

Welcome to the November Nursing Grand Rounds

Leveraging Advancement Projects to Improve Care

This is a Microsoft Teams Meeting with Contact Hours

- Focus is on the presenters with all participants muted
- Participants are encouraged to post questions/comments in the “Q&A” They will be addressed during the Q & A session at the end
- Details about evaluation and contact hours will be provided at the end
 - REMINDER – now a text code process – make sure your cell number is updated in the CE Learning platform in order to receive CEs
- Session is recorded and will be available as a digital self-learning module with continuing education credit on the CE Learning platform
- Please visit the Nursing Grand Rounds webpage for direct links.

Disclosure:

None of the planners or presenters for this educational activity have relevant financial relationships to disclose with ineligible companies

IPCE Designation and Accreditation



Accreditation Statement

In support of improving patient care, Advocate Aurora Health is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

Credit Statement(s)

American Nurses Credentialing Center (ANCC)

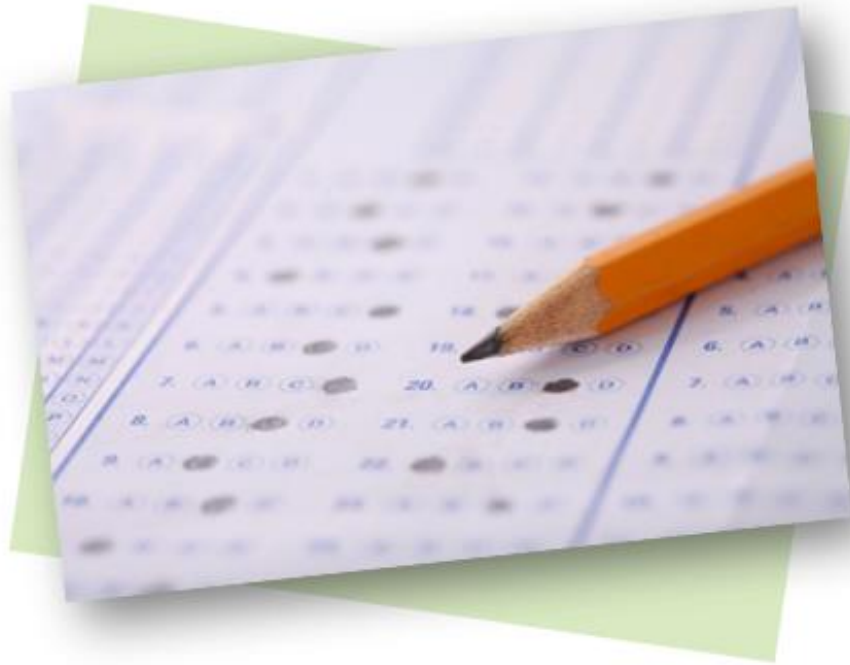
Advocate Aurora Health designates this live activity for a maximum of 1.0 ANCC contact hours. Nurses should claim only the credit commensurate with the extent of their participation in the activity.

Learner Objectives



At the end of this session, learners should be able to:

1. Describe key aspects of three nurse-led advancement projects.
2. Identify the personal and professional lessons learned as reported by nurse participants.
3. Describe 1-2 takeaways for your nursing practice



AUDIENCE POLL

Which division and care environment are you attending from?



Atrium Health



Aurora Health Care



Wake Forest University
School of Medicine

Now part of  **ADVOCATE**HEALTH

Leveraging Advancement Projects to Improve Care

Heather Ludy, MSN, RN, AGCNS-BC, CWOCN, CHRN

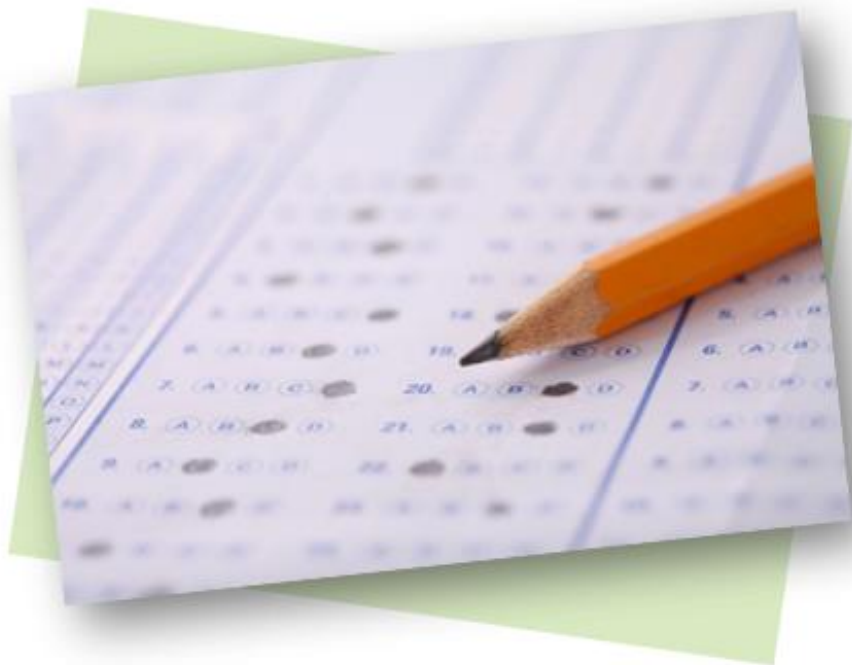
Kara Hedvig, Evans, PhD, RN, NPD-BC, NEA-BC

Cara McShane, BSN, MPH, RN, CPAN

Shelly Gissing, MSN, RN, CEN

Paul Smith, BSN, RN, CEN

Nursing Grand Rounds 11.20.2025



AUDIENCE POLL

Have you participated in clinical advancement or professional development programs?

- Yes, ExCEL-RN (IL/WI)
- Yes, CRNCP (NC/GA)
- No, but interested and want to learn more
- No, I'm not eligible
- Unsure

Today's Lineup

Clinical Advancement Program Introduction

- Heather Ludy, MSN, RN, AGCNS-BC, CWO CN, CHRN AMCW C ExPRT Chair, WI/IL Division ExCEL-RN Committee member, and Enterprise Nursing Grand Rounds planning member
- Kara Hedvig Evans, PhD, RN, NPD-BC, NEA-BC; Director of Nursing Education & Professional Development, and Enterprise Nursing Grand Rounds planning member

Using Gamification to Improve First Case on Time Starts (FCOTS) in the Operating Room

- Cara McShane BSN, MPH, RN, CPAN; Clinical Manager, Advocate Illinois Masonic Medical Center

Development of the Sepsis Huddle in the ED

- Shelly Gissing, MSN, RN, CEN Clinical Nurse, Aurora Medical Center Grafton

DetectED Increasing HIV Screening Rates in ED

- Paul Smith, BSN, RN, CEN
HIV Coordinator, Greater Charlotte

Significance of Nursing Standards

Nurses are expected to “engage in professional role activities, including leadership, reflective of their education, position, and role. Registered nurses are accountable for their professional actions to themselves, healthcare consumers, peers, and ultimately to society” (American Nurses Association, 2021, Significance of Standards).

Actively pursuing professional development ensures that knowledge and skills stay relevant and up-to-date. Learning also inspires and engages us to work in new and innovative ways. Advocate Health supports and invests in your professional development journey!

Current Advocate Health Advancement Programs

ExCEL- RN

Excellence in Career Engagement & Learning

<https://advocatehealth.sharepoint.com/sites/ExCEL>



<https://carolinashealthcare.sharepoint.com/sites/ClinicalNurseCredentialingPathway>

ExCEL-RN (WI/IL)

ExCEL-RN Program Overview

The ExCEL-RN program provides infrastructure and recognition for activities in the areas of leadership, role development, clinical practice and clinical inquiry to shape nursing professional practice.

Program aims to:

- Demonstrate leadership in various opportunities to impact engagement within clinical specialty
- Provide a variety of professional development activities to support individual career growth
- Support engagement in activities that shape practice within the clinical specialty
- Build skills and competence to facilitate implementation of evidence-based practice

Program was designed by nurses for nurses

Brought to you by the Midwest Region Nursing Professional Development Council in partnership with System ExCEL Committees

ExCEL-RN (WI/IL)

ExCEL- RN

Excellence in Career
Engagement & Learning

Level Eligibility Requirements

Must be met at time of application and through the application cycle.

Criteria	Level A	Level B	Level C
Education	Minimum BSN	Minimum BSN -OR- Nursing Specialty Certification (Not Certificates)	Associates Degree, Diploma, BSN or higher
Certification	Nursing Specialty Certification (Not Certificates)	Minimum BSN -OR- Nursing Specialty Certification (Not Certificates)	NA
Nursing Experience with Active Licensure	≥2 years nursing experience, not exclusive to Advocate Health	≥2 years nursing experience, not exclusive to Advocate Health	New Nurses: Completion of New Graduate Nurse Residency + 6 months nursing experience to total 1 full year of nursing experience
			Experienced Nurse: 1 year nursing experience, not exclusive to Advocate Health
Completion Payout			
Amount	Level A	Level B	Level C
	\$6,000	\$4,000	\$2,000

Clinical Nurse Credentialing Pathway (NC/GA)

Level Eligibility Requirements

Level	Degree	Certification Required	Compensation increase on base hourly pay for each level
RN 2	Diploma, ADN	Yes	5%
RN 2	BSN or Enrolled in BSN Program	No	5%
RN 3	BSN	Yes	5%
RN 4	MSN/DNP/PhD	Yes	5%

CNCP Requirements

- E-Application:
 - Levels - based on degree & certification
 - Tracks – Clinical, Education, Leadership, & New Knowledge/Project
- Two Classes:
 - Foundations of Role Development
 - Preceptor Essentials
- Activities:
 - Related to Track
 - Number based on level
- Exemplar
- E-Portfolio:
 - Evidence of accomplishments
 - Peer reviewed



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Clinical Nurse Credentialing Pathway: NC/GA

Redesigned
Program
Impact:
2022 v 2023



650% increase in participation
compared to legacy program



4-5x more nurses completing
Preceptor and Charge Nurse
training



3x more nurses passing certification
exams (SuccessPays & FailSafe
program data)

CNCP was implemented in **2023**. Comparing 2022 and 2023 outcomes in 3 key areas illustrates the impact of clinical advancement programs.



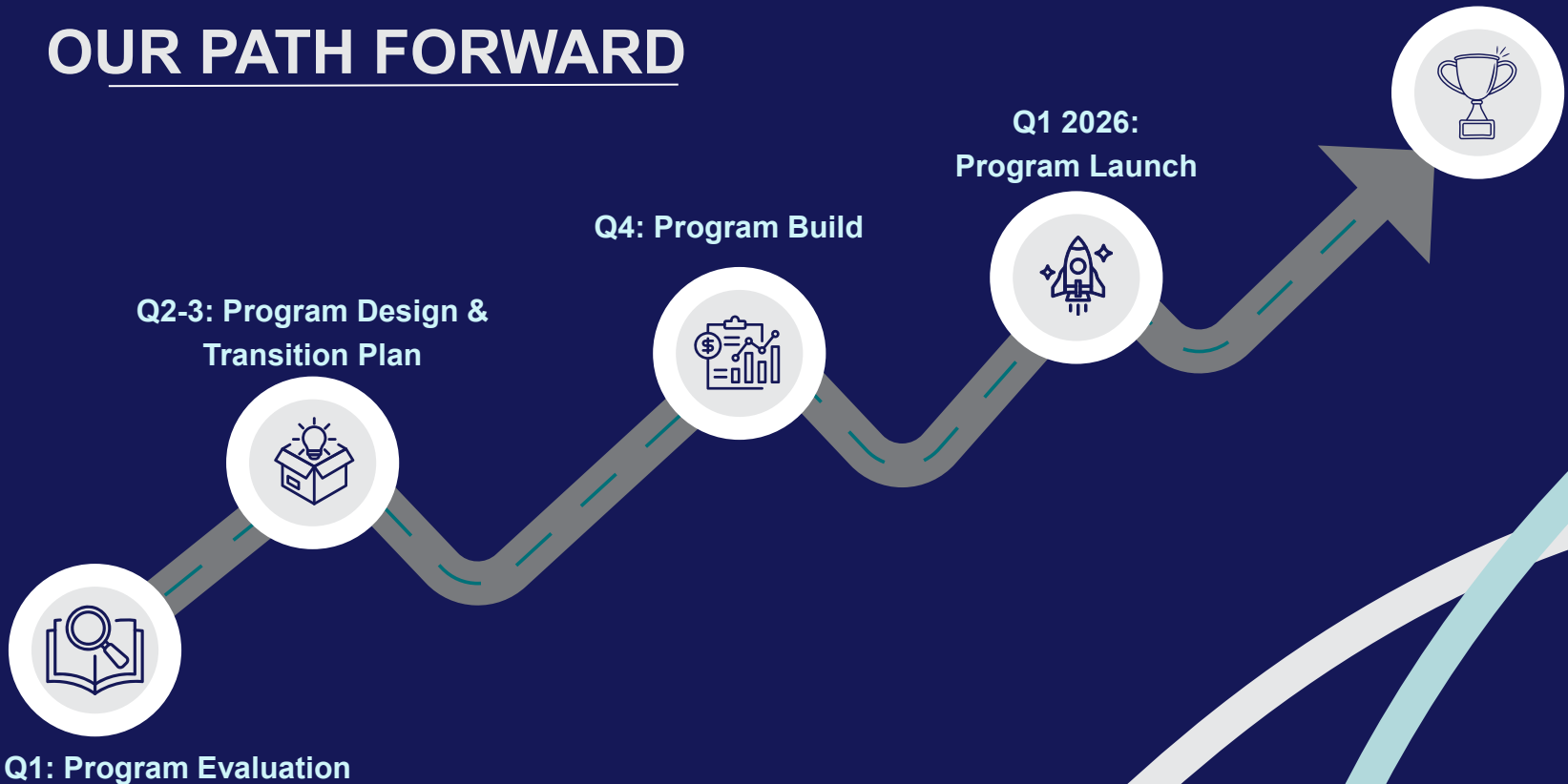
Coming in 2026!

ADVANCE

- ONE Clinical Advancement Program experience that rewards, recognizes & cultivates nurses
- Target Audience: Direct Care Clinical RNs
- Innovative advancement options
- Evidence-based professional development

ONE Advocate Health Nurse
Clinical Advancement Program

OUR PATH FORWARD



Enterprise Clinical Advancement Vision

To be an industry-leading clinical advancement program that **rewards, recognizes** and **cultivates** nurses through **evidence-based professional development** in alignment with **Nursing Excellence** standards and Advocate Health's organizational priorities.



The Enterprise CAP will:



- Exemplify the highest standards of **professionalism, development, and engagement**
- Foster a culture of **continuous improvement** and **excellence** in patient care
- Meet the needs of Advocate Health's Diverse and Multigenerational **Workforce**

Enterprise CAP Goals:



- Promote **Nurse Retention & Recruitment**
- Support **Magnet Designation, Pathway to Excellence, & Evidence Based Practice**
- Improve **Nurse engagement, Patient outcomes, & Work environment**
- **Reward, Recognize, & Cultivate Nursing Excellence**

Key Outcomes:



- Increased **RN Retention**
- Increased **Certification** rates
- Increased **BSN** rates
- Increased nurse-led **Evidence-Based Practice, QI, and Research**
- Increased COSWE Scores: **RN Engagement and Growth & Development**
- **Equitable** Participation

Model Preview:



What is the same?

- **Target Audience:** Clinical RNs across the care continuum with greater than 50% direct patient care responsibilities
- Commitment to ***rewarding and recognizing excellence*** in nursing practice and professional development.

What is new?

- **Four Levels:** Nurses at all degree levels are eligible to participate. Tier progression is based on degree/certification requirements as well as engagement.
- **Program Platform:** OnBase
- **Rolling Application process**
- **"Level Up" Option:**
 - RNs who meet criteria may advance 1 additional level if they complete additional points.
- **Program Name:** ***Announcing in December!***

STAY TUNED: Further details about the new program will be shared across the enterprise in December!

Using Gamification to Improve First Case on Time Starts (FCOTS) in the Operating Room

Cara McShane, BSN, MPH, RN, CPAN

Clinical Manager, Advocate Illinois Masonic Medical Center

Background

- First Case on Time Start (FCOTS) delays can cause subsequent delays, staff overtime and burnout, patient dissatisfaction and financial cost
- At IMMC, Q4 2023 the monthly average FCOTS was 46%
- Organization goal = 80%

Implementation

- FCOTS Fantasy League drafted multi-disciplinary team members into teams
Nurses, surgical technologists, anesthesiologists, and surgeons
- Team members were awarded points if their cases started on time
- Points were calculated into team percentages
- Themed prizes awarded quarterly

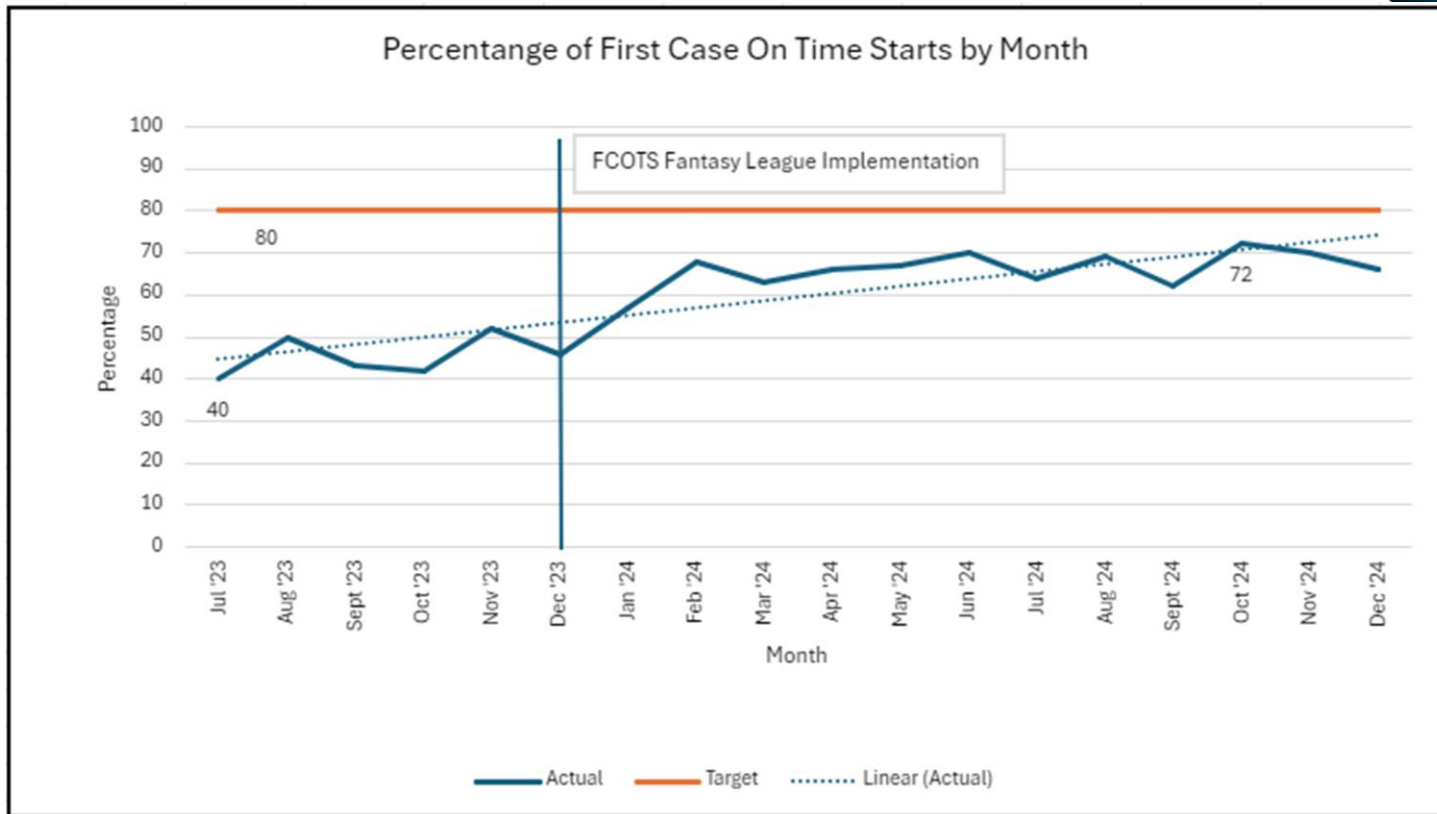


Results/Limitations

Pre-implementation
46%

Peak
72%

Current
12-month post-implementation
~75%



Lessons Learned

- Gamification promoted communication, collaboration and comradery
- Enhanced awareness of shared goals
- Keys to success: key stakeholder buy-in and commitment

Development of the Sepsis Huddle in the ED

Shelly Gissing, MSN, RN, CEN

Clinical Nurse Aurora Medical Center Grafton

Background

- The emergency department (ED) is the first point of contact for many patients arriving at the hospital.
- In 2023, Aurora Medical Center in Grafton recorded 888 patients diagnosed with sepsis.
- Sepsis is a life-threatening condition that, if not recognized early, can lead to death.
- This tool was developed with the assistance of Tanya Krueger, the ED Nurse Manager, and Jill Storey, the Performance Improvement Coordinator with approval from the AMCG Sepsis Committee.

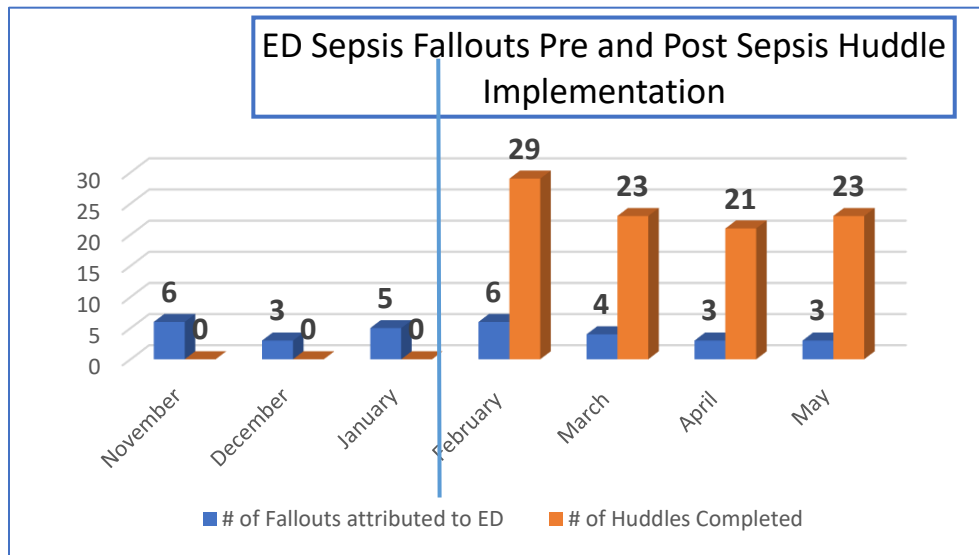
Implementation

- A Sepsis PowerPoint presentation was created and shared during the ED shared governance monthly meeting, the charge nurse meeting, the nursing staff meeting, and sent to all providers.
- Rolled out on February 5, 2024
 - Any time a patient met SIR Criteria Primary RN and Provider to huddle using form

Patient Label	Sepsis Huddle	TIME ZERO
<input type="checkbox"/> ED Inpatient Severe Sepsis Treatment Order Set		
Within 3 HOURS of Time Zero <ul style="list-style-type: none"><input type="checkbox"/> Initial Lactic Acid<input type="checkbox"/> 2 Sets of Blood Cultures<input type="checkbox"/> Antibiotic Started<input type="checkbox"/> Weight based fluids IF:<ul style="list-style-type: none"><input type="checkbox"/> Hypotensive and/or<input type="checkbox"/> Lactic >/equal to 4 **If not giving full fluid amount include reason why and total amount to be given**		Within 6 HOURS of Time Zero <ul style="list-style-type: none"><input type="checkbox"/> Repeat Lactic if initial >2 **Complete 2-3 hours after initial
SEPTIC SHOCK <ul style="list-style-type: none"><input type="checkbox"/> Repeat Lactic > 4 and/or Persistent Hypotension<input type="checkbox"/> Start Vasopressors<input type="checkbox"/> Volume Status/Tissue Perfusion Reassessment		
<small>Created by: Quality Improvement Created by: Quality Improvement Revised: 8/1/2024</small>		Time of Huddle: _____ PROVIDER: _____ RN (Primary): _____

Results/Limitations

- There was a clear correlation between the implementation of the huddle and a reduction in fallouts; specifically, the failure rate was 78.6% when the huddle was not conducted.
- With the introduction of the sepsis huddle, we observed a decrease in fallouts alongside an increase in compliance scores and sepsis bundle compliance.
- As the ED experiences increasing patient volumes, it has become a barrier to ensure staff complete the necessary forms.



Lessons Learned

- Level setting knowledge about Sepsis
- Gaining buy-in from both nursing staff and providers proved essential.
- Reviewing fallouts and giving direct feedback to those involved in care as well as sharing trends to the whole team.
- It is now set as a standard of care for ED to huddle and rollout to the ICU.

DetectedED Increasing HIV Screening Rates in the ED

Paul Smith, BSN, RN, CEN

HIV/HEP C Coordinator, Greater Charlotte

Disclosures

In the U.S., the FOCUS Program is a public health initiative that enables partners to develop and share best practices in routine blood-borne virus (HIV, HCV, HBV) screening, diagnosis, and linkage to care in accordance with screening guidelines promulgated by the U.S. Centers for Disease Control and Prevention (CDC), the U.S. Preventive Services Task Force (USPSTF), and state and local public health departments.

FOCUS funding supports HIV, HCV, and HBV screening and linkage to a first medical appointment. FOCUS partners do not use FOCUS awards for activities beyond linkage to a first medical appointment.

Background

- In Q2 2022, Atrium Health Carolina's Medical Center Main was awarded a grant from FOCUS (part of Gilead Sciences Inc.) to start universal HIV screening in the ED.
- The ED provides an excellent opportunity to offer screening for patients, who may not have established care or the most marginalized.
- The last three quarters of 2022 saw HIV screening rates of less than 2.0% for each quarter.
- Clinical staff asked to help improve these screening rates.

Implementation

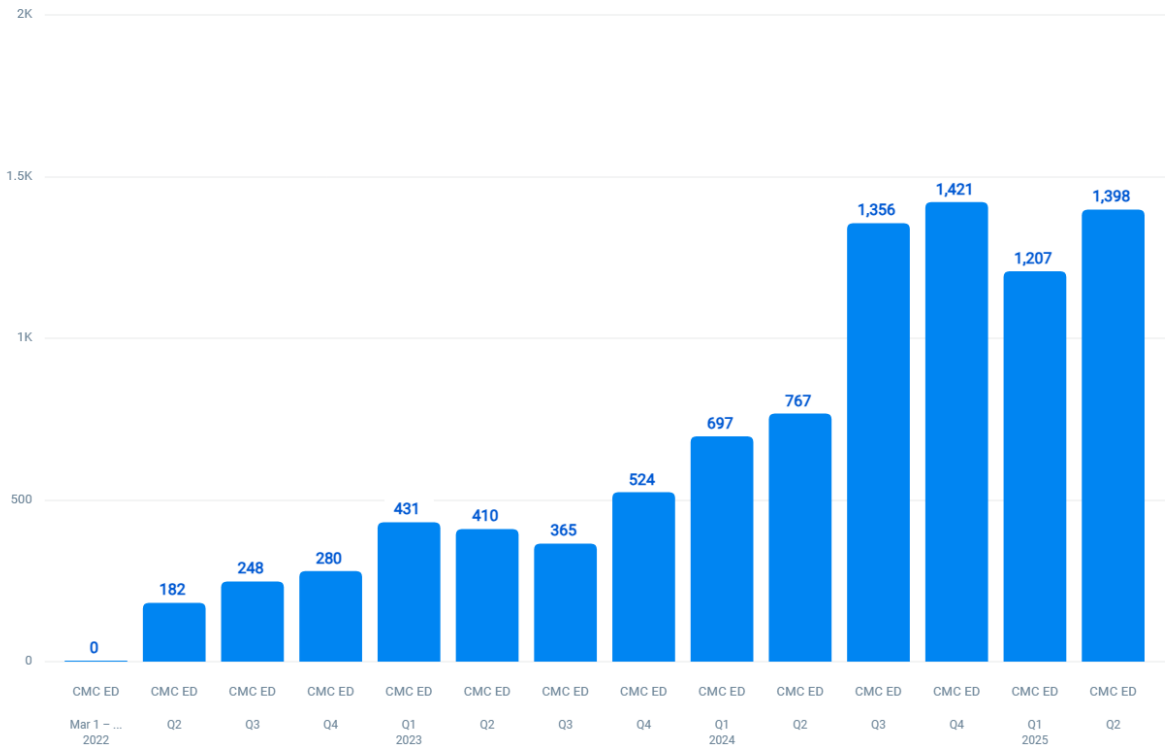
- Creation of the Nurse Champion was born.
- While not a new concept, champions have been demonstrated to help increase compliance with Quality measures (QI).
- Our champions worked with IT, providers, materials and staff to ensure that testing could go smoothly without disrupting triage process.
- Our entire triage process was rework in late 2022, screening was woven in seamlessly.

Results/Limitations

Cogito SlicerDicer
ergo sum

Number of Lab Specimens and Tests by Ordering Department or Submitter

Between 3/1/2022 and 6/30/2025 by quarter



- As of July 2025, 83 new HIV diagnoses
- 38 Out of Care patients discovered
- 50 patients Linked to Care (LTC)

Lessons Learned

- Screening has caught several surprises.
- Staff and providers prefer good feedback – we give it weekly.
- Case studies are great ways to demonstrate the value.
- Open discussion of HIV screening and treatment in huddles along with direct one on one with staff has help break down some barriers that inhibit screening in triage.
- Small pins and 'Thank You's' go a long way!

Making a Difference Through Clinical Advancement

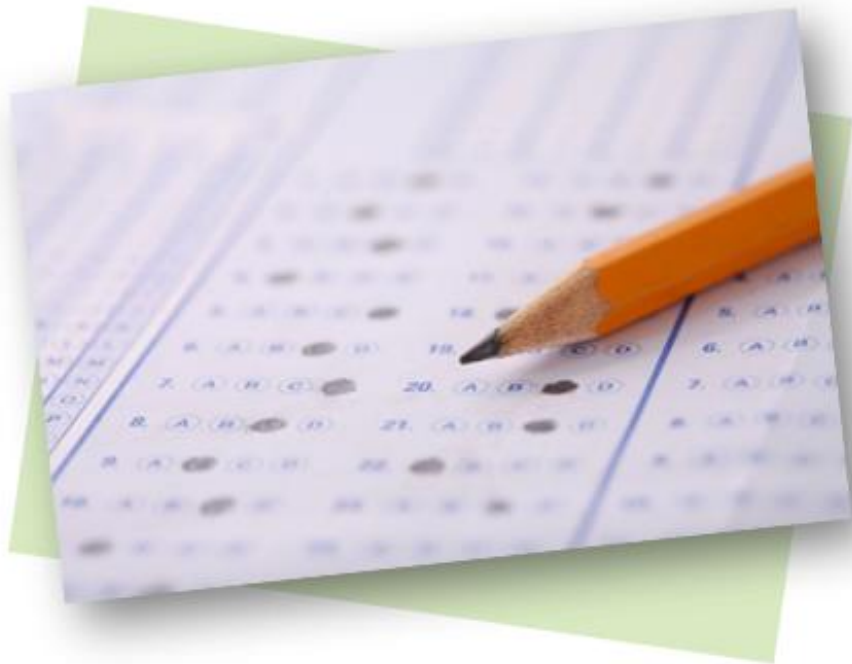
Voices from the Frontline



PROGRAM BENEFITS



RECOMMENDATIONS FOR
NURSES



AUDIENCE POLL

What are some ideas or best practices you have seen for engaging nurses in evidence-based practice projects?

References

American Nurses Association. (2021). *Nursing: Scope and standards of practice* (4th ed.). American Nurses Association.

Currie, K. E., Barry, H., Scanlan, J. M., & Harvey, E. M. (2023). Impact of a multidisciplinary sepsis huddle in the emergency department. *The American Journal of Emergency Medicine*, 64, 150–154. <https://doi.org/10.1016/j.ajem.2022.12.006>

Knox, C., Harper, J., McMillan, L., Vining, B., & White, T. (2024). Increasing first case on time starts in the operating room using an electronic readiness dashboard: A Quality Improvement Project. *Perioperative Care and Operating Room Management*, 35, 100412. <https://doi.org/10.1016/j.pcorm.2024.100412>

The AIDS Institute. (2021). *Closing the health coverage gap is the key to ending the HIV and Hepatitis C epidemics* [Policy Brief]. https://aidsinstitute.net/documents/Coverage-Gap-Issue-Brief_draft-V7.pdf

Q&A

Contact Information

Using Gamification to Improve First Case on Time Starts (FCOTS) in the Operating Room

Cara.Mcshane@aah.org

- Cara McShane BSN, MPH, RN, CPAN; Clinical Manager, Advocate Illinois Masonic Medical Center

Development of the Sepsis Huddle in the ED

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DetectED Increasing HIV Screening Rates in ED

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Attendance Code to Claim Credit:

Advocate Health Nursing Grand Rounds 2025: Leveraging Advancement Projects to Improve Care

Claim your credit instantly by:

- Texting **NOGLOH** to 414-219-1219
- You will receive a confirmation text once it goes through.
- You will receive an email to complete the evaluation after the session.
- *If you need to claim less credit, please contact the IPCE team at cme@aah.org*
- *Credits will be stored in your account on <https://ce.advocatehealth.org>*

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Code is valid for 30 days after the day of the activity.

Nursing Grand Rounds

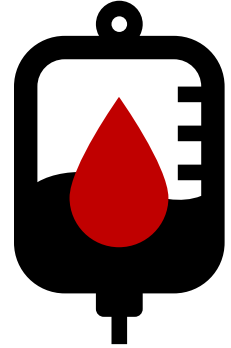
January 15th 2026 3-4 pm Central
4-5 pm Eastern

Sponsored by Enterprise NGR Committee & System Nursing Research

Empowering Nurses in Patient Blood Management: Every Drop Counts

Presenters:

Bobbi Jo Tutterow, MSN, RN, Regional PBM Manager – Wake Area
Laura Yau, MSN, RN, Clinical Nurse Specialist SE – Charlotte Area
Chandler Purser, BSN, RN, Transfusion Safety Officer – Georgia Area
Beth Halperin RN, MW Pop Health-Specialist Engagement/Value Based Care



Overview:

Patient Blood Management (PBM) is a multidisciplinary, evidence-based strategy to optimize care for patients who may require transfusion. Nurses are essential in identifying and treating anemia, reducing blood loss, and ensuring safe use of blood components. This session will help nurses apply PBM principles in practice by covering its fundamentals, anemia management, support for bloodless medicine, and transfusion risks.

Scan here to register and receive an email with calendar invite **or** join day of

Registration on the CE Learning Platform:





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Bring a Friend
To the 1st 2026 Nursing Grand
Rounds
January 15, 2026

For every friend you bring, your name will be entered in
a raffle to win

\$25 Advocate Teammate Store Gift Card

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