



Committed to
community
and excellence

2025 Nursing Annual Report



A message from Juli Johnson and Rick Henvey

Nurses have proven time and again that their inquisitive nature, expansive knowledge, and valuable expertise are crucial to the success of healthcare. We've experienced a year of innovation, of finding new ways to continually improve the excellent care that we strive for, and of welcoming change that leads to growth. With this 2025 Nursing Annual Report, we present the achievements and hard work that our Parkview nurses provide for our hospitals and our community.

From big things, like education on safe infant sleep, to small things, such as how a simple weighted blanket can change a patient's experience, our Parkview nurses know there is always room for new ideas, room for change, and room for growth. When we work together to make these positive changes happen, we end up with a place like Parkview—a place where our providers know the excellence, and have the expertise, that it takes to care for our patients.

Thank you to our nurses for all they do for our hospitals, as a workplace and as a place of care. It is their passion that truly allows Parkview to make a difference.

With gratitude and respect,



Juli Johnson
Chief Nursing and
Healthcare Markets Executive



Rick Henvey
Chief Executive Officer



Table of Contents

02

Nursing by the Numbers

04

Expansion and Growth

06

Quality and Safety Overview

08

Nursing Institute

10

Magnet Redesignation

11

Awards

12

Research and Publications

Nursing by the numbers

Number of nurses (excluding those practicing as providers)

5,334

Total nurses

4,973

Registered nurses

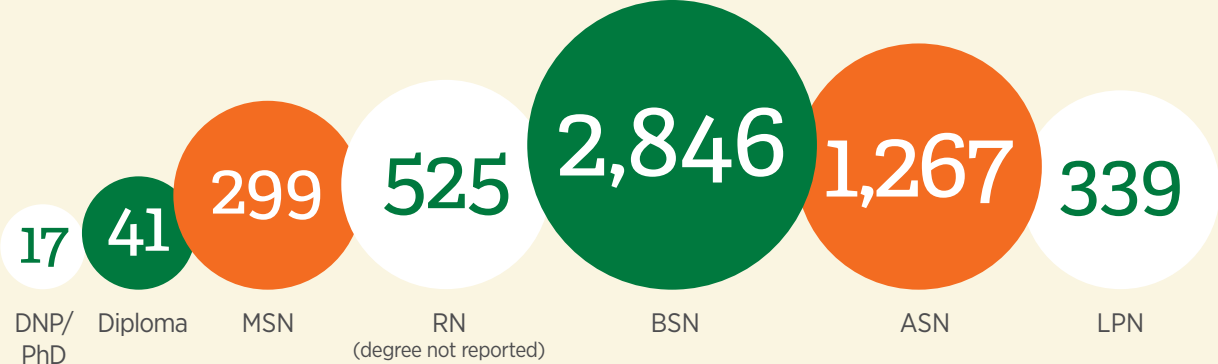
339

Licensed practical
nurses

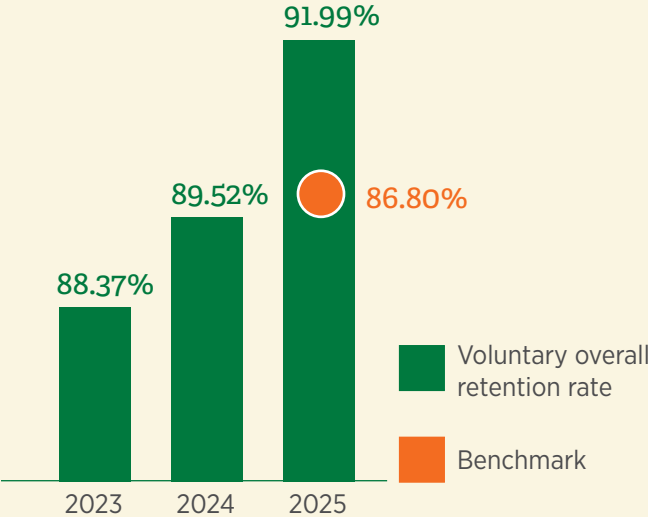
22

Advanced practice
registered nurses

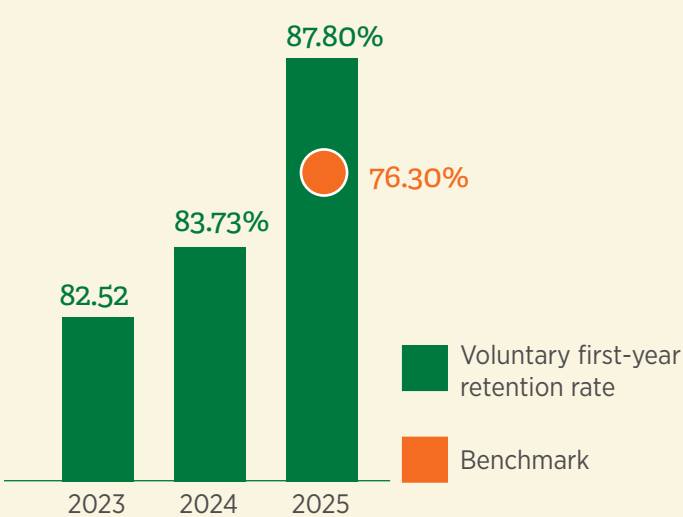
Highest degree in nursing



Overall voluntary retention rate



First-year voluntary retention rate



01 Nurses focused on precepting

Completed preceptor training or development **1,659**
 Precepted **622**

02 Nurses focused on innovation

Submitted formal ideas for innovation **222**
 Formal innovation submissions implemented **93**

03 Nurses focused on ongoing professional development

Members of professional nursing organizations **660**
 Completed eight or more NCPD/CE **1,304**
 Completed certification prep courses **441**
 Enrolled in BSN program **150**
 Enrolled in MSN, DNP, and PhD programs **125**

04 Nurses focused on community service

Served on boards **229**
 Donated blood **1,237**
 Volunteered outside Parkview **1,376**
 Completed mission work **61**

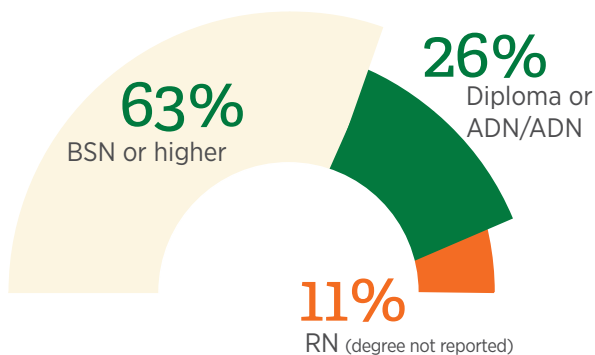
05 National professional certification

Certified nurses **900**
 Total active certifications **2,001**
 Top 10 certifications held

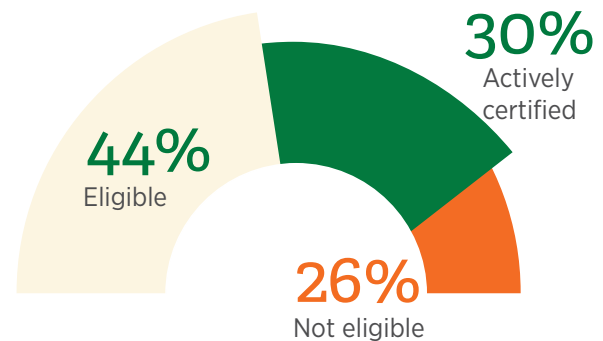
1 CMSRN/MedSurg	171	6 OCN	44
2 RNC-OB	72	7 AMB-BC	29
3 CEN	71	8 ONC	28
4 CCRN	55	9 VA-BC	27
5 CNOR	47	10 NPD-BC	27

Data based on self-reported activities of nurses in the eXceed Nursing Recognition Program.

BSN rate among RNs



Certified RNs



Expansion: Growth in communities

Growing together: Advancing nursing through system integration at Parkview Logansport Hospital

On July 1, 2025, Logansport Memorial Hospital proudly became Parkview Logansport Hospital, marking an important milestone in a journey of growth, partnership, and shared purpose. Becoming part of Parkview Health strengthened the foundation and expanded what is possible for the Logansport nursing team, patients, and community. This affiliation represents more than a name change; it also reflects a united commitment to excellence, compassion, and advancing health for the people of Cass County and surrounding areas.

Parkview Logansport nurses deliver a wide range of essential services that meet the needs of their community, from emergency services, inpatient nursing care, and surgical services to hospital outpatient departments such as obstetric navigation and diabetic education, along with all ambulatory care sites.

The Parkview Logansport nursing team's commitment to excellence is evident in recent accomplishments, including achieving a Centers for Medicare and Medicaid Services (CMS) four-star rating and ensuring that all hospital nurses are stroke certified by the National Institutes of Health (NIH). These accomplishments reflect a strong culture of accountability, continuous improvement, and patient safety.

The heart of nursing at Parkview Logansport is seen in moments of compassion and teamwork—stabilizing preterm infants until transport arrives, supporting families through profound loss with dignity and kindness, and working together across clinical departments to save lives when a critical patient arrives at the hospital.

Parkview Logansport is supported by a dedicated team of 86 nurses, 15 patient care technicians, and an additional 61 nurses in ambulatory clinics—each playing a vital role in delivering safe, compassionate, and high-quality care. As part of Parkview Health, these nurses are now





Parkview Logansport team members advance trauma readiness through hands-on simulation and collaboration.

- connected to a broader nursing community, one that values collaboration, professional progression, and shared purpose.

For nurses at Parkview Logansport, system integration has translated into stronger operational support, enhanced education, and a deep alliance across facilities and service lines. Being part of a larger system means no longer working in isolation; instead, nurses are connected to a network of nursing professionals across Parkview Health. They are now able to share innovations, support one another, and collaborate in delivering exceptional care. One example of being stronger together is the recent trauma simulation exercise for emergency department nurses led by the Parkview Regional Medical Center trauma team. This shared learning benefits co-workers and, most importantly, patients.

The Parkview affiliation has brought the Logansport nurses a renewed sense of stability, support, and teamwork. Nurses now have access to a robust system of educational resources, well-researched policies and procedures, and clearly defined standards of care that reflect clinically validated practice. The positive energy and advocacy from Parkview nursing leadership have been invaluable, creating a strong partnership focused on co-worker success and improved patient outcomes.

Professional development is a key benefit of being a Parkview nurse. Nurses are supported and encouraged to advance their competency through expanded certification pathways, continuing education, and internal professional advancement programs. Parkview nursing reinforces a culture where evidence-based practice and clinical advancement are both expected and celebrated.

As Parkview Health continues to grow, so does the opportunity to strengthen nursing practice, improve patient outcomes, and invest in the people who make care possible. Parkview Logansport nurses are proud to be part of a system that values their expertise, supports their development, and shares their commitment to caring for others. Together, we are building a stronger future—rooted in our mission, guided by our values, and inspired by the communities we serve.

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Quality and safety overview

Hospital-acquired pressure injury (HAPI)

GOAL

- Decrease the rate of stage three, four, and unstageable HAPIs by 15 percent from 2024.
- Target rate: <0.2
- Goal met at system rate: 0.08
- Parkview Regional Medical Center and Affiliates (PRMCA) rate: 0.08

Units used the following key tactics to help prevent HAPIs:

- Turn team, turn signage
- Reeducation on Air Tap turning systems
- Heelz-up (to help with prevention of heel HAPIs)

Units also started the SWARM HAPI review process where each HAPI event is reviewed, system gaps are identified, and then findings are shared through the Skin Safety Team and the HAPI charter. Many units started using photography to document wounds on admission. Units also continue to track whether dual skin assessments are completed on admission and have a 93.7 percent compliance rate.

Catheter-associated urinary tract infection (CAUTI)

GOAL

- Be in the top 25 percent for CMS as measured by the standardized infection ratio (SIR) and be below the National Database of Nursing Quality Indicators (NDNQI) mean as measured by the number of CAUTI per 1,000 patient days.
- Result system of 0.422 SIR for 2025. This was an increase from 2024, when SIR was 0.4 and was not in the top 25 percent.

Of the units, 88 percent outperformed the NDNQI mean at PRMCA, using the following tactics to improve CAUTI numbers:

- Removal of urine culture order to avoid unnecessary cultures
- Education regarding approved reasons to have an indwelling catheter
- Implementation of device rounding

A nurse-driven protocol to independently remove urinary catheters was approved in January 2026 and will be the focus for CAUTI reduction for this year.

Central line–associated bloodstream infection (CLABSI)

GOAL

- Be in the top 25 percent for CMS as measured by the SIR and below the NDNQI mean as measured by the number of CLABSIs per 1,000 patient days.
- Result system of 0.31 SIR for 2025. This decrease from 2024's 0.758 SIR resulted in a top 25 percent ranking for 2025—an amazing improvement.

Of the units, 84 percent outperformed the NDNQI mean at PRMCA. To improve CLABSI numbers, Medline conducted a gap analysis and identified the following process changes:

- Have hand sanitizer available for use between removing dressing and donning sterile gloves to replace the dressing
- Mask patients during dressing changes
- Clean the site in a hashtag motion, not circular

Approximately 800 nurses were educated on these changes. Additionally, device rounds were established at both Allen County facilities to assist in determining the need for a central line.

The biggest impact within Allen County came from adding nurses to the Vascular Access Team to be able to support daily central line dressing checks. Compliance increased to 97 percent, and the CLABSI rate as expressed by the standardized infection ration (SIR) decreased from a SIR of 1.33 in 2024 to 0.11 in the third quarter of 2025.

Falls

GOAL

- Decrease falls with harm rate to 0.5 per 1,000 patient days.
- Goal was not met.
- System rate: 0.7
- Parkview Regional Medical Center rate: 0.7
- Units saw an increase in the number of major injuries and implemented the SWARM process to review these falls and determine preventability and opportunities. While there was not an improvement in injury rate, there were more falls that were deemed not preventable. This means that nurses were implementing appropriate interventions, but a fall still occurred.

To work toward improvement, the following tactics were used in 2025:

- Implementation of doll therapy on medical units at PRMC for patients with altered mental status
- Weekly meeting of managers and directors at Randallia included fall-prevention discussion resulting in campus awareness and noticeable improvement in 2026
- Completion of fall mat trial at both PRMC and Parkview Hospital Randallia; teams decided not to pursue tactic further for acute care environments
- Implementation of new fall-screening process for ambulatory areas; SWARM process also started to bring leaders and clinical nurses together to identify opportunities associated with falls

Workforce violence

GOAL

- Reduce assaults on nursing personnel by 3 percent.
- Allen County had 248 workforce violence incidents in 2024 and 194 incidents in 2025, a 22 percent reduction. Community hospitals had 45 incidents in 2024 and 51 incidents in 2025.
- Total workforce violence incidents in 2024: 293
- Total workforce violence incidents in 2025: 241
- Reduction rate: 14 percent
- In 2025, a new nursing collaborative, the Parkview Health System Nursing Workforce Violence Collaborative (NWVC), was launched to align nursing-led initiatives aimed at addressing disruptive behavior. Over recent years, nursing teams have gained a deeper understanding of behavioral causes—such as withdrawal, dementia, delirium, metabolic conditions, PTSD, trauma, or psychiatric needs—and the importance of tailored care strategies.
- The NWVC includes clinical nurse specialists, clinical nurses, nursing leaders, nursing informatics, nursing professional development, quality management, risk, and representatives working in key areas such as the emergency department (ED), delirium care, substance use disorder, restraints, and suicide prevention. The council chair serves as an active member of the Conflict Review Board, strengthening alignment between behavioral safety strategies and frontline practice.
- Due to the effort and diligence of the team, Parkview Health saw a 14 percent decrease in assaults on nursing personnel from 2024 to 2025.

To work toward improvement, we used the following tactics in 2025:

- Expansion of Behavioral Response Team (BeRT) processes to community hospitals
- Implementation of the behavioral safety navigator role in Allen County
- STAMP aggression-risk screening in the ED throughout the system
- Deployment of an EPIC enhancements
 - Workplace Violence Tracking dashboard throughout the system
 - Addition of a disruptive behavior flag in EPIC
 - Safety-list enhancements
 - Behavior documentation flowsheets
- Red call light alerts (dome lights) for enhanced staff awareness in Allen County
- Healing Arts rounding for patients with dementia in Allen County
- Certified nurse rounding focused on high-risk patient populations in Allen County

Nursing Institute

Advancing nursing excellence: Impact of the Parkview Health Nursing Institute in 2025

In 2025, Parkview Health continued to strengthen its commitment to building a resilient, highly skilled nursing workforce through the advancement of the Nursing Institute. Established to align professional practice, academic partnerships, workforce development, and nursing recognition, the institute plays a central role in preparing nurses to meet the increasing complexity of patient care while ensuring long-term workforce sustainability. Throughout the year, the Nursing Institute focused on expanding capacity across its many programs, improving practice readiness, and aligning workforce strategies with organizational growth.

Investing in innovation and professional development

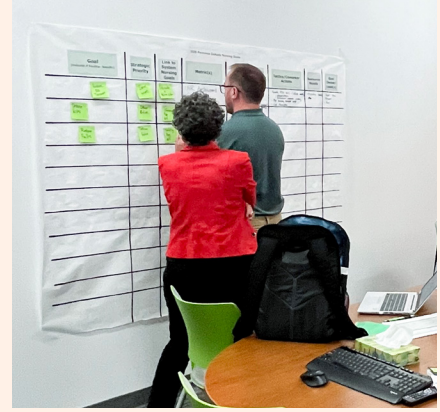
A key accomplishment in 2025 was the introduction of Nursing Institute minigrants, in partnership with the Parkview Health Foundation. These grants provide clinical nurses and nursing leaders with financial support to lead evidence-based practice initiatives and quality improvement projects, strengthening engagement and a culture of continuous improvement.

Parkview also launched Indiana's only hospital-based state-accredited practical nursing (PN) program, creating a new pathway into the nursing profession—currently available only for existing Parkview co-workers. This program is designed to support access to a career in nursing while encouraging long-term professional development and progression from PN to RN roles.

The eXceed Nursing Recognition Program awarded over 1,200 nurses for their professional development and contributions to patient care and organizational outcomes. Program expansion in 2025 included the launch of a ladder application for perioperative techs and growth in the eXceed Champion role to offer at-the-elbow peer support for applicant success.

System-wide nursing council and committee chairs provide the voice of clinical nurses during a strategic planning and goal-setting workshop.





Clinical nurses and nursing leaders partner to establish goals, strategies, and tactics that align with Parkview Health’s strategic priorities.

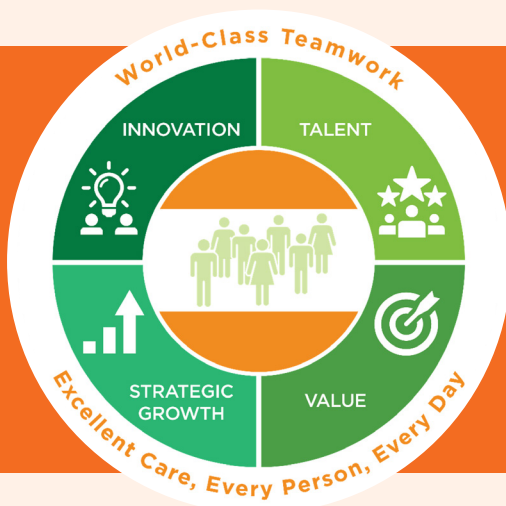
Aligning strategy with future needs

To further enhance learning and development, the Nursing Institute successfully executed a system-wide strategy to optimize education through a partnership with HealthStream. This effort laid a foundation for work continuing throughout 2026 to standardize competency management, streamline regulatory education, and improve access to learning resources for clinical co-workers and nurses across all specialties in the health system.

The institute also played a critical role in facilitating the development of Parkview’s 2026 Nursing Strategic Plan. This work brought together clinical nurses and nursing leaders from each market to define shared goals, providing important connections between Parkview’s strategic priorities and the work that nurses accomplish daily. The resulting strategy ensures a framework for excellence as the organization continues to grow.

Driving measurable impact

The impact of the Nursing Institute extends beyond program implementation to measurable improvements in workforce and financial performance. Parkview’s structured onboarding through TSAM and the Nurse Residency Program supported a decrease in first-year turnover, avoiding replacement costs. Expanded utilization of student nurse apprentices as a dependable internal pipeline supported reductions in recruitment expenses and time to fill for RN and LPN positions. In 2025, the cost savings associated with each new graduate nurse hired through the Student Nurse Program was \$9,000 in onboarding resources alone.



Looking ahead

As Parkview Health looks to the future, the Nursing Institute will continue to scale innovative development opportunities, optimize learning solutions, expand academic partnerships, and support onboarding capacity. By investing in nurses at every stage of their careers, Parkview is building a sustainable workforce equipped to deliver high-quality care for the communities it serves.

Magnet redesignation

Shared governance and our Magnet journey

The American Nurses Credentialing Center's (ANCC) Magnet designation represents the highest recognition for excellence in nursing practice and interprofessional collaboration. At Parkview, Magnet reflects a culture built on shared decision-making, professional accountability, and a collective commitment to exceptional care. It honors not only the outcomes we achieve but also the collaborative structures and processes through which we achieve them together.

Following the successful achievement of our second Magnet designation, in August 2022, we began the journey toward a third designation. Our final Magnet document is scheduled for submission in August 2026, with a goal of hosting an on-site visit in early 2027. PRMCA nurses are proud to be an active participant in this redesignation effort, demonstrating the strength of our shared decision-making model and the voice of frontline nurses in advancing professional practice.

Our Magnet documentation includes robust exemplars that highlight how professional governance councils, nursing leadership, and interprofessional partners collaborate to drive improvements in care and outcomes. These exemplars reflect nursing-led initiatives and decisions that align with the Magnet domains: transformational leadership; structural empowerment; exemplary professional practice; and new knowledge, innovation, and improvements.

As part of redesignation, we report data tied to more than 90 rigorous Magnet standards. Through the shared governance framework, nurses contribute directly to outcomes related to engagement and retention, patient satisfaction, mentoring and professional development, and reductions in hospital-acquired pressure injuries (HAPI), central line-associated bloodstream infections (CLABSI), catheter-associated urinary tract infections (CAUTI), and patient falls. Council work has also supported innovative care solutions, care model refinements, protocol enhancements, and strengthened teamwork across disciplines.

Our redesignation journey reflects the power of shared decision-making in action—where nurses are empowered to lead change, influence practice, and improve outcomes. There is much to celebrate and continued opportunity to grow together as we advance nursing excellence.

Awards

The Nightingale Award

The Nightingale Award is made possible by the Parkview Health Foundation, through a gift from Rev. Doyle Carpenter in memory of his late wife, Marge Carpenter, LPN, who served at Parkview.

Marge was described by her co-workers as an innovative woman who had a strong work ethic, consistently exceeded the expectations of patients and families, and served as a mentor to younger nurses. The Nightingale recognizes nurses who, like Marge did, foster and embrace the compassionate and caring culture of relational nursing—as exemplified by Florence Nightingale.

The Nightingale Awards are a wonderful opportunity to highlight the best of Parkview nurses. This award recognizes nurses for their contributions to nursing practice and patient outcomes. As servant leaders, nurses who are selected to receive the Nightingale Award provide compassionate and holistic care. They are innovative and mentor others in ways to provide care in a team environment. They consistently exceed patient and family expectations. Additionally, they are respected by co-workers for their work ethic and their dedication to quality improvement, reliability, and perseverance. These qualities align with the organizational priorities related to the provision of excellent care, tailoring a personal health journey, and demonstrating world-class teamwork.

RECIPIENTS

- Jennifer Boleyn, BSN, RN
- Kristen Emenheiser, BSN, RN
- Lara Miller, RN, CMSRN
- Lean Plummer, BSN, RN
- Katrina Wells, MSN, RN, RNC-NIC, C-NPT, ELBW

The DAISY Award

For the past six years, Parkview has partnered with the DAISY Foundation to recognize our nurses through the DAISY Award. This award, established in 1999 by the family of Patrick Barnes, was inspired by the sensitivity and comfort that Patrick's nurses provided while he was hospitalized with immune thrombocytopenia. Since his passing, hundreds of thousands of extraordinary nurses have been awarded for the skilled, compassionate care they provide patients and their loved ones.

RECIPIENTS

- Wes Artur, RN, CEN
- Kandy Gay, BSN, RN
- Kathryn Giere, BSN, RN
- Madelyn Keil, BSN, RN, CEN
- Kaci Kuhn, RN
- Lyndsia Kunkler, RN
- Emily McIlwain, RN
- Melissa Raber, BSN, RN
- Alicia Rickenberg, RN



The Judy Boerger Excellence in Nursing Leadership Award

This award honors Parkview's former chief nursing executive Judy Boerger, who embodied the highest professional nursing standards and exhibited exceptional compassion and commitment to Parkview patients, colleagues, and the nursing profession. Her leadership advanced the practice and image of nursing at Parkview and in the community, empowering nurses to have a voice in the care of their patients.

The award recognizes nursing leaders who continue Judy's work to advance the nursing practice through clinical outcomes, collaborative care environments, and professional growth.

RECIPIENT



Linda Francies, MSN, RN, VP, chief nursing officer for Parkview Regional Medical Center and Parkview Hospital Randallia

“

Linda's leadership goes beyond tasks and accomplishments. Her empathetic and caring approach to her teams encourages those around her to provide rich feedback and suggestions for care improvements. She has the essence of nursing practice embedded in all that she does as a nursing leader. She emulates love and joy in her practice.

—Ellen Ahlersmeyer, DNP, RN, CNRN
Administrative Director of Nursing
Parkview Hospital Randallia

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Research and publications

For knowledge and growth, research and shared findings are crucial to the work that our nurses do for Parkview

Research studies

Nurses across Parkview Health have contributed to numerous research studies as a principal investigator (PI) or coinvestigator in 2025.

Lindy Bilimek

Validation of an Evidence-Based, Nurse-Designed Fall Risk Assessment Tool: Study 2

Andrea Conley, Kristen Emenhiser, and Rebecca Havens

A Quantitative Pilot Study to Assess the Effect of a Weighted-Blanket Intervention for Agitation Reduction on Patients in Medical Units

Andrea Conley and Brooke Randol

Custom Machine-Learning Model for Hospital-Acquired Pressure Injuries (HAPI)

Sarah Cook and Kellie Girardot

The Evaluation of the Elevate Turning Wedges Compared to Standard Practice to Maintain a Lateral Side Lying Position

Amy Didion, Natalie McLaughlin, and April Mood

Addressing Knowledge Gaps Among Adolescents Regarding Infant Safe Sleep and Shaken Baby Syndrome

Michelle Diss and Brooke Randol

Exploration of Skin Failure Clinical Indicators

Jennifer Esslinger

Effect of Warming IV Fluids During MICU Transport on Patient Temperature

Alicia Floor

Simulation-Based Training for Pediatric Acute and Intensive Care

Kellie Girardot

Twice Daily Nurse-Driven Spontaneous Awakening Trials Improves Delirium

Jan Powers, Jennifer Rechter, and Janette Richardson,

Drift 2 Study: Displacement in Feeding Tubes

Brooke Randol

Assessment of a Connected-Health, Pressure-Monitoring Technology for Improving Clinical Outcomes of Compression Therapy in the Treatment of Venous Leg Ulcers

Research repository

Parkview nursing research and publications downloaded around the world between January 2025 and January 2026



9,047
downloads



14
new works



2,560
metadata hits

Nursing Research Symposium

Since 2019, Parkview has held the Nursing Research Symposium at the Mirro Center for Research and Innovation. This symposium provides a platform for nurses to share research, promote evidence-based practices, and ultimately provide information that improves patient care. The attendance at the symposium has increased each year, with over 200 participants in 2025. This continual increase and high volume of participants signify the importance of nursing research and evidence-based practices for nurses and other medical professionals.

Publications

In 2025, the work of Parkview nurses was also published in the following publications:

- Edwards, K., Bowers, C. (2025). Reducing Nursing Vacancy Through Practice Partnerships. *Nursing Economic\$,* 43(3), 143-149.
- Harper, M. G., Maloney, P., MacDonald, R., Young K., Liechty, Colón J., Randolph-Cheney, A. J. Relationships Among Nursing Professional Development Department Processes and Publicly Reported Outcomes. *J Nurses Prof Dev.* 2025 Oct 30. doi: 10.1097/NND.0000000000001201. Epub ahead of print. PMID: 41162345.
- Powers, J., Bourgault, A., Simmons, J. S. (2025) Assessment for Enteral Feeding Intolerance by Critical Care Nurses: A/ National Survey. *Dimensions in Critical Care,* 44(2), 69-76. doi: 10.1097/DCC.0000000000000685

Research award winners

Nurse Researcher of the Year

Brooke Randol, MSN, RN, CSW, AG-CNS

Most Innovative Research Study

Brooke Randol, MSN, RN, CSW, AG-CNS

Assessment of a Connected-Health, Pressure-Monitoring Technology for Improving Clinical Outcomes of Compression Therapy in the Treatment of Venous Leg Ulcers

Most Improved Clinical Outcomes in a Research Study

Andrea Conley MSN, RN, AG-CNS

A Quantitative Pilot Study to Assess the Effect of a Weighted-Blanket Intervention for Agitation Reduction on Patients in Medical Units

Most Viewed on Nursing Research Repository

Jennifer Rechter, MSN, RN-BC, AG-CNS

Interactive Sepsis Education Program Improves Nurses' Knowledge and Impact on Patient Outcomes

Evidenced-Based Practice Award

Sarah Seddon, BSN, RN

Three Wishes Project—Individualizing End-of-Life Care

People's Choice Poster

Delivering Change: A Hospital's Journey to Midwifery Care

- Shavon Fitts MSN, RN; Nataley Frane BSN, RN, RNC-OB
- Kimberly Noga MSN, RN, NPD-BC, RNC-IAP, RNC-MNN, C-EFM
- Angela Russ MSN, RN, AGCNS-BC, RNC-MNN, IBCLC
- Lisa Smith MSN, RN, AGCNS-BC, NP-C, RNC-OB
- Allison Thorpe MSN, MBA, CNM



See the Parkview blog for more about the nursing team's research projects and initiatives.

[Click here](#) for more information.



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