

I am filled with immense pride and gratitude for the incredible work our nurses do every day.

Together, our compassion, dedication and sense of purpose define the true heart of nursing at PeaceHealth. The passion for healing, advocacy for patients and support for one another make our care exceptional. Our culture of curiosity and eagerness drive improvement and innovation across our organization.

This past year has been particularly special with the creation of the St. Joseph Institute for Nursing Excellence. Supported by generous donors and the PeaceHealth St. Joseph Foundation, we celebrated its opening with a ribbon-cutting ceremony in November 2024.

It has been thrilling to see our nurses supported in their daily practice and long-term career development through the institute.

I am continually inspired by the creativity and forward-thinking approaches of our nurses. Whether adapting to new technologies or finding unique solutions, they ensure PeaceHealth remains a leader in safety, quality of care and innovation. I look forward to watching the institute and our nurses continue to grow.

I am deeply honored to lead such an extraordinary team.

With heartfelt gratitude and admiration,

Roseanna Bell, MSN, RN

*Chief Nursing Officer, PeaceHealth St. Joseph Medical Center*



## Message from the St. Joseph Institute for Nursing Excellence

Our nursing team has made great strides this year, staying true to PeaceHealth's Mission of promoting personal and community health, relieving pain and suffering and treating each person in a loving and caring way.

Our nurses have excelled as clinicians, advocates, innovators, collaborators, educators, and leaders, bringing our Mission and Values to life. I'm incredibly proud of their achievements and dedication.

I'm also proud to have a hand in and witness the launch of the St. Joseph Institute for Nursing Excellence. The institute empowers nurses to deliver outstanding care and shape nursing practice locally and nationally.

The institute's three centers meet nurses where they are and support their growth toward future goals. Through personalized support and practical resources, the institute helps nurses thrive — so patients can rely on them.

Here are a few highlights of our achievements this year:

- **St. Joseph nurses have interacted with the institute 950 times.**
- **A new Simulation Center provides immersive and realistic training scenarios to advance nursing practice.**
- **30% of eligible PeaceHealth St. Joseph nurses have earned a promotion through the Professional Nurse Advancement Program (PNAP).**

Looking ahead, we're excited to build on this strong foundation and continue our journey of innovation and excellence in nursing.

Thank you for your hard work and commitment. The future of nursing here is bright, and I'm honored to be part of this journey with you.

Melissa Laitsch, MFA, MSN, RN

*Director, St. Joseph Institute for Nursing Excellence*

# FY25 excellence by the numbers

Total nurses:

**1,040**

Times nurses  
have interacted  
with the institute:

**950**

Nurse  
retention:

**92%**

Nurse  
residency  
graduates:

**70**

Nurse tech  
graduates:

**11**

PNAP  
promoted  
nurses:

**264**

Nurses who have published,  
presented or created a poster  
supporting evidence-based practices:

**30**

Nurses who have been presenters  
or attendees at national specialty  
conferences:

**15**

Innovation  
workshop  
participants:

**80**

Diamond  
Award  
recipients:

**16**

Preceptors  
trained:

**78**

Mentors  
trained:

**14**

Leaders enrolled in the American  
Organization for Nursing Leadership  
transition to manager program:

**31**

Nurses who completed a fellowship  
in a new specialty:

**70**

Leading hARTfully  
program graduates:

**193**

Daisy Award  
recipients:

**17**



## Excellence in action

Research & Publications

Notable research projects underway:

- **“High-Flow Oxygen and Dysphagia: Challenging Assumptions and Rethinking Bedside Management”** by Lindsey Greathouse and Tyler Niesen. This study explores the impact of high-flow oxygen therapy on patients with trouble swallowing (dysphagia), challenging existing assumptions and proposing new bedside management strategies.
- **“Nurse Tech to Resident Confidence and Competence”** by Angela Lochridge, Tork Rosenvinge, Laken Budge and Tyler Niesen. Data is being collected to better understand how nurse tech programs affect the confidence and competence of new graduate nurses.

Notable publications that have made significant contributions to nursing practice:

- **“The Relationship between a Professional Nurse Advancement Program and Nurse Retention: A Correlational Study,”** by Melissa Laitsch, Terra Merwin, Keila Torres, Jeffrey Coto, Jake McGuire, Roseanna Bell. Published in Nurse Leader in October 2024, this study showed that the PNAP program strongly influenced nurse retention.
- **“Evidence-Based Practice Project to Decrease Falls Through Implementation of a Nurse-Driven Mobility Program,”** by Danielle Jordahl, Melissa Laitsch, Jeffery Coto, Franak Variava, Erin Suda, and Sadie Rabener Justice. Published in MedSurg Nursing in October 2024, this study showed that a nurse-implemented tool resulted in better patient mobilization with less risk of harm.

*“The Nurse Tech position helped me get familiar with all the different med surg units throughout the hospital, meet a lot of wonderful nurses, and get comfortable with medication administration. I am very thankful for all the practice and experience this position offered me.” – Liam O.*



## Annual Fall Research Showcase

Organized by the Nursing Professional Governance Research and Innovation Council, the event highlights innovation, research, quality improvement and evidence-based projects that impact patient outcomes. **It featured 100 attendees, nine speakers, six art submissions and 32 posters.**

## Innovation

PeaceHealth's commitment to nursing innovation has been exemplified through several impactful projects and initiatives:

- **Wound care rovers:** Introduction of hand-held mobile devices to enhance wound care management and decrease time needed for specialized wound treatment.
- **Signs supporting language equity:** The addition of visual signs to help ensure all patients have equal access to a safe, welcoming environment when they receive care in the Childbirth Center.
- **Mental health support resources flyer:** Providing patients in our emergency departments a list of local mental health resources and support options.
- **Walking markers:** Installation of decals to measure walking distance and increase patient mobility. The results show patients are walking farther more often. Expansion to other units is planned.

*“After attending the conference, I’m motivated to deepen my knowledge of pediatric pharmacology. I’m also interested in learning more about behavioral and psychological techniques to ease pediatric patients’ anxiety, as well as how to better involve families in the perioperative.” – Corey L.*



## Professional Nurse Advancement Program (PNAP)

Designed by nurses for nurses to foster professional growth and development of RNs providing direct patient care. PNAP offers the opportunity to be recognized and promoted for going above and beyond to advance the profession of nursing and improve care of our patients, fostering PeaceHealth’s Mission to provide patient and family centered care, every time, every touch.

The annual **Nursing Excellence Awards** honor PeaceHealth St. Joseph RNs who provide extraordinary service to our patients, their teams and our communities. The 2025 recipients are:



### Nurse as Educator

*Tyler Niesen, Clinical Nurse Educator, Acute Care*



### Nurse as Leader

*Robin Larson, RN Nurse Team Lead, Intermediate Care Unit*



### Nurse as Collaborator

*Ethan Teed, RN Inpatient, Patient Care Support*



### Nurse as Advocate

*Lyle Dollarhide, RN, Palliative Care*



### Nurse as Innovator

*Brian Martens, RN Inpatient, Recover Room*



### Nurse as Clinician

*Cody Repp, RN Inpatient, Patient Care Support*

*“There is a sense of pride that comes along with PNAP designation. It encourages RNs to seek opportunities for growth and development in a variety of ways. For me, this meant thoughtfully involving myself in unit and hospital wide councils in a way I hadn’t before.” – Johanna M.*



## Nurse Fellowship

Nurse fellowships are crucial when transferring into a new specialty because they provide specialized training that equips nurses with the specific skills and knowledge required for their new roles. These programs build confidence through hands-on experience and mentorship, ensuring nurses are well-prepared to deliver high-quality patient care.



## Nurse Tech program

The Nurse Tech Program is designed to provide nursing students with hands-on clinical experience, bridging the gap between academic learning and professional practice. It equips future nurses with practical skills, enhances their confidence, and prepares them for the complexities of patient care.

## Simulation Center

Dedicated to enhancing the skills and decision-making abilities of our caregivers, our Simulation Center opened in January 2025. Through immersive and realistic hands-on training scenarios, we advance nursing clinical practice. We aim to be a leader in simulation education and incorporate social determinates of health into each design to promote clinical excellence, foster collaboration and improve patient outcomes.



## Nurse Residency

We are incredibly proud to share our Nurse Residency program at PeaceHealth St. Joseph Medical Center has received accreditation with distinction for a second time. This prestigious recognition underscores our commitment to excellence in nursing education and professional development. It reflects the high standards we uphold in preparing 70 new nurses a year to deliver exceptional patient care, fostering a supportive and innovative environment that empowers our nursing staff to thrive and excel in their careers.

To learn more, please visit [peacehealth.org/nursing-excellence/st-joseph](https://peacehealth.org/nursing-excellence/st-joseph)