

2025



UPMC St. Margaret

Nursing Annual Report

Celebrating Excellence in Nursing



Dear UPMC St. Margaret Nurses,

As we close 2025, I want to recognize the extraordinary dedication and resilience across our nursing teams and patient-care services. Together, we advanced quality outcomes, strengthened our safety culture, and supported professional growth—always keeping our patients and families at the center.

I am proud to recognize the incredible accomplishments of our nursing team in 2025. Your dedication and commitment to excellence have made a profound impact on patient care and workplace culture. Highlights of your achievements include:

- **Exceptional Retention:** Nursing turnover rate maintained at **less than 8%**, reflecting a strong, supportive environment.
- **Commitment to Education:** **67% of our nurses** now hold a **BSN, MSN, or PhD**, demonstrating your pursuit of professional growth and evidence-based practice.
- **Quality Improvement:** A remarkable **50% reduction in C. difficile infections** compared to 2024, showcasing your vigilance in infection prevention.
- **Workplace Safety Leadership:** Significant advancements in safety initiatives, ensuring a healthier and safer environment for staff and patients alike.
- **Recognition of Excellence:** Over **70 nurses nominated for Daisy Awards** by patients and caregivers—a testament to the compassionate care you provide every day.

Your hard work, expertise, and compassion continue to elevate the standard of care and inspire trust within our community. Thank you for making 2025 a year of progress and pride for our organization.

Please join me in thanking John Davis, MBA, DNP, RN, FNP-BC, NEA-BC for his time and service as Chief Nursing Officer. His steady leadership and commitment to excellence helped us navigate change and deliver safe, compassionate care. We are deeply grateful for his contributions and wish him the very best in his next chapter.

I am pleased to welcome Karen Bell, MSN, RN, NE-BC as our new Chief Nursing Officer in 2026. Karen will serve as CNO and Vice President, Patient Care Services, bringing proven experience in nursing leadership and a passion for quality and patient safety. We look forward to partnering with her to build



on our momentum and shape the future of nursing together. **Thank you for everything you do—every shift, every patient, every moment—to uphold our mission and values. Wishing you and your families a healthy, restorative start to the new year.**

With appreciation,

Faith Colen, MSN, RN, CEN, CPHQ, NEA-BC

Interim CNO, VP Patient Care Services

Director of Quality and Patient Safety; Patient Safety Officer, Privacy Officer, Compliance Officer



Hospital Awards & Accreditations

- **Magnet Designation (2024)**
- **Leapfrog Group Hospital Safety Grade A Spring and Fall (2025)**
- **Joint Commission - Primary Stroke Center Certification (2024)**
- **AHA - Get with the Guidelines - Stroke Silver Plus (2025)**
- **HAP Donate Life Challenge CORE Hospital Designation - Platinum (2025)**
- **UPMC Health Plan Hip and Knee Joint Replacement Surgery Center of Excellence (2024)**
- **Highmark Blue Distinction Center Hip and Knee Replacement (2024)**
- **American College of Emergency Physicians - Geriatric Emergency Department Accredited Bronze Level 3 (2023-2026)**
- **Nurses Improving Care for Healthsystem Elders (NICHE) Program Senior Friendly (2024)**
- **Human Rights Campaign Healthcare Equality Index - High Performer (2024)**
- **Healthgrades Specialty Excellence**
 - 2025 America's 100 Best Hospitals for Joint Replacement Award TM
 - 2024 America's 100 Best Hospitals for Spine Surgery Award TM
 - 2025 Outstanding Patient Experience Award TM
- **US News and World Report 2024**
 - Higher Performing, Procedures/Conditions- Heart Failure, Diabetes, Kidney Failure, Hip Replacement, Knee Replacement
- **US News and World Report Surgery Center 2024**
 - Best Colonoscopy and Endoscopy
- **Becker's Orthopedic Review - Best Orthopedic Hospitals in 16 States for 2024 (per Healthgrades)**
- **Becker's Hospital Review - 705 Hospitals Patients Would Highly Recommend**



Elevating Clinical Practice

The UPMC St. Margaret Education Department has experienced a year defined by transformation and growth. In 2025, the team successfully adapted to a new systemwide education restructure that shifted our approach from centralized instruction to a unit-based model, ensuring each educator is embedded directly within the clinical areas they support. With this shift, we welcomed three new educators to the team and strengthened our presence on the units.



A major milestone this year was the implementation of the Tiered Skills Acquisition Model (TSAM) across all inpatient units, the Emergency Department, and the Operating Room. In alignment with this work, we launched the electronic orientation application, playing a key role in testing, optimizing, and enhancing new features to meet the needs of both learners and preceptors. Using this new orientation structure, the team successfully onboarded 74 nurses and 38 NAs/PCTs in 2025.

Our educators also supported an exceptionally strong organizational showing in unit-based annual competencies, achieving a 96% completion rate. To support transition to practice, we continued our robust wellness check-ins for all nurses within their first year and all NAs/PCTs during their first six months—offering individualized support, early identification of concerns, and connection to resources.



The department embraced multiple systemwide initiatives, including implementation of the new moderate sedation course, rollout of the new feeding pump and full integration into the centralized nurse residency program.

Additionally, we welcomed 21 student nurse interns, many of whom continued at St. Margaret as PCTs or were hired as new graduate nurses. We facilitated clinical placements for 194 nursing students and 62 nursing transition students, strengthening our academic partnerships and pipeline efforts.

This year has showcased the adaptability, resilience, and dedication of the St. Margaret Education Department as we continue to elevate clinical practice, support our staff, and advance the mission of UPMC St. Margaret Hospital.

- **Casey Green, MSN, RN, NPD-BC, CMSRN**
Director, Clinical Professional Development
UPMC Southwestern Community Hospitals



Nursing Strategic Alignment



On November 12, 2025, nursing leaders and frontline nursing team members at UPMC St. Margaret convened to collaboratively develop the 2026–2028 Nursing Strategic Plan. Guided by principles of shared governance and professional nursing practice, the session was led by Faith Colen, MSN, RN, CEN, CPHQ, NEA-BC, Interim Chief Nursing Officer and Vice President of Patient Care Services and Director of Quality and Patient Safety.

The planning session reflected the organization’s concept of “UPMC Cares” and the spirit of gratitude and community. Participants began by sharing what their teams were thankful for, reinforcing meaningful connections across departments. In support of community outreach, teams also participated in Thanksgiving-themed food donations for Roots of Faith. Tables were decorated with a Charlie Brown Thanksgiving theme, symbolizing collaboration, relationships, and unity across UPMC St. Margaret.

Mrs. Colen facilitated a comprehensive review of UPMC St. Margaret’s Vizient® Quality data. Nursing leaders and staff reviewed current performance outcomes, identified opportunities for improvement, and engaged in forward-looking discussions to establish data-driven priorities aligned with organizational quality goals.

Jennifer Bitz, MSN, RN, PCCN, CPHQ, Quality Nurse Coordinator, Intermediate, led an in-depth review of National Database of Nursing Quality Indicators® (NDNQI®) data. Eight quarters of unit-level quality data were shared, allowing participants to evaluate trends and outcomes. Nursing teams engaged in



meaningful dialogue to identify opportunities for improvement and develop unit-specific action plans, reinforcing accountability for nursing-sensitive outcomes.

Casey Green, MSN, RN, NPD-BC, CMSRN, Director of Clinical Professional Development for UPMC Southwestern Community Hospitals, presented the 2025 Nursing Learning Needs Assessment. She discussed how assessment data are utilized to guide educational priorities, the future evolution of the Learning Needs Assessment, and how the nursing education transformation will support ongoing professional development and clinical competence at UPMC St. Margaret.

Cristle Lobaugh, MSN, RN, Clinical Director, reviewed Divisional Goals aligned with the UPMC Strategic Plan pillars of Patient Experience, Employee Experience, Quality, and Finance. She outlined upcoming changes and emphasized processes to ensure alignment across nursing and interdisciplinary teams.

Courtney Nyoh, DNP, RN, CCRN, NPD-BC, UPMC Experience and Nursing Excellence Specialist and Magnet Program Director, led discussions focused on the establishment of 2026–2028 nursing goals, including certification rates, BSN-prepared nurse rates, and nurse retention. Engagement strategies were shared to promote professional growth, strengthen nurse engagement, and connect staff to the purpose and impact of their work.

The session concluded with Mrs. Colen and nursing leaders facilitating additional dialogue on operationalizing the strategic plan and supporting nursing teams in achieving identified goals in 2026. This collaborative and data-driven approach reflects UPMC St. Margaret’s ongoing commitment to nursing excellence, professional practice, and continuous improvement in alignment with Magnet principles.

- **Courtney Nyoh, DNP, RN, CCRN, NPD-BC**
UPMC Experience & Nursing Excellence Specialist



20th Annual Clinical Research Forum



The UPMC St. Margaret Evidence-Based Practice and Research Council proudly hosted the 20th Annual Clinical Research Forum, *Research Through the Years*, on Friday, May 30, 2025. This milestone event was held both in person and virtually, drawing nurses and interdisciplinary teams from across UPMC to celebrate two decades of advancing inquiry, evidence-based practice (EBP), quality improvement (QI), and research.

The day began with an executive welcome, followed by a keynote presentation from Dr. Debra Wolf, who had inaugurated the very first Clinical Research Forum. Her presentation underscored the remarkable growth at St. Margaret in research and dissemination over the past 20 years, emphasizing how staff engagement with EBP, QI, and research had steadily increased. Dr. Wolf highlighted the evolution of the forum from its early beginnings into a robust platform for sharing projects that directly impact patient care, safety, and staff development. She celebrated the council's role in cultivating a culture of inquiry that empowers nurses to translate research into practice, improve workflows, and elevate patient experiences.



The agenda featured diverse presentations that showcased the range of research across UPMC. Topics included strategies to reduce test anxiety among nursing students, innovations in pediatric emergency preparedness, improving cardiac arrhythmia knowledge for medical-surgical nurses, and systemwide approaches to clinical orientation. Additional sessions addressed enteral feeding guidelines, emergency department nurse development, discharge medication education, and fall prevention through geographical assignment. Notably, this year featured our first patient care technician from UPMC Mercy presenting at the forum, who shared an impactful project focused on implementing a standardized educational intervention for geriatric patients discharged with urinary incontinence.

Poster reviews provided opportunities for attendees to engage with projects in greater depth, while interactive activities such as the “Research Round-up Jeopardy” added an entertaining teamwork element to the conference.

Attendees earned up to 5.0 ANCC contact hours, reinforcing the council’s commitment to education and professional development. The event concluded with poster voting, raffles, and the announcement of winners, further celebrating the contributions of staff engaged in research and inquiry.

Overall, the 20th Annual Clinical Research Forum served as a powerful reminder of the council’s impact in transforming patient care and clinical culture. The forum highlighted UPMC projects, growth in research at St. Margaret, and staff involvement in EBP and QI, emphasizing inquiry-driven practice. The event demonstrated how evidence-based research drives clinical improvements, better patient outcomes, and a stronger nursing environment.

- **Jennifer Vonada, MSN, RN, PCCN, CNIM**
Clinical Education Specialist
Nursing Education, EBP Council Chair



Awards & Recognition

2025 DAISY Awards

- Christie Dietrich
- Melissa Deets
- Michael Farrell
- Ashton Gallagher
- Nicole Sopcak
- Erika Williams
- Alanna Palumbo
- Courtney Bergbigler
- Jamie Tabaka
- Taryn Hosmer
- Jean Daniher
- Holly Inhat

Employee Experience Champion

- Caitlin Ross

UPMC Good Catch Award

- Melissa Gail

Above & Beyond

- Kalinina Olga
- Gabriel Orellana
- Holly Inhat
- Laiken Burmeister

Cameos of Caring

Nurse Honoree

- Mike Oviai

Care Manager Honoree

- Sharon Fritzley

Advanced Practice Manager

- Kristi McGinnis

Preceptor of the Year

- Samantha Dull



Awards & Recognition

Certification Scholarship Recipients

- Kate Wadding
- Cameron Forte
- Brittany Best
- Kristen Rummell
- Nicole Susi
- Caitlin Nania
- Niki Wlodek
- Kate Spade
- Hannah Bogats
- Mia Wohlgamuth

PONL Sharon Johnson Scholarship Recipient

- Emily Wickline

I am Patient Safety Award Ambulatory Care Award 2025

- UPMC St. Margaret Harmar
Outpatient Center

I am Patient Safety Award Patient Communication Award 2025

- Lisa Kolodziejski



Service Awards

At UPMC St. Margaret, longevity is more than a milestone—it reflects commitment, purpose, and pride. Each year of service represents countless moments of compassion, resilience, and excellence delivered to our patients, families, and one another. Through times of challenge and change, our dedicated team members have remained steadfast in their mission to provide exceptional care to the communities we serve.

We proudly recognize and celebrate those who have reached significant service milestones this year. Their loyalty, expertise, and institutional knowledge form the foundation of our success and strengthen our culture of care. These individuals exemplify the values of UPMC St. Margaret and serve as mentors, leaders, and role models for future generations.

We extend our sincere gratitude to each honoree for their years of service, unwavering dedication, and lasting impact. Your commitment continues to shape who we are today and who we will become tomorrow.

5 Years of Service		
Blystone, Kelsey	Sr. Professional Staff Nurse, BSN	ICU
Burtner, Kaylee	Sr. Professional Staff Nurse II, BSN	Emergency Department
Casile, Nickolas	Sr. Professional Staff Nurse	Emergency Department
Cross, Jennifer	Professional Staff Nurse	Resource
Davis, Erica	Professional Staff Nurse, BSN	Emergency Department
Dermes, Lindsey	Sr. Professional Staff Nurse II, BSN	Interventional Radiology
Farrell, Michael	Sr. Professional Staff Nurse	ICU
Guillergan, Mary Celne	Professional Staff Nurse, BSN, Casual	PACU Harmar
Hartwig, Aria	Sr. Professional Staff Nurse, BSN, Casual	Admissions Team
Hepler, Spencer	Professional Staff Nurse, Expert, BSN	GI Laboratory
Horcicak, Abby	Professional Staff Nurse, BSN	Emergency Department
Hresko, Anna	Professional Staff Nurse, Expert	6A
Keller, Sharawnda	SON Nursing Instructor/Professional Nurse	School of Nursing
Kennedy, Kaitlyn	Sr. Professional Staff Nurse II, BSN	Resource
Kessler, Brooke	Professional Staff Nurse, Expert, BSN	GI Laboratory
King, Gemma	Professional Staff Nurse, BSN, Limited Casual	6A
Kochman, Jill	Professional Staff Nurse, Expert, BSN	IV Team



Kohan, Jamie	Sr. Professional Staff Nurse, OR	Operating Room
Leech, Tyler	Professional Staff Nurse, Expert, BSN	Emergency Department
McGowan, Sarah	Professional Staff Nurse, OP	Dermatology Clinic
Mitchell, Elenie	Sr. Professional Staff Nurse	Peri-Anesthesia Services
Nestor, Haley	Professional Staff Nurse, Expert, BSN	Peri-Anesthesia Services
Oswald, Mikayla	Professional Staff Nurse, Expert	Peri-Anesthesia Services
Rootes, Denielle	Sr. Professional Staff Nurse II, BSN	Resource
Schaffer, Heide	Sr. Professional Staff Nurse	5B
Singer, Samantha	Sr. Clinician	5A
Swain, Lindsey	Sr. Professional Staff Nurse, BSN	Emergency Department
Turman, Brianna	Professional Staff Nurse, BSN, Limited Casual	Resource
Turner, Sarah	Professional Staff Nurse, Expert	Emergency Department
Vile, Hannah	Professional Staff Nurse, Expert, BSN	ICU
Wadding, Kate	Sr. Clinician, OR	Operating Room
Weeks, Brooke	Sr. Professional Staff Nurse, BSN	5B
Wildi, Kristin	Professional Staff Nurse, Expert	GI Laboratory
Yohe, Megan	Professional Staff Nurse, Expert, BSN	Peri-Anesthesia Services

10 Years of Service

Ahern, Jeremy	Sr. Clinician	ICU
Best, Alexandra	Professional Staff Nurse, Expert, BSN	Resource
Bicker, Valerie	Professional Staff Nurse, BSN, Limited Casual	Emergency Department
Boltz, Brittanni	Sr. Clinician, OR	Operating Room
Dantey, Kathryn	Professional Staff Nurse, BSN, Casual	IV Team
Dull, William	Professional Staff Nurse, Expert, BSN	PACU
Dzuricky, Brittny	Professional Staff Nurse, Expert	Emergency Department
Flores, Caroline	Professional Staff Nurse, BSN, Casual	4B
Jones, Stacey	Professional Staff Nurse, Casual	5A
Joyner, Maria	Sr. Professional Staff Nurse, BSN, Casual	Emergency Department
Schlack, Caitlyn	Sr. Clinician	4A
Seman, Nicole	Professional Staff Nurse, OR	Operating Room
Synan, Jared	Nursing Instructor	School of Nursing
Thieschafer, Maria	Professional Staff Nurse, BSN, Limited Casual	Resource
Tomasits, Dana	Nursing Instructor	School of Nursing
Westerbeck, Sarah	Professional Staff Nurse, Expert I, BSN, OR	Operating Room
Wickline, Emily	Sr. Clinician	Resource
Zhang, Lu	Professional Staff Nurse, Expert, BSN	6A

15 Years of Service

Eich, Jaclyn	Sr. Professional Staff Nurse	Interventional Radiology
Gutierrez, Doris	Sr. Professional Staff Nurse, BSN	Ambulatory Surgery, Harmor



Hladney, Rebecca	Sr. Professional Staff Nurse II, BSN	Ambulatory Surgery, Harmar
Hosmer, Taryn	Sr. Professional Staff Nurse	4A
Hubsch, Melissa	Sr. Clinician	Resource
Lepovsky, Arthur	Sr. Professional Staff Nurse	Ambulatory Surgery, Harmar
Lobaugh, Cristle	Clinical Director	Nursing Administration
Nolan, Andrea	Sr. Professional Staff Nurse	Ambulatory Surgery, Harmar
Ruiz, Jean	Nursing Instructor	School of Nursing
Sebastian, Shirley	Sr. Professional Staff Nurse, Master's	Nuclear Cardiology
Vandall, Cheryl	Professional Staff Nurse, Casual	GI Laboratory

20 Years of Service

Acker, Michele	Sr. Professional Staff Nurse II, BSN	PACU Harmar
Dahler, Jennifer	Professional Staff Nurse, Expert, BSN	5B
Duncan, Jennifer	Professional Staff Nurse, Expert, BSN	Resource
Heusey, Meredith	Professional Staff Nurse, BSN, Casual	MPU
Pavlic, Michael	Sr. Professional Staff Nurse	PACU Harmar
Pore, Brittany	Sr. Clinician, OR	Operating Room
Toy, Donald	Professional Staff Nurse, Limited Casual	Operating Room

25 Years of Service

Hemphill, Robin	Professional Staff Nurse, BSN, Limited Casual	Operating Room
Vocke, Dawn	Clinical Director	Operating Room
Whitlinger, Esther	Professional Staff Nurse, Expert, BSN	Peri-Anesthesia Services

30 Years of Service

Kurtz, Patricia	Sr. Professional Staff Nurse II	GI Laboratory
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45 Years of Service

Krall, Denise	Professional Staff Nurse, Expert, BSN	Peri-Anesthesia Services
Walters, Sharon	Sr. Professional Staff Nurse	5B



Certification, Education, & Professional Development

Working within a Magnet® organization, advancement through professional nursing certifications and advanced nursing degrees is encouraged and supported. There is a direct connection between an increased number of nurses with advanced degrees and certification and improved patient outcomes. With so many of our nurses at UPMC St. Margaret who are certified and have continued to advance their education, excellence is driven at the bedside, ensuring that our patients always receive the best care possible.

Thank you to all our nurses who continue to advance their careers!

Podium Presentations

Enhancing Discharge Medication Education for Patients on a Surgical Floor: A Path to Better Recovery

Heather Smith
UPMC St. Margaret Clinical Research Forum

The Resource POD: Geographical Assignment to Reduce Falls

Emily Wickline
Pennsylvania Organization of Nurse Leaders' Annual Conference

Certifications Obtained in 2025

- Renee Hernandez, ACM
- Natalie Korach, ACM
- Neelima Vettiayazheekal, ACM
- Julia Zatorsky, ACM
- Stephanie Powell, CCRN
- Hannah Bogats, CMSRN
- Khamya Roberts, CMSRN
- Kate Spade, CMSRN
- Maggie Stumpf, CMSRN
- Calvin Wilder, CMSRN
- Nicole Susi, CNOR
- Kate Wadding, CNOR
- Jennifer Bitz, CPHQ
- Tiffani Upright, DNC
- Brittany Best, ONC
- Amanda Payne, SGNA
- Jennifer Thompson, VA-BC

Degrees Obtained in 2025

- Leslie Hastings, BSN
- Amanda Payne, BSN
- Jennifer Thompson, BSN
- Hannah Pukal, BSN
- Samantha Hreha, BSN
- Michael Ovia, BSN
- Jenna Oravitz, BSN



2025 Shared Governance Council Updates

PPC

Aligned with the Nursing Strategic Plan, the Professional Practice Council (PPC) advanced excellence in nursing practice through a shared governance model that empowers nurses at all levels to participate in decision-making. Throughout the year, the PPC promoted professional development and recognition by hosting a Senior Tea honoring nurses with 10 or more years of service, recognizing preceptors, awarding 10 certification scholarships, celebrating certified nurses, and honoring DAISY Award recipients and Cameos of Caring honorees. The Council also demonstrated a strong commitment to community engagement through initiatives such as a School Supply Drive for the Allegheny Intermediate Unit, the Angel Tree program, and Toys for Pittsburgh Tikes. Council visibility and awareness were enhanced through Shared Governance Day rounding, reinforcing the PPC's ongoing impact on nurse engagement, retention, and professional excellence.

EBPR

The council is dedicated to transforming patient care and clinical culture by facilitating hospital-wide inquiry and supporting staff in evidence-based practice and research. Through coaching, education, and guidance on best practices, the council empowers interdisciplinary teams to design and implement projects that improve patient outcomes, satisfaction, and staff engagement. It also provides critical support in abstract development and submission, ensuring staff contributions are shared broadly. This year, the council hosted its 20th annual Clinical Research Forum, featuring keynote speaker Deb Wolf as she held the very first clinical research forum at UPMC St. Margaret. The council also initiated a group project, From Tradition to Truth: Re-Evaluating Potential Nursing Myths through Evidence-Based Research, which examined 20 nursing statements for best-practice and surveyed the St. Margaret nursing staff regarding their knowledge on the statements. In addition, a successful rounding event highlighted ongoing projects and promoted nominations for the EBP Impact Award, which recognizes staff members for exceptional commitment to inquiry and evidence-based practice.



Quality Council

In 2025, the Quality Council advanced patient safety and quality initiatives across disciplines through impactful projects and events. Highlights included quarterly Hand Hygiene Awards recognizing excellence and improvement, hosting the Patient Safety Fair in March, and promoting awareness during World Patient Safety Day with educational outreach and a snack basket in September. The council supported professional growth through Wolff Learning Academy quality improvement classes and launched its first subgroup—the “Pretty Committee”—to lead a cleanliness project, starting by creating and distributing a staff survey to guide workspace decluttering efforts. We also hosted our own monthly Project Showcase, inviting project leads to report out on initiatives such as Fall TIPS, the Buddy System, and Medication Safety, fostering collaboration and shared learning. Members actively engaged in community initiatives such as the drive-through flu clinic for patients 65+ and proudly sponsored “Chomped” during Hospital Week. These efforts reflect our commitment to safety, collaboration, and continuous improvement.

Wellness Council

The Wellness Council supports UPMC St. Margaret’s commitment to a healthy, engaged workforce by promoting a culture of well-being, balance, and connection. Through monthly “Did You Know” communications, an Essential Oil of the Month, and diverse wellness-focused events—including tea carts with aromatherapy and hand massages, open houses, fitness and mindfulness activities, and creative initiatives—the Council provided consistent, inclusive engagement across all shifts. Partnerships with nursing students, weekend councils, and shared governance teams, along with impactful campaigns such as the Book Drive, Book Cart Rounding, and Suicide Awareness Campaign involving 68 participants, further reinforced the Council’s dedication to emotional well-being, community support, and making wellness a way of life.

Weekend Council

Founded in 2025 to address a critical gap in support for weekend staff, the Weekend Council quickly established its structure, gained leadership support, and achieved meaningful momentum within its first year. The council strengthened staff engagement and retention by ensuring weekend employees felt heard, supported, and valued, while



delivering impactful service-driven initiatives including donations to the Alle Kiski Women's Shelter, Coffee Cart and Flu Shot Cart rounding, pet therapy visits, staff appreciation events with food trucks and Chick-fil-A, and thoughtful Nurses Week gestures. The year concluded with the launch of a Geriatric Angel Tree that provided personalized gifts to all 71 residents of a local senior living facility, and the council proudly expanded its reach by welcoming 12 new members, further reinforcing its commitment to community, connection, and advocacy for weekend staff.

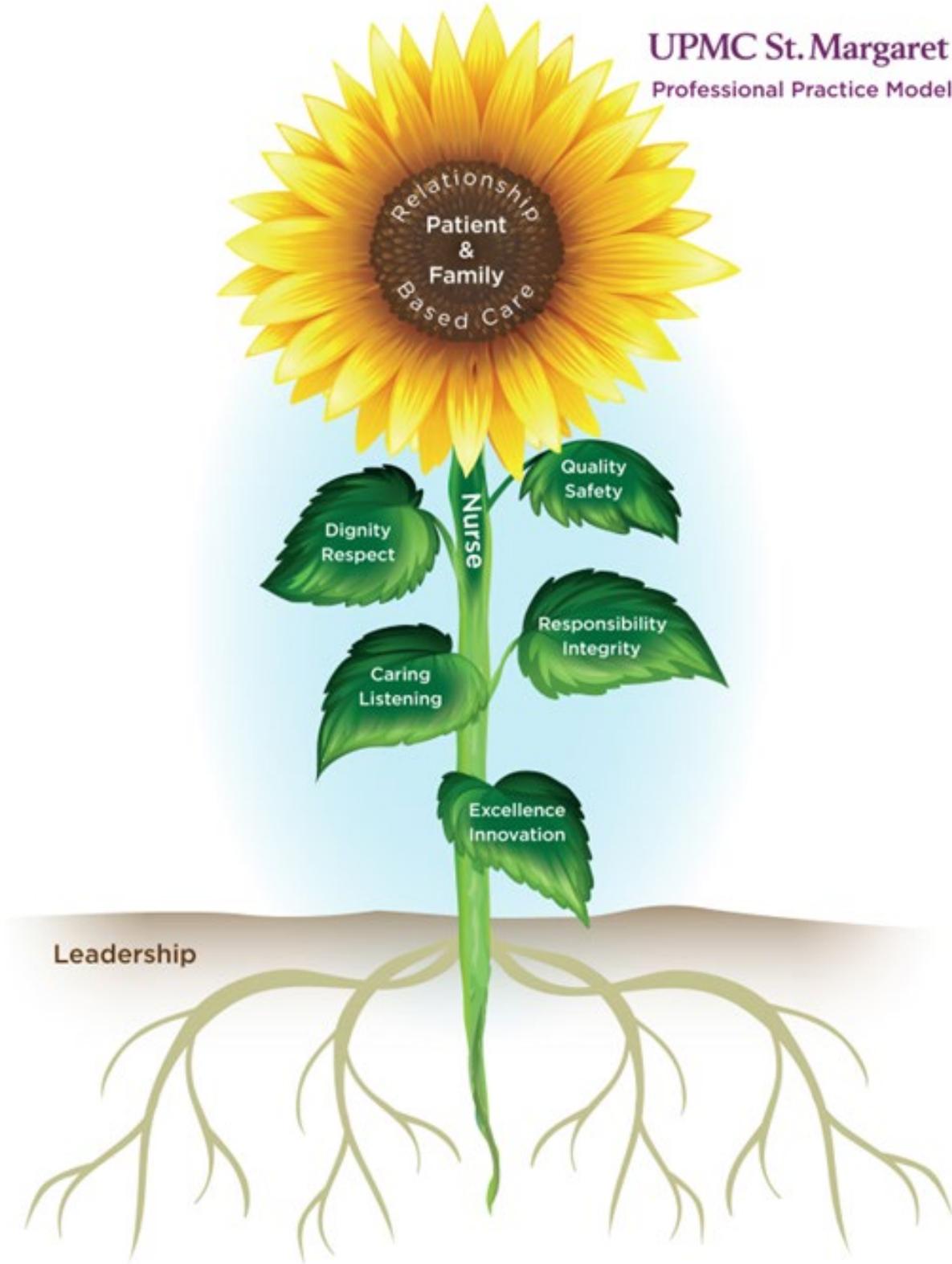
Night Council

In 2025 the Night Council continued to enhance engagement and morale among night shift staff through creative, team-building initiatives such as Valentine's Day Card Box Decorating, Cake Wars, and Halloween Door Decorating, fostering collaboration and unit pride. Community service remained a key focus with the annual *Christmas in July* toiletry drive benefiting Roots of Faith, which collected over \$800 in donations, and volunteer support at the ninth anniversary celebration of Roots of Faith's partnership with the St. Margaret Foundation. A notable enhancement this year was the introduction of monthly therapy dog visits during the night shift, which were highly valued and contributed significantly to staff well-being. In collaboration with the Education Department, the Night Council also provided monthly, staff-requested educational sessions on topics including blood administration, safe Hoyer lift use, and IV infiltration management, supporting ongoing professional development and staff satisfaction.

Thank you to all council members, chairs and co-chairs for your engagement; it is your participation and voice that drive excellence at UPMC St. Margaret!



UPMC St. Margaret Professional Practice Model





The Meaning behind the Sunflower: UPMC St. Margaret Professional Practice Model

The Sunflower is representative of our entire care delivery system.

- The center of the flower is representative of the “Patient & Family”
- The stem of the flower is representative of the “sturdy and strong” nursing presence.
- The leaves are the UPMC Core Values that guide and offer direction for all SMH employees.
- The soil represents Administrative “nourishment” via advocacy, support and resources.
- The roots of the Sunflower are various and unique. The roots will be different, based on the environment that each nurse utilizes when delivering care for their Patient & Family.
- The petals represent services that may directly touch the Patient & Family. Every department’s petal formation will be unique and individual based on the “relationship” that department, or nurse, has with the Patient & Family.



Thank you to the teams at UPMC St. Margaret for the continued dedication to nursing excellence!

As we celebrate your work and engagement, recognize that you are an integral part of our Magnet® culture.

Strive
for **5**

