

2016 NURSING
ANNUAL REPORT

McLeod
Regional Medical Center



HONORING OUR LEGACY | EMBRACING OUR FUTURE

Letter from the Chief Nursing Officer



Welcome to the first McLeod Regional Medical Center (MRMC) Nursing Annual Report. As Chief Nursing Officer, I am pleased to share this correspondence about nursing at McLeod. This edition is designed to acknowledge and respect our past, while informing you of what is to come in the future.

This annual report is a means to teach and share: our history, changes in the nursing workforce, diversity of nursing roles, growth in education, growth in service, the art and science of nursing, innovation and technology, and excellence in nursing.

The Chief Nursing Officer works in collaboration with nurses at all levels in the organization to maintain, improve, and grow the profession of nursing. Nurses work using a common philosophy, care model, policies and practice standards. We strive to create the best environment for our employees and patients by informing and engaging every nurse in their practice.

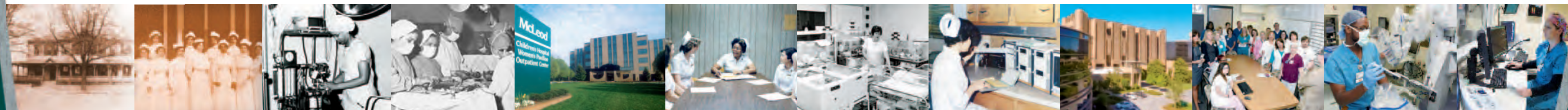
Nurses at McLeod Regional Medical Center are challenged with ever changing initiatives, which include revisions to regulatory modalities, technical advancements, evolution in evidence-based practices and day-to-day operations. Nurses use these challenges as a means to remain engaged in research, improve their critical thinking skills and implement improvement initiatives as they advance their specialties in nursing.

Each component of this report has led us to the Magnet Journey, enriching who we are and how we practice. The statistics provided in this edition demonstrate how the profession of nursing has evolved at MRMC. In the constant pursuit of excellence, our statistics and outcomes steer growth and drive forward thinking using strategic planning. Through collaboration with a multidisciplinary team, our nurses are continuously enhancing healthcare. We appreciate the day to day commitment in serving patients who entrust us with their care.

Tony Derrick, MSN, RN
Chief Nursing Officer
McLeod Regional Medical Center

Table of Contents

Where Nursing Began	4
McLeod Nursing Workforce	6
Diversity of Nursing Roles	8
Nursing Reporting Structure	10
Growth in Education	12
Growth of Service	14
The Art and Science of Nursing	16
Innovation and Technology.....	18
Excellence in Nursing.....	20
The Influence of Nursing	22
Journey to Magnet.....	26



Where Nursing Began

1906

In 1906, Dr. F. H. McLeod opened a hospital on the 100 block of Cheves Street in Florence. It was located on the current site of the new Florence County Museum. The opening of the hospital signifies the beginning of the nursing legacy at McLeod Regional Medical Center. Over the years the hospital and the profession of nursing has grown exponentially. The foundation for growth lies in the Mission, Vision and Core Values of the organization.



McLeod Infirmary - 1906

The **Mission of McLeod Health** is to improve the overall health and well-being of people living within South Carolina and eastern North Carolina by providing excellence in health care.

McLeod Health Vision
To be ***The Choice for Medical Excellence.***

A set of common values unites each and every person at McLeod in preserving our mission to cure and our passion to care. The **McLeod Core Values** include:



The Value of Caring
A spirit of willing and compassionate service to others.



The Value of the Person
A commitment to the well-being of the whole person.



The Value of Quality
A dedication to superior healthcare quality.



The Value of Integrity
An ethical responsibility for upholding standards for honesty and truth.

1979



1993



2017



McLeod Nursing Workforce

1907

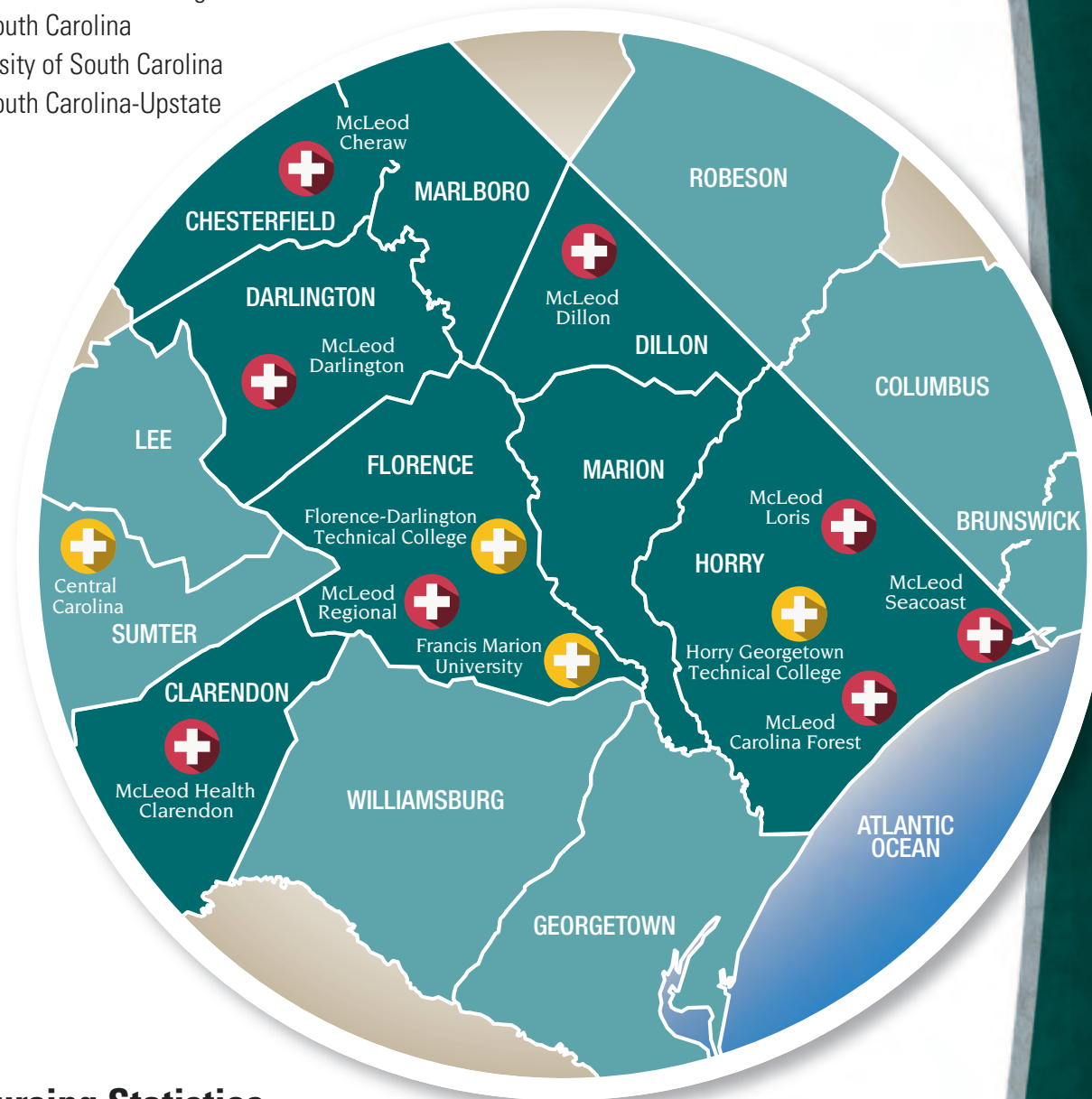
The McLeod School of Nursing begins. The McLeod School of Nursing graduated many nurses who developed the profession within the organization. Over time, many nursing programs were established throughout the region. The number of nurses hired throughout the years to meet the growing demand has drastically increased. McLeod Regional Medical Center Nurses today are educated in many academic programs throughout several states. In Florence County, two schools offer nursing programs. Francis Marion University provides BSN, ADN to BSN, MSN and Family Nurse Practitioner programs. Florence-Darlington Technical College offers an ADN program.



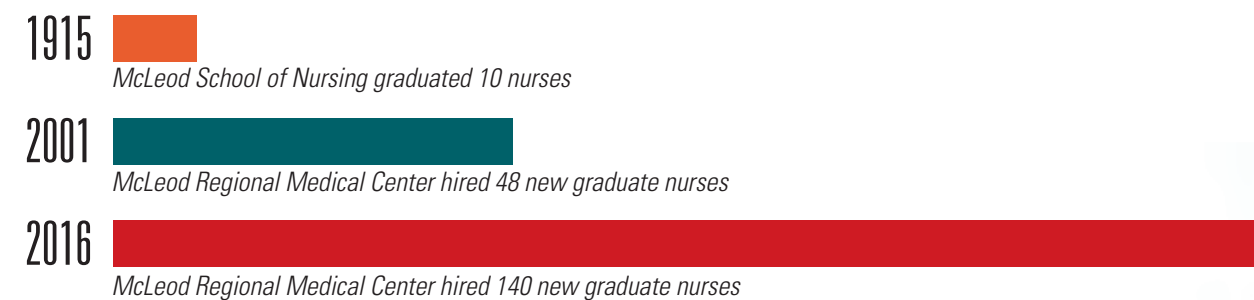
McLeod School of Nursing Class of 1915 with Nursing Director Miss Alice B. Commer

Regional Nursing Education Programs:

- + Florence-Darlington Technical College
- + Francis Marion University
- + Central Carolina Technical College (Sumter)
- + Horry Georgetown Technical College
- + University of South Carolina
- + Medical University of South Carolina
- + University of South Carolina-Upstate



Graduate Nursing Statistics



Diversity of Nursing Roles

1917

Nurses as leaders were beginning to emerge in healthcare. The hospital originally had one Superintendent of Nursing. Over the years with the growth of the organization, nurses are seen in several leadership positions. These leadership positions range from nursing to non-traditional nursing roles. Nurse leaders are vital members of the healthcare team in driving our practices and improving the health and well-being of our patients.



Miss Alice B. Commer served as superintendent of nurses at McLeod from 1917 to 1933, longer than anyone in the school's history. She led the McLeod School of Nursing to become one of the most respected in South Carolina. During her leadership, 100 percent of the student nurses passed the state's licensing exam.

“Somewhere, somehow, at some time in the past, courageous nurses determined these skills, learned them, fought for the right to use them, refined them, and taught them to other nurses. All nurses have an obligation to remember that part of nursing's past, and to keep their own skills in pace with new opportunities for nursing into the next century.”

~ HILDEGARD PEPLAU
Nursing Theorist
1989

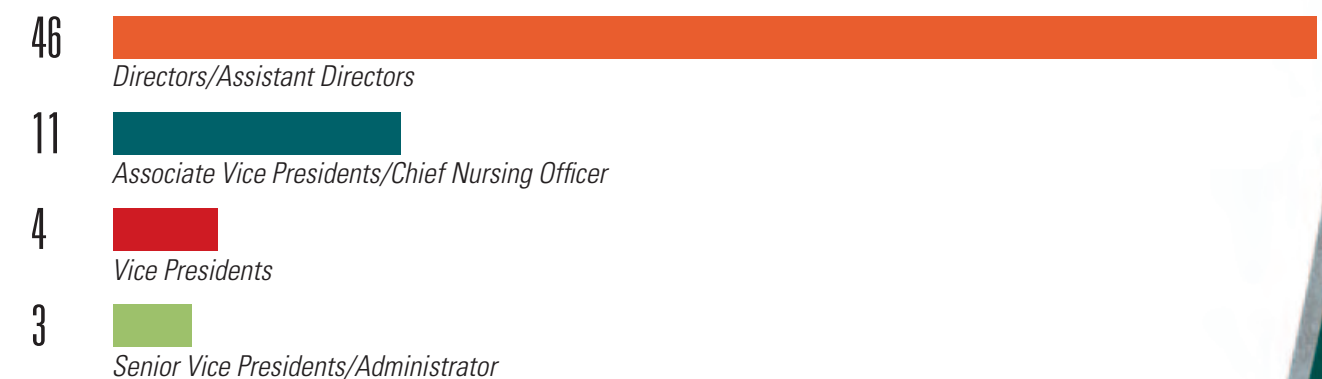


McLeod nurse leaders collaborating - 1955

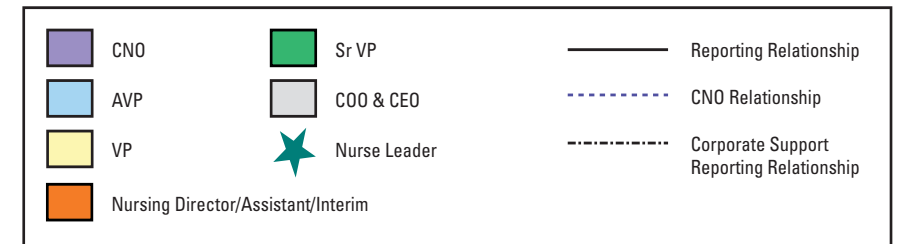
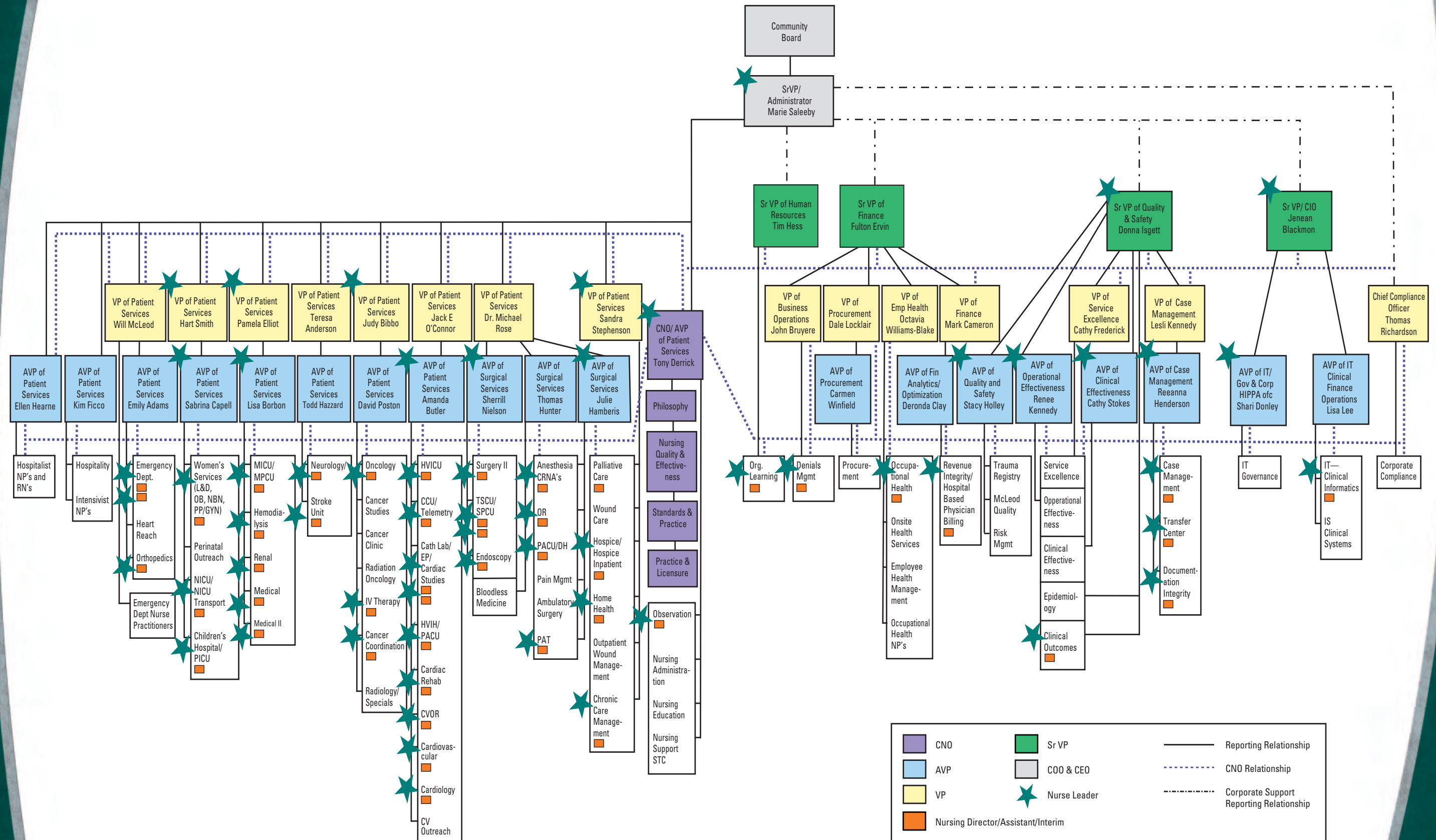


Today's nurse leaders collaborating - 2016

Nursing Leadership Statistics



As of January 25, 2017



Growth in Education

1948

The McLeod Nursing program became accredited in 1948. Not only have the number of academic institutions increased over time, the diversity in nursing education has also grown. Traditionally a nursing diploma was the only level of nursing education. Due to the increasing healthcare demands, the opportunities for nursing education are exponentially growing.



McLeod School of Nursing graduates with Dr. James C. McLeod - 1943



Nursing Pinning Ceremony - Florence-Darlington Technical College



Nurse Pinning Ceremony - Francis Marion University

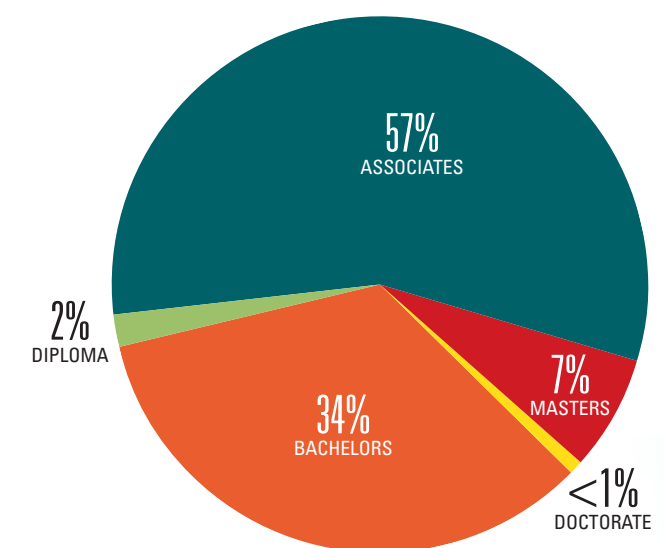
Educational Programs

- **Diploma program** – The diploma program was a hospital-based program and is the oldest form of official nursing education.
- **Licensed Practical Nurse (LPN) Program** – The LPN program is an accelerated practical nursing program preparing the nurse to provide routine patient care under the supervision of a registered nurse.
- **Associates Degree in Nursing (ADN)** – The ADN is typically a two-year professional development program that provides future RN's with the skills, knowledge, and experience needed to enter the field.
- **Bachelor of Science in Nursing (BSN)** – The BSN is generally a four-year undergraduate program that adds additional academic training. This training includes community health and an emphasis on research and nursing theory. The degree prepares the learner for graduate level education.
- **Masters level education** – There are many degree options for the graduate level nurse. These include nurse educators, nurse leaders, nurse practitioners, certified registered nurse anesthetists and clinical nurse specialists to name a few.
- **Doctorate level education** – For the doctoral prepared nurse there are degree options available for education, practice, science, administration and philosophy to name a few.

2016 Education Statistics (MRMC)

	NUMBER OF NURSES
Diploma	25
Associates	925
Bachelors	546
Masters	120
Doctorate	4

Percentage of Nurses



Growth of Service

1956

In order to meet the increasing demands of the community, McLeod added a new North Wing addition to expand the hospital's capacity to 225 beds. With the growth in capacity came the need for more skilled nurses. As McLeod continues to grow in capacity, we train and prepare nurses in all areas to meet the diverse needs of our patients.

New North Wing addition expands capacity to 225 beds - 1956

McLeod Health Employee Statistics

1978

Employees (approximately 1,200)

2008

Employees (4,840), Nurses (1,440)

2016

Employees (8,284), McLeod Regional Medical Center Nurses (1,620)



Establishment of the Women's Pavilion provided growth for patient services - 1993

1998



McLeod deployed Occupational Health nurses to provide on-site urgent, primary, occupational and wellness care to local industry employees - 1998

2013



Expansion of the Cancer Center allows for an improved patient experience in Infusion Services - 2013

The Art and Science of Nursing

1978

As healthcare changed and evolved, so did nursing practice. Nursing has become a true profession where care is delivered utilizing innovations, knowledge and advanced skills. The focus on quality of care and safety provided to patients, drives nurses to engage in their commitment to the organization and to the profession. Nursing practice is built from the Mission, Vision, Values and strategic plan of the organization.

McLeod Nurse working with newborns - 1978

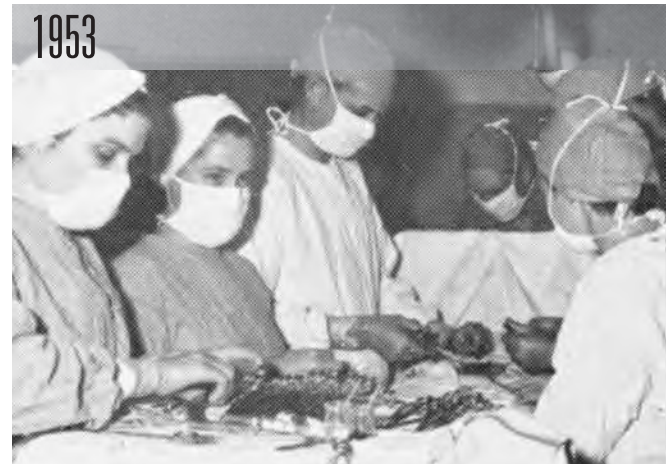


Nightingale Pledge

I solemnly pledge myself before God and in the presence of this assembly, to pass my life in purity and to practice my profession faithfully. I will abstain from whatever is deleterious and mischievous, and will not take or knowingly administer any harmful drug. I will do all in my power to maintain and elevate the standard of my profession, and will hold in confidence all personal matters committed to my keeping and all family affairs coming to my knowledge in the practice of my calling. With loyalty will I endeavor to aid the physician in his work, and devote myself to the welfare of those committed to my care.

This Nightingale Pledge was composed in 1893 by Mrs. Lystra E. Gretter and a Committee for the Farrand Training School for Nurses, Detroit, Michigan. It was called the Florence Nightingale Pledge as a token of esteem for the founder of modern nursing.

1953



Nurses working in the operating room - 1953

2016



Robotic Surgery Operating Room Nurse - 2016

McLeod Nursing Philosophy

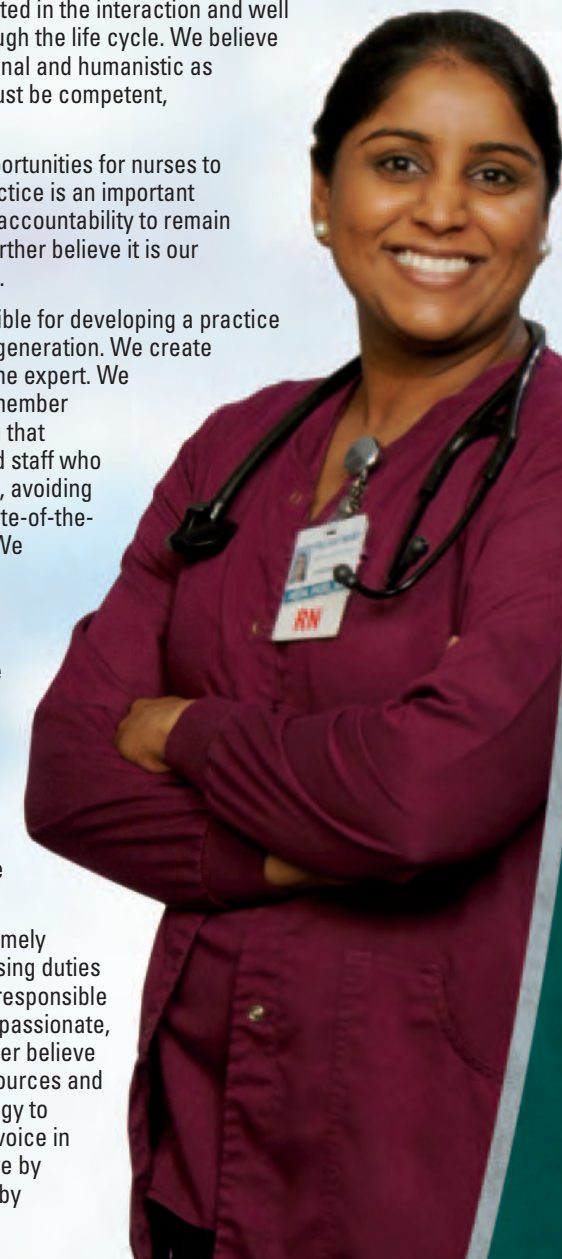
We believe Nursing is an art and a science. The Nursing Profession is interested in the interaction and well being of the individual patient, significant other and family, as they move through the life cycle. We believe Nursing is built on professionals who are present and future oriented, situational and humanistic as they utilize the problem solving processes. We believe care to the patients must be competent, safe, individualized and holistic.

We believe learning is a life-long process and are committed to providing opportunities for nurses to remain current in evidence-based practices. We believe evidence-based practice is an important component in the advancement of nursing practice. We believe the staff has accountability to remain current and competent in the skills needed to meet patient care needs. We further believe it is our responsibility to assist with research projects appropriate to our environment.

Through Patricia Benner's Novice to Expert Theory, the nurse will be responsible for developing a practice that supports, prioritizes and creates an environment of learning for the next generation. We create this environment for the novice nurse cultivating their skills as they become the expert. We believe it is the responsibility of Nursing leaders to set goals with each staff member cultivating professional growth. We are committed to serving as an institution that facilitates the continuing education for all nurses. We further believe qualified staff who are interested and have demonstrated positive results in improving outcomes, avoiding complications, showing expertise and demonstrating proficiency in use of state-of-the-art technology should be considered for promotions within the organization. We encourage involvement with professional nursing organizations that enrich the nurse professionally.

We believe the patient and their preferred support system are key partners in designing their individual plan of care in a patient-centered, culturally diverse supported environment. Utilizing Madeline Leininger's Transcultural Theory, we believe that everyone should be cared for based on respect and appreciation for the individuality and diversity of the specific patient's needs. We believe all patients should be cared for equally regardless of their socio-economic status. Our culture focuses on patient-centeredness, which has many factors, playing an equally vital role as the patient transitions in care. This interdisciplinary approach engages the health care team, the patient, the significant other and family in exploring both the patient's disease and illness.

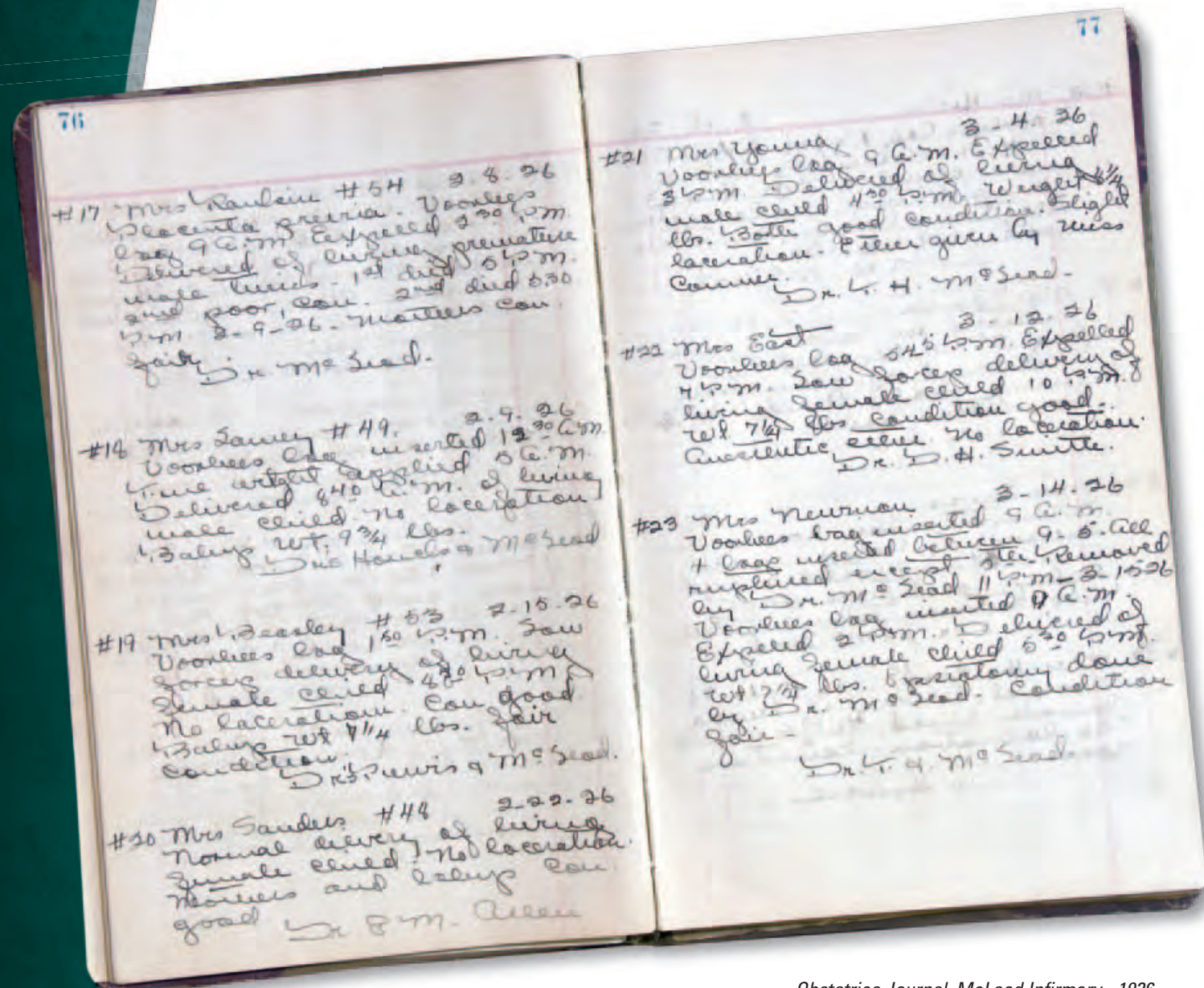
We believe a clear definition of role expectations, a safe work environment, timely feedback related to performance, and administrative support to carry out nursing duties are important. By providing a Just Culture led by Nursing, we believe we are responsible for quality outcomes in a highly skilled, competent manner delivered in a compassionate, kind approach, as set by the McLeod Service Excellence Standards. We further believe nurses are responsible for conserving and appropriately utilizing hospital resources and contributing to cost effective care, by making practical use of lean methodology to include standard work and visual management tools. We support our nurses voice in process change by their involvement in improvement methodology. We believe by providing Nursing Excellence as defined, patients will receive best practices by qualified professionals, thus fulfilling McLeod Health's mission.



Innovation and Technology

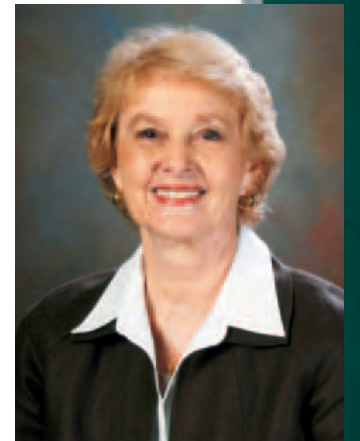
1994

Technology has continued to improve and grow as time has gone by. At McLeod Regional Medical Center, our nurses competently care for patients utilizing advancements in technology. New technology allows for improved efficiency, effectiveness and safety for our patients.

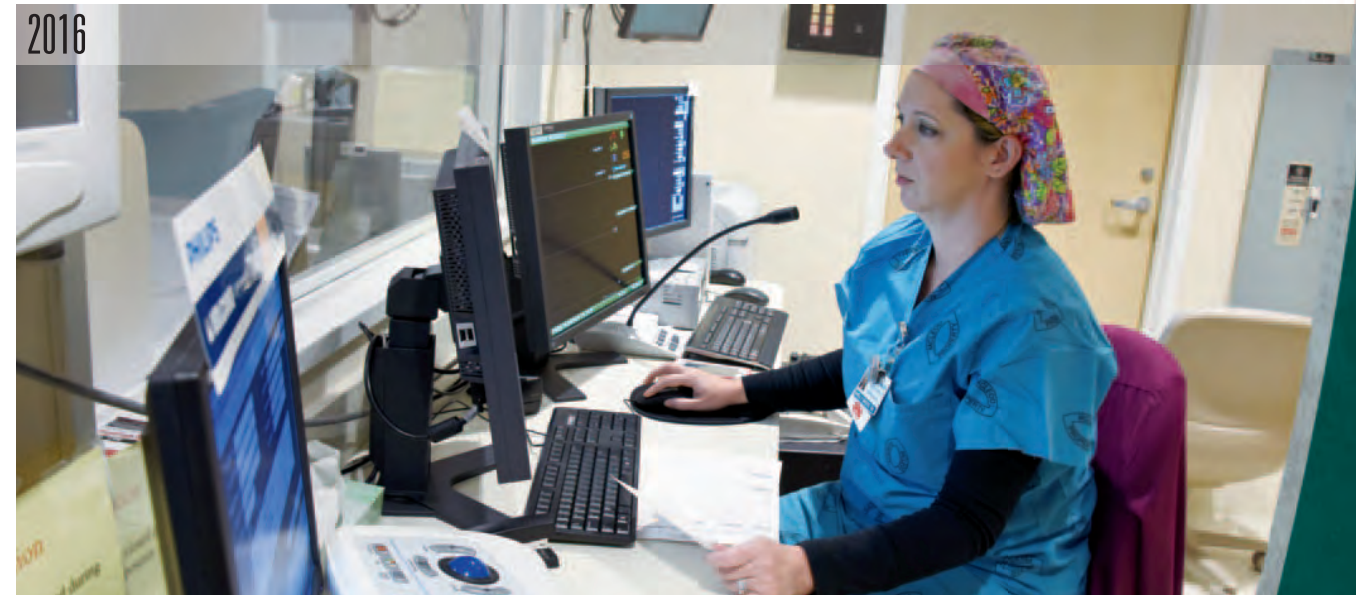


Obstetrics Journal, McLeod Infirmary - 1926

“ I remember when we did not have devices to set and control the flow rate of continuous IV fluids. The flow rate was determined by a nurse counting the drops per minute. After calculating the number of drops per minute required to administer what the doctor had ordered, the nurse manually adjusted the flow to deliver that amount of fluid. Frequent monitoring was required to maintain the set rate. Technology is so advanced from what we had at that time.”



~ DAPHNE HEFFLER, RN, BSN, CCRN
McLeod Nurse from September 1975 to July 2012



Excellence in Nursing

2006

More than a century since our founding, the outstanding health care at McLeod is unparalleled in this region and ranks among the best in the country. Nurses at McLeod Regional Medical Center continue to strive for excellence and are awarded and recognized for their accomplishments.

Board certification contributes to higher standards of patient care. Through nurses voluntarily choosing to achieve professional certification, we know it ultimately improves the well-being of our patients. At MRMC, we have 167 certified nurses.

Our nurses' credentials include: RN-BC Cardio-Vascular Nursing, CNOR, CCRN, CMC, WCC, CHEP, NE-BC, CNRN, SCRN, CSSM, CMSRN, STAR, CEN, CPEN, CTRN, CFRN, CWCN, Certified Observation Specialist, IBCLC, RNC-NIC, CLC, RNC-MNN, CSC, CNN, CCDS, CRNA, Just Culture, RNC-OB, NCC: Inpatient Obstetric, COHN, CDE, CLNC, ONC, FNP, CIC, OCN, CHPN, RNC-EFM, ACM, ARRT, RNCPC, CLS, ACM, CCM, PCCN



Palmetto Gold recipients - 2004



Palmetto Gold recipients - 2016

Palmetto Gold is a Nurse recognition and scholarship program for the nurses of South Carolina. Palmetto Gold showcases the valuable contributions nurses make to patient care and it raises funds to provide scholarships for nursing students. The nurses who are awarded the Palmetto Gold recognition exemplify excellence in nursing practice and commitment to the nursing profession.

155 McLeod Health nurses have been awarded the Palmetto Gold recognition since inception of the program in 2001.



Miss McLeod Infirmary,
Mika Grace Rogers - 1953



MRMC Nurse and Tech of the Year,
Stephanie Miles and Fernando Solis - 2016

The Nurse of the Year celebration is conducted annually in May as a celebration for National Nurses Week. A nurse from every department is nominated and celebrated as their department specific nurse of the year. One special nurse from the hospital is selected as the overall MRMC Nurse of the Year.



McLeod Nurses at Pediatric Conference,
Myrtle Beach - early 1990's



Cardiovascular Nursing Conference - 2016

Each year multiple nurses bring back innovative knowledge from regional and national conferences to improve the practices at McLeod Regional Medical Center. The hospital shows support for nursing gaining this valuable knowledge.

The Influence of Nursing

“McLeod is like a family to me. Who would not want to see their husband, daughter and friends daily altogether under the same roof. Our daughter Alexa started daycare at McLeod Child Development Center when she was 17 months old, and now at age seven still goes there for after school care. Every day that I walk the halls of McLeod and see all of the smiling faces that start from the minute we come in the door and continue until we leave work, is always a day of joy I don’t want to end. And, just like family, we all work together to take care of the patients and each other.”

~ EDITH MARASIGAN, RN, BSN



*Edith Marasigan, RN, BSN,
Share the Care*
*Herbert Sungahid, RN, BSN,
McLeod Stroke Unit*

“My mother started as a surgical nurse here at McLeod. I chose to go into nursing because I wanted to be like her. She has always been my role model. If I become half the woman she is in my lifetime I will be doing well. It only made sense to me to work with her. I also performed many of my clinical work here and really enjoyed the atmosphere. McLeod has felt like the right fit for me from day one.”

~ HEATHER WEST, RN



*Heather West, RN,
Medical Observation Unit/
Clinical Decision Unit*
Denise West, RN, Hemodialysis

“Sharing careers at McLeod with my husband has given us so many interesting conversations. We can relate with each other in what is required in our line of works; blood, sweat, tears, and laughter. And being able to share lunch, when time allows, just adds icing to my cake. Working together makes it easier when we are home because we have a mutual understanding of what goes on in nursing. We always know how to encourage each other and will always be the other’s listening ear.”

~ DENISE JACOBS, RN, BSN



*Denise Jacobs, RN, BSN,
McLeod Heart and
Vascular Institute*

*Wesley Jacobs, DNP, MSN,
NP-C, McLeod Inpatient
Neurological Services*



*Charity Gerald, RN, BSN,
CCRN, Director of Nursing
9S Medical*

*Faith Scott, RN, BSN,
Heart and Vascular ICU*

“Working as nurses gives my sister and I common ground and a means to bond. We graduated from nursing school together, which was a bonding all on its own. Even with a six-year age difference we are really close but with both of us working here, knowing the same people, experiencing the same things makes us even closer. When my sister left McLeod for a little while to travel, I missed her being here. When she came back, even though we work completely opposite shifts, it just felt better having her home. I love when people pass me in the hallway and say I met your twin or when Faith calls me to say, “someone strange hugged me in the hallway today, I guess they thought I was you.”

~ CHARITY GERALD, RN, BSN, CCRN

The Influence of Nursing

“My mom always believed that the Lord would guide our steps according to his will, so she never tried to push us toward a particular career. I started with a career in electrical engineering but quickly learned that it was not for me. After calling my parents for guidance, mom suggested nursing. Growing up in a family of nurses, with my mom and my Aunt Vickie, I knew what the job was really about. I had seen firsthand that it was not all sunshine and rainbows and days where you walk away with your head held high, but on the contrary there were days when I could see the stress of the work mom carried with her when she came home. I remember vividly asking her what career she would choose if she had it to do over, and again, and her reply without fail was, ‘I would be a nurse.’ No matter how hard the days were for mom, she knew she was helping someone and I knew that was something I wanted to do too.”

~ CHAZ McDONALD, RN



Lisa McDonald, RN, BSN, CBCN, Director of Cancer Coordination

Vickie Pigate, RN, BSN, SCRNP, Director of McLeod Stroke Unit

Kimberly McDonald, RN, Neonatal Intensive Care Unit

Chaz McDonald, RN, PACU



Joseph Day pictured with other participants at the McLeod Joint Reunion.

“Every McLeod Nurse I met treated me like I was someone special. I was impressed with their quality, always going above and beyond to take care of me. McLeod is my hospital. I would not go anywhere else for my care.”

~ JOSEPH DAY, McLEOD PATIENT

“The Nurses in the McLeod Cancer Center are like family to me. They have cared for me for the past seven years — seeing me every three weeks. They were there as I went from bald to not bald and listened to my many stories about my son Landen. The McLeod Cancer Center Nurses are amazing. They are there for you with a warm blanket when you are cold or nervous and will answer all of your questions. This is what nursing is.”

~ ADRIANE POSTON, RN



Adriane Poston, RN, McLeod Pre-term Labor McLeod Cancer Patient



*Sylvia Williams
McLeod Cardiac Rehabilitation Participant*

“The Nurses at McLeod Cardiac Rehabilitation are fantastic. They are very helpful to all their patients. They continuously check on you as you exercise to make sure all is well. I have been coming to cardiac rehab since my bypass surgery in 2015 and I adore this group of nurses.”

~ SYLVIA WILLIAMS, McLEOD PATIENT

Journey to Magnet

2016

McLeod Regional Medical Center is on the Journey to Magnet Designation. The Magnet Recognition Program® recognizes health care organizations for quality patient care, nursing excellence and innovations in professional nursing practice. Consumers rely on Magnet designation as the ultimate credential for high quality nursing. Developed by American Nurses Credentialing Center, Magnet is the leading source of successful nursing practices and strategies worldwide.

How Does Magnet Benefit Me?

Some of the overall benefits of the Magnet Recognition Program are to:

- Attract and retain top talent
- Improve patient care, safety and satisfaction
- Foster a collaborative culture
- Advance nursing standards and practice

How will this impact you on a daily basis?

The culture of nursing excellence brought forward by the Magnet Recognition Program and its standards will improve the environment we work in every day. Implementing the standards of Magnet helps us grow and engage staff to improve the work environment and the quality of work provided to patients. Pursuing the Magnet designation allows you the opportunity to be a part of enhancing the work listed above in order to assist the organization in fulfilling our mission.

What does this look like at MRMC?

To achieve excellence in providing quality care to our patients, families and community, our professional practice model demonstrates how McLeod Health Nurses perform the art and science of nursing. The model demonstrates the expectations, roles, guidelines and support of the commitment by our nurses for the populations they serve.

The nurse profession is interested in the interaction and well-being of the patient, families and community. They are the center of our work.

The three corners of Quality & Safety, Leadership and Care Delivery are foundational elements the organization provides as support for growth in our nursing profession.

The circles have no beginning and no end, representing the movement, change and structure influencing the practice of nursing and creating the culture. The overlapping of the circles depicts the shared responsibility of the elements and their influence on the patient, family and community. The diversity of the circles represents the acceptance of cultural diversity by our nursing professionals for the populations served.



The hospital's Mission, Vision & Values, Nursing Philosophy and theorists demonstrate the organizations priority of holding our staff to the highest standards in providing excellent customer care. Utilizing Madeline Leininger's Transcultural theory, we believe everyone should be cared for based on respect and appreciation for the individuality and diversity of the specific patients' needs. Our nurses adopt Patricia Benner's Novice to Expert theory, demonstrating their leadership and supporting an environment of learning for the next generation.

We believe our nurses participate in shared decision making and interprofessional collaboration as a catalyst to remain key drivers for the highest quality care. This focus allows nurses to be lifelong learners, critical thinkers and promotes growth in clinical expertise.

Nurses remain competent in their work and in the advancements of technology by the utilization of evidence-based practices. The Nurse Practice Act guides nursing practice and creates an environment adaptable to regulatory compliance standards.

Current Work Focused on Improving or Building

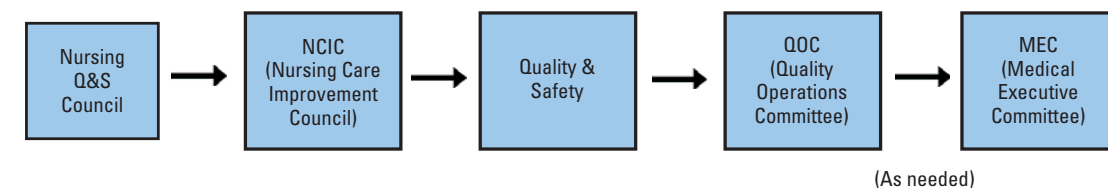
Shared Decision Making

- **Nursing Quality & Safety Councils** – Our Nursing Quality & Safety Councils are made up of staff representatives from each nursing unit in the service lines. The purpose of the Nursing Quality & Safety Councils are to provide an avenue for collaboration and advocacy to improve the quality of care provided to patients, and the environment in which nurses practice.

Improvement efforts completed or in progress include:

- **Cardiac Council** – Improve HCAHPS scores by improving communication and teaching of medication side effects: Decrease CAUTI in post-surgical patients.
- **Surgical Council** – Improve the patient's safety and overall surgical journey: Improve training and retention of nursing staff.
- **Women's Services Council** – Improve the transfer of care between departments throughout the service line: Improve management of hypoglycemia in at-risk newborns.
- **ED, Observation & HeartReach Council** – Improve the transition, flow and satisfaction of the patient from the ED to the Clinical Decision Unit.
- **Oncology Council** – Improve satisfaction of nursing workflow and safety of patients by implementation of a buddy system.
- **Medical & Neuro Council** – Improve the safety, accuracy of order, documentation and practice of nursing in patients with IV's.

Nursing Quality Management System





Cardiac Council:
 Pictured: Stephanie Dadds, Jessica Fowler, Ashley Rogers, Gieve Huckabee, Lance Crouch, Diane McGee
 Not Pictured: Chasidy Ward, Travis Martin, Brittany Way, Julie Maxhim



Surgical Council:
 Pictured: Amber Lee, April Newsome, Abby Phillips, Diane Howell, Jamie Barnes, Kasey Bustamante
 Not Pictured: Terri Miller, Alexis Lee, Leslie Poston-Floyd, Ronda Huggins, Kristin Cain



Women's Services Council:
 Pictured: Kerry Anderson, Lori Barfield, Deborah Kemp, Heather Heape
 Not Pictured: Courtney Melton, Adriane Poston, Jennifer Turner, Lindsey Alexander



ED, Observation & HeartReach Council:
 Pictured: Angela Lloyd, Ashley Ward, Katie Blanton, Renee Kennedy, Michael Barrows, Kaitlin Scarborough, Justin Gooding, Paula Ackerman



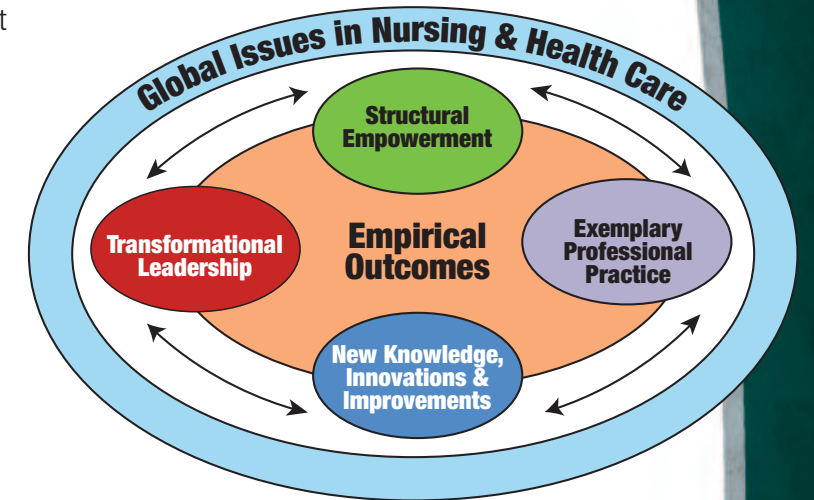
Oncology Council:
 Pictured: Kathy Jenkins, Lynn Miller, Melissa Kirk, Mary Wright, Melanie Bothe, Beth Epps, Genifer Hayes
 Not Pictured: Lacey Padgett



Medical & Neuro Council:
 Pictured: Olivia Jeffery, Laurie Rotan, Cynthia Olivos, Mandy Coker, Heather Dowdy, Mary Baker, Chireen Hyler, Meredith Hickey
 Not Pictured: Sheila Lee, Stephanie Gordon

• **Magnet Champions**— The Magnet Champions are representatives from each nursing department who work to define, revise, implement and disseminate processes and information related to the Magnet Journey at MRMC. In 2016, the Magnet Champions revised and implemented the new Professional Practice Model and designed, organized and orchestrated the Magnet Fair.

- The Magnet Fair covered each component of the Magnet Model:
 - Transformational Leadership
 - Structural Empowerment
 - Exemplary Professional Practice
 - New Knowledge, Innovations and Improvements
 - Empirical Outcomes



■ Who is your department's Magnet Champion?

■ Who is your department's Quality & Safety Representative?

- **Nursing Care Leadership Forum (NCLF)** – NCLF is comprised of members from each nursing department who collaborate with the CNO to advocate for overall nursing practice and professionalism. NCLF was the first hospital wide shared decision-making council for nursing. In 2016, NCLF focused on Nursing Retention efforts, improving education about organizational processes and maintained their commitment to community outreach. NCLF members serve as the ambassadors for their departments for the employee engagement survey and are instrumental to its success.



NCLF restocked the pantry at Lighthouse Ministries.



Cardiovascular Nurse Retention Board - 2016

Moving forward, goals for 2017 will focus on:

- Growing shared decision-making in nursing
- Evaluating and improving RN satisfaction
- Mentoring/succession planning for nursing leaders
- Nurses involvement in recruitment and retention
- Patient satisfaction, nurse-sensitive indicators and workplace safety strategies
- Nursing research
- Performance appraisal process
- Policies that govern nursing
- Nursing community outreach
- Continuing education and specialty certification
- Maintain and increase overall percentage of BSN to 35%
- Maintain and increase overall number of Specialty Certified Nurses to 177



McLeod
Regional Medical Center

McLeod Nursing Administration
McLeod Regional Medical Center
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