

## NURSING HISTORICAL HIGHLIGHTS





FRONT COVER:

### Forever Caring, dedicated October 7, 2003

Gift of Mayo Clinic in recognition of nursing colleagues and the philanthropic leadership of Marilyn J. (Methodist Kahler School of Nursing Graduate) and Warren F. Bateman.

Artist Gloria Tew has expressed the primary value of Mayo Clinic - "the needs of the patient come first" - in the concept of this bronze tableau. Figures of nurses are arranged to portray the retrospective histories of Saint Marys Hospital, founded by the Sisters of Saint Francis, and the Rochester Methodist Hospital. Contemporary figures of a female and male nurse show the response of the nursing profession to current and future patient care needs. Nurses in advanced practice, education and research, the threefold mission of Mayo Clinic, are shown in the nurse anesthetist, the graduate nurse, and the nurse with a patient's chart.

The tableau also honors the former schools of nursing in Rochester by depicting their distinctive caps: Saint Marys School of Nursing (nurse with patient chart); Methodist Kahler School of Nursing (nurse with patient in a wheelchair), and Saint Marys School of Practical Nursing (nurse with serving tray).

The following timeline offers insight into the rich history of nursing at Mayo Clinic in Rochester. From Mayo's beginning, nursing has been a significant part of our education, practice, and research. Nursing at Mayo has mirrored the growth of the Mayo Clinic and the campuses of Mayo Clinic Hospital. While this timeline depicts nursing highlights, each of these points in time has a full history of its own. For more information, about any of these events, please contact the Mayo Clinic Historical Unit, or the Chair of the Mayo Nursing History Committee.

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## NURSING TIMELINE



Edith Graham

**1889** – Saint Marys Hospital opens. The 27-bed facility is the first general hospital in southeastern Minnesota. Edith Graham, Mayo Clinic's first professionally trained nurse and anesthetist for the Mayo brothers, (she later married Dr. C. H. Mayo) is appointed temporary head nurse to teach the basics of nursing to the Sisters of Saint Francis.

Nurse anesthetist specialty begins at the Mayo Clinic.



Anna Jamme

**1906** – Saint Marys Hospital Training School for Nurses is founded by Sister Joseph Dempsey. Anna Jamme, a graduate of Johns Hopkins School of Nursing, is appointed the first superintendent of the two-year program.



Sister Joseph Dempsey

Sister Joseph Dempsey established the Sister Joseph Endowment Fund for advanced studies in Nursing.

**1907** – The first Kahler Hotel, a combined hotel-hospital, opens.

**1914** – The Saint Marys Hospital Training School for Nurses program is extended to three years.

**1915** – The Saint Marys Hospital Training School for Nurses is accredited by the State Board of Nurse Examiners.

**1916** – Colonial Hospital opens as a hotel-hospital. The forerunner of Rochester Methodist Hospital opens for convalescent patients.

Kahler Hospital and Hotel nursing care delivery system involves graduate nurses providing nursing care.

Saint Marys Hospital nursing care delivery system involves student nurses providing nursing care under the supervision of a Sister of Saint Francis.



Mary J. Gill

**1918** – Colonial Hospital Training School for Nurses begins. To alleviate the shortage of nurses aggravated by World War I, the one-year registered nurse program starts. Mary J. Gill, superintendent of nurses, adds the operation of the school to her responsibilities.



*Sister Domatilla  
DuRocher*

**Saint Marys Isolation Hospital opens.** One of the main uses of the Isolation Hospital, opened in the former Lincoln Hotel east of the hospital, is to treat patients affected by the flu epidemic of that era.

**Sister Domitilla DuRocher, a Saint Marys Hospital Training School for Nurses graduate, enrolls in graduate school at Columbia University, Department of Nursing.** Sister Domitilla serves as instructor and director of Saint Marys Training School as well as Hospital Administrator from 1920 to 1955.

**1919** – Colonial Hospital Training School for Nurses begins a two-year registered nurse program.

**Worrall Hospital opens with services for ear, eye, nose, and throat.**

**1920** – Colonial and Allied Hospitals' Training School for Nurses begins a three-year registered nurse program and obtains accreditation by the Minnesota Board of Nursing. Nursing service and nursing education is separated for the first time, recognizing the importance of each in patient care.

**Bertha S. Johnson is appointed general director of the Colonial and Allied Hospitals' Training School for Nurses.**

**1921** – Colonial and Allied Hospitals' Training School for Nurses changes its name to Kahler Hospitals School of Nursing.

**Saint Marys Hospital services include surgery, pediatrics, medical and obstetrics.**

**Kahler Hospital services include urology, orthopedics, and general surgery.**

**1923** – Saint Marys Training School adds postgraduate courses. Courses include surgical nursing and operating room technique for registered nurses.

*Dr. Charles  
W. Mayo  
and Bishop  
Fitzgerald with  
graduates of  
Saint Marys  
Training School*



**Sister Domitilla introduces student's attention to patient observation and learning in the clinical areas.**

**1932** - Saint Marys Training School for Nurses changes to the Saint Marys School of Nursing.

**1936** - College of Saint Teresa in Winona, MN establishes a five-year program leading to a bachelor of science in nursing. Students' clinical experience is provided at Saint Marys Hospital under supervision and faculty of Saint Marys Hospital School of Nursing.

Saint Marys Hospital hires its first graduate nurses to fill a shortage of nurses caused by the Great Depression.

**1937** - Saint Marys Hospital appoints Ruth Hugelen as the school's first full-time supervisor of clinical instruction. Formal ward teaching is instituted, mostly taught by head nurses under the direction of the faculty.

The first men are admitted to Saint Marys School of Nursing.

**1939** - Kahler School of Nursing appoints Marian Zilley as first supervisor of clinical instruction. This provides an opportunity for the school to assume more responsibility for the teaching undertaken in the clinical areas.

**1942** - Red Cross volunteers work as nurse aides at Saint Marys Hospital.

The first post-anesthesia care room opens at Saint Marys Hospital.

**1943** - Nurse Cadet Corp programs begin at Saint Marys School of Nursing and Kahler Hospital School of Nursing. The Cadet Nurse Corp is a government program that subsidizes tuition and shortens the nurse training programs in response to the nursing shortage during World War II. Participants are expected to provide military, government or civilian nursing services through the duration of the war.



*Sister Eymard Tracy*

Saint Marys Hospital sponsors a home nursing service and well-baby clinic. This gives students an opportunity to observe and practice nursing outside of the hospital in the community. This service brings care to the elderly and chronically ill in their own homes and is directed by Sister Eymard Tracy.

**1946** - First psychiatric unit opens at Saint Marys Hospital headed by Sister Julie Erne.

**1947** - The College of Saint Teresa's bachelor of science in nursing program is shortened to four years. Classes and faculty are separated from Saint Marys School of Nursing.

**1948** - Rochester School of Practical Nursing and Homemaking is established. The one-year program is established by Sister Domitilla to meet a nursing shortage in a cost efficient and timely manner.

**1954** – Rochester Methodist Hospital is formed with the support of the Methodist Board of Hospitals and Homes. The new hospital is comprised of the Colonial, Worrall, and Worrall Annex buildings.

The Kahler Hospital School of Nursing is renamed Methodist-Kahler School of Nursing and Rochester State Junior College provides instructional services for some classes.

**1957** – The first intensive care units open at Saint Marys Hospital for cardiology (1957) and neurology (1958).

*The first Neurology ICU was a 12-bed unit divided in six double rooms with glass partitions between the rooms and a centralized desk that would allow an overview of all patients.*



A prototype research nursing station, the first radial nursing station in the country, is developed at Rochester Methodist Hospital.

A dermatology program is initiated at Rochester Methodist Hospital. A new standard is introduced, allowing nurses to change complex dressings.

The Foreign Nurse Exchange Program begins at both hospitals to alleviate a nursing shortage.

**1959** – Outpatient Hypertension Clinic opens becoming the first nurse-managed clinic.

**1963** – Methodist-Kahler School of Nursing and Saint Marys School of Nursing initiate student-centered education. Instructors provide education rather than supervisors from the hospitals.

**1964** – Saint Marys Hospital establishes a separate nursing service department from the school of nursing. Sister Kateri Heckathorn is appointed the first director of Nursing Service. Sister Julie Erne is the director of the School of Nursing.

**1966** – Rochester Methodist Hospital occupies a new building. Esther Roesti, a 1927 graduate of the Kahler School of Nursing, directs nursing services at Rochester Methodist Hospital. She plays a key role in the planning and research process for the new hospital building.

The Summer III program begins at Rochester Methodist Hospital. This annual program offers nursing students learning experiences in providing direct and indirect patient care.



Esther Roesti



*Methodist-Kahler  
School of Nursing*



*Saint Marys  
School of Nursing*



*Helen Jameson*

**1967** – Ward secretaries and escorts are used at Rochester Methodist Hospital as support services to nursing.

**1970** – Methodist-Kahler School of Nursing and Saint Marys School of Nursing graduate their last diploma classes. The Methodist-Kahler School of Nursing graduates 3,825 and Saint Marys School of Nursing graduates 3,865.

Rochester State Junior College graduates its first associate degree RN class.

**1971** – The critical care education program is developed. It is the forerunner of nurse internship programs.

**1972** – Marge Young is appointed first assistant administrator for Nursing Service at Saint Marys Hospital.

Central clinical educators are responsible for orientation and teaching of nursing staff.

The infection control program is initiated at Saint Marys Hospital and Rochester Methodist Hospital. Rochester Methodist Hospital appoints Ruth Slade and Saint Marys Hospital appoints Alice Haldorson as nurse epidemiologists.

The Nursing Liaison Committee is established between Saint Marys Hospital and Rochester Methodist Hospital and introduces mutual program planning.

**1974** – Rochester Vocational School now provides nursing assistant education.

**1975** – Helen Jameson, Director of Nursing Service, Rochester Methodist Hospital, is appointed assistant administrator of Patient Care Services.

**1976** – Saint Marys Hospital commits to the value of clinical nurse specialists and plans for the addition of this role in patient care.

Rochester Methodist Hospital begins affiliation with Luther College nursing program.

Rochester Methodist Hospital and Saint Marys Hospital end the foreign exchange program.

Rochester Methodist Hospital hires nurse educators to assist nurses with incorporating teaching in their roles.

**1977** – Saint Marys Hospital hires the first clinical nurse specialists in psychiatry, Marcia Justice, and pediatrics, Pam Lesser.

All obstetrics consolidates to Rochester Methodist Hospital. Barbara Moulton, Clinical Director, coordinates the consolidation efforts.

**1979** – Primary nursing care delivery system is implemented at Rochester Methodist Hospital.

**1980** – The Rochester School of Practical Nursing and Homemaking is renamed the Saint Marys School of Practical Nursing.

**1981** – Nurses use a patient classification system to determine patient care workload at both Rochester Methodist Hospital and Saint Marys Hospital. This results in staffing of nurses to patient's need for care instead of patient ratios.

Rochester Methodist Hospital hires Diane Block as the first clinical specialist for obstetrics, pediatrics, and gynecology.

**1982** – Rochester Methodist Hospital offers 12-hour shifts for intensive care nurses.

**1984** – Mayo One begins helicopter service staffed by at least one critical care flight nurse.

**1986** – Mayo Clinic, Rochester Methodist Hospital, and Saint Marys Hospital integrate within Mayo Clinic.

**1987** – Nurse Exchange Program is initiated between Mayo Clinic Rochester Hospitals, Mayo Clinic Scottsdale, and later with Mayo Clinic Jacksonville.

**1989** – The Mayo Center for Nursing is established to coordinate continuing education, nursing research, and nursing practice. Anne G. Jones (Miers) is appointed its first director.

**1990** – The Nursing Research Department is formed under Marilyn Stiles, Associate Director.

Mayo Nursing History Committee is established to preserve the legacy of Mayo Clinic Nursing.

**1991** – Mayo Clinic in Rochester Department of Nursing is formed. Saint Marys Hospital and Rochester Methodist Hospital nursing service departments unify nursing practice and procedures. Doreen K. Frusti is appointed Chair, Department of Nursing. The nursing vision, "To provide the best nursing care in the world," is developed.

Nursing Education Committee and the Nursing Clinical Practice Committee are established.

Nurses are eligible to apply for academic appointment and promotion in Nursing, Mayo Clinic College of Medicine.

The Summer III program expands to Saint Marys Hospital.



*Doreen K. Frusti, newly integrated chair of the Department of Nursing when Saint Marys and Methodist unified.*

Mayo Continuing Nursing Education (CNE) is accredited as a provider of continuing nursing education for the first time by American Nurses Credentialing Center's Commission on Accreditation. Subsequently, Mayo CNE has maintained accreditation every six years since 1997.

A transcultural care interest group forms. It develops into the nursing based Transcultural Patient Care Subcommittee advancing culturally competent care in practice, education, and research.

**1992** – A Masters degree in Nursing is required for the Nurse Administrator and Nursing Education Specialist roles; Bachelors of Nursing is required for the Nurse Manager role.

First annual Department of Nursing Poster Fair is held with the theme of shared-decision making. This poster fair has evolved into an annual event with dozens of poster presentations per year.

First Annual Nursing Research Conference is sponsored by the Mayo Center for Nursing, Sigma Theta Tau, and Winona State University.

Mayo nurses consult in military hospitals across Saudi Arabia. The opportunity is sponsored through a Mayo Medical Ventures contract with Mowarid-Witikar Saudi Arabia, Ltd. Opportunities also arise for nurses to visit hospitals and consult in Japan.

The first Quest for Quality, a national medical/surgical nursing conference, is held at Mayo Clinic.

**1993** – Mayo Center for Nursing is incorporated with the Mayo Department of Nursing.

The opening of the Generose building is designed for all psychiatric inpatient nursing to practice at one site.

**1994** – Saint Marys School of Practical Nursing graduates its last class.

*Last class of Saint Marys School of Practical Nursing*



A Collaborative Practice Framework is implemented. It results in increased presence of clinical nurse specialists and nursing education specialists to support professional nursing practice.

The Department of Nursing offers the “Enhanced Education Program” for LPNs in recognition of the ever-increasing complexity of the hospitalized patient. The program covers the education costs for LPNs to attend registered nurse education programs.

Mayo nurses participate in the Pine Ridge/ Mayo/NASA Telemedicine Satellite Demonstration Project, with Pine Ridge Indian Reservation Hospital, South Dakota.

**1996** – Nurses on all patient care units are given the choice of colored scrub suits rather than white uniforms.

Mayo Clinic Nursing leaders from Rochester, Arizona, Florida, and the Mayo Health System initiate collaboration and sharing of best practices.

**1997** – Mayo Clinic Hospitals in Rochester receives the Magnet Hospital Recognition designation. Mayo Clinic Hospitals are the fifth in the nation to be designated as a Magnet Hospital. The Magnet Recognition Program was developed by the American Nurses Credentialing Center and is the highest award given for international recognition of Nursing excellence.



Mayo Clinic in Rochester hires the first certified nurse midwives, Marie Hastings-Tolsma and Susan Skinner.

Transfusion/IV Services nurses integrate with the Department of Nursing. Fifty-five full-time equivalents move from the Department of Laboratory Medicine.

**1999** – The King Hussein Nursing Research Program is established. His Royal Highness King Hussein of Jordan establishes the program in appreciation for the nursing care received while he was a patient at Mayo Clinic.

**2000** – Ambulatory nurse supervisors initiate monthly meetings. This is the first time ambulatory RN supervisors meet as an organized group.

Nursing Diversity Mentoring Program begins.

**2002** – RN Building Block Salary Model for direct care nurses is implemented across Mayo Clinic Rochester settings. The model establishes a base salary with incremental ranges, recognition for education, and work area schedule.

The Minnesota Board of Nursing requires certification for the Clinical Nurse Specialist role.

Mayo Clinic Hospitals in Rochester receive re-designation as a Magnet organization.

**2003** – Forever Caring sculpture is dedicated.

The sculpture is commissioned by Mayo Clinic to honor the nursing profession and the philanthropic leadership of Warren and Marilyn Bateman, whose vision and generosity made possible the Mayo Nurses Atrium of the Gonda Building.

**2003-2004** – The electronic medical record is implemented.

**2004-2005** – Mayo Clinic in Rochester Nursing integration is complete. Ambulatory and surgical nursing join the Department of Nursing, bringing the number of Department of Nursing Staff to 6,200.

**2005** – The Data Management Strategic Plan is implemented. The plan synergizes the use of data in advancing the profession and science of nursing. For the first time, Nursing-funded programmer/analyst positions are dedicated to support Nursing in this endeavor.



*Pamela O. Johnson*

**Pamela O. Johnson is appointed as the first Vice-Chair, Department of Nursing.** She is responsible for overall management and coordination of the clinical nursing practice across the inpatient and ambulatory work areas.

**Bateman Funds are established to provide monies for promotion of academic faculty joint appointments.**

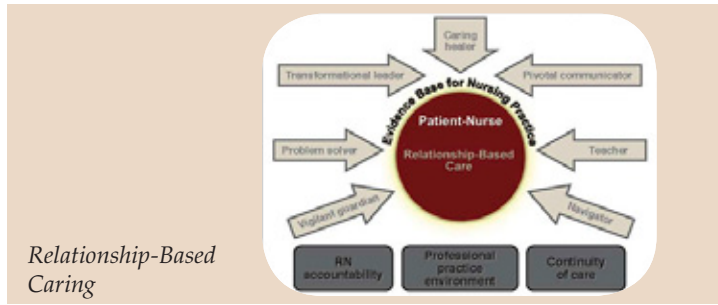
**Ambulatory care areas are surveyed and fully accredited for the first time by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO).**

**2006** – Mayo Clinic in Rochester Nursing is awarded the prestigious Magnet Prize for the Nursing Genomics Program. This prize is awarded in recognition of the advances Mayo Nursing has made in the areas of nursing genomics.

*Diane Twedell, Elizabeth (Beth) Pestka, and Doreen Frusti receive the prestigious Magnet Prize for the Nursing Genomics Program.*



**The Mayo Nursing Care Model evolves into relationship-based nursing care.** The model highlights roles of the nurse: Vigilant Guardian, Problem Solver, Transformational Leader, Caring Healer, Pivotal Communicator, Teacher, and Navigator.



*Relationship-Based Caring*

Nurses assist with Mayo Clinic efforts to help meet the medical needs of Hurricane Katrina survivors in Louisiana. Nurses return in early 2007, participating in the Greater New Orleans Medical Recovery Week, and again for a five month time period with Operation Blessing International.

**2007** – Medical Social Services is integrated into the Department of Nursing.

Cultural competence curriculum courses are attended by 4,684 nurses.

Mayo Clinic in Rochester is re-designated as a Magnet organization. The Magnet Recognition Program recognizes healthcare organizations for quality patient care, nursing excellence, and innovation in professional nursing practice.

The Nursing Leadership Perspectives Program begins for staff registered nurses. The goal is to enhance and broaden understanding of professional nursing at Mayo Clinic; increase awareness of shared decision making and interdisciplinary collaboration.

**2008** – Mayo Clinic is named, “Best Workplace for Men in Nursing.” The award, given by the American Assembly for Men in Nursing, recognizes employers who have implemented significant efforts in recruiting and retaining men in a workplace culture supportive of men in nursing at all levels of nursing practice.

Mayo Clinic Nursing Enterprise (Rochester, Florida, Arizona, and Mayo Health System) committee/council structure is established. It creates and supports a common nursing vision across sites and provides the foundation for a single, standardized nursing practice. This leads to the formation of the following Nursing enterprise committees: Executive Council, Clinical Practice Committee, Coordinating Council, Education Council, Evidence-Based Practice Council, Informatics Council, and Quality Council.

The Department of Nursing Credo is established.

### Nursing Credo

- **Direct Communication** (*No triangulation - go directly to the person you need to communicate with*)
- **Own Your Behavior** (*Be accountable - don't blame*)
- **Have Fun** (*Have the intention of enjoying work and your colleagues*)
- **Be Responsible for Creating the Future** (*Your own future and the future of the Department of Nursing*)
- **Respect Workstyle Differences** (*Respect animal types*)
- **Live Well**

Medication Bar Coding is piloted and implementation begins across all inpatient hospital units.

**2009** – The Nursing Clinical Practice Committee (NCPC) is restructured. It includes one inpatient and three ambulatory care subcommittees, and five work teams. Co-chairs from the subcommittees, along with staff nurses, form the membership of NCPC.

Doreen K. Frusti, Chair, Department of Nursing joins the Executive Operations Board and the Mayo Clinic Administrative Team. Pamela O. Johnson joins the Mayo Clinic Clinical Practice Committee.

Marianne E. Olson is hired as the first evidence-based practice specialist.

**2010** – Mayo Clinic nurses provide health screenings and health-education events at select Minnesota Twins games.



Jennifer L. Pittman is hired as the first Clinical Nurse Specialist in Ambulatory Care.

Psychiatry Social Services is integrated into the Department of Nursing and the section of Social Work is formed.

Degree requirements for specific nursing roles are identified. Master's degree is required for Nurse Managers hired into the role. Bachelor degree in Nursing is required for Ambulatory Nurse Supervisors. New registered nurse hires with Associate Degrees must have a Bachelor's degree in Nursing within six years of hire.

**Nurse-to-nurse bedside handoffs begins.**  
Practice starts at Mayo Clinic in Rochester and then spreads throughout all Mayo Clinic sites.

**Doreen K. Frusti retires as Chair of the Department of Nursing, Mayo Clinic Chief Nursing Officer.** She served as chair for 20 years and spent a 40-year career at Mayo Clinic.



*Amy M. Zwycart*

**2011** – Pamela O. Johnson is named Chief Nursing Officer of Mayo Clinic and Chair, Department of Nursing in Rochester.

Amy M. Zwycart is named Vice Chair, Department of Nursing in Rochester.

Mayo Clinic in Rochester nurses participate in the Mayo disaster relief to Haiti.

Mayo Clinic in Rochester is re-designated as a Magnet organization for the fourth time. Only 5% of the hospitals in the country have received Magnet designation, and only 2% of the hospitals in the country receive re-designation.

“Nursing Historical Highlights” was compiled by the Mayo Nursing History Committee.

*Not all of the nurses at Mayo Clinic fall within the Department of Nursing. Their histories are equally valuable and may be found in the records of their respective departments.*

