



PeaceHealth St. Joseph FY26 Nursing Excellence Annual Report



Together in Excellence: A message from our CNO

As Chief Nursing Officer, I am continually inspired by the expertise, compassion, and advocacy demonstrated by our nurses. They are trusted caregivers, leaders, innovators, and champions for the patients and families we serve. Our nurses are a steadfast source of hope and healing for those who entrust us with their care, bringing clinical excellence and person-centered care to every interaction.

Established in 2024 through the extraordinary generosity of the St. Joseph Medical Center Foundation, the St. Joseph Institute for Nursing Excellence represents an investment in our nurses, our patients, and the future of healthcare in our community. In its first year, more than 1,000 St. Joseph nurses participated in Institute programs and opportunities designed to advance clinical practice, leadership, and professional growth.

The Institute has fostered a culture of innovation, inquiry, and excellence. Nurses presented research and quality improvement work at regional and national conferences, contributing to the advancement of nursing practice while bringing new knowledge and ideas back to the patients and communities we serve. Through leadership, scholarship, and clinical expertise, they are helping shape the future of healthcare locally and beyond.

Most importantly, I want to recognize the dedication, compassion, and commitment our nurses bring to their profession. Nursing requires extraordinary skill, judgment, and heart, and our nurses consistently answer that calling. Their commitment to our Mission, to one another, and to those who depend on us is inspiring.

We are deeply grateful for our nurses and proud of all they have accomplished. Because of their passion, expertise, and commitment to excellence, the future of nursing at St. Joseph is bright, and the impact they will continue to have on our patients, community, and profession is even brighter.

With deep gratitude,

Roseanna Bell, MSN, RN

Chief Nursing Officer, PeaceHealth Northwest Region



Message from the St. Joseph Institute for Nursing Excellence

As we reflect on the first year of the St. Joseph Institute for Nursing Excellence, I am filled with pride and gratitude for the remarkable accomplishments of our nurses. Every day, St. Joseph nurses bring our Mission and Values to life through their dedication as clinicians, advocates, innovators, educators, collaborators and leaders.

Through its three centers, the Institute provides programs, resources and opportunities that support nurses at every stage of their professional journey while helping them achieve their goals for the future. By empowering nurses to grow, lead and innovate, we strengthen the care we provide to our patients, families and community.

In its first year, the Institute has already made a meaningful impact:

- Approximately 75% of St. Joseph nurses participated in hands-on simulation experiences, strengthening clinical judgment, refining technical skills and building confidence in delivering exceptional patient care.
- Thirty percent of eligible nurses earned advancement through the Professional Nurse Advancement Program (PNAP), which recognizes their professional growth and contributions to nursing excellence.
- Through our professional governance structure, nurses led dozens of quality improvement and innovation projects focused on enhancing patient outcomes. Their work was showcased through poster and podium presentations at the annual St. Joseph Nursing Conference, demonstrating the expertise of our nursing teams.

These achievements reflect the extraordinary commitment of St. Joseph nurses to lifelong learning, evidence-based practice, and excellence in patient care. Our nurses' contributions are advancing nursing practice not only within our organization, but across the broader healthcare community.

The success of the Institute is a direct reflection of the talent, passion and professionalism of St. Joseph nurses. I am honored to be part of this journey and excited to continue building upon this momentum as we advance nursing excellence and expand our impact in the years ahead.

Melissa Laitsch, MFA, MSN, RN

Director, St. Joseph Institute for Nursing Excellence

FY26 excellence by the numbers

Total nurses:

1,137

Nurses who
participated in
simulations:

756

Nurse retention:

90.6%

Nurse residency
graduates:

58

Nurse tech
graduates:

10

PNAP
promoted nurses:

264

Nurses who completed a fellowship
in a new specialty:

69

Nurses who have attended or presented at
national specialty conferences:

32

Daisy Award
recipients:

17

Diamond Award
recipients:

16

Active practice
councils:

21

Nurses who led
innovations:

12

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

85

Excellence in action

Research, Publications & Presentations

Research accepted for publication:

- ***“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. American Journal of Critical Care publication coming soon.
- ***“Nurse Tech to Resident Confidence and Competence”*** by 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:

- ***“Ancestral Wisdom in Cross-Cultural Nursing”***, by Devyn Nixon. Published in American Journal of Nursing (AJN) March 2026. This article explains how the Health Immemorial Framework encourages nurses to incorporate patients’ cultural and ancestral knowledge into care, promoting more holistic, respectful and effective cross-culture nursing practice.
- ***“When Push Comes to Shove- Behavioral health unit Workplace Violence,”*** by Natalie Zender & Mullane Harrington. American Psychiatric Nurses Association.
- ***“High-Flow Nasal Cannula and Dysphagia: Challenging Assumptions and Rethinking Bedside Management,”*** by Tyler Niesen & Lindsey Greathouse. American Speech Language Hearing Association ASHA.
- ***“Movement Matters: An Interdisciplinary Mobility Project,”*** by Jessica DiRusso, Megan Frank, Kayla Brown and Riley Berens. Seattle Nursing Research Conference.
- ***“A Shark Tank-Inspired Approach to Empower Nursing Teams- Unlocking frontline creativity and accelerating quality improvement,”*** by Lindsay Bellarks, Kimberly Dollarhide, Ivana Skar. Seattle Nursing Research Conference.
- ***“Complex Discharge DELTA Collaborative,”*** by Kelsey Johnson and Will Zingrone. Washington State Hospital Association.
- ***“WSHA DELTA Initiative: Preventing Primary Cesarean Section,”*** by Kristen Nelson. Washington State Hospital Association.
- ***“Building Confidence in Tracheostomy Care: A step toward a multidisciplinary tracheostomy team,”*** by Jessica Hughes. St. Joseph Fall Conference.
- ***“Turn Teams Turn the Tide of HAPIs: A Nursing team approach to HAPI prevention,”*** by Megan Deming and Megan Frank. St. Joseph Fall Conference.
- ***“Elevating PACU Care: a staff-initiated acuity tool to drive evidence-based staffing,”*** by Lara Goolsby, Haylee Andersen. St. Joseph Fall Conference.
- ***“Game on: Escaping Malignant Hyperthermia with Interactive Learning,”*** by Lara Goolsby. St. Joseph Fall Conference.
- ***“Turning the Tables: Improving OR Turnover times through teams-based solutions,”*** by Lara Goolsby and Lindsey Taylor. St. Joseph Fall Conference.
- ***“Beat the Pressure! Timely Treatment saves two lives,”*** by Norma Campos. St. Joseph Fall Conference.
- ***“Dialing Down the Distractions: Reducing Call Burden to Elevate Nurse Presence,”*** by Carrie Kronberg. UW Healthcare Simulation Sciences SIMPosium.

“I like that (PNAP) motivates me to participate in extras and to look for volunteer opportunities in my community, which is very rewarding.”



Annual Fall Conference

Organized by the Research, Innovation and Practice Council, the event highlights innovation, research, quality improvement and evidence-based projects that impact patient outcomes. **It featured 150 attendees, eight podium speakers, three keynote speakers and 23 posters.**

Innovation

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

- **Safe Steps Anti-slip bathroom floor coating:** Installing non-slip flooring in patient bathrooms significantly reduced bathroom-related falls and improved patient safety on Medical Surgical unit 2 North.
- **Comfort Care Initiative allowing for a death with dignity:** A multi-component program that includes comfort care closet, education and caregiver support, improved compassionate end-of-life experiences for patients, families and nurses.
- **Consent stickers supporting Survivors' dignity and autonomy:** Selling consent-themed stickers funds replacement clothing to preserve dignity and support trauma-informed care for sexual assault survivors.
- **Pedaling Towards Peace of Mind:** Introducing under-desk cycling and group exercise improves patient mood, reduces agitation and supports mental health through accessible physical activity in our behavioral health unit.

“After attending the conference, I’m inspired to further develop both my clinical skills and evidence-based knowledge in neuroscience nursing.” – Ever D.



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

Natalie Zender



Nurse as Leader

Denise Sone



Nurse as Collaborator

Cody Calhoun



Nurse as Advocate

Jasmine Beede



Nurse as Innovator

Thorkild Rosenvinge



Nurse as Clinician

Lisa Maley

“... (PNAP) nudged me to become more engaged on my unit, within the hospital and in the community and then looking at all the areas that I had contributed was eye opening, I think we don't often realize everything we do to add to our professional development and making our community better.”

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

The St. Joseph Simulation Center continued to grow this year, expanding its impact across the organization. More than 1,300 caregivers participated in 181 hours of training across 35 different simulation scenarios, reaching about 145 learners each month. These hands-on exercises helped caregivers prepare for critical situations such as medical emergencies, patient decline and team communication challenges. More physicians and leaders joined the training, which has strengthened teamwork and improved confidence.

The center also supported patient safety, equity and efficiency. Training scenarios included cultural humility, trauma-informed care and inclusive practices to help caregivers better serve patients from diverse backgrounds. New systems for equipment management, training and data tracking improved operations and prepared the program for future growth.



Nurse Residency

The Nurse Residency Program introduced Residency 3.0 this year to better meet the needs of new nurses and clinical units. Experts from different specialties joined the program to provide a broader understanding of hospital operations and patient care. More high-fidelity simulation training was added to build clinical skills and confidence. The program also combined cohorts to use time and resources more effectively. Nurse leaders also helped guide Evidence-Based Practice and Quality Improvement (EBP/QI) projects to address real unit needs.

The program continues to achieve strong results. Nurse turnover remains below 10%, and participants report high readiness for practice. More than half are pursuing a BSN, and many have become preceptors. Updates to the EBP/QI projects have made them more team-based and practical. This gives residents the opportunity to work on meaningful changes that directly impact patient care.

To learn more, please visit peacehealth.org/nursing-excellence/st-joseph