



Good Samaritan Hospital

2024 Nursing Annual Report

Celebrating Nursing Excellence

A Note from our CNO



It has been an amazing year. The GSH nursing division has grown as a team and remains focused on safe, quality patient and family centered care. As I look back on this past year, I have gathered some fun facts about our accomplishments:

- Professional Governance Council (PGC), Unit-based Professional Governance Council (UPGC) and Magnet Champions committee have all grown to represent nursing across the continuum.
- iAspire transition was successful with 160 letters of intent were submitted at Good Sam alone.
- Nursing Excellence Award nominations were at an all-time high with over 300 nominations and 150 individuals recognized.
- Redesign of our professional development roles to ensure that our educators maximize the knowledge gained with their degree achievements.
- We continue to have active engagement in research studies through the Nursing Research Fellowship program.
- 2024's Research & EBP Council hosted an EBP Fair that included innovation and informative posters from our colleagues.
- Our RN specialty certification increased from 31% to 35%

Harmonization of nursing integration work continues, which is exciting. The end goal of this work is to ensure nurses practice at top of license, spend more time at the bedside with patients and families, while maintaining a focus on well-being. Together we are paving the way for excellence.

I look forward to all the energy and focus that the Good Samaritan nurses have as they strive to live the Intermountain Mission of "helping people live the healthiest lives possible." Together, we will reach for the sky as we are Better Together.

Thank you for all you do,

Ann Gantz PhD, RN, NEA-BC

Helping People Live the Healthiest Lives Possible



Who We Are

2024 Strength in our Numbers

We express our sincere gratitude to all caregivers who have worked longer hours, picked up extra shifts, switched from days to nights, were pulled to another department, or helped in a different way. Your dedication and determination in helping each other and serving our patients is extraordinary.

We are a strong nursing team!



234 Beds



38,863 ED Visits



10,555 Admissions



7,511 Surgeries



46,722 Patient Days



1,317 Deliveries

Nurse Residency & Specialty Programs

50+ RNs completed the Nurse Residency Program with an **93%** first- year retention rate

of RNs who completed specialty program training (SNAP):

- **4 ED SNAPs, 100% 1st yr. retention rate**
- **6 ICU SNAPs, 83% 1st yr. retention rate**
- **9 OR SNAPs, 78% 1st yr. retention rate**

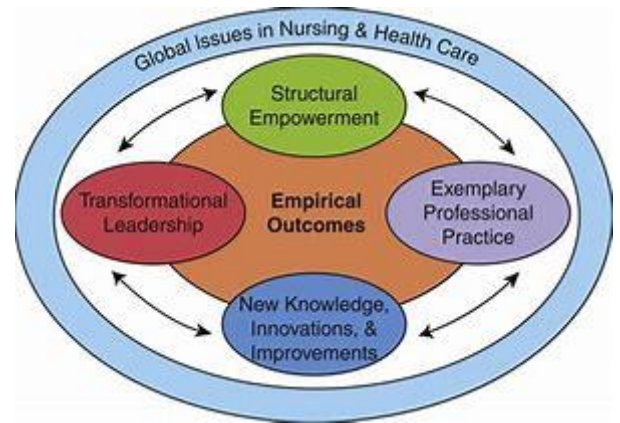
Magnet® Journey to Re-Designation



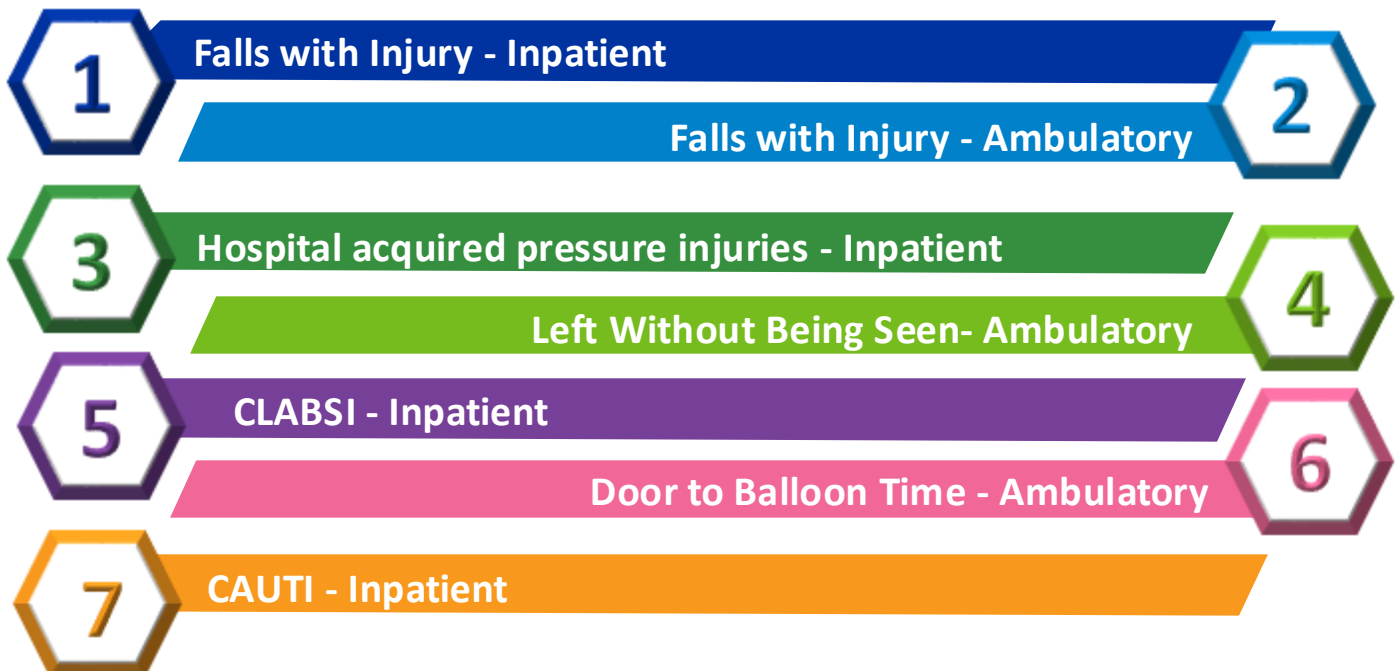
In August 2022, we were designated as a **MAGNET** organization! The last two years has been exciting and busy, we have much to be proud of!

This year we expanded and elevated our Magnet Champions Council, with 45 members and nearly 30 being clinical nurses, each member is designated within a component of the ANCC Magnet Model – Structural Empowerment, Exemplary Professional Practice, New Knowledge, Innovations, & Improvements, and Transformational Leadership- and provides their unique input on our Magnet journey.

Our redesignation document is due August of 2026. These next two years will be spent inducing creativity, innovation and teamwork, and hearing from the voice of the bedside nurse to produce the 100+ examples required for our re-designation document!



We will be submitting the following quality metrics to ANCC in 2026:



Magnet Designated



Transformational Leadership

Transformational Leadership is defined as:

- The CNO is a strategic partner in the organization's decision-making
- Nurse leaders lead effectively through change



Intermountain Operating Model

The Intermountain Operating Model (IOM) is a daily management system that helps to create clarity, alignment and accountability across the organization. It provides a framework to help us manage our work, make improvements, sustain the gains and to deploy best practices across the system. The IOM creates a culture of continuous improvement at all tiers in the organization.

Effective strategy deployment results in every caregiver knowing what success looks like where they work and how their daily efforts contribute to the success of the organization.

STRATEGY DEPLOYMENT CYCLE



CLARITY | ALIGNMENT | ACCOUNTABILITY



Structural Empowerment

Intermountain Health Nursing Division collaborated on a new enterprise-wide Nursing Professional Practice Model (NPPM). With multiple NPPMs across regions, and as nursing is completing integration and optimization work, over 3,000 nurses provided input on a framework that defines our nursing practice to guide the continued delivery of extraordinary patient care and support the development and empowerment of nurses as professionals. The following Nursing Professional Practice Model was introduced in 2024.

New Intermountain
Health Nursing
Professional
Practice Model



35%
Certified Nurses



\$559,860
in GSMC RN Tuition
Reimbursement and
Loan Forgiveness



83%
Nurses with BSN or
higher



\$5,250
Undergraduate and
graduate tuition
reimbursement



160
Free CEs provided
through various classes
held at GSMC



70
Nurses on iAspire





The DAISY Award

2024 DAISY Award Winners



Lilly Skodras
Medical



Jewelann Amato
MS2



Alyssa Martinez
PPU



Sally Rhodes
MS2



David Holt
L&D



Ally Carnes
MS3



Emiko Graham
MS2



Nancy Distler
MS2

2024 Nursing Excellence Awards



Nursing Excellence Award Nominees

Nominations were blinded and voted on selected by the members of Professional Governance Council

Clinical Nurse of the Year

Med/Surg Services

Belle Zeutzius (2), Medical
Amanda Kautz (2) MS2
Angelique Trow, Medical
Codi Scott, MS2
Deepa Hawkins, MS3
Heidi Marquard, Float Pool
Kara Kovets (2), Medical

Katie Coyle (2) MS2
Kim Blei (2), MS3
Kinsey Flores, MS3
Lesa Boom (2) MS2
Mahryssa Robertson, MS3
Robert Stanfill (2), MS3
Sabrina Cummings, MS2

Tierney Bergstedt (2), MS2
Marissa Pontarelli (3), MS2
Meaghan O'Toole (4), MS3
Michelle Blasier, Medical
Nancy Distler (2), MS2

Winner: Megan O-Toole

Critical Care/ Telemetry Services

Ashlynn Speakman, ICU
Briana Hake (2), ICU
Chris Alaniz, ICU
Danya Camacho, ICU
Emily Campbell (2), ICU
Emily Feebeck, Telemetry
Hannah Warburton (2), Telemetry
Jenny Hamby, ICU

Kenzie Oberhaus, Telemetry
Mary Ernest (2), Telemetry
Meagan Clark (3), ICU
Pabi KC, ICU
Shayla Kopriva, ICU
Tenzin Khechok (2), Telemetry
Tiffany Miles, ICU
Tricia Leitheiser, Telemetry

Winner: Mary Ernest

Perinatal Services

Demi Hassan- Smith (2), Mom Baby
Ellen Anglin-Alonso, L&D
Izzy Williamson, Mom Baby
Kimberly Konopka (2), NICU
Laura Robinson-Guzman (2) L&D
Lisa Bellomy, Mom Baby
Mindy Kirklin, L&D
Pema Chosang (2), Mom Baby
Sarah Stanton, NICU
Sascha Beaver, L&D
Sophia Cordero, NICU
Tarah Butler – Scrafano, L&D

Winner: Pema Chosang

ED/Observation/Trauma

Bradley Dryden, ED
Caitlin Jenks, ED
Eric Hatlen (2), ED
Hollie Houle, Observation
Jodi Vandenberg, Observation
Josh McKee, ED

Kathy Warren, ED
Kirstie Benke, ED
Monica Yearick, Trauma
Romeo Cronje, ED
Russell Haakenson, Observation

Winners: Eric Hatlen & Monica Yearick

Perioperative Services

Baha Sanginov, GI Lab
Heath Baber (3 Nominations), OR
Heidi Stutterheim, Pre-Op
Helen Hoffman, Pre-Op
Kendra Wildenberg, Pre-Op
Morgan Skipworth, OR
Suzette Stiner, PPU

Winner: Heath Baber

CV / Outpatient / Cancer Center

Winner: Tiva Suani, Cath Lab

Nursing Excellence Award Nominees

Nominations were blinded and voted on selected by the members of Professional Governance Council

DAISY Nurse of the Year

Sam Back, IR
Liz Horstman, Labor and Delivery
Nikita Aryal, Telemetry
Jewelann Amato, MS2
Patrick Huff, ED
Christy Kramer, Medical

Winner: Liz Horstman

Rising Star – New Grad/SNAP

Alexandra Throne, Telemetry
Amy Everhart, MS3
Baily Gabel (2), MS3
Dennine Brady (2), MS2
Fatima Hernandez, ICU
Jewelann Amato, MS2
Josh McKee (5), ED
Karissa Castillo (2) MS3
Kelly Zheng, MS3
Linh Tran, MS2

Nav Gill, MS 2
Rod Wangata, MS
Sara Rosenstein, ED
Savannah Yost, MS3
Tenzin Dorje (2), Medical
Tenzin Nangsel, MS3
Teresa D'Angelo (2) MS2

Winner: Josh McKee

Professional Development

Alaina Stegehuis-Wilfer (2), Preceptor – PPU
April Mahan, Preceptor – Mom/Baby
Ashley Hinrichs, Educator – L&D
Briana Hake, Preceptor - ICU
Christel Oletski, Preceptor – MS3
Cierra Newell, Preceptor – Medical
Dean Beacom, Preceptor – Float Pool
Erica Wieman, Preceptor – MS3
Jennifer Oliver, Preceptor - MS3
Jona Dewitt (2), Clinical Coach

Jona Dewitt (6), Educator – Med/Surg Services
Kenzie Hueter-Oberhaus, Preceptor - Telemetry
Kerry Sanchez (3), Educator – MS2/3
Kim Blei, Preceptor – MS3
Sarah McKee (2) NPD Specialist – ED
Sarah McManus, Mentor – Med/Surg Services
Sophia Cordero, Preceptor – NICU
Tonya Chapin, Mentor – Perinatal Services

Winner: Jona Dewitt

SSC/Supervisor

Ashley Davenport (4), Mom/Baby
Avery Mullican (3), Telemetry
Becky Galmish, MS3
Carrie Domenico, PPU
Cindy Shirk (8), MS3
Cliff Adams, MS2
Corry Mielke (3), MS2
Courtney Harris, Cath Lab
Emilie Baney (4), ED
Jennifer Fuller (3), L&D

Jen Hood (2), Telemetry
Joel Boldrey, Float Pool
Kaitlyn Kline (3), MS3
Kelsey Adams (2), Pre-Op
Michele Hiner, Pre-Op
Kim Landis (4), MS2
Kristen Lewton, House Supervisor
Linda Edmondson, House Supervisor
Marina Mackintosh (6), L&D
Marnie Seymour, MS3

Michelle Blaiser (2), ICU
Paula Buitrago, ICU
Sam Wells (2) ED
Suzanne Torres, Float Pool
Tiffany Damicus (2), NICU
Tracey Leopold (2), Mom/Baby
Virginia Williams, MS2
Christine Forsyth, ICU/Tele

Winner: Cindy Shirk

Manager/Director

Abi Struska (3), Mom/Baby
Angela Sellier (5), Float Pool/H.S.
Beth Wilson (4), Observation
Bob Shayne, Periop
Courtney Leyshon-Young (3), MS2
Ryan Halas, Periop Services

Diane Terry (7), MS3
Laura Vorgic (3), Prof Dev
Lindsey Satterly, ICU/Telemetry
Marian Dirks (3), ED/Obs/FP/HS
Michelle Sweeney, Education
Michele Willhite, ICU/Telemetry

Samantha Coleman, Labor/NICU
Sarah McManus, Med/Surg Services
Tonya Chapin, Women's Services

Winner: Dianne Terry



Exemplary Professional Practice

2024 Patient Experience Performance



Likelihood to Recommend
79.6%



Listen Carefully
74.7%



Nurses Explain
75.3%



Responsiveness
73.5%



Explain Side Effects
69.0%

We are Better Together

Medical

"I was brought in by ambulance; this is the best care I have ever received. This hospital truly saved my life, the doctors and nurses are on their A GAME. The hospital internal medicine doctor called me at home to make sure I was doing good and to remind me of the sepsis signs to look for in case it came back. I truly have no words or know how to express my appreciation for still walking on this earth."

Labor and Delivery

"Shout-out to the Labor and Delivery Department! All of the staff were super professional and EXTREMELY helpful throughout my journey to delivery! Amanda and Tarah were super kind and genuinely care for their patients. Very thankful for their support and guidance and delivering my baby safely! Thank you Dr. Nazareth! Postpartum staff also took good care of my baby and I. The hospital made sure my baby and I received all the information and attention needed! Very pleased with the professionalism and care given to mothers and newborns!"

Emergency Department

"EVERY staff member was phenomenal, from check in to discharge. I wish I knew all their names but can only remember Dr. Spencer and RN Brett. I could write a paragraph on each one of them for the warmth, kindness, attention and respect they showed me, my family and their own teammates. Wonderful experience. This should be the standard for health care, and they delivered. Prayers and blessings to the staff and critically ill patients they care for."

OR, PACU and Med/Surg

"I had wonderful care at Good Samaritan for my recent surgery. Dr. Hintzen and her entire surgical team and recovery staff were attentive and very caring. Couldn't have asked for better care on the 5th floor post-op. Thanks again to all."

RN Satisfaction

The RN engagement survey is an opportunity for nurses to provide feedback into engagement, well-being, inclusion, and Magnet related questions. This survey also provides great insight to leadership team regarding retention, contentment and engagement.

In Q2 2024, we outperformed other hospitals in the Qualtrics database in 7/7 categories in 51% or more of our departments! Way to go!!

Category	Units Outperforming (#)	Units Outperforming (%)
▶ Adequacy of Resources and Staffing	17 of 25	68.00%
▶ Autonomy	18 of 25	72.00%
▶ Fundamentals of Quality Nursing Care	18 of 25	72.00%
▶ Interprofessional Relationships	22 of 25	88.00%
▶ Leadership Access and Responsiveness	9 of 25	36.00%
▶ Professional Development	19 of 25	76.00%
▶ RN-to-RN Teamwork and Collaboration	21 of 25	84.00%



Nursing Sensitive Indicators

NDNQI, National Database of Nursing Quality Indicators, is a national nursing database that provides quarterly and annual reporting of structure, process, and outcome indicators to evaluate nursing care at the unit level.



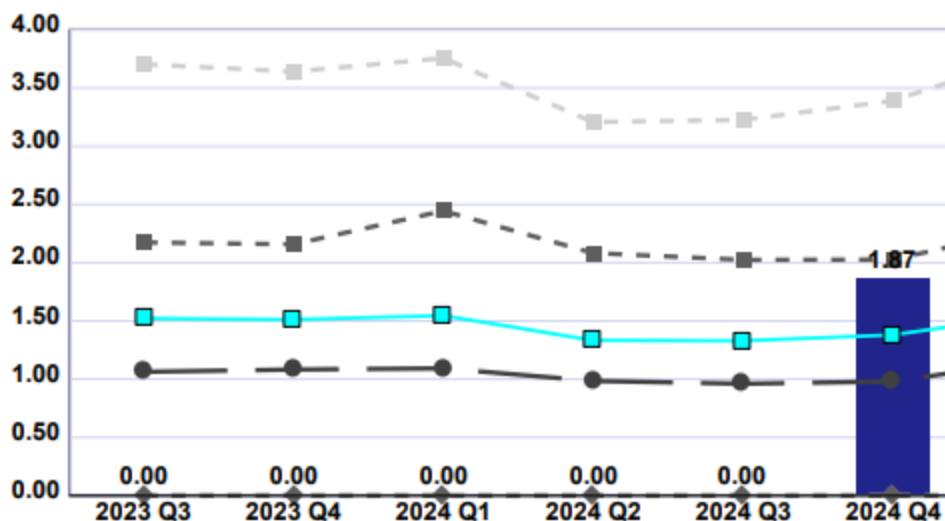
Injury Falls per 1,000 Patient Days*



Quarter	2023 Q3	2023 Q4	2024 Q1	2024 Q2	2024 Q3	2024 Q4
Facility Unadjusted Measure	0.80	0.39	0.57	0.71	0.33	1.04
Mean	0.49	0.50	0.47	0.50	0.63	0.48



% of Surveyed Patients with Stage 2+ Hospital Acquired Pressure Injuries

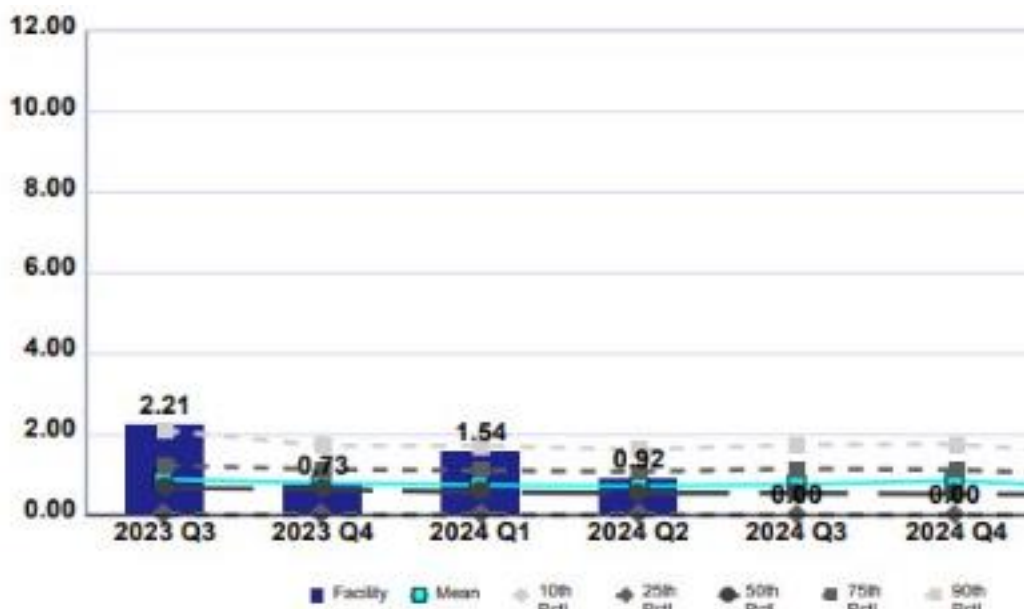


Quarter	2023 Q3	2023 Q4	2024 Q1	2024 Q2	2024 Q3	2024 Q4
Facility Unadjusted Measure	0.00	0.00	0.00	0.00	0.00	1.87
Mean	1.52	1.51	1.55	1.33	1.33	1.38

Nursing Sensitive Indicators



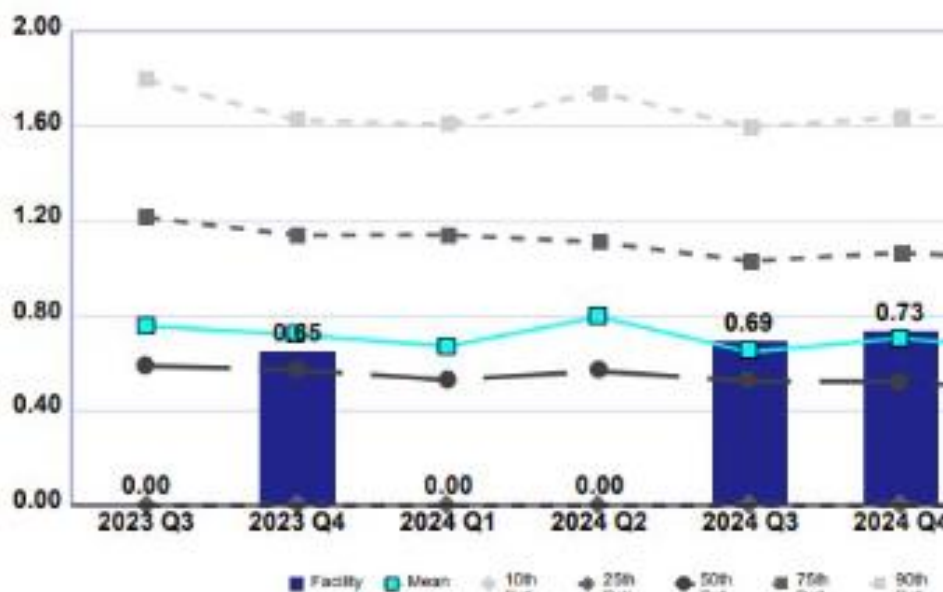
CAUTI per 1,000 Catheter Days



Quarter	2023 Q3	2023 Q4	2024 Q1	2024 Q2	2024 Q3	2024 Q4
Facility Unadjusted Measure	2.21	0.73	1.54	0.92	0.00	0.00
Mean	0.89	0.79	0.75	0.72	0.76	0.85



CLABSI per 1,000 Central Line Days



Quarter	2023 Q3	2023 Q4	2024 Q1	2024 Q2	2024 Q3	2024 Q4
Facility Unadjusted Measure	0.00	0.65	0.00	0.00	0.69	0.73
Mean	0.76	0.72	0.67	0.80	0.65	0.71

Enhancing clinical skills through Simulation & RN/CNA Skills Fair

In 2024, our Education Department along with various clinician leads like Wound care, PM&R, RT, Trauma and Vascular Access helped conduct RN and CNA skills fairs throughout the organization. Nursing education also collaborates with physicians to conduct monthly mock codes and simulation exercises across our units, making simulation a safe and effective way to learn. Some of the below photos include practicing the use of Med Sleds, a preterm delivery in the ED, and a code in the GI lab.



New Knowledge, Innovation and Improvements

2023 & 2024

Nursing Research Fellowship Program

Marina Mackintosh, BSN, RN, RNC-OB
Labor & Delivery

Continued versus Discontinued Oxytocin Use During the Active Phase of Labor: A Randomized Controlled Trial

Research started November 2023. Currently 130 patients have been enrolled, with a sample size goal of 350 patients.

Sheri Alvarado, BSN, RN, Trauma:
Surgery Optimization Exploratory Retrospective Research Study

Pending IRB Submission



The Nursing Research Fellowship Program is a 12-month program consisting of a didactic sequence beginning of every year, followed by the application of learning through the development and conduct of a research study.

Thank You

For an incredible year!

