Nursing at UF Health Jacksonville is committed to the following values:

**Accountability** — Holding ourselves and others to a high level of excellence

**Attitude** — Seeing the good and speaking the positive

**Care** — Showing compassion and empathy to those we serve

**Integrity** — Doing the right thing even when no one is looking

**Respect** — Providing dignity through open-minded, nonjudgmental professional care

**MISSION**
Nursing at UF Health Jacksonville collaborates to provide safe, compassionate and innovative care to patients and families in the diverse communities we have the privilege to serve. We make a difference!

**VISION**
Nursing at UF Health Jacksonville is a nationally recognized leader of innovation in patient care by exceeding benchmarks for the patient and family experience, quality outcomes and nursing satisfaction.

**VALUES**
Nursing at UF Health Jacksonville is committed to the following values:

**Accountability** — Holding ourselves and others to a high level of excellence

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At UF Health Jacksonville, the heart of our nursing mission is to make a difference. Our daily routines and long-term initiatives all revolve around providing world-class treatment for our patients. Last year, our professional practice model expanded to include an emphasis on relationship-based care. By focusing on our interactions with patients and each other, we knew the care we provide would only get better.

As nurses, we approach everything we do through relationships — our pact with patients to care for them, our bond with colleagues to support them, our responsibility to improve our community and our mission as an organization to work toward the best possible future.

With our relationships in focus this year, our nursing staff excelled. Our CLABSI rates are lower than ever before, a shining example of how research and education in the hands of nursing professionals can make a difference. The Enteral Access Team and Lift Team continue to make our patients’ experiences better and their outcomes more promising.

We value our bedside staff and nurse leaders, respect their knowledge and expertise, and invest in their professional growth. This year, we hosted a retreat for our charge nurses. This event allowed them to grow as leaders and connect with each other. Many nurses were involved in the design of UF Health North’s patient rooms, ensuring the hospital was built from the ground up to provide the high-quality health care we’re known for.

These accomplishments are the result of collaboration, compassion and consistency. I want to thank our nurses and staff for your tireless work and dedication. I have enjoyed watching you grow and learn, and I look forward to seeing what we accomplish together next year.

Patrice Jones, DNP, RN, NE-BC
Vice President and Chief Nursing Officer
UF Health Jacksonville
RELATIONSHIPS WITH OUR PATIENTS
CLABSI Rates Reach National Benchmark

Decreasing central line-associated bloodstream infections was a top priority in 2015 and 2016 as part of UF Health Jacksonville’s strategic goals. Together, Nursing and the Performance Improvement division deployed a multidisciplinary team of physicians and clinical nurses to observe central lines in units. With infections occurring five to 14 days after insertion, the team noted inconsistent use of dressing supplies as one potential source of infection. The Clinical Practice Council worked with established Clinical Quality Nurse Leaders, or CQNLs, to research and develop a standardized, evidence-based dressing to improve outcomes. These CQNLs prioritize patient care and quality improvement on their individual units. Their initial interventions to improve patient safety were leveraging standardized dressings and performing daily inspections of lines for compliance.

Prior to 2014, many hospitals had developed nurse-staffed peripherally inserted central catheter teams. UF Health Jacksonville adopted midline placement armed with the newest technology available in peripheral midlines. The organization began using a team of trained emergency medicine technicians to insert ultrasound-guided peripheral midline IVs in admitted patients. By creating an EMT midline team, inpatients have fewer IV peripherally inserted central catheter and central line insertions, lowering the risk of bloodstream infection. The need for central lines and peripherally inserted central catheters has also decreased.

In keeping with national standards, CLABSI rates are measured by averaging the number of infections through the fiscal year and dividing by 12, resulting in the average rate of infection. The number of CLABSIs in 2015 averaged between five and nine per month. By June 2016, that average dropped to less than two per month, with many of the intensive care units having no CLABSIs for periods of 90 to 180 days at a time.

UF Health Jacksonville has consistently had fewer than two infections per month campuswide. The hospital ended the year by surpassing the national benchmark of one CLABSI infection per 1,000 patient line days.

![FY 2017 CLABSI Trend](image-url)
Earlier Nutrition for Better Outcomes

Research shows that early nutrition in patients has a positive impact on their outcomes. Beginning the feeding process earlier in a patient’s care promotes healing by preventing any lapses in nutrition to the patient’s body, and studies show it reduces the risk of infection during hospitalization.

In 2014, new research guidelines for wound healing were published by the American Association of Critical-Care Nursing, indicating the need for earlier enteral or tube feeding nutrition of critical care patients. UF Health Jacksonville began seeking technology that would allow them to visualize a patient’s anatomy and more quickly place feeding tubes.

In December 2016, UF Health Jacksonville started using a specialized team to decrease wait times for enteral feeding tube insertions. The Enteral Access Team, or EAT, is composed of specially trained intensive care unit RNs who use electromagnetic imaging technology to safely place a small-bore feeding tube at the patient’s bedside. They complete placement within four to six hours after the initial physician’s order. Previous wait times for tube placement and verification ranged between 10 and 20 hours.

Using electromagnetic imaging, an EAT member can view real-time representation of the tube’s tip as it is passed through the esophagus and into the proper position. This allows tube feeding to be started immediately if appropriate and relieves bedside nurses of placing the feeding tubes.

The team is available 12 to 16 hours each day campuswide to ensure the nutritional needs of patients are met in a safe, timely manner. Thanks to physician partnerships and nurse education, our patients now receive earlier, safer insertion of feeding tubes and accelerated wound healing through nutrition.
UF Health Jacksonville’s Lift Team was first introduced in 2010 as a pilot program in the medical intensive care unit, with the goal of decreasing musculoskeletal injuries in staff while helping physically unstable patients safely regain mobility.

The Lift Team’s name was simply derived from their role in the physical process of lifting patients who couldn’t move themselves. The team’s primary focus is movement of patients requiring maximum assistance for mobility, including bed repositioning and transfers to bed, chair, stretcher or toilet. The Lift Team also responds to patient falls as well as Code Blue calls to assist with chest compressions.

Bedside nursing staff identify physically unstable patients and coordinate with the Lift Team on specific times they will be assisted out of bed. Lift Team members also work with these patients to increase their early mobility.

To prepare, each team member spent two weeks with physical therapists for education on safe lift practices for immobile or unstable patients, including patients on ventilators.

The Lift Team has helped reduce the number of musculoskeletal lifting-related injuries in nursing staff. Since its inception, the Lift Team has reduced lift-related injuries to zero in the medical intensive care unit and surgical intensive care unit. The team’s efforts to get patients mobile earlier in their recovery has led to a decrease in ventilator-associated pneumonia infections and pressure injuries as well. The Lift Team has expanded to include proactive rounding and turning for patients in all intensive care units. The team works 24 hours a day, seven days a week, including holidays. Lift Team staff work in pairs, covering the entire campus.

This nursing support team has made a significant difference in improving patient safety and reducing nursing injuries. The Lift Team not only improves the quality of patient care, but also creates an atmosphere where clinical staff feel safe and supported.

In the future, Nursing hopes to establish a Lift Team at UF Health North.
RELATIONSHIPS WITH OUR COLLEAGUES
Awards and Accomplishments

Nursing staff are recognized for professional achievements and daily dedication in a variety of ways, including the Professional Recognition Program, DAISY Awards, Nurses Week awards, Certification Day and Applause!, as well as through participation at conferences and retreats. In addition, individual units and divisions offer a variety of internal awards and recognition. This year, nursing staff continued to excel.

Eight nurses were recognized with a DAISY Award, a national program celebrating nurses who consistently provide extraordinary clinical skills and compassionate care to patients and families.

Hope Attar, RN
Tara Balsamo, RN, MSN
Margaret Hines, RN, BSN
Haley Mackey, RN, BSN
Grady McNabb, RN, BSN
Haley Mackey, RN, BSN
Cheryl Treadwell, RN, BSN
Teresa Tyler, RN
Natasha Williams, RN

Nine nurses were the recipient of Nurses Week awards. Nurses Week is a national observance of the value nurses bring to patients in communities across the country.

Clinical Excellence
Liezl Saylon, BSN, RN, CCRN

Florence Nightingale Award
Niamat Yakub, BSN, RN

Innovation in Nursing Team Award
Surgical Intensive Care Unit

Magnet Nurse of the Year
Amanda Ratilff, MSN, RN, RNC-OB, CLC

Nurse Leader of the Year
Maribel Rodriguez-Torres, MSN, RN, CCRN

Partners in Care
(Non-Nursing Services Team Member Award)
Danielle Thuston

Patient Care Associate of the Year
Linda Green, CNA/PCA

Patient Experience Champion
Johnathan Kimball, RN

Volunteer and Service
Amanda Scarcella, MSN, RN-BC
NURSING STAFF AWARDED APPLAUSE! POINTS. APPLAUSE! IS AN ONLINE RECOGNITION PROGRAM WHERE EMPLOYEES CAN RECOGNIZE EACH OTHER FOR THEIR HARD WORK OR ACCOMPLISHMENTS.

11 GREAT 100 NURSES OF NORTHEAST FLORIDA
Amanda Anderson, RN
Kelly Denson, MSN, RN, OCN
Tony Hayes, BSN, RN, CFP
Tara Lile, MSN, RN, MSNCB
Beverly (Susie) Norman, MSN, RN, M-SNANCC
LaTosha Oliver, MSN, RN, RNC-OB
Seth Osenkarski, MSN, RN, ONC
Megan Porter, RN
Kaylee Trexler, RN
Joanna Marie Trinidad, BSN, RN, CCRN, WTA-C
Nancy Winn, BSN, RN, RCES

16 NURSING RESEARCH POSTERS AND PODIUM PREsentations DELivered AT NATIONAL CONFERENCES

381 NURSES RECOGNIZED ON CERTIFIED NURSES DAY
1ST HIGHEST PERCENT: Trauma Center
2ND HIGHEST PERCENT: Medical Intensive Care Unit
3RD HIGHEST PERCENT: 3 South
81 CRITICAL CARE NURSES
68 CERTIFIED MEDICAL-SURGICAL NURSES
40 CERTIFIED EMERGENCY NURSES

94 NURSES RECOGNIZED THROUGH THE PROFESSIONAL RECOGNITION PROGRAM, A MONETARY INCENTIVE PROGRAM DESIGNED TO REWARD CLINICAL NURSES WHO DEMONSTRATE PROFESSIONAL EXCELLENCE. TOTAL PAYOUT: $177,500

1,783 NURSING STAFF AWARDED APPLAUSE! POINTS. APPLAUSE! IS AN ONLINE RECOGNITION PROGRAM WHERE EMPLOYEES CAN RECOGNIZE EACH OTHER FOR THEIR HARD WORK OR ACCOMPLISHMENTS.

46 NURSES ATTENDED UF HEALTH JACKSONVILLE PRECEPTOR RETREAT

77 NURSING STAFF ATTENDED STATE AND NATIONAL HEALTH CARE CONFERENCES, INCLUDING THE 2016 AMERICAN NURSES CREDENTIALING CENTER INTERNATIONAL MAGNET CONFERENCE IN ORLANDO, FLORIDA.

90 NURSES ATTENDED UF HEALTH JACKSONVILLE CHARGE NURSE RETREAT FOR PROFESSIONAL DEVELOPMENT
Continuing Education for Charge Nurses

The unpredictable nature of a charge nurse’s job means the need to keep key skills sharp, including clinical competence, flexibility, decisiveness and communication. Effective communication in a high-stress environment creates a positive atmosphere for staff, patients and their families. An effective charge nurse can find solutions and achieve desirable outcomes, while advancing collaborative relationships with their colleagues.

The charge nurse retreat in June 2017 was festive and educational. The charge nurses celebrated their roles and progress, while earning five continuing education credits by learning to be more effective communicators in a high-stakes environment.

Concise, supportive, nonthreatening communication is essential to the charge nurse role, but it takes practice. Charge nurses were able to hone these skills by acting out live scenarios based on situations that might occur on the nursing unit and require difficult conversations. They were given immediate feedback on their approaches and how to be more effective.

Participants were also separated into teams and given various puzzles to solve. This activity enabled them to practice their critical thinking, communication, listening and collaboration skills.

Each charge nurse received a gift bag that contained a booklet titled *Crucial Conversations: Tools For Talking When Stakes Are High*, mints, water, lip balm and a mirror to remind them to self-reflect often. These items served as reminders that to be successful, our nurses must take care of themselves. It was a great day of learning and bonding, and a reminder that UF Health Jacksonville strives to invest in its nurses and future leaders.
RELATIONSHIPS WITH OUR COMMUNITY
Specialized Care for Patients and the Community

In 2012, UF Health Jacksonville partnered with the state to provide care to patients with complex mycobacterium tuberculosis. On the basis of specific criteria, the Florida Department of Health requires newly diagnosed TB patients to receive care at UF Health Jacksonville's specialty TB unit.

The purpose of the unit is to protect the public from the spread of tuberculosis and provide comprehensive treatment for TB patients. Patients who refuse treatment from, or are noncompliant with, the Florida Department of Health are court-ordered to be hospitalized for treatment at UF Health Jacksonville. These patients undergo their treatment regimen as inpatients for an average of two to six months. The state’s regulatory standards and guidelines are incorporated into the care delivery model of the TB unit to ensure compliance and successful patient outcomes.

In 2016, staff cared for 17 court-ordered, TB-positive patients. Treating complex TB requires a multidisciplinary team of bedside nurses, physicians, case managers, pharmacists, respiratory therapists and nurse leaders.

“Every week we meet with the state over the phone to talk about what medication patients are on and whether their current therapy is effective. The care management is a shared approach with multiple disciplines from UF Health and the Florida Department of Health,” said Comolita Fagan, RN, nurse manager of the TB unit.

Since the partnership began, the TB unit’s practices have been updated and expanded to improve patient care. All nursing staff receive education on complex TB from the Centers for Disease Control and Prevention and participate in an annual two-hour refresher course. The mental health needs of these patients has also become more apparent over time.

“We realized after starting the program that the mental health was a major component. These patients are here for months and they need someone to talk to, companionships and diversions,” Fagan said. She added that patients are often treated for two to nine months, so strong bonds develop between patients and their caregivers.

“We now go to annual training for competencies about the psychosocial aspect of their care. These are patients who could have addictions to street drugs or prescription medications, or they could have psychiatric challenges, so it may be hard for them to comprehend the importance of their treatment,” Fagan said.

UF Health Jacksonville’s collaboration with the Florida Department of Health to manage high-risk TB cases benefits the patients they serve and ensures the safety of citizens throughout the state.

“We’re known in the state and in Jacksonville for collaborating with other community groups to improve outcomes. We can’t say we’ve stopped 1,000 people from getting TB, but we know we’re making an impact by preventing TB from spreading through the community,” Fagan said.
Health Care Hopefuls

UF Health Jacksonville collaborated with Girl Scouts of Gateway Council, which serves girls across North Florida, in developing a health care career exploration opportunity for its members. The goal of this partnership is to welcome local Girl Scouts into a health care environment and spark an interest that might develop into a career. More than 30 staff members from UF Health volunteered as part of this event, including physicians, nurses, paramedics and staff from the lab, radiology and rehabilitation.

This collaboration resulted in Girl Scout Health Care Explorer Day on June 3, 2017. Volunteers from multiple service lines staffed seven education stations where the Girl Scouts participated in hands-on activities and learned about health-related topics.

- Emergency Room and TraumaOne
- Laboratory
- Orthopaedics and rehabilitation
- Radiology
- Wellness and diabetes education

Patrice Jones, chief nursing officer, spoke about the career opportunities available in nursing. In the last session of the day, TraumaOne nurses taught them and their leaders how to perform hands-only CPR.

Plans are underway to host Health Care Explorer Day at least once a year to share the opportunities for careers in health care to more groups of children, both boys and girls.
Focused on Future Leaders

Throughout 2016, nursing leadership has been engaged in developing a comprehensive succession planning process: Fostering Organizational Change Using Structured Education and Development, or FOCUSED.

This succession planning process, based on Robert Wood Johnson’s Five Core Leadership Competencies, is a systematic effort to identify and develop internal nursing leaders at all levels for advancement. The goal of FOCUSED is to create a supply of capable leaders ready to assume key roles as they become available. Candidates with high potential are selected based on proven leadership ability, commitment, engagement, motivation and aspiration.

Currently, we are in the process of piloting our FOCUSED strategy with two groups: nurse leaders reporting directly to a divisional director and our core charge nurse group.

Our vision is to have a waiting list of nurses at all levels who are prepared to meet current and future nursing leadership needs. We will continually monitor and develop internal talent to ensure individuals with knowledge, skills and capacity to succeed have the opportunity to participate in FOCUSED.
Emphasizing Research Efforts

Through nursing research, we are committing to better patient care in the future. As an American Nurses Credentialing Center Magnet-designated organization, UF Health Jacksonville encourages cultivating knowledge and improving quality through literature reviews, empirical research and podium and poster presentations. Advancement of nursing practices through evidence-based research generates information that leads to enhanced clinical skills and improves patient care and safety, and ultimately produces better patient outcomes.

Research, innovation and collaboration build relationships with others and shape the future of our organization’s quality of care. In 2016 and 2017, UF Health Jacksonville nursing staff presented their research findings at numerous venues and events around the country.

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Presentations</th>
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</thead>
<tbody>
<tr>
<td>Academy of Medical-Surgical Nurses Annual Convention</td>
<td>September 2016</td>
<td>• “Saving Lives – One Blood Culture at a Time,” poster, Beverly Suzanne Norman, BSN, RN-BC</td>
</tr>
<tr>
<td>American Association of Critical-Care Nurses National</td>
<td>May 2017</td>
<td>• “Hemodynamics,” podium, Michelle Shaw, MSN, RN, CCRN</td>
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<tr>
<td>Teaching Institute &amp; Critical Care Exposition</td>
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<td>• “How to Apply for Beacon,” podium, Michelle Shaw, MSN, RN, CCRN</td>
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<tr>
<td>American Association of Nurse Executives Annual Meeting</td>
<td>Fort Worth, Texas, March 2016</td>
<td>• “Re-Tooling Supply Chain Technology for Patient Safety,” podium, Cynthia Gerdik, DNP, MBA, RN, NE-BC</td>
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<tr>
<td>American Nurses Association Annual Conference in Tampa,</td>
<td>March 2017</td>
<td>• “CLABSI Reduction,” podium, Christopher Wilson, MSN, RN, CCRN</td>
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<tr>
<td>Florida, March 2017</td>
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<td>• “Florida Achieving Community Safety by Partnering with Florida’s DOH to Reduce Complex Tuberculosis Cases in the State of Florida,” poster, Comolita Fagan, RN, MSN</td>
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<td>• “Florida Best Practices for Reducing Catheter-Related Urinary Tract Infections in the Medical Intensive Care Unit,” poster, Joanna Marie B. Trinidad, BSN, RN, WTA-C, CCRN and Elenita A. Quin dove, BSB, RN, CCRN</td>
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<td>• “Early Nutrition in the ICUs for the Critically Ill,” poster, Carol Murphy, MSN, RN, CCRN-K</td>
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<td>• “Florida Implementation of a Lift Team to Reduce Staff Injury in the Medical Intensive Care Unit,” poster, Joanna Marie B. Trinidad, BSN, RN, WTA-C, CCRN</td>
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<tr>
<td>International Health Care Improvement Symposium in</td>
<td>April 2017</td>
<td>• “CLABSI Reduction,” poster, Christopher Wilson, MSN, RN, CCRN</td>
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<tr>
<td>Orlando, Florida, Florida, April 2017</td>
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<td>• “Do We Communicate with Parents Effectively: Improving Antibiotic Parental Knowledge in the NICU,” poster, Ellen Gregory, BSN, RNC, LRN</td>
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<td>• “Leveraging EMTs and Midlines to Decrease CLABSIs in an Acute Academic Medical Center,” podium, Cynthia Gerdik, DNP, MBA, RN, NE-BC</td>
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<td>• “Rapid Response Team,” poster, Cynthia Gerdik, DNP, MBA, RN, NE-BC</td>
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<td>• “Lasting Change,” poster, Cindy Collins, MSN, RN, NE-BC, Tina Turner, MSN, RN, Tracy Williamson, RN</td>
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UF Health Jacksonville’s Nursing department will continue to create a culture promoting learning and research. Nursing leaders encourage staff to enhance their knowledge, improve patient care and contribute new skills to our health care system and beyond.
<table>
<thead>
<tr>
<th>RESEARCHER</th>
<th>TITLE OF RESEARCH</th>
<th>STUDY DESIGN</th>
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</thead>
<tbody>
<tr>
<td>Danita Burch</td>
<td>Interprofessional Education — Perioperative Fire Safety</td>
<td>Qualitative</td>
</tr>
<tr>
<td>Site coordinator: Cynthia Leaphart, MD</td>
<td></td>
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<tr>
<td>Blondelle Ashe-Bazil, RN</td>
<td>Effect of Customized Alarm Parameter vs. Default Settings on Alarm Fatigue</td>
<td>Quantitative</td>
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<tr>
<td>Marilyn Middlebrooks, BSN, RN, CCRN, CIC</td>
<td>Prevention of CLABSI Through Enhanced Hub Disinfection</td>
<td>Quantitative</td>
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<tr>
<td>Linda Lawson, MSN, RN, NEA-BC</td>
<td>Use of Clinical Decision Algorithms on Medical Surgical Units to Assist in the Identification and Care of Patients at Risk for Acquiring Sepsis</td>
<td>Quantitative</td>
</tr>
<tr>
<td>Joan Sacerio, MSHA, BSN, RN-BC</td>
<td>Trustworthiness Study</td>
<td>Quantitative</td>
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<tr>
<td>Joan Sacerio, MSHA, BSN, RN-BC</td>
<td>Evidence-Based Practice Readiness Study</td>
<td>Quantitative</td>
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<tr>
<td>Victor Vapor-Cui, MSN, ARNP, NP-C, AGPCNP-BC, CCRN, CNRN, SCRN, TCRN</td>
<td>Using a Nutritional Risk Tool to Predict Initiation of Early Enteral Nutrition Among Mechanically Ventilated Trauma Patients</td>
<td>Quantitative</td>
</tr>
<tr>
<td>Sharon Edmunds, MSN, RN, CEN, CPEN</td>
<td>Assessing the Effectiveness of an Emergency Nursing Fellowship</td>
<td>Qualitative</td>
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<tr>
<td>Ursula Barlow, MSN, RN, CEN</td>
<td>The Impact of an Educational Program on Self-efficacy in the Role Development of Peer Educators</td>
<td>Quantitative</td>
</tr>
<tr>
<td>Johanna Thompson, MSN, RN, CMSRN</td>
<td>Wound Care Performance Improvement Project — MICU 2017</td>
<td>Quantitative</td>
</tr>
<tr>
<td>Johanna Thompson, MSN, RN, CMSRN</td>
<td>De-Line Protocol — Reducing CLABSI through use of Nursing De-Line Protocol</td>
<td>Quantitative</td>
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Nursing Helps UF Health North Take Shape

UF Health purchased 70 acres of land in North Jacksonville in 2005 to provide health care in a rapidly growing yet medically underserved area. More than a decade later, it is home to many restaurants, shopping centers and housing developments, and now, UF Health North.

One walk through a patient floor at UF Health North and guests know immediately it’s a modern, leading-edge health care facility. But part of what makes it special is who the builders consulted during construction of the medical office building and hospital, which opened in May 2017.

“The layout of the new hospital, and numerous other selections in design, equipment and furniture, has been received so positively by patients and staff and is the result of the input of our great nurses,” said Patrice Jones, chief nursing officer.

UF Health Jacksonville nurses contributed time and feedback to the design, equipment selection, review of mock-ups and development of staff models for the new hospital. Nearly every detail of the patient rooms underwent painstaking review by nursing staff.

The contractors constructed mock-ups of each floor’s patient rooms so bedside nursing staff could critique and rearrange the rooms to meet their needs and those of the patient. They helped finalize the placement of equipment, electrical outlets and furniture. They reviewed even the smallest details, such as placement of garbage bins, for the intensive care and labor and delivery rooms.

Nursing’s involvement didn’t stop at room design — they carefully analyzed each addition to the rooms as well. Before new beds were purchased for UF Health North, a bed fair was held and nurses saw demonstrations from three vendors and voted for the top choice they’d like to have in their patients’ rooms. Nurses and other staff were invited to visit a local cabinet shop to provide input on the cabinetry being built for the hospital. Staff were able to fill the cabinets with supplies to test their capacity and review usability. They also tested built-in tables for the labor and delivery suites and provided feedback on cabinets built to house infection prevention equipment.

In addition, patient engagement software was purchased for the hospital. Nursing staff were able to view demonstrations by multiple vendors and give input on the best fit for nurses and patients.

By designing the hospital for the way nursing is practiced today, and creating flexible designs that will support the nursing practices of tomorrow, the new hospital will meet the needs of staff and patients for years to come. As UF Health North expands in the future, Nursing will continue to provide feedback to ensure the space supports high-quality care.
Academic Partnerships Continue To Thrive

In 2012, the University of Portland pioneered the first Academic Partnership Unit, or APU, to address the nationwide shortage of nursing faculty. These programs aim to use bedside staff in medical-surgical units to supervise students’ clinical rotations.

UF Health Jacksonville and the University of Florida College of Nursing partnered in 2015 to create these learning environments on campus. APUs allow students to learn directly from clinical nurses and their expertise at the bedside. These partnerships contribute to the organizational goal of meeting the Institute of Medicine’s recommendation of staffing an 80 percent BSN workforce before 2020.

The first cohort had 21 students enrolled into the accelerated, 14-month BSN-RN program. Following the National Council Licensure Exam, UF Health Jacksonville hopes to hire many of the graduates.

The APU also contributes to the professional development of bedside RNs as clinical instructors and has resulted in two Emergency Room staff members becoming faculty at the University of Florida College of Nursing.
Contributors

A special thank you to all the nurses and staff members who contributed to the creation of this annual report.

HEATHER BELL
LYNDA DUGAN
CAROL FULTZ
CYNTHIA GERDIK
PATRICE JONES
DARCY LADD
KATIE MCPHERSON
CAROL MURPHY
LINDSAY POWELL
ROSE RIVERS
KRIS-TINA SMITH
CAROLINE THOMAS

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