

# 2025 ANNUAL REPORT



January 1, 2025 - December 31, 2025



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## A Message From the Chief Nursing Officer

It is with great pride and gratitude that I reflect on the extraordinary accomplishments of our UI Health nursing team. This past year marked a defining chapter, one shaped by perseverance, innovation, and an unwavering commitment to excellence in patient care.

Together, we achieved many significant milestones, including one of our most meaningful accomplishments: earning our first-ever Magnet designation on July 23, 2025, following a highly successful site visit. This achievement was over a decade and a half in the making and reflects the collective efforts of the nurses, leaders, and teams who came before us and those who continue to carry this work forward. Because of your dedication, UI Health now stands among the top 10% of healthcare organizations nationally to hold Magnet designation.

This recognition is not a finish line, but a foundation. It affirms who we are and challenges us to continue elevating nursing practice, strengthening professionalism, and holding ourselves accountable to the highest standards. The excellence demonstrated this year will guide our next chapter as we advance nursing practice, improve outcomes, and deepen the impact we have on our patients, their families, and one another.



**Tiesa Hughes-Dillard**  
DNP, MBA, RN, NEA-BC  
Chief Nursing Officer

### Nursing by the Numbers

- 1608 Nurses
- 300 APRNs
- 753 Certified Nurses
- 459 Masters of Nursing
- 113 Doctors of Nursing
- 205 Nursing Hires
- 27 New Grad Nursing Hires

### UI Health by the Numbers

- 637,346  
Outpatient Visits
- 49,267  
Emergency Room Visits
- 2075  
Babies Delivered

### Transitioning New Nurses into Practice

UI Health's accredited 12-month TTP Program supports new grad nurses in their first year of practice. Developed with Vizient and AACN, the program builds skills and confidence to promote success in clinical practice and high-quality patient care.



## UI Health-CON Collaborative Executive Leadership

The Nurse Anesthesia Program launched in Summer 2025 with 20 students, with UI Health serving as the primary clinical training site. More than 40 CRNAs now support the program as clinical preceptors, reflecting a strong academic-practice partnership with the UIC College of Nursing.

## Power of Nursing Leadership Event

Hosted by the UIC College of Nursing, the Power of Nursing Leadership event celebrates the impact and achievements of nurse leaders across Illinois. More than 450 attendees participated in the 2025 event held on November 7, highlighting the strength and influence of nursing leadership statewide.

UI Health nurses were recognized as Pinnacle Award winners for their leadership and contributions to patient care:

- **Anthony Davila, DNP, MBA, RN, NEA-BC, CENP, CCRN**, Senior Director
- **Pamela Crawford, MSN, RN, NEA-BC**, Director, Patient Care Services
- **Blessy Palli, MSN, RN, NEA-BC**, Director, Patient Care Services
- **Nicole Mitros, MSN, FNP-BC**, Administrative Nurse III
- **Mary Ann Zervakis Brent, DNP, APRN, CRNA**, Assistant Director, Advanced Practice Providers Anesthesiology



Nurses Week poster winners were also featured, showcasing innovative projects and quality of care improvements led by UI Health nurses and highlighting the strength of nursing innovation across the organization

## Nurse Executive Leadership: Realignment Planning

In 2025, the Office of the CNO initiated a leadership realignment to strengthen nursing leadership structures and position UI Health for future success. Nurses from ANE Shared Governance actively participated in the process by reviewing candidates, asking questions, and providing collective feedback, ensuring diverse nursing perspectives were represented across divisions.

## Collective Bargaining Update



- New INA contract ratified for RNs & LPNs
- APP Union: On July 16, 2025, the Illinois Educational Labor Relations Board entered an order certifying Service Employees International Union, Local 73 (SEIU) as the collective bargaining representative of some (but not all) advanced practice providers at UI Health. While that order is currently under review by the Illinois Appellate Court, UI Health officials have begun meeting with SEIU in an effort to achieve a mutually acceptable agreement.

# Exemplary Professional Practice

At UI Health, we proudly celebrate the achievements of our nursing staff through prestigious awards that reflect their dedication, leadership, and excellence in patient care.



Guadalupe Martinez, 8W Onc  
Susamma George, Sick Cell  
Skylar Argento, ED  
Marie Romero, L&D  
Ivette Orellna, SCB PACU  
Tristan Suisan, NRO  
Dawnmarie Cicero, ED  
Warryn Valencia-Lim, ED  
Bini Mathew, Care Coordination  
Jordan McDermott, 7W OT  
Nikki Tiedje, NICU

## EXCELLENCE IN NURSING AWARDS

Kimberley Andrews, Care  
Coordination  
Tania Montesdeoca, 8E Psych  
Lynetta Brown, 7E SD  
Karen Dancy, Gen Surg  
Mercy Jeevan, NICU  
Kimberly Chow, ED  
Vincy Chacko, 7W WPLC



6W Stepdown Silver Beacon  
Awardee



5 East Surgical Specialty Units

## FY25 Top Box APP of the Year



Jasmine Macabulos DNP, APRN,  
FNP-BC

UI Health received **nine** Get With The Guidelines® awards this year recognizing excellence in stroke, heart failure, coronary artery disease, and resuscitation care. Among these, UI Health was one of only 158 hospitals nationwide to earn the prestigious Commitment to Quality Award, highlighting sustained excellence in evidence-based care.



## Advanced Practice Provider of the Year



Marta Semeyn, MSN, APRN FNP-BC

## Nurse of the Year



Tiesa Hughes-Dillard  
DNP, MBA, RN, NEA-BC  
Chief Nursing Officer

This statewide award honors exceptional nursing leadership and commitment to patient care. Dr. Hughes-Dillard was recognized at the Foundation's Annual Holiday Gala on December 6.

Under her leadership, UI Health achieved its first-ever Magnet Recognition® in 2025, reflecting the culture of excellence she continues to build across the organization.



ILLINOIS NURSES FOUNDATION

# Exemplary Professional Practice

UI Health’s attendance at the 2025 ANCC National Magnet® & Pathway to Excellence Conference marked a significant milestone as we celebrated our first Magnet® designation. Nearly 40 nurses proudly walked the stage in October, joining peers from around the world and reaffirming our commitment to nursing excellence and continued growth.

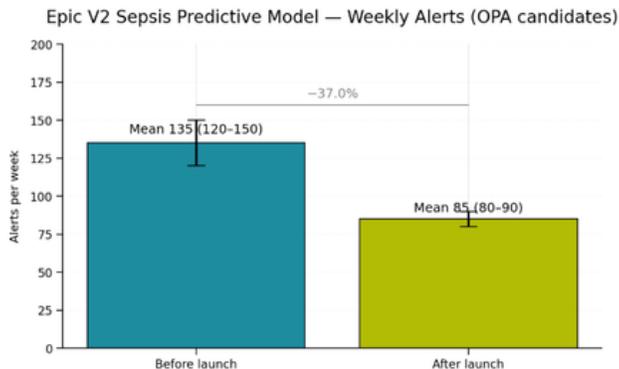


## Outstanding Nurse Preceptor Awards

- Liene Biron-Bomis, NICU
- Claudette Lopez, 6WMICU
- Barbara Hardowski, 5SE Stepdown
- Lyn Resos, Mother & Baby
- Annamma Anto, 7W
- Kathy Nguyen, NICU
- Denise Dela Cuesta, NSICU

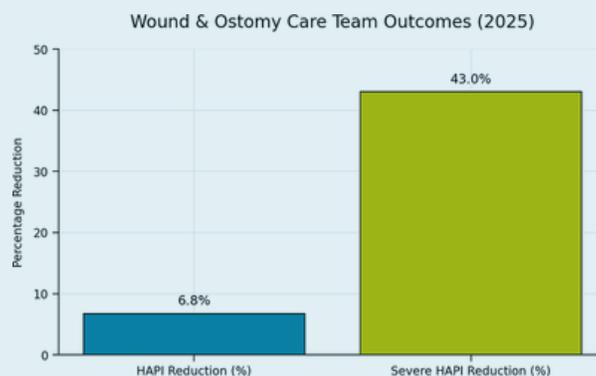
## Early Sepsis Detection

The Epic Predictive Risk Model was launched after extensive training and analysis of our patient population. Giving nurses clearer, faster insight at the point of care. Postoperative sepsis outcomes remain within control limits.



## Wound and Ostomy Impact

Targeted prevention and education reduced readmissions for new ostomy patients and strengthened discharge readiness. These results highlight the impact of proactive skin care and consistent teamwork.



## Johns Hopkins Activity and Mobility Promotion (JH-AMP)

UI Health relaunched the JH-AMP program in 2025 to fight the harm of immobility and make movement part of everyday care.

## Key Outcomes



Quarterly 4-hour JH-AMP workshops established



86 Mobility Champions trained across 8W, 7E, 7W, 6E, 6W, 5E, and 5W



Monthly Mobility Champion meetings launched to share solutions and remove barriers

# Structural Empowerment

## Advance Nursing Excellence (ANE) Shared Governance Councils

### Advanced Practice and Research Council

The APRC launched this year's LMS modules one month ahead of schedule and is leading efforts to obtain Continuing Education credit for standardized systemwide education. APRC also organizes and hosts monthly Nursing Grand Rounds, reviews clinical and operational policies, and provides expert feedback to support safe, evidence-based practice. Another key accomplishment was the coordination of the Nurses Week poster presentation competition, showcasing nursing innovation and contributions across UI Health.



### Operations Management Council

The Operations Management Council supported Magnet designation efforts while advancing safety, efficiency, and cost stewardship across UI Health. Accomplishments included strengthening behavioral safety through ligature-resistant equipment and DASA huddles, standardizing observation checklists, and collaborating with Value Analysis, CPPD, and Infection Prevention to implement systemwide cost-saving initiatives.



### Professional Development Council

The Professional Development Council hosted Certified Nurses Day to honor board certified nurses and promote resources for maintaining certification.



The council also organized the annual Nursing Professional Fair, connecting nurses with national organizations, certification resources, and academic pathways to support lifelong learning.

In partnership with the Quality of Care Council, the PDC launched the first Shared Governance Luncheon to recognize council members completing their terms and to strengthen engagement across ANE.

### Quality of Care Council

The QOCC advanced nursing excellence through innovation, engagement, and policy oversight. Key accomplishments included supporting Magnet readiness with unit Brag Brochures, hosting the first Annual ANE Luncheon, implementing clinical innovations such as Flo Patch and inpatient diabetes education kits, and reviewing over 30 policies to strengthen quality and safety across the organization.



## PEDS/PICU Sox Game

From patient care to the ballpark, the team on 5W showed that nursing excellence extends beyond hospital walls. Thanks to the Chicago White Sox and UAC, our Peds/PICU nurses traded scrubs for jerseys and shared a special moment of recognition on the jumbotron. It was a joyful celebration of the caregivers who show up for our community every day, both inside and outside the hospital.



## “Swap-O-Mama”

What began as one nurse’s lived experience has grown into a community of support extending beyond hospital walls. After becoming a mother in March 2020, L&D RN Carolina Mendoza recognized how expensive and wasteful baby items can be, especially when they are only needed for a short time. Working alongside colleagues who were also navigating pregnancy and early parenthood, she was inspired to create a space where resources could be shared rather than discarded.

Carolina founded the “Swap-O-Mama” Facebook group, a private group that includes nurses, providers, and families from across Chicagoland, including but not limited to East Garfield Park, Berwyn, Brookfield, Portage Park, Pilsen, and surrounding neighborhoods. Members share gently used baby and children’s items, parenting resources, and support. Named as a nod to Chicago’s flea market culture, the group reduces cost and waste while fostering connection, encouragement, and care among families, reflecting how UI Health nurses extend compassion beyond the bedside and into the communities they serve.



## “Beatrice and Barnaby”

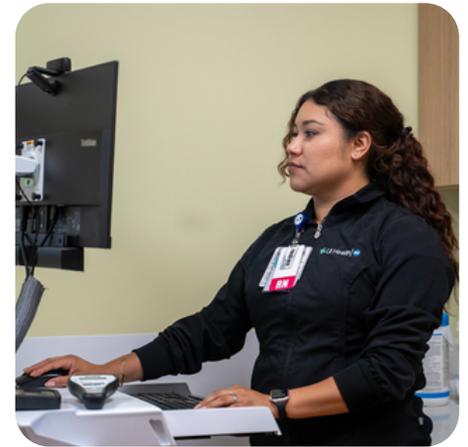
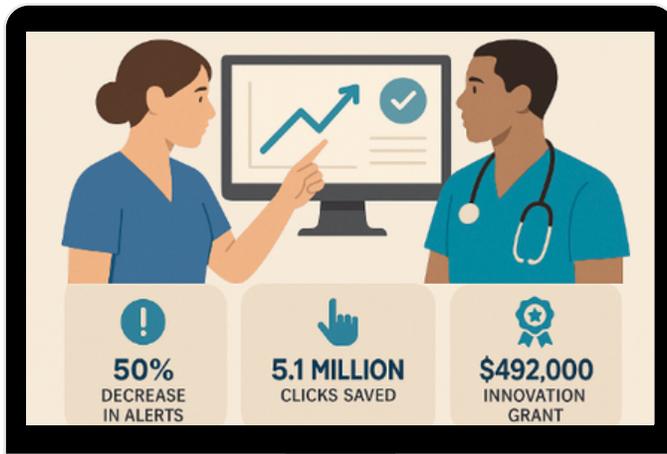
At UI Health, community connection often begins in the most unexpected moments. On September 30, 2025, during a busy evening shift in the ED, Hospital Operations Administrator Charles (Chuck) Hillock III was called to support an incapacitated patient arriving by ambulance. Alongside the patient came two small, frightened puppies with nowhere to go and no one to care for them.

With no immediate solution that would keep the puppies safe and ensure they could be reunited with their owner, Chuck made a choice rooted in compassion: he took them home for the night. His home became a place of safety and calm for two lives caught in uncertainty. The next day, as the patient prepared for discharge, Chuck returned with the puppies in his arms. The relief and gratitude on the patient’s face said everything.

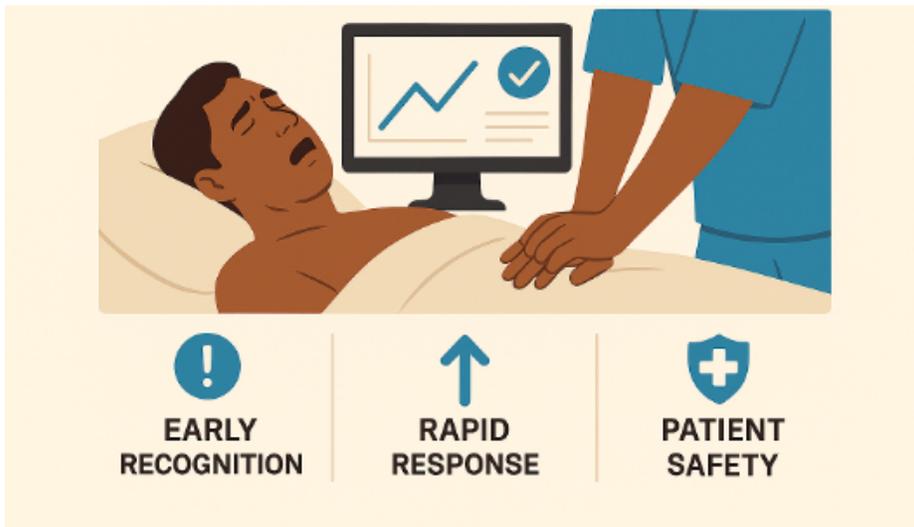
This moment captured the spirit of nursing at UI Health—care that extends beyond hospital walls, honors the whole person, and strengthens the bond between our caregivers and the community we serve.

## Advancing Nursing Efficiency Through Informatics

Nursing Informatics partnered with frontline nurses to make Epic faster and easier to use through at-the-elbow support and smart workflow redesign.



## Critical Care Outreach Team



The new Critical Care Outreach Team brings expert ICU nurses directly to patients when seconds matter. As the primary responder for Rapid Response and #1 Emergency activations, CCOT strengthens early recognition, rapid escalation, and real-time coaching. Guided by the Zero Harm vision, the team improves time-to-rescue and ensures equitable access to critical care across the system.

## Innovating Infant Nutrition Safety in the NICU

Inside the state of the art Milk Room, every drop is treated like precious medicine. Built to restaurant grade safety standards, the space is designed for the careful preparation of breast milk and formula so families can trust that feedings are precise, protected, and personal. Guided by lactation consultants and dedicated milk technicians, the team focuses solely on accuracy and infant nutrition, giving parents one less worry during critical moments of care. The Milk Room is a powerful reminder that innovation at UI Health begins with the smallest patients.



## Advancing Inpatient Diabetes Education and Transitional Care



UI Health strengthened inpatient diabetes care through the new Diabetes Patient Care Education Coordinator role, led by Melissa Sartori, MSN, RN, CDCES, CMSRN. The program connects patients, families, and care teams to ensure education continues seamlessly from hospital to home.

### IMPACT AT A GLANCE



#### Confidence Built

Bi-weekly Diabetes Boot Camp empowers nurses in insulin management, glucose monitoring, and diabetes technology



#### Access Expanded

New discharge CGM protocol delivered **100%** of eligible patients before leaving the hospital



#### Outcomes Improved

**2% reduction** in diabetes-related readmissions following pre-discharge education



#### Measured Every Step

Ongoing tracking of **30-day readmissions**, CGM use, and education outcomes

This work puts **practical tools directly in patients' hands** while supporting nurses with real-time bedside expertise.

## Nursing Research Impact



**70** consultations with DNP & Master's students



Project increasing compliance with **spontaneous breathing trials**



Standardized patient education **reducing heart failure readmissions**



**Professional workshops** to grow national abstract submissions and nurse scholarship



[Click here to explore the stories behind the numbers](#)

## Scholarly Contributions of UI Health Nurses

**17** UI Health nurses submitting scholarly work

**6** peer-reviewed publications

**12** poster presentations (local, regional, national, podium)

**12** research and EBP presentations

**3** grant submissions + **1** funded grant



Mary Pasquinelli DNP, APRN, FNP-BC    Janey Kottler, DNP, FNP-BC

## Closing Remarks

The achievements in this report reflect your expertise, teamwork, and commitment to exceptional care in every setting. Our nurses also serve as role models for more than 1,000 nursing students each year, with over 100 preceptors shaping the next generation through strong academic-practice partnerships. We expanded our services to include new APRN roles, increasing patient access, clinic performance, and the impact of advanced nursing practice across UI Health. As we look ahead, I am confident in the strength, resilience, and compassion of our nursing workforce. Thank you for the care, courage, and heart you bring every day.