

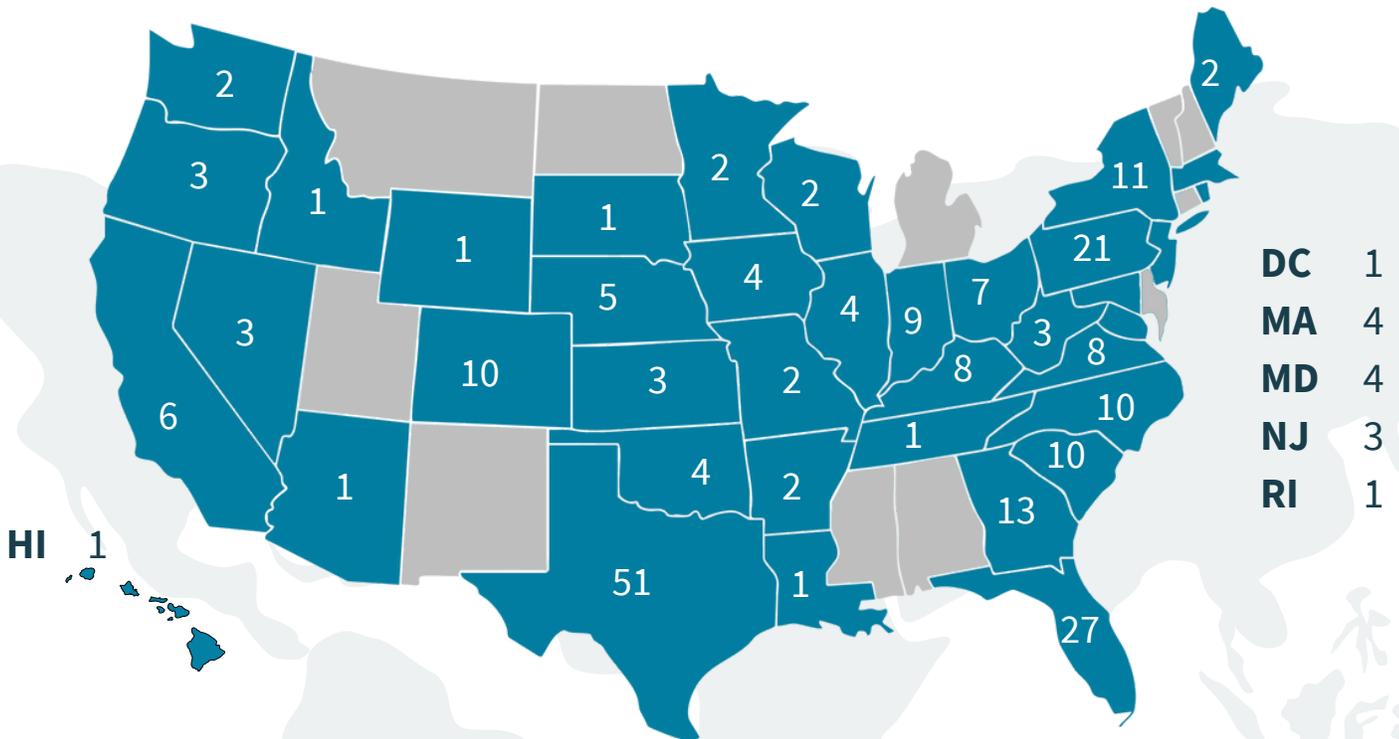
# Pathway to Excellence

American Nurses Credentialing Center

## 2025 ANNUAL IMPACT REPORT

Data gathered from ANCC Pathway to Excellence®-designated organizations from January to December 2025

### ANCC PATHWAY-DESIGNATED ORGANIZATIONS AT A GLANCE



**279** PATHWAY-DESIGNATED ORGANIZATIONS WORLDWIDE

**38** STATES AND WASHINGTON D.C.



**8** COUNTRIES OUTSIDE OF THE UNITED STATES

8% of total Pathway-designated organizations

Australia	2	Philippines	2
Costa Rica	1	Switzerland	1
Ireland	2	United Arab Emirates	4
Mexico	1	United Kingdom	12

## APPLICATIONS FOR PATHWAY TO EXCELLENCE DESIGNATION

**117**

**PATHWAY APPLICANT REGISTRATIONS  
SUBMITTED IN 2025**

**87**

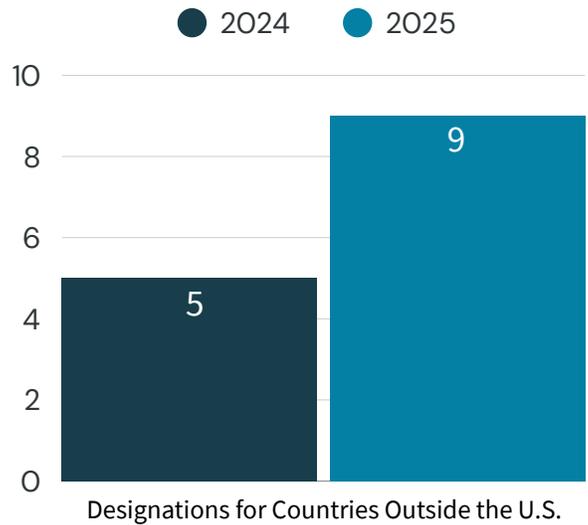
**TOTAL INITIAL APPLICANTS\***  
(FIRST TIME)

**30**

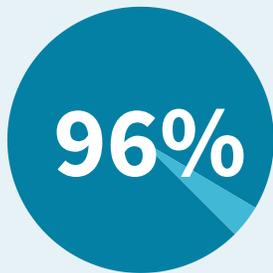
**REDESIGNATING APPLICANTS**

\*Total number of new applications submitted that were NOT already designated/accredited by the program (2025)

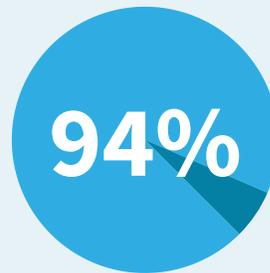
## International Growth and Expansion



## PATHWAY TO EXCELLENCE DESIGNATIONS BY THE NUMBERS



**SUCCESSFUL AT DOCUMENT APPRAISAL AND ADVANCED TO SURVEY (FEB.-AUG. 2025 CYCLES)**



**SURVEY SUCCESS RATE FOR ORGANIZATIONS THAT ADMINISTERED SURVEY PERCENTAGE RECEIVING PATHWAY DESIGNATION**

**43**

Organizations achieved initial Pathway to Excellence Designation in 2025

**25**

Organizations achieved Pathway to Excellence Redesignation in 2025

**2**

### DUAL DESIGNATIONS

Two organizations achieved both Magnet® and Pathway to Excellence designations in 2025

- Ascension Seton Williamson – Round Rock, TX
- MedStar Washington Hospital Center – Washington, D.C.



**Ascension**



**MedStar Washington Hospital Center**



# PATHWAY WITH DISTINCTION™ DESIGNEES FOR 2025

**8** PATHWAY WITH DISTINCTION DESIGNEES

**1** PATHWAY WITH DISTINCTION LONG TERM CARE



**Atrium Health Wake Forest Baptist – Davie Medical Center**  
Bermuda Run, NC

**NYC Health + Hospitals/Metropolitan**  
New York, NY

**N.M.C SPECIALTY HOSPITAL LTD - DUBAI BRANCH**  
United Arab Emirates

**Sterling Regional Medical Center**  
Sterling, CO

**Tobey Hospital**  
Wareham, MA

**Sheikh Khalifa General Hospital**  
United Arab Emirates

**Sheikh Khalifa Medical City**  
United Arab Emirates

**Sutter Roseville Medical Center**  
Roseville, CA



**NYC Health + Hospitals | Carter**  
New York, NY



*Announcing a new...*

## DAISY Nurse Leader Award for Pathway Program Directors

The DAISY Foundation and ANCC Pathway to Excellence have partnered to develop a new award for Pathway Program Directors!



***Nominations will open in 2026!***

# OUTREACH AMPLIFYING THE PATHWAY FRAMEWORK



**24**  
**PRESENTATIONS**  
12 domestic  
12 international



**2**  
**WEBINARS**  
International Council of Nurses  
DAISY Foundation



**2**  
**PODCAST APPEARANCES**  
*Nursing Management Journal*  
*The Resilient Nurse Podcast*



**9**  
**PUBLICATIONS**  
*Nursing Management, Journal of Nursing Administration, and International Journal for Quality in Health Care*, internationally published in *Die Schwester* | *Der Pfleger Magazine* (Germany)

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Pathway principles were the secret sauce that held us together during the pandemic. Pathway is now also the bun, meat, condiments, and amazing people we share it all with! Thank you, Pathway to Excellence, for helping us support meaningful work and care.

– **Kevin K. McEwan, DNP, RN, NEA-BC, FAONL, Chief Nursing Officer  
Madison Health, Idaho**

As a staff nurse, I've personally experienced the benefits of Pathway designation through changes in our practice environment. Pathway has only helped us transform an already great place to work into a job that no nurse wants to leave.

– **Grace McGibbon, BSN, RN, CEN, ED, Direct Care Nurse  
Atrium Health Navicent Peach, Georgia**

The Pathway journey is a long one that requires hard work. Ultimately, it benefits nurses and all employees. This, in turn, affects the quality of care and patient safety.

– **Kilian Ambord, Chief Nursing Officer  
Spitalzentrum Oberwallis, Switzerland**

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# THE IMPACT OF PATHWAY TO EXCELLENCE DESIGNATION FOR ORGANIZATIONS

**40,175**

Nurses validated working in a **positive practice environment** in 2025.

## TOP FOUR BENEFITS OF BEING A PATHWAY-DESIGNATED ORGANIZATION

*Source: External Customer Satisfaction Survey*

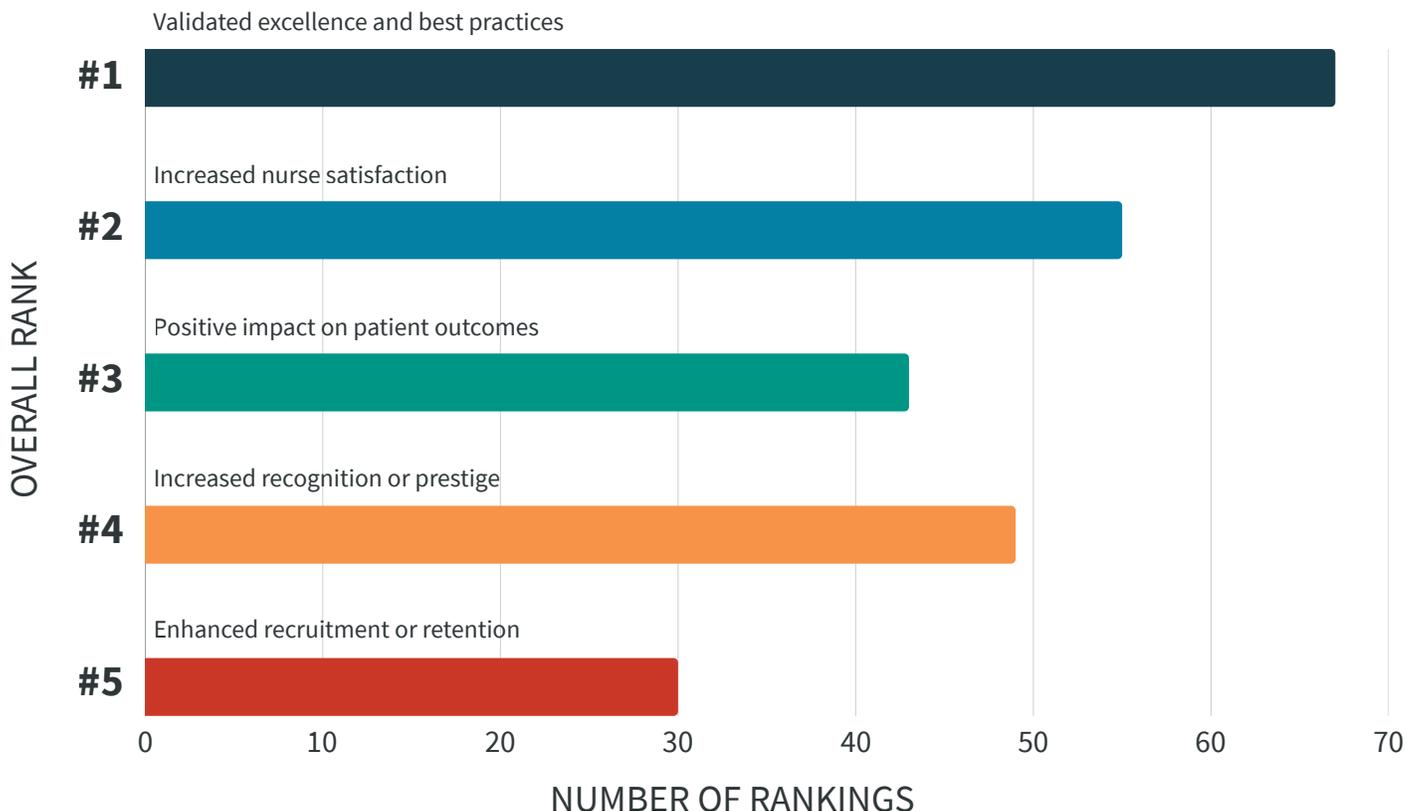
**IMPROVED NURSE RECRUITMENT AND RETENTION**

**STRENGTHENED NURSING CULTURE AND ENGAGEMENT**

**ENHANCED ORGANIZATIONAL REPUTATION AND RECOGNITION**

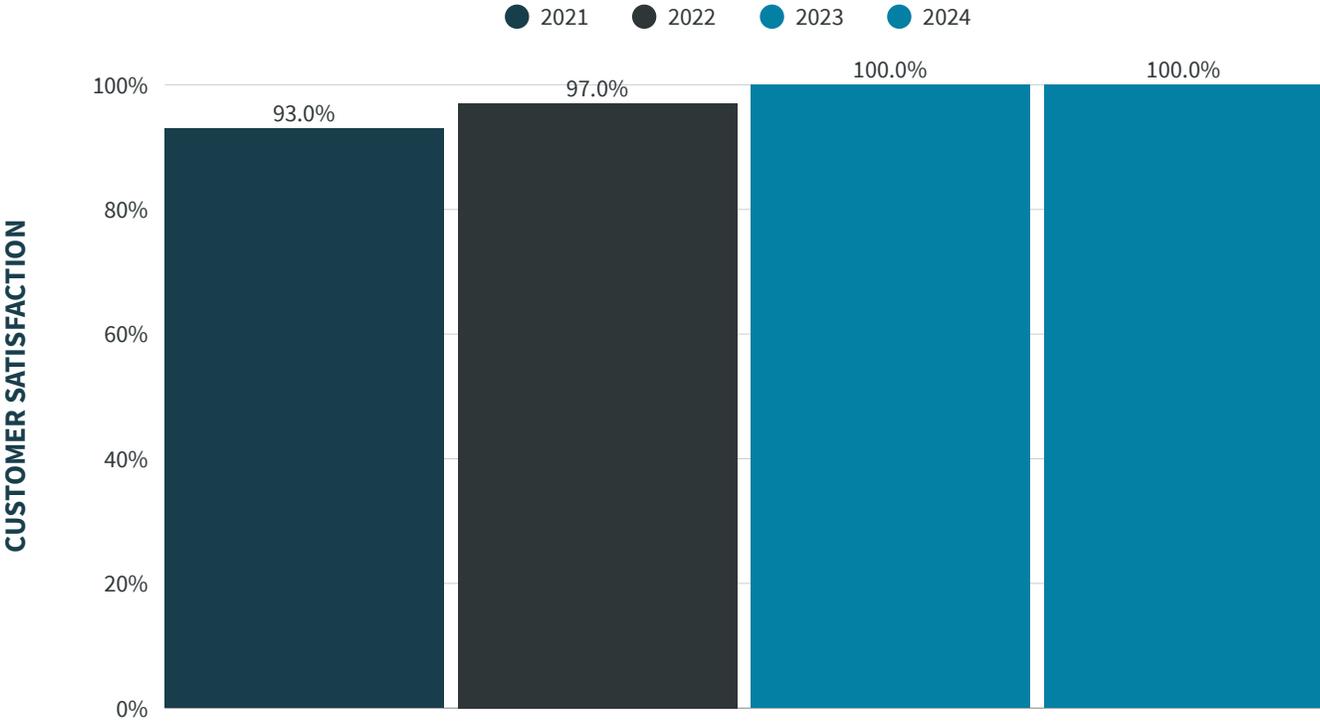
**IMPROVED PATIENT OUTCOMES AND QUALITY OF CARE**

## THE IMPACT OF PATHWAY TO EXCELLENCE DESIGNATION: TOP 5 AS RANKED BY ORGANIZATIONS



# PATHWAY EXTERNAL CUSTOMER SATISFACTION SURVEY RESULTS

## 100% LOYALTY SCORE TWO YEARS IN A ROW



CNO: Overall Customer Service Satisfaction and Likely to Recommend to Others

## 2025 PATHWAY AWARD WINNER *sponsored by Press Ganey*

The Pathway Award recognizes Pathway to Excellence (PTE)-designated organizations that demonstrate innovative approaches to advancing the PTE standards, strengthening positive practice environments, and creating meaningful impact within their communities.



**CONGRATULATIONS TO OUR 2025 AWARDEE!**

**Atrium Health Union – Monroe, NC**

Winning project: Preparing the Front-Line Nurse for AI, which seeks to streamline nursing practice and increase time for meaningful nurse-patient connections by equipping nurses to integrate AI seamlessly into daily practice.

# CONGRATULATIONS TO THE 2025 AWARD WINNERS!



## 2025 PATHWAY NURSE OF THE YEAR AWARD® WINNERS

The Pathway Nurse of the Year Awards recognize outstanding nurses from PTE-designated organizations who exemplify excellence through the PTE standards.



### **Shared Decision-Making & Leadership:**

Michael Underwood, BSc, RN  
Pathway to Excellence Lead, Imperial  
College Healthcare Trust (UK)



### **Safety & Quality:**

Roxanne Harris, MSN, RN,  
IBCLC, CCE, CBBBE  
Maternal Health Navigator,  
Augusta Health (VA)



### **Well-Being & Professional Development:**

Donnel Jones, BSN, RN, CRRN,  
CBIS Charge Nurse 1, Roper  
Hospital (SC)



## COMMISSION ON PATHWAY TO EXCELLENCE POSTER AWARD WINNERS

### **Will the Implementation of a Structured Turn Team Reduce Hospital-Acquired Pressure Injuries on a Medical Surgical Unit?**

Christine Roller, MSN, RN-BC; Kimberly Deroxtra, BSN, RN, BC; and Jacqueline Savage, MSN, MBA, RN, CMSRN

### **Countering with Compassion: How the Schwartz Rounds Program Enhances Well-Being**

Julia Fisher, MSN, RN, CEN, CNL, NPD-BC; Julie Collier, PhD; and Meghan Perrotta, MSN, RN, NPD-BC, OCN, Medstar Washington Hospital Center, Washington, D.C.

### **Increasing Patient Monitoring During Blood Transfusions**

Kristin Barnes, MSN, RN, CNL; Marc Biron, BSN, RN; Tammy Law, MSN, RN, CNL; and Melinda Meade, BSN, RN, Wellstar Douglas Medical Center, Georgia

# SUPPORT FOR APPLICANT ORGANIZATIONS



The updated Marketing Toolkit is designed to support organizations at every stage of their Pathway journey.

- Ready-to-use social media content
- Patient education on benefits of Pathway to Excellence
- Targeted recruitment messaging for new nurses
- Updated print and digital collateral

## ANCC PATHWAY TO EXCELLENCE PRE-INTENT MEMBERSHIP PROGRAM

The **Pre-Intent Membership Program** is your roadmap to achieving Pathway to Excellence® designation!

This program gives organizations access to program office resources, experts, and additional benefits that can set you up for success.



**18**  
ORGANIZATIONS  
NEWLY ENROLLED  
IN 2025

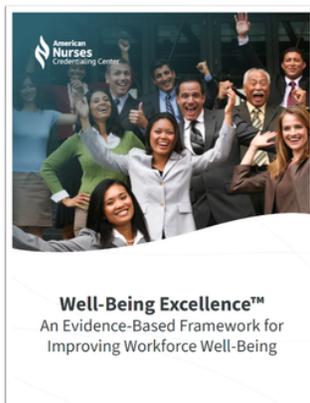
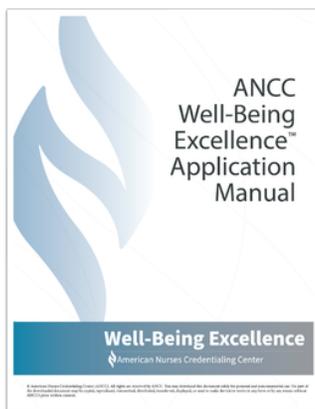
## SUPPORT THROUGHOUT THE YEAR

282 PARTICIPANTS JOINED PATHWAY WORKSHOPS IN 2025

Attend one of these workshops if your organization is interested in achieving ANCC Pathway to Excellence designation.



# ANCC WELL-BEING EXCELLENCE® LAUNCHED AND BEGAN ACCEPTING APPLICATIONS FOR ANCC'S LATEST CREDENTIAL IN 2025



Well-Being Excellence provides evidence-based standards to enhance your organization's well-being efforts. Take the first step by completing our Well-Being Self-Assessment to evaluate your current programs and identify areas for improvement.

**Download the free Well-Being Excellence Application Manual and White Paper today!**



2025 marked a time of remarkable growth and accomplishment for the Pathway Program Office. We expanded the global reach of Pathway to Excellence, empowering more organizations to create positive practice environments, and proudly launched Well-Being Excellence, a groundbreaking credential focused on workforce well-being. These advancements are making a profound impact on nurses everywhere, strengthening their voices, improving their well-being, and ultimately enhancing patient care.

## *A Message from Our Team*



Christine Lowe, Paulette Sepe, LaVerne Smalls, Sasha Robertson, Melissa Bates, Maricon Dans, Christine Pabico, Maggie McCright, Leigh Hume, Patience Harris, Lynn Newberry, Will Carson

We are deeply grateful for the leadership of the Commission on Pathway to Excellence, the invaluable contributions of our Pathway appraisers, and the unwavering support of our colleagues across the American Nurses Enterprise. Together, this report reflects the profound impact we collectively make in advancing nursing practice and improving work environments for nurses around the globe.

Sincerely,  
Christine Pabico, PhD, RN, NE-BC,  
FAAN, FFMRCIS  
*On behalf of the entire Pathway Team*