

Nursing Annual Report

**HENRY
FORD
HEALTH**SM

2022



Mission | Vision | Values

Our vision

The trusted partner in health, leading the nation in superior care and value.

Why we're here

To improve people's lives through excellence in the science and art of health care and healing.

Our shared vision for nursing

A culture of caring that supports health and wellness, where care is driven by compassion and delivered through evidence-based practice.



A message from our Senior Vice President, Patient Care and System Chief Nursing Officer

Colleagues,

For just over a year, I have had the privilege of leading nearly 10,000 nursing team members at Henry Ford Health's numerous sites. Throughout my rounds, I have witnessed the resilience, commitment and determination of each of these individuals who see their work to care for our communities as more than a job. To them it is a calling. Each day they come to work to make the impossible possible for their patients, and each other.

During 2022, our team had the opportunity to move full steam ahead on projects that had grown out of the pandemic or had been put on hold due to it. Aimed at enhancing nursing practice and patient care, these initiatives were, and continue to be, focused on each of the Magnet® components: Empirical Outcomes, Transformational Leadership, Structural Empowerment, Exemplary Professional Practice and New Knowledge, Innovation and Improvements.

It is my honor to present the best of what we accomplished together in 2022 with our first systemwide Henry Ford Health Nursing Annual Report. In the following pages, you will read examples of our successes, much of which focuses on recruitment and retention and technological advances to improve workload and safety at the bedside. You also will get a closer look at our sites individually as each shares the remarkable work they provided throughout the year.

I hope you feel the pride our team shares in Henry Ford Health Nursing as you read through this report and see how, together, *nurses make a difference.*

With appreciation,



Eric Wallis DNP, MSA, RN, NE-BC, FACHE
Senior Vice President, Patient Care &
System Chief Nursing Officer

Table of contents

Henry Ford Health	1 – 4
Henry Ford Hospital	5 – 12
Henry Ford Jackson Hospital	13 – 20
Henry Ford Kingswood Hospital	21 – 22
Henry Ford Macomb Hospital	23 – 28
Henry Ford West Bloomfield Hospital	29 – 34
Henry Ford Wyandotte Hospital and Brownstown Ambulatory Medical Center	35 – 42
Henry Ford Health Ambulatory Care	43 – 46
Community Care Services	47 – 54
Certifications	55 – 64

Focusing on our team

Growing our workforce

System Nursing undertook two major initiatives in 2022 to retain and enhance our workforce. Through the investment of more than \$60 million in nursing compensation and benefits, we reduced first year turn over by 30 percent and staff vacancy from 16 to 11 percent, cutting the number of open bedside positions in half. In addition, a team of our nursing professionals made two trips to the Philippines to recruit nurses to join Henry Ford Health in 2023 and 2024. Thank you to our recruiting team who secured more than 350 accepted offers.



Educating our nurses

Following the 2021 development of a partnership between Henry Ford Health and Michigan State University, we quickly got to work on ways to expand how current and future team members learn. With a goal of advancing a new, collaborative model of education, innovation, evidence-based clinical practice and research for nursing, the Henry Ford Health + MSU Health Sciences Center Education Nursing Committee developed five workgroups, four of which were initiated in 2022: the Accelerated BSN Expansion Workgroup; Evidence-Based Practice, Research, Nursing Innovations Workgroup; Employee Education Offering Workgroup; Community Engagement and Undergraduate Education & Graduate Nursing Education & Training Workgroup.

In addition, during 2022, Michigan State University's accelerated second degree BSN (ABSBN) program submitted documents to the board of nursing to expand the number of students at the Detroit campus from 16 to 32. These additional students will complete most of their clinical rotations at Henry Ford Health sites.

Updates to Best Choice

In Feb., Best Choice Central clinical staffing, Henry Ford Health's internal clinical staff float pool which supports all acute and ambulatory sites, moved from Human Resources to our System Capacity Command Center. In addition, the Central Staffing Committee was launched to oversee policy review and staffing resources for system initiatives. Since the move, the Central staffing pool has been expanded to include full-time flexible staff with 46 positions recruited, including 32 ICU RNs and 14 tele-RNs.

Technically speaking

In 2022, our informatics team made great strides in improving support for our nurses with technology.

Reducing workload

Early in the year, vICU (virtual ICU) workgroups began meeting in anticipation of the Spring 2023 launch at Henry Ford Wyandotte Hospital (HFWH). The program will be system wide by late 2024 and include virtual clinicians providing real time support to bedside teams serving our most critical patients. Another virtual initiative aimed at providing a second set of eyes on those we care for, the vSitter remote monitoring program, using Epic, went live at Henry Ford West Bloomfield Hospital (HFWBH) and HFWH in the fall. By the end of 2022, no falls among the seven participating patients had been reported at either site.

To reduce documentation time, leadership reinforced the use of Within Defined Limits assessment documentation for all inpatient nurses through education. By adopting exception charting, observation units decreased flow sheet documentation by two-to-10 minutes across the system and documented more patients in their shifts with an average of 145 minutes. Improvements to the MyChart app also were made so newly admitted patients could answer more detailed assessment questions there, encouraging them to take a larger part in their own care and relieving some of the duties from the nurse.

Improving communication

To encourage greater communication and connectivity between staff, The Nurse's Station was launched on Viva Engage, formerly Yammer. Open to all team members, the repository for news, events, achievements and more has grown to nearly 400 members, 70 percent of whom are regularly active. Further, in December, HFWBH began piloting the use of iPhones, which will be rolled out throughout 2023 with all system acute care nurses. Fitted with the Rover app, these nurses will have the opportunity for quicker documentation and response time, better workflow, safe medication administration and personalized access to other apps used at Henry Ford Health.



Improving our admissions and transfers

Throughout the year, numerous updates were made to our admissions and transfer workflows in order to standardize processes and improve the ratio of patients to clinicians.

Henry Ford Health's System Capacity Command Center ended 2022 managing 1,860 active beds, 19,500 transfer requests, 67,400 Emergency Department (ED) admissions and 145,800 bed requests with the addition of HFWBH and Henry Ford Jackson Hospital to its operations. In addition, system operational dashboards and

enhancements to the Epic transfer center narrator were made and standardization opportunities across the system were identified, such as the Tier 1 Telemetry Guideline.

Finally, the Fairlane Transfer Initiative was created to move low acuity volume away from Henry Ford Hospital toward other community sites to increase space to treat more complex patients. This effort resulted in a 12 percent decrease in Fairlane transfers to Henry Ford Hospital.

A focus on wellbeing

Our team regularly participates in the KLAS survey, which helps measure clinician satisfaction. In 2022, while results put Henry Ford Health in the top third of organizations surveyed, several commented about their concern in the rise of violence in the workplace. To help provide relief to our nurses, we launched an innovative solution to support team members alongside Henry Ford Innovations. Through the “Every Minute Counts: Creating Efficiencies that Provide More Time for Nursing Care” challenge, conducted in partnership with Israel’s Start-Up Nation Central, 30 start-ups submitted proposals featuring their technology for a chance to have it piloted at Henry Ford Health to meet the needs of team members. In December, EyeKnow AI, an artificial intelligence platform using video to detect positive and negative behavior, was announced as the winner.



Recognitions and awards

The DAISY® Award

Through the DAISY Foundation, this honor is bestowed regularly at each site to nurses who provide above-and-beyond compassionate care to patients and families. Winners are listed in their site’s section.

Honey Bee Award

Created by nursing leadership, this award is given at several Henry Ford Health hospitals to honor nursing support staff members, such as

nurse assistants and unit secretaries, who provide exemplary care to patients and their families. Winners are listed in their site’s section.

Henry Ford Health’s Clara Ford Nursing Excellence Awards

Given annually, the Clara Ford Awards were established in 2012 and named in honor of Clara Ford, who was instrumental in the opening of the Henry Ford Hospital School of Nursing in 1925. Given in four categories, the awards honor nurses who provide exemplary care in service to their patients and Henry Ford Health.

2022 Recipients

Affordable, Efficient Care that Provides Value

Cristine Adams, RN, Henry Ford Hospital

Compassionate & Committed People

Susan Whalls, RN, Community Care Services

Rita Alcaraz, RN, Henry Ford Jackson Hospital

Safest Care and Best Outcomes

Hannah Musgrove, RN, Henry Ford Hospital

Exceptional Experience

Adam Saenz, RN, Henry Ford Jackson Hospital

Lydia Ilievski, RN, Henry Ford Macomb Hospital



Nightingale Awards for Nursing Excellence®

Sponsored by Oakland University School of Nursing, the annual Nightingale Awards provides an opportunity for Michigan healthcare organizations to recognize exceptional nurses within their system in 10 categories. In 2022, the following Henry Ford Health team members were named winners:



Excellence in Nursing in the Community

Madelyn Torakis, RN, Henry Ford Hospital

People’s Choice Award

Amber Watson, RN, Henry Ford Hospital

Excellence in Staff Nursing (runner-up)

Prisca Onwenu, RN, Henry Ford West Bloomfield Hospital



Henry Ford Hospital

Henry Ford Hospital is a state-of-the-art, 877-licensed bed tertiary quaternary care hospital, education and research center located in Detroit. The hospital is recognized for clinical excellence in the fields of cardiology and cardiovascular surgery, neurology and neurosurgery, orthopedics and sports medicine, transplant and cancer. It is the flagship hospital of Henry Ford Health, one of the nation's leading comprehensive integrated health systems. The hospital is staffed by the Henry Ford Medical Group, one of the nation's largest group practices with more than 1,900 physicians and researchers in more than 40 specialties.

A message from our Chief Nursing Officer and Vice President, Patient Care Services

Nursing colleagues,

It is my privilege to share with you the 2022 annual report for Henry Ford Hospital. We are proud to present exceptional stories that highlight the compassionate nursing practice and clinical excellence of our Magnet® organization.

In March 2020, we became the first Henry Ford Health hospital to achieve the prestigious Magnet® award designated by the American Nurses Credentialing Center (ANCC). At this time, we have already begun work on our redesignation journey to meet the April 1, 2024 submission deadline.

As a part of this journey, I am delighted to share the result of our National Database of Nursing Quality Indicators (NDNQI) RN Satisfaction Survey, a redesignation requirement to surpass the national benchmark on the majority of the seven survey categories.

Henry Ford Hospital outperformed in five of the categories in hospitals with 500 beds or greater:

- Leadership Access and Responsiveness: 88%
- Adequacy of Resources & Staffing: 67%
- Autonomy: 61%
- Professional Development: 56%
- Fundamentals of Quality Nursing Care: 56%

I hope you enjoy learning more about Henry Ford Hospital and our continuous pursuit of excellence in nursing. Please join me in celebrating the exemplary nurses and team members of our organization.



Gwen Gnam, MSN, RN
Chief Nursing Officer and Vice President, Patient Care Services
Henry Ford Hospital

Empirical outcomes

Program to enhance patient safety and reduce workplace injuries

According to the Centers for Disease Control and Prevention (CDC), the single greatest risk factor for overexertion injuries in healthcare workers is the manual lifting, moving and repositioning of patients. Rates of musculoskeletal injuries from overexertion in healthcare occupations are among the highest of all U.S. industries.

DART injuries, or “Days Away Restricted or Transferred” injuries, are defined by the Occupational Safety and Health Administration (OSHA) as injuries or illnesses that resulted in days away from work, restricted duty or transfer of duties. It is important for healthcare organizations to track this data as it results in loss of employee productivity and the inability to provide direct patient care.

In 2021, Henry Ford Hospital partnered with Atlas Lift Tech, Inc. and Arjo Diligent Clinical Consultants to launch a program aimed at enhancing the safety of patients and team members. Project Mobility: How Motown Moves was implemented with a focus on safety, continual improvement and innovation in mind. It included the installation of active and passive lifts, ceiling lifts and lateral transfer and repositioning tools that stay on each unit of the hospital. This builds upon Henry Ford Hospital’s existing patient and employee safety protocols, such as routine patient mobility training for staff and the investigation of any incidents that result in injury. Nursing and other hospital leaders use the results of these investigations to determine how the incidents can be prevented from reoccurring in the future. Project Mobility includes the use of Arjo devices, Atlas’ data tracking software and on-site Mobility Coaches integrated in the hospital, as well as Arjo Diligent Clinical Consulting to assist with patient handling and mobilization.



“Our patient care experience is built around safety and Project Mobility has enhanced our safeguards by reducing the risk of falls and infections, length of stay, readmissions and the risk of musculoskeletal injuries among staff,” said Gwen Gnam, MSN, RN, Chief Nursing Officer and Vice President of Patient Care Services at Henry Ford Hospital. “As part of the program, Atlas mobility coaches’ partner with licensed Arjo Diligent consultants and are at the hospital seven-days-a-week to provide customized safe patient handling and mobility training while working side-by-side with our clinical team members as they mobilize patients.”

Since the completion of the phased roll out in 2022, there has been a significant reduction in DART injuries at Henry Ford Hospital related to patient handling. This improvement is critical to protecting nursing staff and all members of the healthcare team involved in mobilizing patients.

Patient Handling Injuries at Henry Ford Hospital				
Project Mobility Status	Year	No. of DART Injuries	Total number of days of job transfer or restriction	Total number of days away
Pre-implementation	2021	43	1837	287
Post-implementation	2022	20	524	136
% Reduction 2022 v. 2021		53%	71%	53%

Interprofessional team helps reduce CLABSI

Central Line Associated Blood Stream Infections (CLABSIs) happen when a serious infection occurs after germs enter the bloodstream through a patient’s central line. These are preventable medical conditions directly linked to increased morbidity and mortality, and billions of dollars in added healthcare costs. To prevent CLABSIs, Henry Ford Hospital uses best practices to support a culture of safety, such as adhering to proper hand hygiene practices, utilizing insertion and maintenance bundles and removing central lines when they are no longer needed.



In addition to these efforts, in 2021, Henry Ford Hospital’s Surgical Intensive Care Unit (SICU) implemented the use of an interprofessional team to review all patients with positive blood cultures and central line access. The purpose of the group, which is still active, is to complete clinical assessments and evaluate patients for alternative sources of infections.

The team, which consists of the unit Clinical Nurse Specialist, Medical Director and Infection Prevention and Control Specialist, screens all central line patients daily for blood culture orders and, once the cultures are collected, they complete chart audits to identify a potential source of infection. Diagnostic imaging, procedure notes and pathology and laboratory results are then reviewed. When possible, patient assessments also are completed. If alternative infection sources are identified, immediate follow-up with patient care teams are made, which includes collaboration and education on clinical documentation. Patients and families are then informed of additional testing required to identify sources of infection.

Since its implementation, the team has identified source infections in several patients with qualifying central access and positive blood cultures. In addition, there has been a significant reduction in unit CLABSI rates when comparing data to previous years.



The use of this interprofessional team has led to changes in patient management and improved patient care. Applying evidenced-based practice, continuous monitoring, communication and real-time follow-up has positively improved patient outcomes.

Transformational leadership

Recharge Rooms bring peace and healing

In 2022, Henry Ford Hospital partnered with Studio Elsewhere, a minority and women-owned design and technology studio in New York, that uses evidence-based and data-driven practices in developing virtual and physical interventions to promote brain health.

These spaces, known as Recharge Rooms, are developed based on the theory that natural environments support health and resilience by reducing stress and anxiety, while also providing for better overall mental health. As a result, these immersive spaces are intentionally created to support healing. Each experience includes a 10- to-15-minute visual and auditory sensory stimulation, which research has shown to provide significant reduction in stress and anxiety.

Henry Ford Hospital was fortunate to convert four spaces into Recharge Rooms, three of which are situated within the hospital and strategically located to allow for easy access by staff. The fourth room is near the emergency department to facilitate team member usage.



Since opening in May 2022, nursing team members and other hospital staff have stopped in for a few moments of self-care. To date, there have been 6,900 recharge experiences with team members collectively experiencing more than 100,000 recharge minutes. Most impressive are these statistical averages which have proven their worth:

- 61% decrease in stress following a recharge session
- 50% increase in positive mood following a recharge session
- 55% increase in cognitive alertness following a recharge session

Team members have been enjoying the Recharge Rooms both individually, at 61% of the time, as well as with others, at 34% of the time. Nearly half of those who visited a Recharge Room spent 10-to-20 minutes in the space and 30% have visited more than once.

Another new offering for staff has been the addition of “paw-ffice hours” with Barklee, one of the Henry Ford Health therapy dogs. Team members can visit with Barklee in a Recharge Room for a double dose of stress and anxiety reduction. As the program expands, the intent is to establish regular “paw-ffice hours” with other therapy dogs in various rooms.

Team members have an opportunity to share thoughts about their experience through a survey they complete before and after the experience or by writing reflections in a journal located in each room. One team member said, “I am always stuck in the hospital during daylight hours and not having any time outdoors really affects my well-being, making me more depressed. But this experience really made me feel like I was outside. I felt refreshed and energized to get back to work.”



Others wrote, “With everything going on in the world and at work, I really appreciate this room” and, “I recommend everyone try it. I’m actually going through a lot right now and this room has calmed and relaxed me and has given me a feeling that everything is going to be okay.” Henry Ford Hospital is proud to offer Recharge Rooms to team members with the hope they continue to use them and find a little stress relief and relaxation during the workday.

Nursing TRUST Program

The Henry Ford Hospital Nursing TRUST Program was developed as a confidential nurse-to-nurse peer support program. TRUST is an acronym for Treatment that is just; Respect, Understanding and compassion; Supportive care; and Transparency and the opportunity to contribute.

The goal of the program is to provide support and a listening ear to nurses following an event that has left a colleague emotionally distraught or feeling generally overwhelmed and in need of support. This comes from a team of volunteer TRUST partners and clinical nurses from units and departments across the hospital trained in psychological first aid.

Referrals, which are responded to within 24 hours, can be self-initiated or created by a colleague using the online form located on the hospital intranet. TRUST partners do not receive specifics about the event or the situation and it is up to the referred nurse to share specifics if they choose. The TRUST partner, who maintains strict confidentiality, also will provide resources as appropriate.

Structural empowerment

Detroit's Rockin' Sock Drive – helping the homeless in Detroit

Three years ago, the hospital's Department of Nursing partnered with Detroit Street Care (DSC), a community organization led by Michigan State University medical students. The nonprofit's primary goal is to meet the needs of individuals experiencing homelessness in the City of Detroit by seeking them out in an environment and manner in which they feel comfortable and in control. This can often mean providing medical care on the street and at weekly clinics. For many of these people, this is their only access to regular healthcare. In addition to medical and health-care services, the students provide their patients with basic necessities such as food, water and clothing.



When our Henry Ford Health nurses first contacted DSC to find out how they can help, the organization mentioned that socks are an item always in high demand throughout the year. Many of their patients experience medical issues with their feet and new, clean socks would help tremendously. That is how the Detroit's Rockin' Sock Drive began. Henry Ford Hospital soon designated one day in the fall when team

members would be encouraged to donate as many pairs of socks as they wish. To add a level of excitement, a friendly competition takes place to see which unit or department can bring in the most pairs of socks per full-time employee. Each year, the winning team receives a Detroit's Rockin' Sock Drive award and bragging rights!

In 2022, 26 units, departments and individuals donated 7,539 of pairs of socks. Since the drive was launched, nearly 17,000 pairs have been collected and donated. Not surprisingly, Henry Ford Hospital has embraced this initiative annually with amazing commitment and passion. The medical students and staff from DSC continue to be overwhelmed and extremely moved by the generosity of our Henry Ford Health family.

Literary Littles reading program for Henry Ford Hospital's tiniest patients

During the year, Henry Ford Hospital's Neonatal ICU (NICU) launched a reading program called Literary Littles, which was designed to increase parent-child bonding, promote infant brain development and build future vocabulary. Through a generous donation from the nonprofit organization Charlotte's Wings, the NICU was able to obtain enough books to create a library for each pod within the unit. In addition, the implementation team worked with several employee resource groups at the hospital to ensure the inclusion of books representing diverse cultures and languages.



Melissa Maye, PhD, assistant scientist with the Henry Ford Health Center for Health Services Research, shared the benefits of exposing infants, even as tiny as those in the NICU, to early reading and language experiences. "Reading to infants in the NICU has been shown to promote physical stability and reduce rates of incidents such as decreased heart rate." She went on to say, "Reading to infants gives them a head start on experiencing high quality language. Infants in the NICU who are exposed to more language often go on to demonstrate higher language and developmental scores. Most importantly, reading to infants in the NICU promotes parent-infant bonding and attachment and may reduce levels of parental stress."

When a parent is not available to read to their baby, the nursing staff steps in to ensure all babies have a book read to them daily. Since the program began, a number of new books have been donated to their growing library. The goal is to send each baby home with at least one book and to have enough on hand that parents can read to their infants when they visit them in the NICU.

The program has been embraced by parents and staff alike. Parents of children in the NICU are not able to care for their newborns the way they would at home and reading is something they can do both in the hospital and once their baby is discharged. Families have enjoyed the variety of books that are available. The father of one patient shared that he was truly excited he was provided with a book written in both Arabic and English.

Nursing team members are pleased with the initiative and have noticed how families are taking advantage of the available books. The bond being created between parent and infant is something truly special.

Exemplary professional practice

Well-Being Index

Henry Ford Hospital partnered with MedED Solutions to offer the Nurse Well-Being Index (WBI), a web-based tool that evaluates multiple dimensions of distress. Through nine questions, nurses can assess their current well-being while providing immediate individualized feedback and access to free Henry Ford Health, local and national resources. Anonymous and confidential, it is designed to measure burnout, as well as track progress over time to promote self-awareness. An added feature allows users to compare their scores to nurses nationally and within the hospital.



WBI is available to use at any time, but Henry Ford Hospital also has established three, two-week focused time-frames a year for staff to complete the assessment. One of the benefits of these evaluations is to identify trends and modify staff resources accordingly. Nursing leaders can utilize this data to tailor interventions specific to their unit or department.



ED sepsis champions help provide support for patients

With a goal of improving mortality of patients diagnosed with sepsis, Henry Ford Hospital's Emergency Department (ED) created and implemented a new role for team members in 2022 called an ED Sepsis Champion.

During the individual's shift, they identify themselves on the assignment board and, when a Code Sepsis is called, they go to the bedside to function as peer support for the nurse who is caring for the patient experiencing sepsis. The champion will then review all aspects of the Sepsis Compliance Bundle with the nurse to ensure they are implemented and completed. The Champion will log all interventions in a booklet, which aids in tracking and auditing compliance following the incident.

Nurses who volunteer to serve as ED Sepsis Champions attend a two-hour education session created by the Clinical Nurse Specialist, ED Sepsis Coordinator and an Emergency Medicine physician provider. The education is focused on helping nurses better understand the sepsis process and help them appreciate the need for quick implementation of the steps necessary to mitigate poor outcomes. All aspects of the clinical steps required to care for the patient are reviewed in-depth to ensure compliance. The course also highlights the need for swift intervention and empowers the champions to independently take the necessary steps needed to save the patient.

In the first two months following the implementation of the ED Sepsis Champion role, 77 Code Sepsis alerts included a Champion who provided support during the treatment process. In addition, the use of the Sepsis Compliance Bundle increased by 28%. As the role develops and additional volunteers are recruited, it is anticipated that metrics such as morbidity and mortality will be directly impacted. These statistics prove that, by utilizing the Champion during a Code Sepsis, Henry Ford Hospital is making sure all necessary steps have been taken to provide the best care to patients.



Robust orientation program ensures agency nurses are prepared

It can often be challenging for healthcare systems to onboard nurses from temporary agencies and prepare them to step onto a new unit and care for patients. This is especially true as each nurse brings a different skillset and varying previous experience.

To make sure that agency nurses are upholding the same mission, vision and values as Henry Ford Hospital's Department of Nursing, a robust, well-developed orientation program was developed to ensure their success and the safe care of patients. All nurses are held to the highest standard of care.

A four-hour didactic orientation program covers pertinent topics such as appearance standards, accessing policies and navigating the internal health system's resource links. A large portion of information provided surrounds patient safety, including patient handoff, fall prevention and suicide precautions, as well as electronic medical record documentation expectations.



The patient experience is held in great regard at Henry Ford Hospital, therefore the orientation program encompasses key components allowing team members to better understand the culture of caring. At this time, agency nurses can learn more about important communication tools that ensure each patient is heard, respected and feels safe.

The program also includes an in-depth review of infection prevention and control. A variety of clinically significant topics are included such as COVID-19, proper selection and use of PPE, isolation types, hospital acquired infection prevention, catheter and line maintenance and proper hand hygiene.

An agency nurse who recently contracted with Henry Ford Hospital shared, "As an agency nurse, I went through a few orientations at different hospitals. Henry Ford Hospital's orientation process included some of the most advanced testing out of all the facilities I've worked at, which is a good thing. The experience really helped prepare us for the unit we would be working on. I feel secure and set up for success to provide the best care to our patients."

New knowledge, innovation, and improvement

Infectious Disease isolation room opens

After months of renovations, the F6 Infectious Disease team is celebrating the opening of a new isolation room with an on-site laboratory and anteroom to better treat patients with serious, transmissible diseases.

This new space was first envisioned during the Ebola epidemic of 2014 to 2016. That outbreak highlighted the need for select U.S. hospitals to develop the ability to identify, isolate and treat patients with high consequence infectious diseases. During this time, Henry Ford Hospital participated in the Michigan Special Pathogen Response Network (SPRN) and volunteered to become a Tier 2 Ebola Treatment Center. Through this designation, the hospital received \$750,000 in grant money to update its treatment space, provide training and order additional supplies.

Henry Ford Hospital is one of five treatment centers in the Michigan SPRN, with each one housing a different plan for how they would care for a patient with a special or emerging pathogen. Part of the plan at Henry Ford Hospital includes turning the F6, Infectious Disease Unit into a "flex" space. "If the Special Pathogen Unit (SPU) is activated, team members will move all other F6 patients out of the north wing and convert it into a locked containment unit. The newly renovated space at the end of the unit provides a small, highly protected environment for diagnosis and care of a patient who is suspected or confirmed to have a serious, transmissible disease," said Patricia Starr, MPH, RN, CIC, Infection Prevention and Control Specialist II.



The new anteroom has a separate area for entry and exit of team members that sits between the isolation room and hallway where team members can safely remove their PPE without risking the spread of contamination to the rest of the unit. This is important as team members need to wear full body, layered PPE that is fluid impervious. "The anteroom is constructed with negative air pressure in relation to the hallway, and the air is exhausted directly to the outside so that it does not recirculate anywhere in the hospital," said Starr.

In addition, Henry Ford Hospital uniquely created a dedicated, on-site laboratory attached to the anteroom to process diagnostic specimens, and package them to send to the state or CDC, from a patient who

is housed in the SPU. Added Starr, "We saw the on-site lab as an important feature so that potentially infectious lab specimens do not have to be hand carried through hospital hallways to the main Microbiology Lab. This will better protect our staff and our patients."

In addition to the newly constructed spaces, F6 team members attend national and regional workshops that specialize in PPE training, product selection, donning and doffing practices, patient care protocols, waste management and decedent management.



Lynsey MacDonald, BSN, RN, CMSRN, Nurse Manager, F6 Infectious Disease, has recruited a multidisciplinary team who can care for a patient with a special pathogen. She holds quarterly training sessions in the Simulation Center focusing on education and hands-on training. Her goal is to create a sustainable organization and culture of readiness for managing suspected and confirmed special pathogens at Henry Ford Hospital. "Being a member of the team requires continued training and competencies to maintain the skill set needed to provide safe care," said MacDonald.

It is difficult to know when this newly dedicated space will need to be utilized, but the staff and the unit will be ready at a moment's notice when the time does come.

New badge-activated duress system for staff in the Emergency Department

Team members who work in Henry Ford Hospital's Emergency Department (ED) see nearly 80,000 patients each year for a variety of healthcare needs. Many of these individuals and their family members are stressed, anxious and very emotional when they arrive, as patients are often experiencing a life-threatening condition. Unfortunately, tensions can be high and sometimes result in acts of violence against team members.

While Security is stationed in the ED, team members do not carry hospital-issued phones, which can make the request for support more challenging. To call for help, members must leave the area, if possible, and safely locate a phone to place a call to Security. In many instances, this process is not feasible or realistic.

In 2022, a badge-activated duress system was installed to create a better process to initiate assessment and intervention from ED Security. Each team member now wears a card device with their hospital ID badge. When any of the three buttons on the card are pressed, sensors in the ceiling of the ED ping the location of the team member, an overhead page is called and a dispatch to Central Security is initiated. Though this process, Security can arrive at the scene of the incident to provide support, de-escalation and intervention much quicker.

The response from team members has been very positive so far. One team member shared, "The alarm badges have helped the response times of Security to potentially dangerous situations." Another shared, "Safety means having the duress button system, Security present and my coworkers ready to help out."

The duress system has been a well-received security tool in an emotionally charged environment. It has been comforting to the highly skilled team members who manage unpredictable scenarios daily.



Recognitions and awards

2022 publications

- Draus, Catherine DNP, RN, ACNS-BC, CCRN, MSNBC; Mianecki, Therese B. PhD, RN; Musgrove, Hannah MSN, APRN, AGCNS-BC, PMGT-BC; Bastien, Danielle J. DNP, APRN, FNP-BC; Greggs, Dana MSN, RN, ACNS-BC; Halash, Christine BSN, RN, CCRN; (Larry-Osman) Bellamy, Cheryl DNP, MS, RN, CNM, CNS-C; Lewis, Amber BSN, RNC; Mackenzie, Wendy MScN, RN, RNC. (April/June). Perception of nurses who are second victims in a hospital setting. *Journal of Nursing Care Quality*, 37(2):110-116.
- Turmell, Michelle, BSN, RN, Cooley, Annemari, MBA, MA, Yap, Tracey, PhD, RN, PhD, RN, CNE, WCC; Alderden, Jenny PhD, APRN; Sabol, Valerie K. PhD, MBA, ACNP, GNP; Lin, Jiunn-Ru (Angela) MS; Kennerly, Susan M. PhD, RN, CNE, WCC. (2022). Improving Pressure Injury Prevention by Using Wearable Sensors to Cue Critical Care Patient Repositioning. *American Journal of Critical Care*, 31(4), 295-305.

2022 podium presentations

- Jennifer Michalski, MSN, RN, CNS-C, ONC. Leading Based on Evidence: The Commitment of Orthopaedic Nurses During COVID-19, Panel Discussion. National Association of Orthopaedic Nurses, 41st Annual Congress, May 2022.
- Cheryl (Larry-Osman) Bellamy DNP, APRN, CNM, CNS-C. Reducing Unconscious Bias-an Imperative (RUBI); Foundations and Impacts on Patient Care. AWHONN Michigan Spring Conference. Lansing, MI, May 2022.
- Cheryl (Larry-Osman) Bellamy DNP, APRN, CNM, CNS-C. Moving our Mamas (MOMs) Hands-on Labor Support Training. AWHONN National Convention, Aurora, CO, June 2022.
- Cheryl (Larry-Osman) Bellamy DNP, APRN, CNM, CNS-C. Women, Sexuality, & Intimacy Across the Lifespan. AWHONN Washington State Fall Conference, Seattle, WA, October 2022.
- Cheryl (Larry-Osman) Bellamy DNP, APRN, CNM, CNS-C. Surrendered Newborn/Safe Haven. AWHONN Michigan section, Traverse City, MI, October 2022.
- Catherine Draus, DNP, MSN, APRN, ACNS-BC, CCRN, MSNBC. Moving Forward Together: Connecting with Nursing at Henry Ford Health. Michigan State University Practice Grand Rounds. Henry Ford Health Center for Health Policy & Health. November 2022.

2022 poster presentations

- Hannah Musgrove, MSN, APRN, AGCNS-BC. Using the electronic health record to assist with early detection of *Clostridioides difficile*. National Association of Clinical Nurse Specialists Annual Conference, Baltimore, MD, March 2022.
- Hannah Musgrove, MSN, APRN, AGCNS-BC. Using the electronic health record to assist with early detection of *Clostridioides difficile*. National Association of Clinical Nurse Specialists Annual Conference, Baltimore, MD, 2022.
- Jennifer Michalski, MSN, RN, CNS-C, ONC. Implementing a Bladder Management Protocol to Decrease Foley Catheterization. National Association of Orthopaedic Nurses, 41st Annual Congress, May 2022.

DAISY honorees 2022

Jeanette Marron, ADN, RN, 6 West – Neuro ICU
Lizbeth Ramos, BSN, RN, P4 Surgical ICU
Olivia Casaletto, BScN, RN, B5/F5 – Neurosciences
Kendra Natter, BSN, RN, Labor and Delivery
Rawan Mohamed, BSN, RN, IV Team
Linda Nguyen, BScN, RN, P6 – Surgical Specialty
Stephanie Emerson, ADN, RN, B1 – General Medicine
Derek Legault, BScN, RN, P6 – Surgical Specialty
Andrew Shomette, ADN, RN, P5 – Cardiovascular ICU
Alyssa Desjardins, BSN, RN, Labor and Delivery
Haley Kensington, BSN, RN, P4 Surgical ICU
Georgia Scholl, BSN, RN, CEN, Emergency Department

Honey Bee honorees 2022

Melissa West, B6 – Family Medicine
Jonathan Buck, B1 – General Medicine
Kameron Browner, B5/F5 – Neurosciences
Jennifer Fowlkes, P6 – Surgical Specialty
Melinda Looney, F4 – Internal Medicine

DAISY Nurse Leader

Tabetha Beasley, BSN, RN – Nurse Manager, Medical ICU Pods 1 and 2
Jorge Romero, BSN, RN – House Manager, Clinical Resource Office

DAISY Team Award

H6 - Transplant



Henry Ford Jackson Hospital

For more than 100 years, Henry Ford Jackson Hospital (HFJH) has been deeply committed to serving residents across the Central Market, which includes Jackson, Hillsdale, Branch, Lenawee, Ingham, Calhoun and Washtenaw counties. The 420-bed, private inpatient room hospital includes a Level II Trauma Center delivering comprehensive care for severely injured patients. As a teaching hospital, HFJH continually looks to the future with its Center for Health Innovation & Education and Graduate Medical Education program that attracts resident doctors from around the globe. Acute care services are complemented by more than 40 additional primary and community-based locations offering services to support patients across the health continuum. The full range of specialty services includes cardiac surgery, minimally invasive structural heart procedures, neurosurgery, plastic surgery and partial or total joint replacement. As part of Henry Ford Cancer, HFJH's medical oncology and radiation oncology programs bring local access to the latest advancements in technology, treatments and research. Henry Ford Hospice Home – Jackson, the only hospice residence in the region, extends compassionate and dignified end-of-life care paired with emotional support for patients and their families. HFJH earned the American Nursing Credentialing Center's Magnet status in 2020 by demonstrating excellence in patient care and innovation, signifying the highest level of care delivered by nurses who are supported to be their very best.

A message from our Vice President and Chief Nursing Officer

Dear Colleagues,

It is my honor to present the 2022 Henry Ford Jackson Hospital (HFJH) Nursing Annual Report. We are extremely proud of the work featured throughout the upcoming pages and the many contributions of the HFJH team. The stories and highlights found in this report are both inspiring and illustrate our deepest commitment to creating a culture of clinical excellence in nursing practice at HFJH.

In Sept. 2020, HFJH achieved Magnet® designation. Awarded by the American Nurses Credentialing Center (ANCC), this achievement is the highest and most prestigious distinction a healthcare organization can receive for nursing excellence and high-quality patient care. By choosing to embrace this designation, we hold ourselves accountable to a higher level of nursing care that is driven by evidence-based practice, interprofessional collaboration and results aimed at optimizing patient outcomes. With less than 10 percent of U.S. hospitals earning the Magnet® designation, it is clearly the gold standard and we are already working hard on our re-designation journey.



Thank you all for what you do every day to support our Magnet® values and your unwavering commitment to nursing excellence.

Wendy Kim, DNP, RN, NEA-BC
Vice President and Chief Nursing Officer
Henry Ford Jackson Hospital

Empirical outcomes

Preventing Hospital Acquired Infections

A key focus for infection prevention and control is the prevention and surveillance of hospital-acquired infections (HAI) such as CLABSIs, CAUTIs and C. difficile infections (CDI). During 2022, HFJH continued to demonstrate rates lower than the national benchmarks and Centers for Medicare and Medicaid Services (CMS) standardized infection ratios (SIR) lower than one for CLABSI (0.504), CAUTI (0.000) and CDI (0.405) representing lower than predicted infections.

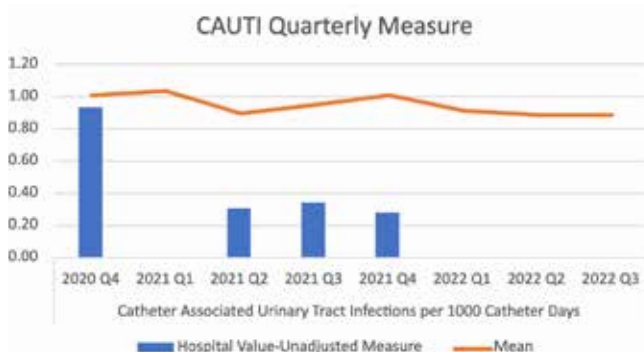
Reduction of Central Line Acquired Blood Stream Infection (CLABSI)

Central Line Associated Blood Stream Infection (CLABSI) is considered an inpatient nursing-sensitive indicator because nurses are key stakeholders in implementing and maintaining best practices for central line care to prevent infections. Nurses provide educational materials about CLABSI prevention to every patient with a central venous catheter (CVC), evaluate all CVCs daily for the risk of infection and remove nonessential catheters in consultation with the provider. HFJH has remained under the national benchmarks CLABSI per 1000 central line days since 2021.



Reducing Catheter Associated Urinary Tract Infections (CAUTI)

Catheter Associated Urinary Tract Infection (CAUTI) is considered a nursing-sensitive indicator as nurses are key stakeholders in the strict maintenance of catheters to prevent the risk of infection. Nursing team members who are educated in sterile or clean technique may insert and maintain urinary catheters based on specific indications for the use of indwelling catheters. These individuals also play an important role in the daily reassessment of patients who have an indwelling catheter to determine whether the catheter is indicated and, in collaboration with physicians, determine whether it should be discontinued to prevent the risk of infection. There was a 100 percent decrease in CMS-reportable CAUTI from 2021 (n=1) to 2022 (n=0).



Transformational leadership

Grade "A" again

For the ninth consecutive cycle, HFJH has once again earned the Leapfrog "A" Safety Grade. Since the award was created in Spring 2012, HFJH has earned this grade in 21 out of 22 opportunities.



Opioid-exposed infant study

Women's and Children's Services received a plaque for participating in the University of Michigan's pilot study, "Mom is Medicine: Examining Factors Affecting Implementation of Maternal-Delivered Care for Opioid-Exposed Infants." We also were invited to join a follow-up study.

Strategic partnering through Transformational Leadership Advisory Council

Nursing presence at all strategically aligned local, state and national forums is a critical element in the 2021-2025 HFJH Nursing Strategic Plan. The Transformational Leadership Advisory (TL&A) Council represents the voice for HFJH nursing policy and advocacy in alignment with government affairs, including partnering with community organizations to advance the health of the communities we serve.

The TL&A Council is a great way for nurses to be heard by those making decisions that impact our practice as a nurse. It also informs nurses of volunteer opportunities in the community should they want to provide additional ways to give back to those in need.

During the past year, council members have maintained contact with Henry Ford Health's Government Affairs office to keep updated on current legislation that affects our nursing practice and to understand the impact introduced legislation can have on healthcare and nursing practice. They also have worked with the System to develop and provide a model for the TL&A councils throughout Henry Ford Health and create a nursing policy advisory group (NPAG). Great work team!

Structural empowerment

Commitment to professional development

HFJH offers a wide variety of programs designed for our nurses to achieve their personal and professional development. Examples include:

- Reimbursement for higher nursing degrees and professional nursing certifications
- Preceptorship and mentor programs
- Leadership support for committee membership and self-scheduling
- Free continuing education (CE) opportunities throughout the year such as Journal Clubs, Schwartz Rounds and Trauma Grand Rounds
- Professional Nursing Advancement Program (PNAP)/Clinical Ladder
- Succession planning



Professional Nursing Advancement Program (PNAP)/Clinical Ladder

HFJH supports the continuous professional development of nurses by encouraging participation in the Professional Nurse Advancement Program (PNAP). The PNAP is designed to promote professional accountability and offers monetary bonuses to support access to other professional development opportunities such as attendance at nursing conferences, membership to professional organizations, study guides or completion of professional nursing certifications. Congratulations to the 2022 PNAP honorees:

Level I

Samantha Bondy	7 East Secure Unit
Amy Bowling	7 South
Christina Burt	Preadmission Testing
Shelly Clark	Preadmission Testing
Angela Cochran	Peri-Op Services
Deann Crawford	Surgical Services
Jessica Crowden	Peri-Op Services
Crystal Curtis	Ambulatory Surgery
Rachel Dietrich	7T
Kelsey Dillon	Peri-Op Services
Aubrey Fisher	Behavioral Health
Lisa Garner	Peri-Op Services
Tammy Hadden	Ambulatory Surgery
Sarah Harrison	6th Floor
Maria Johnson	Digestive Health

Kelly Lyke
 Suzanne Peterson
 Jolene Shannon
 Tina Smith
 Melinda Stevens
 Tracy Stiles
 Paula Thornsberry
 Michael Willis
 Melinda Wixom
 Laura Van Dusen

Level II

Victoria Aubrey
 Brooke Blaire
 Cheyenne Booker
 Malorie Brockie
 Nancy Brown
 Amanda Burlew
 Amber Coe
 Charlene Comperchio
 Rachel Contreras-Spencer
 Megan Cowing
 Yvonne Crawford
 Karyn Cripps
 Stacy DeWitt
 Kebenay Dibaba
 Imelda Dolcine
 Heather Duckham
 Robin Ebersole
 Eric Froedtert
 Courtney Honeck
 Darci Kesterson
 Chelsea Kuhn
 Janel Lambert
 Linda LaRoe
 Susan Lumbert
 Jayma Mitchell
 Patricia Prusakiewicz
 Mary Pat Rauch
 Jarinnut (Jari) Reigle
 Chelsey Richmond
 Sarah Rinehart
 Paige Rooney
 Christine Schmucker
 Chris Shultz
 Anna Smith
 Tracy Stanton
 Taylor Soltis
 Stacy Steenrod
 Katie Watson
 Elizabeth Wierzbicki
 Allison Wilcox
 Katherine Wright
 Kathy Wright

Digestive Health
 Preadmission Testing
 Ambulatory Surgery
 Digestive Health
 Ambulatory Surgery
 Peri-Op Services
 Surgical Services
 Peri-Op Services
 Digestive Health
 Peri-Op Services
 Peri-Op Services
 7NW
 Ambulatory Surgery
 Digestive Health
 Peri-Op Services
 Peri-Op Services
 5S
 Digestive Health
 Radiation Oncology
 7NW
 Comprehensive Clinical Care
 Surgical Services
 Hematology/Oncology
 Peri-Op Services
 7T
 Hematology/Oncology
 Surgical Services
 Comprehensive Clinical Care
 7NW
 Peri-Op
 Peri-Op Services
 Digestive Health
 Comprehensive Clinical Care
 Surgical Services
 Digestive Health
 Preadmission Testing
 Peri-Op Services
 Peri-Op Services
 Peri-Op Services
 6th Floor
 Digestive Health
 Hematology/Oncology
 Comprehensive Clinical Care
 7 South
 5 South
 4T/5T
 Labor & Delivery
 Ambulatory Surgery
 Preadmission Testing
 Surgical Services
 Digestive Health
 Digestive Health

Level III

Katherine Blackmer	Peri-Op Services
Colleen Boyer	Hematology/Oncology
Amanda Bradley	Comprehensive Clinical Care
Crystal Converse	Hematology/Oncology
Jessica Dailey	Comprehensive Clinical Care
Melissa DeFord	Comprehensive Clinical Care
Jill Drewno	Peri-Op Services
Heather Faggion	5 South
Leah Heaviland	Peri-Op Services
Tracy Hunter	Comprehensive Clinical Care
Shannon Johns	Comprehensive Clinical Care
Christian Jordon	Comprehensive Clinical Care
Alison Levey	Peri-Op Services
Barbara Logsdon	6th Floor
Emilee Losey	Labor & Delivery
Eileen Maiville	Comprehensive Clinical Care
Randi Ruder	Comprehensive Clinical Care
Katie Ryan	Comprehensive Clinical Care
Steven Sanders	Emergency Department
Jamie Veith	Surgical Services

Level IV

Danielle Elswick	Comprehensive Clinical Care
Jennifer Rice	Comprehensive Clinical Care
Leilani Tacia	Comprehensive Clinical Care

Teaching and Role Development

In May, HFJH kicked-off a new nurse extern program, a beneficial addition to our established Graduate Nurse Residency Program, to offer student nurses the opportunity to gain experience under the direct supervision of a Registered Nurse (RN). HFJH onboarded 32 nurse externs throughout the year in participating departments including the Emergency Department, Acuity Adaptable Tower, Inpatient Medical Surgical Units, short stay (CDU) unit, Hospice Home, Behavioral Health, Surgical Services and Home Health.

By working side by side with our clinical nurses, nurse externs gain a better understanding of the comprehensive role of a nurse, increase professional growth and experience role development.

Schwartz Rounds®

Schwartz Rounds® is an international program developed to provide a forum for health care team members to talk about the human and emotional aspects of health care versus its clinical aspects. Schwartz Rounds are offered at HFJH to help decrease stress, reduce burnout, strengthen relationships and understanding between team members and help participants find joy in their work experiences. Ultimately, it aims to strengthen the patient-caregiver relationship.

A multidisciplinary planning committee meets frequently to determine topics and panelists and to facilitate the bi-monthly sessions. Panelists have included clinical nurses, physicians, security staff members, ancillary support staff, executives and leaders who

were willing to share their personal experiences with others. Nurses who served as panelists in 2022 included:

- Amanda Ahrens, MSN, RN, CRNA
- Heather Faggion, BSN, RN, ONC
- Kacey Maloney, BSN, RN
- Keith Miller, MSN, RN, CRNA
- Kim Poe, BSN, RN
- Carlos Riddle, BSN, RN
- Steve Sanders, BSN, RN, CEN
- Stacy Sparks, BSN, RN
- Joy Sterrett, RN
- Amy Winget, BSN, RN, CCRN
- Cassie Meyer Youell, MSN, RN



Ongoing learning through HFJH Skills Fair

The 1970s was the theme for the clinical staff education fair in 2022. Taking place over a one-week period in May, staff were able to develop or renew clinical skills. The information during the skills fair is acquired through a competency-based format providing interactive experiences.



Exemplary Professional Practice

Nursing Shared Leadership

New Co-Chair, Shared Governance Coordinating Council (SGCC)
Heather Faggion, BSN, RN, graduated from Michigan State University and came to HFJH in 2017. Prior to becoming a nurse, she obtained a bachelor's degree from Albion College and a master's degree from the University of Edinburgh. Heather's experience at HFJH includes participating in the graduate nurse residency medical-surgical program, serving as chair of the fifth floor Unit Based Council (UBC) and serving as co-chair of Professional Development. She absolutely loves being a member of the Henry Ford Jackson Hospital family as "I truly feel like my coworkers are my 'other' family."



Ensuring clinical nurse participation on interprofessional decision-making committees at the organizational level is important to HFJH. Nurses, at all levels, are encouraged to be members in organizational decision-making committees to provide nursing input and feedback on clinical practice standards, quality improvement, professional development and research. Such committees include the: Critical Care Committee, Fall & Pressure Injury Prevention Committee, Ethics Committee and Institutional Review Board.

Jamie Veith, BSN, RN, CNOR, Chairperson of Shared Governance Coordinating Council, is a voting member on the Nursing Executive Council, Nursing Leadership Team meeting and the HFJH Quality Committee, which oversees quality affairs and leads the organization to excellence through continuous improvement of care processes, patient safety and patient/customer perceptions within the system.



"Committee participation at HFJH has given me the opportunity to build rapport with members from other disciplines and departments. I am often engaged in conversations regarding nursing practice and am often privy to new initiatives and information in the organization. I am always learning new skills, making connections and increasing knowledge. It also helps strengthen my resume and meets one of the activity requirements for the Professional Nursing Advancement Program," said Jamie Veith, Shared Governance Chair.

Celebrating Shared Governance at HFJH

Oct. 19 was Shared Governance Day at HFJH. Members of the shared governance team 'Drove the Ice Cream Truck' to increase awareness about shared governance and to deliver tasty treats to patient care staff. Following this promotion, the clinical nurse members recruited five new shared governance members peers. Great recruiting efforts

Cheyenne Booker, BSN, RN, CAPA; Deann Crawford, BSN, RN; Brook Garrison, BSN, RN; Rita Luppo, RN; Mary Pat Rauch, BSN, RN; Paige Rooney, BSN, RN; and Katie Watson, BSN, RN.



Inpatient hospice service expanded hospital wide

General Inpatient (GIP) Hospice services for eligible Hospice patients at HFJH was expanded hospital-wide in late March. Providing services at the hospital promotes optimized pain and symptom management, improves the patient and family experience, provides timely access to Hospice services, enhances care quality and reduces overall healthcare expenditures associated with end of life.

Surgical Services: helping our community

After attending the ANCC Magnet Conference, Jamie Veith, BSN, RN, CNOR, presented an innovative idea to her nursing leadership and co-workers that would reduce waste and support some of our most vulnerable community members. Surgical blue wraps are often thrown away and sent to landfills. After learning that the wraps can provide a barrier from the ground elements, as they retain heat and repel water, the Surgical Service staff began collecting them. They then came together on Feb. 25 to cut, sew and make sleeping mats out of the wraps. Although the innovation is still in its early phases, the plan is to provide the recycled mats to local shelters to support community members in need.



Recruitment and retention

In the current healthcare landscape, competition is fierce. It is an ongoing mission that we, as leaders in our profession, explore ways in which we can recruit new members and improve staffing levels. Throughout the last year, HFJH nurses at all levels have used a variety of avenues to actively recruit additional nursing candidates including virtual job fairs, retention and referral bonuses, HFJH Video's and I Am Henry.

HFJH nurse participate in Henry Ford Health campaign

Austin Marks, RN, from the HFJH ED, participated in a system marketing campaign recognizing nursing's impact in the health of our communities. The posters were featured on billboards throughout the communities of our organizational units.

In addition, the following nurses were featured in the television commercials for the hospital's I Am Henry campaign. In it, they had an opportunity to share the joy they feel in being part of the HFJH team while also helping with recruiting efforts to bring in new team members.

- Audra Saylor, RN, Digestive Health
- Carlos Riddle, BSN, RN
- Joy Gebhardt, BSN, RN, Hospice Liaison
- Sydney Sherry, RN, 6th Floor

HFJH nurses raise awareness on Worldwide Pressure Injury Day

Thursday, Nov. 17 was Worldwide Pressure Injury Awareness Day. To honor the significance of this day, members of our Pressure Injury and Restraint Committee rounded on the units to provide education on pressure injury staging. These individuals were: Erin Baker, BSN, RN; Danielle Elswick, MSN, RN, AGCNS-BC, CMSRN; Shannon Johns, BSN, RN, CWON, CFCN; Randi Ruder, BSN, RN, CWOCN; and Kathy Walsh, MSN, RN, NEA-BC.

New knowledge, innovation, and improvement

Nursing research

HFJH has numerous resources to help nurses who want to start, be a member of or manage a nursing research project. The Central Market Medical Research page on the System's OneHENRY internal facing website offers a "Getting Started" diagram and links to training for research team members. Additionally, interested nurses can visit the Henry Ford Health Research section on the OneHENRY nursing homepage to see a step-by-step approach to nursing research.

Research dissemination to internal audience

Emilee Losey, BSN, RN, RNC-MNN, represented the Nursing Research Council at the Henry Ford Jackson Research Symposium on Mar. 24.

Emilee, a clinical nurse in Women's and Children's Services, presented the poster for "Escape the Confusion of Informed Consent." Her team researched computer-based learning (CBL) versus scenario 'escape room' learning in acquiring knowledge about Informed Consent. Congratulations team on their third-place achievement.



In our community

Juneteenth celebration

Juneteenth, also known as Juneteenth National Independence Day, is a federal holiday that commemorates the end of slavery in the United States. Members of our nursing team attended the Juneteenth celebration in Downtown Jackson to commemorate this occasion. Great work to the following nurses and team members for your willingness to provide information about our HFJH services and connecting with the public while taking more than 50 blood pressures: Leslie Gill, BSN, RN; Grace Greiner; Marissa Hall; Tanya Isom, RN; Carey Johnson, MSN, RN; Danielle Noble, RN; Mary Pat Rauch, BSN, RN; Cierra Sylvester; Leilani Tacía, MSN, RN, CCRN; Teshna Thomas; and Jeffery VanBuren.



LGBTQ+ community awareness

Team members from HFJH, along with fellow System and HAP colleagues, stood in unity with the LGBTQ+ community during the Motor City Pride Parade in downtown Detroit on June 12. Leslie Thompson, MSN, FNP-BC, NE-BC, helped represent the hospital during this celebration of diversity and inclusion.

Community outreach

HFJH Nurses Amanda Bradley, BSN, RN, CMSRN; Melissa DeFord, BSN, RN, CMSRN; and Eileen Maiville MSN, RN, CMSRN volunteered for the Juvenile Diabetes Research Foundation (JDRF) walk in Ella Sharp Park on June 11. The event raised nearly \$90,000 for juvenile diabetes research.

2022 Jackson Hispanic Heritage Festival

Laura VanDusen, BSN, RN, and Kebeay (Amy) Dibaba, RN, represented HFJH at the Jackson Hispanic Heritage Festival on Sept. 17. During the event, they took 80 blood pressure readings and provided important information on blood pressure and general health care to those who attended.

First aid, food and fun as HFJH represents at Fall Fest and Chili Cook-Off

The Henry Ford at Home team took to the streets to participate as amateur competitors in the K105.3 Fall Fest's Chili Cook Off on Oct. 1. After administering some caring and quality first aid to other teams, our team cooked up and served 10 gallons of their secret recipe chili for the competition. We could not have asked for a better day, a bigger crowd or a more fun event for the team to showcase their culinary skills. We will be back in 2023, stronger than ever! Great job Melissa Doser MS, RN, AGNP; Leslie Gill, BSN, RN; Carey Johnson, MSN, RN; Danielle Noble, RN; and Jeff Van Buren.

Recognitions and Awards

HFJH nurse and clinical staff recognition ceremony

On Jan. 19, 2022, HFJH recognized nurses for their career milestones and achievements that were accomplished during the previous year. The virtual ceremony provided the opportunity to congratulate the honorees and thank them for their continued commitment to personal and professional growth. Staff members were recognized for achievement in higher nursing degrees.

Nursing degrees

Higher nursing education provides nurses with advanced clinical practice skillsets and a wider range of advancement opportunities. The American Association of the Colleges of Nursing (AACN) has collected extensive research which indicates that higher nursing education has a significant impact on clinical outcomes, improved patient safety and higher nursing satisfaction. The following nurses were congratulated for obtaining a Bachelor of Science in Nursing (BSN) in 2022:

- Kathryn Bandfield, BSN, RN, Surgical Services
- Sara Breiler, BSN, RN, Women and Children Services
- Mallory Brockie, BSN, RN, Digestive Health
- Nancy Brown, BSN, RN, Day Surgery – Perioperative
- Jill Connolly, BSN, RN, 6T Medical Universal Bed
- Crystal Converse, BSN, RN, ONC, Hematology Oncology
- Jennifer Conyne, BSN, RN, Surgical Services
- Kate Coolbaugh, BSN, RN, 5 South
- Jennifer Cudworth, BSN, RN, Behavioral Health
- Amber Flannery, BSN, RN, Women and Children Services
- Amy Fowler, BSN, RN, Case Management
- Kevin Gregg, BSN, RN, AARC
- JilCarla Hale, BSN, RN, 6T Medical Universal Bed
- Kayla Henry, BSN, RN, Emergency Department
- Julie Hess, BSN, RN, Case Management
- Lindsay Holton, BSN, RN, Emergency Department
- Jennifer Kast, BSN, RN, Case Management
- Zachary Kelley, BSN, RN, 6T Medical Universal Bed
- Joshua Kunak, BSN, RN, 5T Cardiology Universal Bed
- Megan Kurtz, BSN, RN, MH - Geriatric Unit
- Theresa Mouser, BSN, RN, Home Health Care
- Magen O'neil, BSN, RN, 5 South
- Brandy Pool, BSN, RN, 4T Surgical Universal Bed
- Teresa Robbins, BSN, RN, Day Surgery – Perioperative
- Paige Rooney, BSN, RN, Digestive Health
- Steven Sanders, BSN, RN, CEN, Emergency Department
- Melissa Thornton, BSN, RN, Peri-Op
- Ginjer Thurber, BSN, RN, Women and Children Services
- Susan Whitney, BSN, RN, 5 South
- Allison Wilcox, BSN, RN, Surgical Services
- Danielle Williams, BSN, RN, Emergency Department
- Krystal Wirpio, BSN, RN, Emergency Department
- Garrett Witgen, BSN, RN, Emergency Department

Advanced degrees

The following nurses were congratulated for obtaining a Master of Science in Nursing:

- Lisa Bradley, MSN, RN, FNP-C, Performance Excellence
- Alec Briggs, MSN, RN, 5T Cardiology Universal Bed
- Eric Burk, MSN, RN, Surgical Services
- Laura Burlew, MSN, RN, FNP, Emergency Department
- Tracina Christensen, MSN, RN, Women and Children Services
- Elise Davis, MSN, RN, CNE, HFA Medical Group
- Matthew Draper, MSN, RN, FNP-C, Emergency Department
- Rachel Heselschwerdt, MSN, RN, Women and Children Services
- Charlene Moore, MSN, RN, L&D Triage
- Hannah Oberst, MSN, RN, Peri-Op
- Glynda Oxender, MSN, RN, Emergency Department
- Kari Stripp, MSN, RN, Day Surgery - Perioperative
- Bryn Trudell, MSN, RN, Pre-Admission Testing
- Courtney Weyenberg, MSN, RN, CPHQ Case Management
- Jennifer Woeber, MSN, RN, Performance Excellence

Nursing Excellence Award Ceremony, May 2022

The annual HFJH Nursing Excellence Awards recognizes the clinical excellence our nurses bring to patients every day. This unprecedented time has truly shown each of us what it means to be a health care employee, a humanitarian, an advocate and, most importantly, a nurse. The Nursing Executive Team and Shared Governance Coordinating Council were honored to present the 2022 Henry Ford Jackson Hospital Nursing Excellence Awards virtually in May. Congratulations to the winners:



- Innovative, Efficient, and Affordable Care Award: Brooke Blair, BSN, RN
- Georgia R. Fojtasek (GRF) Leadership Award: Courtney McIntosh, MBA, MSN, RN
- DAISY Leadership Award: Jennifer Morse, BSN, RN, CMSRN
- DAISY Team Award: Comprehensive Blood Culture Case Review Group

Nursing Excellence Award Honorees

- Clinical Practice, Safe Care, and Best Outcomes Award: Brittany Ojeda, BSN, RN, CNOR
- Compassion, Commitment and Patient Advocacy Award: Rita Alcaraz, RN, CCRN
- Dedication to Nursing Practice Award: Deann Crawford, RN
- Advanced Practice Nursing Award: Jessica Hull, MSN, RN, PMH-NP

DAISY Award 2022

- January: Sherry Caldwell, RN, Senior Health Center
Janelle Hueber, BSN, RN, 7T
- February: Adrienne Cognata, BSN, RN, SANE-A, SANE-P, ED
Felicia Thomas, RN, Behavioral Health
- March: Audra Salyer, RN, Digestive Health
Sydney Sherry, BSN, RN, 6SE
- April: Lisa Garner, RN, Perioperative Services
Anna Winklepleck, RN, 5 South
- May: Jill Marshall, MSN, RN, NP, Pain Clinic
Megan Grammatico, RN, 6T Medical Universal Bed
- June: Joy Gebhardt, BSN, RN, Hospice In Home
Riya Dcunha, BSN, RN, 7T Neuroscience Universal Bed
- July: Lisa Stevens, BSN, RN, Critical Decision Unit
Karie Thornton, BSN, RN, 4T Surgical Universal Bed
- August: Billie Phipps, BSN, RN, Cardiac Cath Lab
Hailey Aguillon, BSN, RN, 4T Surgical Universal Bed
- September: Anita Brown, BSN, RN, Pain Clinic
Breanna Whitney, BSN, RN, 7T Neuroscience Universal Bed
- October: Heather Shedd, RN, Cardiovascular Recovery Unit
Amanda Dominique, BSN, RN, 4T Surgical Universal Bed
- November: Jamie Steele, RN, 7S
Paige Mossolle, RN, ED
- December: Lindsey Payne, LPN, WCS
Tammy Hadden, RN, ASC

Honey Bee Award

- January: Jake Simmons, Tech, Cardiac Cath Lab
Roshawn Williams, CAN, Joint Replacement Center
- February: Kimberly Mamo-Rennert, Tech, Behavioral Health
Ashley Barota, CAN, 6th Floor
- March: Dave Richard, Tech, Emergency Care
Samantha Striegle, CAN, 6 North West
- April: Lennard Johnson, Tech, Behavioral Health
- May: Beau Horseman, Tech, Emergency Care
Magdalena Delarosa, CAN, 6 South East
- June: Mari Lamb, Tech, Emergency Care
James Tryon, Tech, 6T Medical Universal Bed
- July: Eli Weeks, Tech, Emergency Care
Nick Nichols-Roehm, CAN, 5 South
- August: Kylee Saucedo, Tech, Digestive Health
Cherie Bacon, Tech, 7T Neuroscience Universal Bed
- September: Ashley Hill, Unit Secretary, 7T Neuroscience Universal Bed
Brenda Mohr, Tech, Critical Decision Unit
- November: James Blaschko, Unit Secretary, 5T Cardiology Universal Bed
Lisa Miller, Unit Secretary, 4S/Women & Children
Brianna Huffman, CAN, Perioperative Services
- December: Caroline Riley, Tech, 6T Medical Universal Bed
Derek Douglass, Tech, Critical Decision Unit

Healthcare angels

Congratulations to HFJHRNs: Yvonne Crawford, BSN, RN, CMSRN; Carols Riddle, BSN, RN; Jamie Veith, BSN, RN, CNOR; and Michelle Walker, MSN, RN, CNP, who were recognized as Health Care Angels by *Jackson Magazine*. The publication honored health care workers in the county who go beyond the normal scope of duty to provide outstanding care for patients.



Continuing education

Based on feedback from the 2022 needs assessment, HFJH unit educators facilitated an Orthopedic Skills Fair that was held over two days in October. Eighty-five staff members from the inpatient and outpatient settings, and across various job roles, attended to learn how to take care of our orthopedic patients. A multi-disciplinary attendance was present including physicians, APPs, PTs, OTs, managers, CNS, RNs, LPNs, CNAs and MAs.





Henry Ford Kingswood Hospital

Henry Ford Kingswood Hospital (Kingswood) is a standalone psychiatric hospital serving adults, teens and children in metro Detroit and Jackson County. Kingswood has 98 inpatient beds specializing in the care of adults and pediatric and older adult populations. Proudly serving the community since 1966, the hospital's team provides comprehensive inpatient psychiatric care including a Psychiatric Intensive Care Unit and Michigan's only designated inpatient psychiatric COVID unit devoted to care of patients in need of psychiatric care and testing positive for COVID-19.

A message from our Director of Hospital Operations and Nurse Executive

Dear team,

Behavioral Health is a field like no other. It requires patience, understanding and courage, all skills that are not easily taught given the complex care and compassion our patients require. However, when I walk the halls of Kingswood each day, I see each one of our team members exhibiting these characteristics towards each other and, especially, towards our patients.

I am immensely proud and privileged to lead our clinical teams. During 2022, our nurses truly demonstrated a commitment to quality, collaboration and care in their work. Our newly formed shared governance group learned the benefit of working together to solve problems and initiate change, staying focused on improving the patient and staff experience through embracing evidence-based care and forward thinking. We also focused on stabilizing, and then growing, giving me so much to look forward to in 2023.

Thank you, Kingswood team, for allowing me the honor of leading with you.



Emily Sexton RN, MSN, NE-BC
Director of Hospital Operations, Nurse Executive
Henry Ford Kingswood Hospital

Looking ahead

The team at Kingswood spent 2022 preparing for the future. Since the announcement of the new Henry Ford + Acadia Healthcare joint venture hospital in 2020, the staff at Macomb East Behavioral Health and Kingswood have been waiting for the day when their shared missions would join. While construction delays caused plans for opening in 2022 to be pushed back a year, a groundbreaking was able to be hosted in Fall 2022 for the new Henry Ford Behavioral Health Hospital – West Bloomfield.



Several months later, Macomb East and Kingswood teams officially became one at the Kingswood site, increasing capacity to care for patients. The melding of the two, with one purpose, has allowed them to grow their care and resources by adding an older adult unit, along with improving operations around the care of inpatient psychiatric patients with COVID-19. In addition, the merging of the two building's cultures has allowed for increased collaboration and resources, as well as has brought best practices from both sites into one care model.



Safety training for all

Welle, Behavioral Safety Management for Healthcare is a course in safety and relationship building that takes a holistic approach and treats the whole person or situation. Specifically, it addresses why agitation occurs and what environmental, social or behavioral factors contributed to the escalation in the hopes to prevent it in the future.

The Lalemand Behavior scale		HENRY FORD HEALTH	
Change in behavior	Form of reaction	Stage of stress	Response from medical team
Agitated	Pacing, fidgeting, rapid breathing, crying, yelling	I'm distressed	Find the distress and relieve the distress <ul style="list-style-type: none"> • Calm, safe • Reduce noise levels • Offer reassurance • Observe and monitor • Document and report
Disruptive	Talking, refusing, arguing, name calling	Play attention	Stop actions, set limits and relieve distress <ul style="list-style-type: none"> • Calm/Relax • Set limits • Redirect/Redirecting • Offer reassurance • Document and report
Destructive	Throwing a lamp, kicking a chair, (destructive, gross, name calling)	Losing control	Keep everyone safe <ul style="list-style-type: none"> • Remove others and who remains? (protect staff) • Call for help • Check for your own health/safety • Document and report
Dangerous	Hitting, kicking, biting	Out of control	RECALL: Stop, help everyone safe <ul style="list-style-type: none"> • Call for help • Document and report • Check for your own health/safety • Document and report
Lethal threat	Threat of homicide/usable weapon	Stop me	Stay "Don't Ask" <ul style="list-style-type: none"> • Stay calm • Document and report • Call for help • Check for your own health/safety

In 2022, Kingswood expanded on the advanced Welle training for high-risk courses by adding two-hour drop-in sessions for employees, as well as high-risk initial and recertification classes on Henry Ford University so all Henry Ford Health team members in the system could attend. Overall, the hospital held more than 100 high-risk Welle training classes and instructed over 300 employees in advanced Welle.

Furthermore, changes were made to clinical care by integrating Welle language into medication orders and protocols, allowing improved communication between departments on patient behaviors and encouraging shared language between disciplines, resulting in improved interventions and safety.

Going green

To enhance the use of their outdoor space, Kingswood team members were surveyed on their preferences of what should be included in an on-property community garden, as well as being involved in its tending to and programs surrounding what it would offer.



Once it was planted, Kingswood's inaugural garden featured raised garden beds for each of the six nursing mods and each hospital department. Planned activities focused on wellness and teamwork, while also providing healthy produce to team members, patients and visitors. To assist with planning of subsequent gardens, the active horticulture committee took note of what items were most popular. This included sunflowers and our taste and smell sensory garden featuring mint, basil, thyme and rosemary.

Recognitions and awards

Kingswood has a long history of celebrating our care and each other. In 2022, Jeffrey Young was named the DAISY Award winner and Behavioral Health Technicians Jamal May (on left) and Maurice Dunigan (on right) were the year's Honey Bee recipients.



Giving back

Through a delicious bake sale and donations, the Kingswood team raised more than \$1,000 for the System's Heart Walk. In addition, Kingswood hosted several clothing drives to help not only keep our patient clothing closet stocked, but also make patients feel more comfortable while in our care and prepared for discharge.



Henry Ford Macomb Hospital

Henry Ford Macomb Hospital (HFMH) is a health care organization serving the 880,000-residents of Macomb County, Mich. and surrounding areas. Founded in 1899 by the Sisters of Charity of Cincinnati, it became fully owned by Henry Ford Health in 2007. Offering comprehensive acute and tertiary care, our 361-bed hospital also provides advanced level emergency and trauma services, minimally invasive surgery and leading diagnostic imaging services and capabilities. Specialty services include: heart and vascular, cancer, a birthing center, an inpatient rehabilitation unit and advanced neuroscience and orthopedic care.

HFMH's quality and patient safety recognitions include several service line specific Joint Commission certifications, as well as the highest ratings from professional societies and insurers.

A message from our Vice President of Operations and Chief Nursing Officer

Dear Colleagues,

On behalf of Henry Ford Macomb Hospital, I am pleased to share our 2022 Nursing Annual Report, a summary of our team's great progress and achievements over the past year.

In 2022, beyond providing excellent clinical care, we put renewed emphasis on the patient care experience, implementing a bedside shift report and committing to hourly and nursing leadership rounding. We continued our work with the Jean Watson Caring Science model while advancing in our journey to achieve Magnet® designation. Most notably, we did a lot of behind-the-scenes preparation in anticipation of the move into our new patient tower in 2023, which will allow us to provide the best possible environment for advanced care and healing.

We have an exciting and challenging year ahead. Our nurses, as always, are at the core of our success. I am proud of our team and know that, together, we will continue to achieve remarkable things.

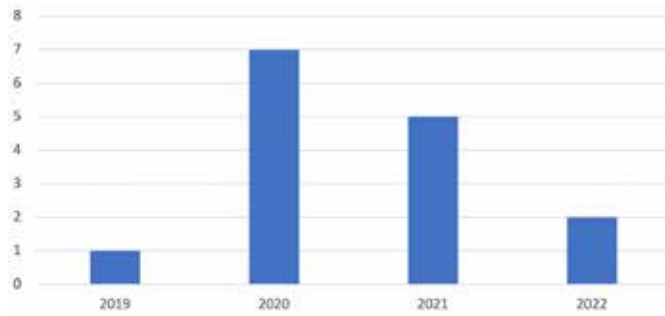


Michael J. Markel Jr., RN, MSN, MSBA, FACHE
Vice President of Operations and Chief Nursing Officer
Henry Ford Macomb Hospital

Empirical outcomes

Enhanced patient safety: PICC appropriateness

In 2022, we submitted a project on peripherally inserted central catheter (PICC) appropriateness to the Henry Ford Quality Expo. In our submission, we explained that in 2020, the HFMH central-line associated blood stream infections (CLABSI) rate, and the overall PICC usage, increased. In response, the following year, we focused on accessing every patient for PICC appropriateness prior to insertion.



In 2022, based on the data gathered, we were able to create a safer patient experience, reimagine what success would be to the team and learn from previous experiences. Further, we found that a standardized process featuring daily accountability for all decisions made was pivotal to the sustainment of this initiative. Monitoring the appropriate use of PICC lines led to a decrease in lines inserted which, in turn, resulted in equipment cost savings and, more importantly, decreased CLABSIs, which improved patient safety. As a leader within the Michigan Hospital Medicine Safety Consortium, HFMH has shared best practices with hospitals across the state.



Diabetes Prevention Program helps prevent or delay diabetes

The work of Henry Ford Health's Diabetes Prevention/Medicare Diabetes Prevention program (MDPP) reaches the local community and specific priority populations who are at risk for diabetes. In 2022, the MDPP program launched 11 cohorts, reaching 125 participants to prevent or delay the diagnosis of Type 2 Diabetes.

The program retained "Full Plus" recognition based on participant outcomes, a level of recognition only 1.3 percent of organizations across the country have maintained. As an MDPP supplier of the initiative, we continue to provide this benefit of diabetes prevention to our Medicare population at risk, and can currently bill for these services provided to Medicare enrollees.

Faith Community Nursing promotes healthy congregations

Through our Faith Community Nursing Networks, we support the work of the Faith Community Nurses (FCN) and Health Ministers with trainings and support meetings, mentoring them in promoting healthy living to their congregations. In fall 2022, we hosted a day-long retreat for our community FCNs.

Henry Ford Health hosts a documentation system for FCNs that is used across the country. During the year, we saw an increase in subscriptions to the system and our current project, with subscribing networks across the country, is an enhancement to the social determinants of health screening tool, which connects needs to resources and calculates cost savings and avoidance.

HFMH nursing team wins research award

Geriatric CNS Taylor Long, DNP; Trauma Injury Prevention Coordinator Stephanie Booza, MSN, RN; and Lauren Turner, DO, submitted a research study on geriatric trauma patients for a poster presentation at the Society of Trauma Nurses' TraumaCon 2022. The research ranked among the top three abstracts and was chosen for an oral presentation at the conference. Stephanie attended the April event in Las Vegas and presented the research on behalf of her colleagues. They were awarded "Best Oral Research Presentation" for Outcomes Associated with Using the ISAR.



Transformational leadership

Innovative surge unit kept surgeries going during pandemic

Throughout the COVID-19 surge that filled many of our hospital beds into the early months of 2022, our surgical services team ran our pre- and post-surgical schedule in a newly created "surge unit" to accommodate an extended stay and overnight "inpatient" unit on our second floor. This allowed us to continue to provide surgeries here at HFMH.

Staff from the first and second floor pre/post-op areas combined efforts and voluntarily switched to 12-hour day/night shifts to provide 24/7 care. Patients who had any type of surgery with high probability of going home the next day would stay with us. This included, but was not limited to, general surgeries and joint replacement.

The surge unit also housed many of our catheterization lab extended-stay holders, which allowed the cardiac telemetry unit to admit patients who needed telemetry from the ER. When ICUs were at capacity, the surge unit held ICU patients and cared for them accordingly.

Once operations returned to normal, our surge unit performed a soft shut down. Pre- and post-operations went back to their locations and staff returned to their respective units. As a long-term result of this project, we continue to work with our joint and back partners to meet discharge criteria in our PACU to help prevent admissions. Pain management and ambulation prior to discharge has been key.

Dedicated CVICU launched



During 2022, the Unit 2500 SICU at HFMH was reconfigured into two separate and distinct units with distinct operations and dedicated staff: a closed 12-bed Cardiovascular ICU (CVICU) and 12-bed Surgical ICU.

The new CVICU specializes in adult cardiac surgery, thoracic surgery and cardiology and vascular care. This facilitates the proper and efficient utilization of cardiothoracic and cardiovascular critical care beds and helps to provide quality, safe and consistent standards of care. Its launch included internal and external recruitment to fill RN and APP positions, a comprehensive orientation and training program and professional development opportunities.

The CVICU is the first specialty ICU at the hospital and serves as the blueprint for future specialty units as we transition into the new patient tower, expanding from 48 ICU beds to 60.

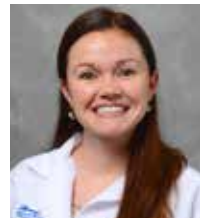
Input on the new patient tower



Our nursing staff has been proactively involved in plans and designs for the new 160-room patient tower that opened in spring of 2023. As a direct result of their tour of mock patient rooms, and the feedback they provided through surveys and workshops on room layout, design and workflow, changes to the architectural plans were made. This project also gave HFMH Nursing an opportunity to rebuild and restructure the design of the staff collaboration center and support areas to provide our patients with the safest and most efficient care.

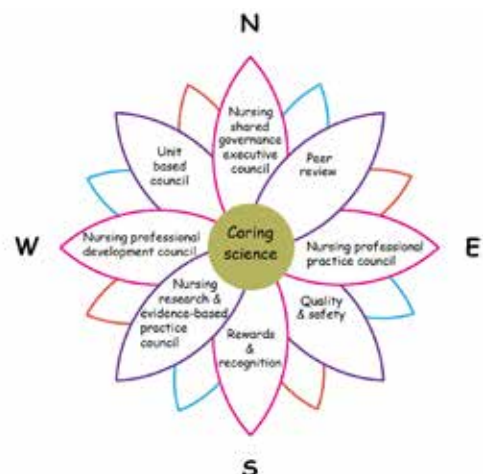
Long appointed to Michigan Board of Nursing

Taylor K. Long, DNP, a geriatric clinical nurse specialist at HFMH, was appointed to the Michigan Board of Nursing to represent clinical nurse specialists for a term that started Oct. 18, 2022. It will expire on June 30, 2026.



Structural empowerment

Our nursing care practice model at HFMH is built upon Jean Watson's Caring Science theory and philosophy. Our healthcare environment focuses on caring for the mind, body and spirit of the patients and each other. The symbol of this theory, the lotus flower, is integrated into our Shared Governance Council logo design with each petal representing elements of our professional nurse practice environment.



New model for Nursing Shared Governance

Two models were presented for staff to vote on for the new Shared Governance model, which was rolled out in April 2022.

Nursing Process and Councils

- Shared Governance Executive Council oversees the structure and councils.
- Peer Review evaluates quality and appropriateness of nursing care provided to patients.
- Professional Practice Council implements and maintains standards of clinical nursing practice and patient care consistent with evidence-based practice and requirements of regulatory agencies.
- Quality and Safety reviews appropriateness and effectiveness of the care provided by the nursing staff while assessing and ensuring compliance with established standards of care and practice.
- Rewards and Recognition seeks to appreciate the nursing staff whose commitment to caring is demonstrated by exemplary nursing practice that results in improved healthcare outcomes of patients.
- Research and Evidence-Based Practice Council facilitates new research and advances the professional practice of HFMH nurses.
- Professional Development Council, formerly known as Education Council, collaborates and creates education based on the needs of nursing.
- The Unit Council identifies issues related to nursing practice and patient care and develops a plan to improve outcomes at the unit level.



Professional Nurse Advancement Program (PNAP) awardees, 2021 to 2022

Level 1

Mong Tuyen Ching, Unit 45
Dave Dywer, Unit 32
Amanda Fuga, Pre/Post-op

Level 2

Kathlynn Caffrey, Unit 1 East
Emily Chisholm, PICC Team
Marisa DeVuyst, ED
Dee Anna Kavalick, Unit 45
Ashley Kerpet, Unit 35
Denise Lobkovich, Unit 45
Emily Lowry, WOCN
Monica Moorehead, Unit 32
Alexandra Noga, Unit 1 East
Yvonne Parry, Unit ED
Allyson Stickley, Unit 32
Louise Stuart, Unit 44

Joan Van Heck, WOCN

Level 3

Stacy Abraham, Nursing Education
Stephanie Booza, Trauma Services
Sue Bott, Nurse Educator, Pre/Post-Op
Tanya Carper, ED
Sheila Meshinski, Nurse Educator, ED
Wendy Spilko, Nursing Education

Level 4

Gina Aquino, Performance Management/Ambulatory Services
Jennifer Davies, Clinical Nurse Specialist
Kristen Ludwig, Clinical Nurse Specialist

Exemplary professional practice

Nursing Professional Practice Council

Our frontline nurses identify and influence their practice through our Nursing Professional Practice Council. In 2022, the Council: helped create patient welcome kits and “belongings” signs; assessed several Tier 1 and Tier 2 policies and products; continued collaboration with our medical staff regarding HALO communication; provided feedback on Epic updates and contributed to the creation of the “Save Work” function in there; reviewed and made suggestions on medication safety education and assessed Care Experience metrics; gave guidance regarding legal support of RNs; provided feedback about Hospital Acquired Pressure Injury cases to Quality Services’ Risk Management team; and partnered with Father Tom Nguyen to improve the Advance Care Planning process.

Caring Science art creation session

As part of a Caring Science workshop, our nurses helped create permanent, large-scale artwork using the PIXEL technique, that will decorate the lobby of the new patient tower. Each painted cotton “dot sheets” with acrylic paint during a creation session. Later, artist Doug Jones applied the sheets to thin, lightweight aluminum before adding layers of an automotive topcoat.

Up close, the finished large-scale work appears to be an abstract. However, the further you step away, the more the central image comes into focus.



Nurse demonstrates clinical excellence

"The patient was experiencing confusing symptoms that masked the major problem. Symptoms worsened, Electrocardiogram and chest Xray were unremarkable. Kara Theut, RN from Unit 2800, picked up on subtle changes and took the opportunity to teach her orientee how to do a thorough cardiac assessment. She picked up on muffled heart tones, notified the pediatrician and an echocardiogram was ordered showing large pericardial effusion with beginning signs of pericardial tamponade. Patient was transferred by Children's Hospital Critical Care Air Team. This is not the first time Kara has caught a major cardiac concern in a child."



Nurse is "a natural healer who truly cares"

"Marcus Porter, RN from Unit 3200 is a natural healer who truly cares. He held my hand every morning. He walked into my room and told me, 'I'm getting you out of this bed.' When I played gospel music to lift my spirits, he would smile and dance along. It kept me going, kept me alive. He saw me decline each day but pushed me to breathe. He became family, sharing with me about his four kids. When my oxygen level dropped dramatically, Marcus rushed me to the ICU. Before he left my room, I felt him squeeze my hand, look at me and tell me I was going to be alright. Those words pushed me past my pain. The grip in my hand from him gave me life."



New knowledge, innovation, and improvement

Code Lavender is there for team members

Code Lavender, an immediate, confidential response for any staff member having an emotional or stressful event, was implemented at HFMH in May 2022. It allows for a pause to a difficult situation to provide the employee a healing moment to acknowledge and process their emotional response to what is taking place. The response team is an interdisciplinary group comprised of holistic nurses, spiritual care, leaders and volunteers. Twenty Code Lavenders have been called at HFMH since it was introduced, with team members meeting quarterly to review data and process improvements.

Holistic responses

Team members participate in monthly journal clubs, which are open to all RNs, and a leadership book club where they learn skills such as diaphragmatic breathing, tapping, guided imagery, what a caring relationship means and how to connect with individuals. This year, these modalities were presented at COLT (Culture of Outstanding Leadership through Teamwork), our leadership training workshop.

Interventional RN role in stroke thrombectomies

Thrombectomies were a new service offered at HFMH in 2022. Interventional Radiology (IR) nurses completed special training in the Henry Ford University stroke curriculum, which is required annually; Epic training, to document appropriately; and an open forum at our weekly huddles to better educate.

The primary role of the IR nurses during a stroke thrombectomy is documentation of times, an important step in becoming a certified stroke center. Multiple times are needed: ER door to groin time, groin puncture time, first stent deployed and stent retrieval. All times are documented in Epic for future collection. The IR RN is key to communication with ER, CT and ICU. In the room, they support the team in opening supplies and monitoring pressure bags every four minutes. They also assist with patient transfer to table, patient prepping and placement of monitors on patient. Once the thrombectomy is complete, the IR RN travels to CT for the post-thrombectomy head CT, then transfers and hands off to ICU.

Preparing for the RSV surge

In response to the surge of hospitalized pediatric patients in Michigan with respiratory syncytial virus (RSV) that began in Oct. 2022, HFMH implemented a multidisciplinary incident command team. Bi-weekly meetings centered on RSV activity at the hospital and highlighted the volume at neighboring hospital systems. The team focused on education, providing equipment and preparing staff for the increased pediatric volume.

New technology and equipment, such as the Masimo Bluetooth monitor and additional computer workstations, were purchased as part

of the mini-monitoring station on our Women's and Children's Health unit. Float pool patient attendants and unit nursing assistants received education about pediatric respiratory complications which helped them to monitor pediatric patients from the mini monitor station.

Adult care nurses from Rapid Response, ICUs and OR received PALS training to prepare them to assist the Women's and Children's unit. RNs and nursing assistants from the unit and the ER practiced mock code scenarios and attended a full-day pediatric respiratory validation day. This included a respiratory sound lab, review of emergency equipment and hands-on training with Airvo high flow oxygen delivery systems.

The Macomb incident command reported out to Henry Ford Health's system incident command and also worked with Medstar EMS and mobile health provider to prepare transfer teams for Airvo oxygen delivery use in pediatric critical care transport.

Recognition and awards

2022 Daisy Team Awards

Emergency Department
Unit 3500 ICU



2022 DAISY Award winners

Marcus Porter, RN, Unit 300
Mike Manczyk, RN, Unit 2500 and Kara Theut, Unit 2800
DaFang Li, RN, Unit 3300

Trauma Nurse Excellence award

Congratulations to Josh Clark, RN, nurse manager of Unit 4400, who was presented with the 2022 Trauma Nurse Excellence award. This annual accolade is given by the Trauma team to a person who has made special contributions to the enhancement of injury care at HFMH.

Honey Bee Award winners

Tami Roberts, Unit 3400
Trpana Denkovska, Unit 4500
Audra Brozowski, Unit 3100

In the community

In 2022, we devoted time to our Magnet® journey and provided seamless, exemplary patient care for our behavioral health patients throughout the Mt. Clemens campus closing activities. Our trauma team gave community fall prevention education and our Birthing Center employees provided baby car seat checks and piloted TEAMBIRTH huddle boards in patient rooms. We also planned several fun events like Nurses Week and wreath and pumpkin decorating contests.

From the heart

Our nurses supported the American Heart & Stroke Association Heart Walk with a team that sold t-shirts at the hospital, raising more than \$6,000. Some also participated in the 5K held the day of the Heart Walk. In addition, NPs promoted heart health by wearing red during Heart Month.



NPR grads

At HFMH's nurse resident graduation, they presented their evidence-based research projects and received their certificates and pins.



Outdoor drop-in yoga offered to staff

A new offering for nurses and other staff in 2022 was drop-in yoga classes, held just outside of the hospital.





Henry Ford West Bloomfield Hospital

Henry Ford West Bloomfield Hospital (HFWBH) is a 191-bed hospital, with all private rooms, located in West Bloomfield, Mich. The hospital is focused on providing the highest quality clinical care, following a more than 100-year tradition of one of the country's premier health systems. Staffed by physicians from Henry Ford Medical Group – a group practice with a mission of clinical excellence, innovation, research and advanced medical education, and physicians from the community – HFWBH delivers comprehensive, advanced care and is recognized for cardiac care, neurosciences, orthopedics, oncology and women's and children's health.

A message from our Chief Nursing Officer and Vice President, Patient Care Services

Nursing Colleagues,

I am honored to lead our team of outstanding nurses at Henry Ford West Bloomfield Hospital (HFWBH). This annual report serves as a compilation of the high-quality care our talented and compassionate team members deliver to our patients, and the outstanding ways in which they are advancing our profession through research and education each day.

At HFWBH, our nurses provide compassion driven care to patients and families from diverse cultures and locations all around the world. This work is accomplished through our shared governance structure and consistent pursuit of nursing excellence. Nurses are encouraged to fulfill their professional obligation of ongoing learning through our various committees, such as the Nursing Quality Council and Nursing Practice Council, as well as our many opportunities for research or additional nursing certifications and training. This culture of continuous improvement allows us to build a foundation of evidence-based practices in order to deliver the highest quality care to our patients.

I am proud of our nurses for their high level of clinical skills but, more than that, I am proud of their unwavering commitment to their patients and fellow team members. Throughout my time at HFWBH, they have each demonstrated resilience, empathy and innovative thinking and I look forward to watching them continue to emerge as leaders in both quality and safety.



Stefanie Roberts-Newman MSN, RN, NEA-BC
Chief Nursing Officer
Vice President, Patient Care Services
Henry Ford West Bloomfield Hospital

Empirical outcomes

Reduction of Medicare readmissions

In Sept. 2021, Deanna Hooper, MSN, RN, began a new role as Bundled Payment for Care Improvement and Readmissions Coordinator within HFWBH's Quality department. As she reviewed readmission quality data, she noted the readmission rate for Medicare patients was high at 19.9 percent.

Deanna teamed up with Associate Chief Medical Officer Monika Grewal, MD, MBA, to expand the existing Medicare Readmission Huddle to include additional interprofessional team members and action items. Together they created a new protocol which included enhanced program objectives, stakeholders, data review and a focus on process improvement and follow-up opportunities. The new huddle met for 30-to-45 minutes every week with the goal of gaining insights and recommendations from various perspectives.

They also worked on opportunities to increase referrals to "Why Not Home?" and "Mobile Integrated Health," two Henry Ford Health programs designed to provide comprehensive care to patients in their home. With the help of Case Management Supervisor Kathryn Simmons, LMSW, ACM-SW, and Clinical Nurse Specialist Angela Floyd, MSN, APRN, AGCNS-BC, they created and distributed new education materials about the programs to equip departments with better knowledge and resources to support their patients.

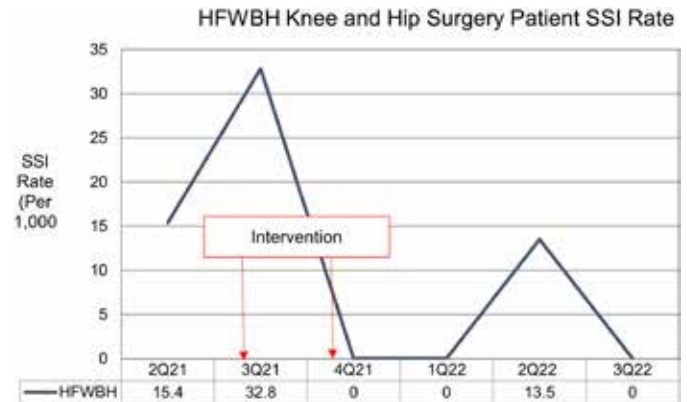
Thanks to Deanna and team's intervention, from Dec. 2021 to Mar. 2022, the Medicare readmission rate averaged 15.1 percent, a 24 percent reduction from Sept. 2021.

OR reduces surgical site infections

Following the OR department's skin prep performance audit in 2021, Nursing Education Specialist Stephanie Jewell, BScN, MN, RN, CNOR, presented the audit data and Association of Perioperative Registered Nurses (ANOR) best practices for infection prevention at the monthly OR educational meeting. A few months later, when the peri-operative services team found that HFWBH had increased their hip surgical site infection rate from 15 infections per 1,000 procedures to 32, Stephanie was well equipped with the knowledge to intervene.



Stephanie partnered with Surgical Services leadership, including Director Deborah Jenkins, MBA, BSN, RN, NE-BC and Nurse Manager James Snyder, BSN, BAA, RN, CNOR, to create and lead a group to set a new departmental standard for skin prep in the operating room that only team members, who underwent best practice training, could perform. Stephanie provided one-on-one training with each person and used a badge buddy system to identify best practice trained skin prep professionals. From Nov. 2021 to July 2022, hip surgical site infection rates decreased to zero, and remained below 15.



In Dec. 2021, Deborah worked with the orthopedic surgeons to communicate opportunities revealed from the trainings and encourage the providers to adopt the same standard of best practice for patient safety.

Transformational leadership

Professional Practice Model updated

In Jan. 2022, Chief Nursing Officer and Vice President of Patient Care Services Stefanie Roberts-Newman, MSN, RN, NEA-BC, charged members of HFWBH's shared governance councils with the task of reviewing our current Professional Practice Model (PPM), which serves as a visual guide for nursing practice by giving meaning to the work of nurses. This included both staff nurses and nurse leaders. The elevation from tasks to theory, and from skills to knowledge, provide the principles and framework for the ongoing pursuit of improving patient outcomes.

The HFWBH nursing team identified components of our nursing practice that were supported by our current model and recommended revisions as needed. From there, the team successfully created two new PPM's and presented them to the entire HFWBH nursing team for a vote.



By June 2022, the votes were counted and the councils were ready to unveil the new PPM. Developed using Jean Watson's theory of human

caring, which outlines how nurses care for their patients, the heart at the center of the compass represents our patient and family centered care which integrates the energy of the mind, body and spirit to facilitate healing. Behind our heart is a star that represents our commitment to quality and safety to our unique and diverse community that we serve. Our nurses ensure that the care being provided is meeting the requisite needs of the patient through evidence-base practice. The four corners of our compass support the star. The hands are symbolic of the many team members united to deliver care to our patients while embracing their own uniqueness and diversity. Just culture, advocacy, authenticity, shared governance and inclusivity support the way in which we interact with our patients, families, communities and our colleagues. Compassion informs our caring for others, while empowerment represents our ability to drive innovation and change to improve patient outcomes.

Mentoring plan for APRN

Mentorship is one way we create and maintain ongoing learning and professional development opportunities for our team members. A wonderful example of the relationships developed through our mentorship program is the partnership between Melissa Barach, MSN RN, AGCNS, and Director of Advance Practice Providers Todd Roark, MSN, MBA, ACNP. Melissa and Todd began their mentor-mentee relationship in Apr. 2019 when she aspired to obtain a position with the Supportive Care Team and advance her professionalism as an Advanced Practice Registered Nurse (APRN).

Melissa confided in Todd about her career goals and aspirations for the future of HFWBH's Supportive Care Team. Todd then used his internal network to connect Melissa with Taylor Brazelton, DNP, ACGNS-BC, who, at the time, was the only credentialed Clinical Nurse Specialist (CNS). She helped Melissa gather the information she needed to implement a full-practice CNS role at HFWBH. A full practice CNS is one that is credentialed and privileged to provide direct patient care, place orders for patients and prescribe and bill for services. Melissa then worked with Todd to create an evidence-based proposal for the elevation of CNS and, that June, she had the opportunity to take it to executive nursing leadership. By Feb. 2020, Melissa successfully joined the HFWBH Supportive Care Team as a credentialed CNS. Much of this work she credits to the ongoing support and guidance of her mentor.

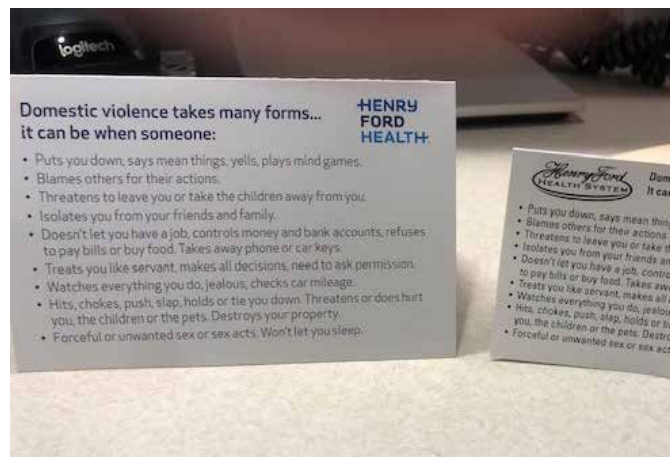
After settling into her new role, Todd encouraged Melissa to become more involved in local and state organizations for networking opportunities. As a result, and with his support, Melissa participated in the Michigan Organization of Nurse Leaders in Jan. 2022.

Structural empowerment

Domestic violence prevention committee cards

For the last seven years, HFWBH has partnered with HAVEN, a nonprofit organization that provides aid to victims of domestic violence and sexual assault, to create a hospital-wide Intimate

Partner Violence, Sexual Assault and Human Trafficking (IPV/SA/HT) Prevention Committee. This was created in direct response to the growing number of domestic violence victims in Oakland County. In Aug. 2022, IPV/SA/HT team members created pocket size cards for patients suspected or known to be victims of domestic violence. The cards contained information on what acts of domestic violence may look like and where to get help. The Committee worked with the Environmental Services team to have the cards placed in restrooms throughout the hospital and also purchased chapstick with the domestic violence hotline printed on it to provide to victims with assistance in a discreet manner.



Observing Shabbat

With the Jewish Community Center of Metropolitan Detroit (JCC), Jewish Family Services and numerous synagogues right in HFWBH's backyard, it is crucial that we deliver culturally and socially sensitive care to our Jewish patients.

In early 2022, a patient who identified as Jewish was admitted to 2 General Practice Unit (2GPU). During his stay, this patient wished to observe Shabbat, a weekly 25-hour observation that takes place from just before sundown on Friday through the completion of nightfall on Saturday. During Shabbat, Jewish people are meant to indulge in both physical and spiritual delights by doing nothing that might be perceived as work. This includes the use of electricity or cell phones, including the call light, watching television, bathing and writing.

2GPU Nurse Manager Wendy Raffin, RN, and her team quickly partnered with several interdisciplinary team members to update his care plan to reflect his kosher diet changes and provide the patient with a Shabbat kit during his stay. This included battery light candles, grape juice, gefilte fish, Kosher meals and snacks and a prayer card. The patient also was given a wash basin with water and a desk bell to call for assistance.

The team's quick action, teamwork and respect allowed him to continue to observe his religious rituals and feel supported in his religious choices.

Exemplary professional practice

Intensive Care Unit turnover reduction

In Jan. 2022, the Intensive Care Unit (ICU) at HFVBH had a 4.9 percent turnover rate, resulting in many nurses being asked to work overtime and, therefore, experiencing high levels of stress and burn out.

The ICU Unit Practice Council (UPC) decided to examine the current turnover rate and found that the onboarding process had no system in place for unit leadership to check in with new hires and that there was little opportunity for new hire feedback. By spring, the UPC had identified four tactics to improve the nursing orientation process: improving the introduction to the unit, modifying the orientation packet, scheduling touch base meetings between new hires and unit leadership and providing post-orientation surveys.



The UPC team suggested that new hires be introduced to the unit by spending their first four hours with UPC Council Member Gabe Smith, BSN, RN. During that time, Gabe would walk team members through their orientation packet and ensured they had access to all the tools necessary for success including email, human resources information and unit phone numbers. The team also added a new hire checklist to the orientation packet to make the onboarding process more productive and efficient. This same document was given to unit leadership to use during their touch base meetings, which were scheduled to take place every seven-to-10 days as an informal check in and a way to build a relationship between the new hire and their leadership. Finally, following their orientation process, new hires were asked to complete a survey on their experience, allowing the team to receive valuable feedback in real time.

With these interventions in place, the ICU team saw an average turnover rate of only 0.5 percent from April to September 2022.

Leading the way to zero HAPIs: enhanced pressure injury prevention

Hospital acquired conditions, such as pressure injuries, are known to increase hospital lengths of stay and use resources, including dressings, treatments, medications and nursing care time, that contribute to increased healthcare costs. These hospital-acquired pressure injuries, or HAPIs, directly impact patients pain levels, worsening quality of life, psychological trauma and an increased risk of mortality.



As a nurse and unit educator currently working in the Medical ICU (MICU), Gabriel Smith, BSN, RN, recognized an urgent need to address the number of HAPIs that were occurring in his unit. With the help of John Roberts, BSN, RN, NE-BC, and Angela Floyd, MSN, APRN, AGCNS-BC, CCRN, SCRN, he quickly jumped into action by developing a plan to better care for the patients. He started with a search of existing literature to gain knowledge of the practices and protocols that were being used at other institutions nationwide. Once completed, he realized that, even though the evidence-based practices of the nurses in his unit was consistent with the literature, there was still more that could be done.

Gabriel's action plan called for an innovative approach to enhancing patient care by implementing an "Enhanced Pressure Injury Prevention Protocol" for the patients in the MICU. His initiative included: establishing a turn team who utilized Braden scores to identify patients that needed to be on the enhanced protocol; the use of preventative multi-layered soft silicone foam dressings, Sacrum Allevyn; and the limitation of time spent in a neutral supine position.

By establishing a turn team, nurses could ensure that patients would be repositioned quickly, even during the busiest times of their shift.

Prior to Gabriel's initiative, there were 10 HAPI's reported in the MICU from Nov. 2021 to Jan. 2022. During the implementation of his enhanced protocol, which was from April to June 2022, the MICU had zero reportable HAPIs with an estimated cost savings of \$107,080.

New knowledge, innovation, and improvement

Reducing cesarean birth rates

In 2021, Labor, Delivery, Recovery and Postpartum (LDRP) had an average 32.2 percent of first-time mothers undergoing cesarean deliveries, a number both higher than the hospital goal of 23.6 percent and higher than averages seen in years prior.



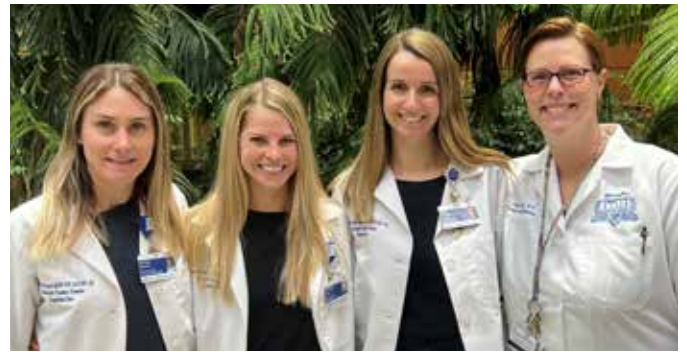
The team began developing a labor support hands-on training that was attended by the entirety of the HFWBH Labor and Delivery nursing team at the 2022 LDRP RN Skills Fair. The program received positive feedback and encouraged the team to try new techniques with their patients.

Following, HFWBH Clinical Nurse Specialist Trish Klassa, MSN, RN, CNS-BC, shared the outcomes of this curriculum with several professional organizations, including Maternal Child Health and the Obstetrics Initiative committees. They also discussed each NSTV (nullip, term, singleton, vertex) cesarean delivery to identify if it met the American College of Obstetricians/Gynecologists criteria and shared research. From there, they identified any opportunities that could prevent future cesarean deliveries under those same circumstances. Finally, the team increased awareness of rising cesarean delivery rates by publishing monthly NSTV cesarean delivery rates per provider to help them see where they stood in relationship to their colleagues and Henry Ford Health's goal.

Due to their interventions, LDRP saw a decrease in first-time mothers undergoing cesarean deliveries, averaging 25.7 percent in 2022. The team demonstrated consistency in their proactive efforts to encourage vaginal deliveries and continue to see downward trends.

Supportive Care Team

Approximately two million patients encounter hospital readmissions, which can cost hospitals thousands of dollars and are usually highly preventable, each year. As our own rates at HFWBH began to climb, it was clear something needed to change. Although there was a Supportive Care Committee in place, they only met once a month and there were not any dedicated interventions, teams or practices in place to support this patient population in the clinical setting.



At the end of 2020, HFWBH received approval to hire three advanced practice providers (APP) and create a designated Supportive Care Team to provide comprehensive inpatient consults and interventions to address patient's unmet needs. By early 2021, the team had two certified nurse practitioners, Katherine Stahl, DNP, AGPCNP-BC, and Marie Di Ponio-Hohl, MSN, AGPCNP-BC, and one clinical nurse specialist, Melissa Barach, MSN, AGCNS-BC. Together they quickly assembled and submitted a literature search request to find the best evidence-based practices for Supportive Care and held several meetings with interdisciplinary HFWBH team members to create a process designed to mitigate readmission rates.

Equipped with their new knowledge, the team successfully formulated a new practice process using the Epic Risk of Unplanned Readmission Model to identify patients at high risk for 30-day readmission as indicated by an Epic Readmission Risk score of 25 to 30. From there, they provide a Supportive Care consultation that includes a comprehensive chart review of inpatient and outpatient health records and a visit with the patient and family members to identify their unmet needs or barriers. The team also connects the patient with existing resources through inpatient consultations and ambulatory referrals to specialty services, as well as coordinates care between service areas via meetings, phone or the electronic health records. When the patient is discharged from the hospital, they are provided with a direct phone number to the Supportive Care office and receive a phone call from a member of the care team three days post discharge.

The number of Supportive Care consult orders and buy-in from clinical team members have steadily increased since its inception. From Feb. 2021 to Aug. 2022, Supportive Care completed approximately 900 consults with demonstrated tangible and intangible benefits for patients, families and the clinical team. Patients seen by Supportive Care during this time had an approximately eight percent decrease in their 30-day readmission rate and patient satisfaction scores higher in five of the seven domains in the HCAHPS Survey.

Recognition and awards

DAISY Award recipients

Jennifer Furstenau, Diagnostic Holding
Joseph Anderson, Garden GPU

Mihaela Vehapovici, Diagnostic Holding
 Sheena Catinella, 2GPU
 Julie Bays, L&D
 Tiffany Graves, 3A
 Lauren Hyink, 2GPU
 Kimberly Buatti, L&D
 Prisca Onwenu, SICU
 Doina Robaciu, Diagnostic Holding

HFVBH nurses honored by the National Emergency Nurses Association

Lifetime Achievement Award: Kim Johnson, RN
Rising Star Award: Tori Guyton, RN
Nursing Leader Award: Sue Beebe, RN

Congratulations to the following SOAR Department Award winners

Garden GPU
 Labor and Delivery

Nurse Residency Program graduates of 2022

Maya Gren ADN
 Julie Horgos RN, BSN
 Lauren Hyink RN, BSN
 Christina Mahs ADN
 Melanie Mattie BSN, RN
 Sierra Tinglin-Maurer ADN
 Runa Mcnair ADN
 Madisyn Schultz BSN, RN
 Ernestina Tetteth BSN

In our community

Juneteenth in the WB

In June, HFVBH was a proud sponsor of the “Juneteenth in the WB” event. The family-friendly event is held annually to commemorate Juneteenth National Freedom Day and celebrates our community’s diversity and strength. Hospital President Shanna Johnson gave opening remarks while HFVBH nurses Prisca Onwenu and Deanna Hooper provided blood pressure checks for local community members.



Summer on the Bank

HFVBH teamed up with WB Parks and participated in the Summer on the Bank Festival in July. There, children enjoyed water activities, crafts and live entertainment while also learning valuable first aid skills such as hands-only CPR.

Volunteer: Erik Neumann, RN



Making Milford Memories

For the past several years, HFVBH has been the proud sponsor of the annual Milford Memories festival. In 2022, 10 nurses volunteered their time and skills to provide first aid care to attendees of the event. From bee stings to scraped knees, our team was proud to show the town of Milford that they are Henry!



Volunteers: Achamma Abraham; Bobbi Cichocki RN, BSN; Anne-Marie Collier BSN, RN, CCRN; Jennifer Johnston; MaryLou Logar; Cathleen McCloskey MBA/HCM, BSN, RN; Cheryl McLaughlin; Kari O’Brien; Wendy Raffin BSN, RN; and Jessica Richardson BSN, RN.

Stop the Bleed training

In August, members of our nursing team joined several other hospital colleagues to provide West Bloomfield High School educators with Stop the Bleed training. Now, more than ever, this education is imperative in order to raise awareness and guide learners in basic actions to stop life-threatening bleeding in case of an emergency. Together, the team trained 120 educators and provided the school with five Stop the Bleed medical kits.



Volunteers: Courtney Artari ADN; Megan Beebe BSN; Sue Beebe BSN, CEN; Anne-Marie Collier BSN, RN, CCRN; Sara Glowzinski MSN, RN, ACNS-BC, TCRN; Eleanor Plunta ADN; Wendy Raffin BSN, RN; James Snyder BSN, BAA, RN, CNOR; and Mary Takle BSN, RN.



Henry Ford Wyandotte Hospital and Brownstown Ambulatory Medical Center

Henry Ford Wyandotte Hospital (HFWH) was established in 1926. This 360-bed acute care hospital serves the Downriver region and surrounding communities of southeast Michigan. The main Wyandotte campus features a surgery department with 11 operating suites; two endoscopic suites and a robotic surgical system; a 25-bed birthing center; an emergency department offering accredited stroke and trauma programs, as well as emergent heart care; diagnostic testing; inpatient physical medicine and rehabilitation services; adult mental health services; neurosurgical services; and physician offices.

HFWH has received prestigious honors for strictly adhering to procedural guidelines and delivering outstanding service, being recognized as Center of Excellence in the following practice areas: Cancer Care, Bariatric Surgery Center, Orthopedics Surgery Division and Spine Surgery, Breast Center – Imaging and Surgery, Inpatient Physical Rehabilitation – Stroke Specialty and Amputee Programs, and Advanced Gastroenterology.

Henry Ford Health Center – Brownstown is a free-standing ambulatory medical center that provides the Downriver and Brownstown Township communities, as well as southern Wayne and northern Monroe counties, with a wide array of patient-focused services in a convenient, easy-to-access location. Additionally, our Ambulatory Surgery Center and Emergency Department have been recognized nationally by Press Ganey for excellence in customer experience.

A message from our Vice President and Chief Nursing Officer

Dear Henry Ford Wyandotte Hospital Nurses,

I am so thankful for the outstanding work you contributed to Henry Ford Wyandotte Hospital, our patients and community in 2022. I am, in fact, overwhelmed with gratitude when I reflect upon the significant nature of your role as you cared, and continue to care, for our patients.

Please know I see you and recognize the multiple roles you play throughout the day as our patient's mentor, friend, cheerleader, teacher and advocate. You listen closely to them and recognize their needs. Most impressively, you give them and their families your incredible gift of compassion and caring each and every day.

When I look back on the year, despite our challenges, I realize we have achieved so much. We started to work towards a future as we made incredible forward movement in multiple areas in nursing. While we still have much more to do as we continue on this journey, I am pleased that we have developed the groundwork and started the effort. Most importantly, we have escalated the voice of the nurse to create a culture of support and inclusion.

Please know that while you are giving your best to our patients daily, that diligence cumulates into improved outcomes over time. This report is meant to showcase your accomplishments over this last year and I hope you read through the following pages with the same sense of pride that I have.

I personally could not be prouder to be your Chief Nursing Officer and stand with you on this journey.



Kim Meeker, MBA, RN, NEA-BC
Vice President and Chief Nursing Officer
Henry Ford Wyandotte Hospital and Brownstown

Empirical outcomes

Vertical Treatment Zone improves patient care in the Emergency Department

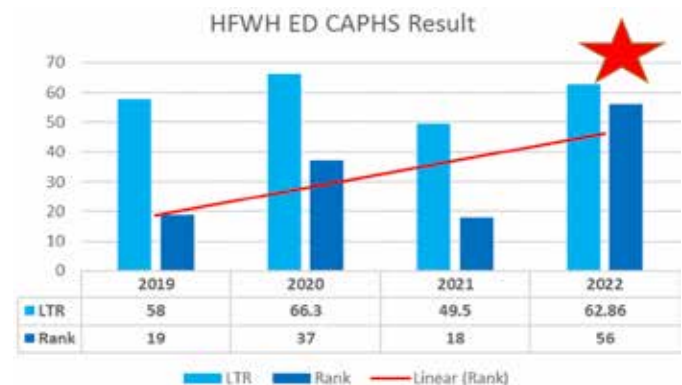
ED overcrowding, extended wait times for medical screening and evaluations can lead to serious patient safety risks. In an effort to reduce the associated risks with delays in evaluation and treatment, the ED multidisciplinary team implemented a new process for treating and evaluating patients called a Vertical Treatment Zone (VTZ).

VTZ includes the utilization of five rooms in the front of the ED, staffed with a dedicated medical provider, either a physician and/or advanced practice provider, during high ED arrival times. Patients are triaged, assessed and treatment and testing initiated. Then, the patients are escorted back to a dedicated area in the lobby to await test results.

The new process has resulted in significant improvements in physician evaluation times, length of stay, patient satisfaction and patients leaving without continuation of service (LWCS). The average LWSC (7.2021-12.2021) was 9.1 percent and was reduced in 2022 to 4.7 percent. This overall reduction equates to an additional 950 patients that received evaluation and treatment.

The median arrival to provider time was reduced from 54 minutes in 2021 to 24.5 minutes in 2022, reducing patient wait times to see a provider by 30 minutes. Furthermore, the average length of stay (ALOS) of patients in 2021 of 244 minutes was reduced in 2022 to 208 minutes, a decrease of 36 minutes.

With regards to patient satisfaction, the likelihood to recommend increased from 49.5 in 2021 to 63 in 2022. This translates to a significant increase in ED CAPHS Top Box ranking from 18 percent in 2021 to 56 percent in 2022.



Clinical Decision Unit (CDU) expedites quality care for observation patients

A CDU is an ED observation unit that provides services to emergency patients who require care that extends beyond initial evaluation and management. In Oct. 2022, the ED team opened a 10-bed unit with dedicated staff and a provider within the ED in response to prolonged ED hold times, with noted long length of stay in observation status patients.



The positive impact CDU has achieved for key metrics include:

- CDU average observation patient hours of 17.1 hours
- Overall hospital average observation hours reduced from 41.9 to 36.9 hours
- Continued reduction in Left Without Continuation of Services (LWCS)
- 20 percent reduction in ED hold hours



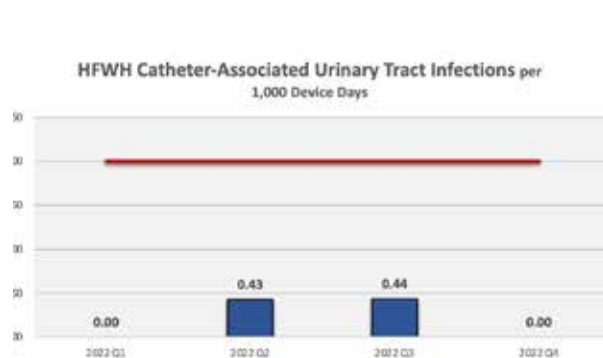
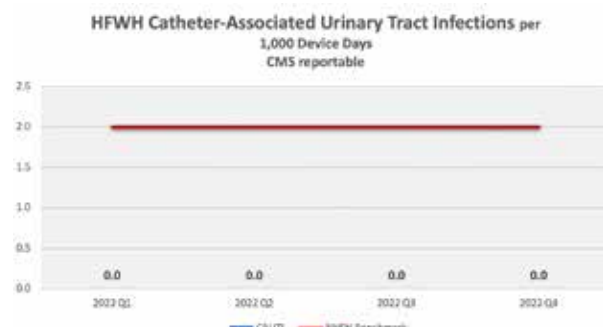
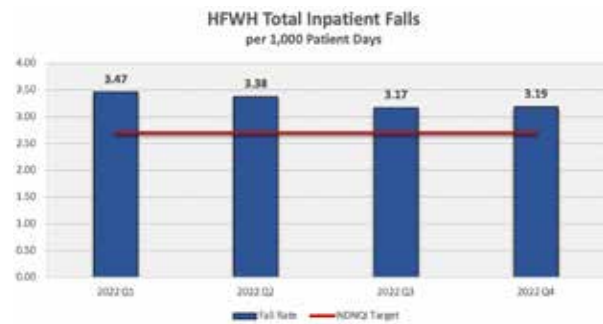
HAI taskforce: A multidisciplinary approach to improving Nurse Sensitive Indicators (NSI)

With the implementation of the HAI taskforce, there has been a noted decline in all HAIs. Most notable, there has been a dramatic improvement in CLABSI rates, with a 43 percent decrease in 2022 from 2021. Some key interventions attributed to improved results include: decreased femoral lines and overall central line days, increased Chlorhexidine Gluconate/Nozin compliance and, through Blood Culture (BC) stewardship, a decrease in BC contamination rates.

At the beginning of the year, Taskforce Director and Chair Jenny Grunwald, MS, PA-C, and Director of Quality and Co-Chair Renee Richards, MSN, RN, launched a novel organizational structure to provide a framework for transparent reporting and sharing of infection rates, preventative causes, gaps identified and best practice data to all stakeholders, including board of trustees members, medical staff members, senior leaders, management team and employees.

Their objectives will be achieved by:

- Creating multidisciplinary workgroups with key stakeholders for each type of HAI: Surgical Site Infections (SSI), Methicillin-Resistant Staphylococcus Aureus (MRSA), Clostridium difficile (C-diff), Central Line Associated Blood Stream Infection (CLABSI), Catheter Associated Urinary Tract Infection (CAUTI) and Ventilator Associated Event (VAE).
- Improving the structure of the Root Cause Analysis (RCA) process to identify gaps and include action plans with follow up as appropriate.
- Supporting the organization's Quality Management and Strategic Plan, which are used to guide the overall improvement initiatives and direct the setting of priorities.
- Nurse Sensitive Indicator benchmark data.



Transformational leadership

Visibility, Accessibility and Communication: Michigan Organization of Nurse Leaders president-elect appointment

In January 2022, our Chief Nursing Office Kim Meeker, MBA, RN, NEA-BC, was appointed as president-elect of the Michigan Organization for Nursing Leadership (MONL). Following one year in this role, Kim will serve as president for a two-year term. As president-elect, she will work with MONL in fulfilling the mission, vision and purpose of the 10,000-member nursing leader nonprofit.

Said Kim as she shared her excitement in taking on this position, "I am thrilled for the opportunity to continue to elevate nursing leadership in my new role as president-elect for the Michigan Organization for Nursing Leadership. It is truly an honor and privilege to advocate for and support our nursing professionals, especially during these challenging times."

DMAT and DOD support safe staffing

In early 2022, HFWH received a deployment of a national Disaster Medical Assistance Team (DMAT) team whose physicians and nurses were instrumental in decompressing our ED, facilitating the admission process for patients moving to floors and helping to reduce the burden on the receiving team. Following DMAT support, a group from the Department of Defense (DOD), which included nurses and doctors, were able to fulfill vacant patient care assignments based on their areas of expertise within the ED, GPU and PCU.



CNO Shadow Program

In August, a CNO shadow program was launched with Kim Meeker and our bedside nurses. Through this initiative, Kim would report to a unit, shadow a nurse, observe their barriers and challenges and look for opportunities to improve as nurses, leaders and a hospital.

When the program launched, Kim shadowed Erica Schultz on 4PCU. "My time shadowing with Erica was absolutely invaluable. I learned several things, starting with how incredibly compassionate Erica was with her patients while simultaneously juggling all of their nursing care needs."

Erica started as a nurse's aide and, in 2018, furthered her career by becoming a registered nurse. Caleb Ashley, her leader, shared a story about how Erica advocates for patients and staff. "Erica promised a patient she would come in early the following morning and have a morning coffee with her and she did. She consistently goes above and beyond for her patients."



As Kim shadowed Erica as she completed her day-to-day tasks, she noticed several barriers the RN faced. With significant medical management coordination and responsibilities such as the organization of calls to several providers to ensure they were all on the same page, Erica shared opportunities for improvement from the lens of the bedside nurse. These will be incorporated into our improvement plans and the shadow program will continue each month to look at ways to improve as nurses, leaders, a unit and a hospital for our patients, their families and the Downriver community.

Healthcare Advisory Board Fellowship

The Advisory Board Fellowship is an advanced executive development program which leads transformative change in healthcare through an advanced leadership curriculum. In 2021, HFWH's executive team committed to engaging 25 leaders to participate over a five-year period. Each fellow is assigned to a cohort, whose program lasts 18-months.



In 2021, five nurse leaders were selected as Cohort 1 and are scheduled to graduate in March 2023. In October, the following team members were selected as fellows: Renee Richards, RN, MSN, Director, Performance Excellence and Quality; Jaime Gehner, RN, BSN, MSHA, Nursing Administrator; Brenda Vanwallaghen, RN, MSN, NEA-BC, Director of Med-Surg; Michelle Dolan, MHA, RT(R) (CT), Regional Director, Radiology Product Line; Salika Devine, MS, BB(ASCP)CM, Director, Laboratory Services.

Nurse strategic planning session

In April, 39 nurse leaders and team members came together for a day of reflection and planning. We heard from our president, VP of Operations and Chief Medical Officer on the importance of nursing to our future; walked through a visioning exercise; discussed major gaps; and prioritized opportunities for priority focus in alignment with the ANCC Magnet Recognition Model that serves as the framework for advancing nursing excellence.

Structural empowerment

Commitment to professional development

The Professional Nurse Advancement Program (PNAP) is the Clinical Ladder for Registered Nurses in Henry Ford Health. It allows for career progression by recognizing the professional nurses clinical knowledge, competence and performance. Advancement within the Clinical Ladder is an ongoing process which requires formal documentation of activities for Ladder Level achievement. Each qualifying year allows the RN to pursue their chosen level of advancement.

Activities are chosen from several options including, but not limited to: precepting, committee attendance, volunteering, nursing certification attainment, advancing formal education and professional organization membership. Ladder Level achievement is rewarded with a combination of monetary payment, paid conference days, journal subscriptions, book purchases and professional nursing organization membership costs.



For the qualifying year of Sep. 1, 2021 to Oct. 31, 2022, the following 23 RNs reached their individual goal level:

- **Level 1:** Renee Layne, WCH; Courtney McDermott, WCH; and Yvette Toscano, 5G
- **Level 2:** Channing Brzys, 5G; Dyan Bullard, WCH; Mary Jo Bzura, Nursing Education; Roseann DeSana, Surgical Services; Nancy Dmitruchina, WCH; Lisa Fivecoat, WCH; Michelle Kraszewski, Surgical Services; Michelle Makely, Trauma Services; Jennifer Page, Surgical Services; Michelle Poberezny, Nursing Education, Maria Toscano, 5G; and Jeanee Waldrop, Cath Lab
- **Level 3:** Andrea Carlson, WCH; Manal Higginbottom, 3 PCU; Jennifer Marr, Surgical Services; Jillian Romaine, WCH; Andrea Sheldrake, Nursing Education; and Lenora Ward, Nursing Education
- **Level 4:** Jodie Cole, Quality CNS and Diane Wyatt, Quality CNS

Journal Club

Several journal club sessions were hosted throughout the year as a way to join as nursing professionals to review current industry literature and understand and apply advances in knowledge to actual patient care. Topics included:

- Human trafficking
- Implicit bias
- Insulin pumps
- Just culture
- Mpox (monkeypox)
- Needing permission for self-care
- Non-accidental trauma
- Seasonal Affective Disorder
- POST-physician order of Scope of Treatment

Teaching and role development

The following team members successfully completed the Nurse Residency Program in 2022.

Group 11

- Ahmed Hena
- Michael Look
- Chelsea McDowell
- Nicholas Muscat
- Gabriel Ramirez
- Rosalinda Ramos
- Shelby Starzec-Couture

Group 12

- Erica Almas
- Marisol Angulo
- Jennifer Barker
- Heather Barnett
- Summer Brazzell
- Justin Freeman
- Jodi Greene
- Christine Jean
- Stephanie Jean
- Cheryl Kowalsky
- Margaret Kubiak
- Andre Reynolds
- Chelsea Richardson
- Christopher Smith
- Alexis Truitt
- Brandy Zabinski
- Eris Zimnicki

Group 13

- LuCresia Alexander
- Melinda Almazi
- Amanda Gobb
- Megan Gore
- Stacey Haynes
- Alyse Junkin
- Miranda Krasinski
- Stacy Maloney
- Emily Plaza
- Isabell Racz
- Robin Sprys
- Jonathon Sterling
- Sally Tong
- Cheyene Wilson

Recruiting in the Philippines

Kim Meeker, CNO and Shaula Ocampo, ACM, as part of an overall workforce planning staffing effort, traveled to the Philippines twice to recruit international nurses to work at our hospital campuses.



The Fair included:

- Evidence-based education on pressure injury prevention strategies, patient skin care and proper patient offloading.
- Hands-on demonstrations of pressure injury measuring and staging, ostomy pouching and review of products with a CWOCN nurse.
- Medline skin care, Smith and Nephew foams, Agility bed surface rental, Coloplast ostomy, Nozin and Cardinal wound vac vendors provided demonstrations on products, as well as education for products currently in use.

Exemplary professional practice

Acute Rehab Department is the first at Henry Ford Health to start Team Nursing

To combat the staffing crisis illuminated by the COVID-19 pandemic, HFWH led the way with piloting team nursing in 2 Rehab. In this model, RNs act as the coordinator of patient care and LPNs and paramedics perform tasks such as medication administration and procedures under the direction and supervision of the RN.



Get With the Guidelines- Stroke GOLD PLUS

The American Heart Association and American Stroke Association proudly recognized HFWH for its success in using the Get With The Guidelines-Stroke GOLD PLUS with Target: Stroke Honor Roll Elite and Target: Type 2 Diabetes Honor Roll.

Henry Ford Medical Center – Brownstown earns Acute Stroke Ready Hospital

Henry Ford Medical Center – Brownstown earned the Acute Stroke Ready Hospital advanced stroke certification from The Joint Commission, making it the first freestanding emergency department in Michigan to do so.

Inaugural Skin Care Fair

The Skin Care Fair, which took place in Spring 2022, featured educational sessions designed to highlight topics with a focus on pressure injury prevention strategies. Discussions pertained to skin, wound and ostomy care and were intended to reinforce basic concepts and treatments of non-complicated wounds or ostomy care for bedside nurses. Nearly 70 staff members attended.

Leapfrog Ratings Improve

The Leapfrog Hospital Survey uses national performance measures to evaluate individual hospitals on safety, quality and efficiency. Consumers use the data and findings to learn about a hospital's quality. In 2022, HFWH improved their score from a C to a B.

New knowledge, innovation, and improvement

Federal funding to enhance patient care

U.S. Representative Debbie Dingell awarded HFWH nearly \$1 million in federal investment through the omnibus appropriations package. Funds were allotted to be used for upgrades to facilities and the expansion of telehealth services to patient rooms. Our Virtual Care Monitoring Program went live in November and is going strong.

PCU pilots an Admit Discharge Transfer nurse

Finding ways to improve patient throughput through efficient use of nursing time led the progressive care nurse leaders and nursing staff to trial an Admission, Discharge, Transfer (ADT) RN to complete nursing activities that normally disrupt continuity of care on patient units.



Celebrating the first Optimizer Implant for Henry Ford Health

HFWH is dedicated to providing patients with breakthrough treatment options. In early 2022, the cardiac team treated the first patient at Henry Ford Health with CCM Therapy, an option that can improve the quality of life for heart failure patients. Congratulations to Dr. Qaisar Shafiq and his supporting team for their first successful Optimizer, Smart Mini System implant.



Recognitions and awards

Spreading Cheer Grant recipients:

Darby Russell, Clinical Nurse Manager, and the Brownstown's Emergency Department



Andrea Sheldrake and the Pressure Injury Prevention (PIP)



2022 DAISY Nurse Award honorees:

Suzette Sulaiman, 4 PCU
Brandy Justin, ICU
Renee Rivas, Emergency Department
Asha Smith, 6 Med Surg

2022 DAISY Nurse Leader Award honorees:

Katie Witherspoon, Patient Safety Manager, Nursing Administration
Shirley Ledford, House Manager, Clinical Resource Center

2022 Honey Bee honorees:

Christina Kinshoku, 4 PCU
Mark Reifsnider, Emergency Department
Max Skolnik, 4 PCU
Andre Jenkins, 5 Med Surg

Celebrating nurses during Nurses Week

Director of Patient Care Services, Brenda VanWallaghen, advocated for CNO support to host Cat Golden, owner and founder of Nurses Inspire Nurses, a support community for nurses.



2022 Henry Award Recipients

- Donna Burns, PACU
- Nancy Dmitruchina, WCH
- Meghan Gore, 4 PCU
- Andrew Ferenczi, 6th Floor
- Mary Ferrell, ED
- Stacie Forbes, 5th Floor
- Kathleen (Kat) Fowkes, RRT
- Alyse Junkin, 7th Floor
- Ashley Krol, BT ED
- Constance Lass, Hematology/Oncology Clinics
- Brian Metzger, Same Day Care Clinics
- Julie Metzger, Rehab
- Theresa Moody, Nursing Education
- Kathy Seals, Integrated Case Management
- Debra Semak, Cath Lab
- Angela Smith, OR
- Stephanie Stokes, CRC
- Diane Wyatt, Patient Safety





Henry Ford Health Ambulatory Care

Henry Ford Health Ambulatory Care is comprised of more than 100 sites that are home to about 450 clinics in the South and North markets with services in Primary Care, Internal Medicine, Pediatrics and Family Practice, Medical and Surgical specialties, Women's Health Services, Transplant, Oncology and more. With a mission to promote optimal wellness throughout the lifespan, ambulatory clinicians provide preventative care, manage patient's acute illness, assist in managing the effects of chronic disease and disability and provide support and end-of-life care.

As a trusted partner in health, the ambulatory team is comprised of nearly 2,000 physicians, 1,500 nurses and 1,000 medical assistants. In all, clinics have approximately 200,000 visits per month, including 100,000 procedures and 800 surgeries.

A message from our Interim Chief Nursing Officer

Dear Colleagues,

Over the last few years, we have lived through some of the most medically difficult times in recent history. From the COVID pandemic and RSV to influenza and mpox, our Ambulatory nurses have fought hard, going above and beyond in so many ways. I cannot thank each of them enough for what they did, and continue to do, to care for our patients, communities and each other.

While in 2022, it finally started to feel like we were truly emerging from the storm, we continued to face challenges including labor shortages, remediations, supply deficiencies, restructuring and emerging variants. We recognize these pressures continually impact staff well-being and, especially as my mantra is to "heal the healers," I continue to encourage all team members to please take good care of themselves and seek support from our organization's resources as needed. Despite it all, our nurses continue to make such a valuable difference to people's lives. Through the uncertainty and change, each one has remained fully dedicated to excellent clinical care.

Looking ahead, I am excited to launch our Shared Governance model to promote shared decision-making around issues that impact care delivery and a healthy practice environment. This new structure will ultimately improve our patient and staff experience and welfare.



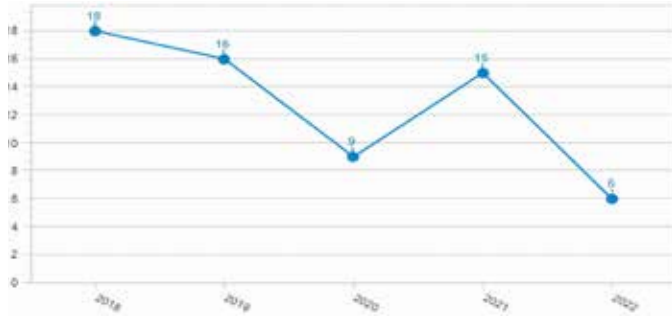
Please enjoy all the incredible stories that follow in the upcoming pages about our ambulatory team members. Reflect, be proud and heal.

Kat Wagoner, BSN, MSQM, RN
Interim Chief Nursing Officer
System Ambulatory

Empirical outcomes

Monitoring falls

A key focus for system ambulatory has been the reduction of falls within our facilities. Each fall is debriefed and examined for contributing factors from a multi-disciplinary lens, and corrective actions are implemented when possible.



Nursing communication remains a focus

Nursing communication is a focused goal for all clinical areas. During weekly huddles, information is shared and discussed with an Experience Brief, which also is presented at our monthly Ambulatory Nurse Council. We have been challenged to meet our goal of 87.5 percent top box but have maintained more than 85 percent for most of the year. Twenty-two of our clinics exceeded the 90th percentile for the entire 2022 measurement period.



For the quarter beginning in Nov. 2022, 98 percent of patients provided the top-box response of “very good” or second highest response of “good.” Less than one percent provided “poor” or “very poor” to the same survey measure. In all, our patients have been overwhelmingly satisfied with the communication skills of our RNs and MAs.

Response Distribution (Nov.-Jan.)



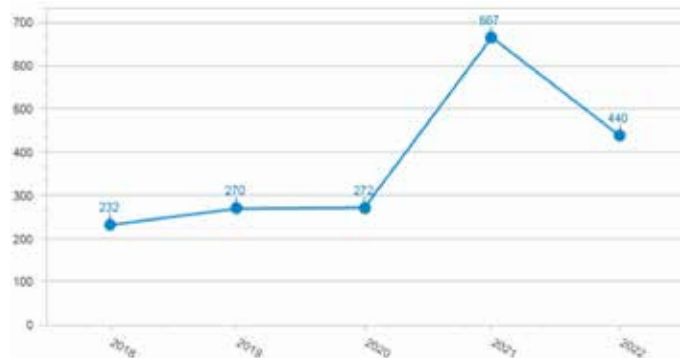
The importance of hand hygiene

Hand hygiene remains a priority for all ambulatory team members. Together, we have remained more than 98 percent compliant for the last two years. Importantly, this number includes a majority of patient observations, as well as some stealth staff observers. We routinely collect 7,000 observations per month.



Lab errors remain stable

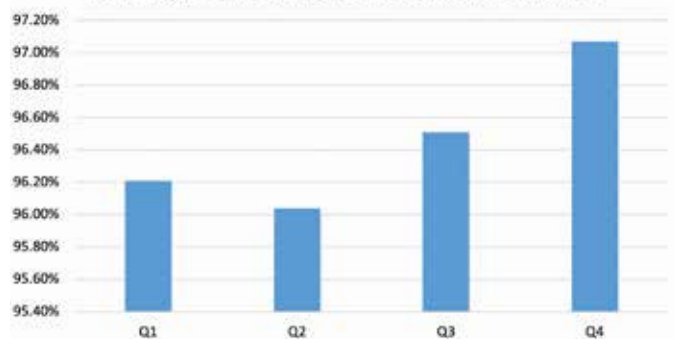
Despite significant increases in volumes of labs, such as pop-up swabbing sites, the overall trend in lab errors remained steady in 2022. Looking ahead, our 2023 Medical Assistant Education Days will focus specifically on appropriate steps of proper specimen labeling.



HLD compliance

High Level Disinfection (HLD) is a very high-risk process and a tremendous amount of work has been focused on HLD compliance. Remaining a top priority for our Infection Control and clinical teams, most sites that perform it are in ambulatory settings. Our HLD audit compliance continues to improve every year, with 2022 ending near 90 percent. Our team drives the HLD education and compliance for the System.

2022 - High-level Disinfection (HLD) Audit Compliance



Transformational leadership

Care delivery to the front door

MyCare Advice Line (MCAL) partnered with Mobile Integrated Health (MIH) in 2022 to reduce readmissions for chronic conditions. Nurses triage a patient call and, if the individual needs to be seen within four hours and lacks transportation, MCAL connects with MIH to send a paramedic to the home for physical assessment or treatment.

During the year, MCAL nurses also continued to respond to the pandemic by taking the lead in scheduling patients for COVID-19 self-swabbing for testing and facilitating and delivering treatments for our patients.

Launching 'Heal the Healers'

It was important for us to initiate the 'Heal the Healers' program for the nearly 100 nurses in the Ambulatory Nurse Council. First, we developed guidelines for obtaining private spaces for employees needing self-care, helping to meet their wellness needs. Next, to address the increasing workplace aggression, we created and delivered a very well-received educational session called 'Setting Boundaries: Strategies for Disruptive Behaviors' for nurses and medical assistants. Lastly, we established an immediate administrative discharge process for patients threatening severe harm to staff.

DAISY Awards

We were proud to complete our second full year of quarterly DAISY Awards for nursing. Congratulations to:

- Q1 – Trisha Knight, RN, K-12 Orthopaedics
- Q2 – Connie Lass, RN, Brownstown Oncology
- Q3 – Jaya Surendran, RN, K-17 Bronchoscopy
- Q4 – Courtney Ransom, RN, K-16 Transplant

Structural Empowerment

Commitment to professional development

As part of our partnership with Wayne State University, together we have made it possible for nursing students, who are interested in ambulatory nursing, to complete clinical rotations in various areas in our clinics. To date, rotations have occurred in Internal Medicine, Pediatrics and Ambulatory Surgery.

New facilities and renovations

We are proud to have played an integral role in the Fall 2022 opening of the new Henry Ford Health Medical Center in Plymouth, Mich. The 120,000-square-foot site has 81 exam and treatment rooms, 11 procedure rooms, two operating rooms and an Emergency Department.



In addition, we opened 10 GoHealth Urgent Care centers, which is a joint venture with a nationally established GoHealth Urgent Care, staffed by Henry Ford Medical Group providers and open seven-days-a-week. Renovations of our 2nd Avenue GoHealth and Livonia and Cottage Medical Centers were also completed.



Medical Assistant apprenticeships

In 2022, we went live with our new Medical Assistant Apprentice Program, which was developed with Michigan Works (MIworks) and the United States Department of Labor (USDOL). Henry Ford Health holds the standards for this initiative, which has been approved as a competency-based apprenticeship program and filed with the USDOL.

The only apprenticeship program in Michigan in which participants can complete for college credits, Medical Assistants attend college classes while also working in their assigned Henry Ford Health clinic. Working side-by-side with a Medical Assistant preceptor with the goal of applying their classroom training to their work environment, apprentices must also complete an externship for a total 180 hours. Following program completion, each individual then commits to a minimum of two years with Henry Ford Health.

Exemplary professional practice

Nursing education relocates

We were pleased to have the opportunity during the year to move our education department to a permanent space at New Center One. The dedicated equipment, area and simulation activities has enhanced our clinical education capabilities, improved student satisfaction and yielded a better on-boarding experience.

Standardizing policy

In our Ambulatory Nurse Practice Council, we formalized and adopted a standardized process for policy development and approval. In addition to integrating it with all markets, our leadership utilized a multidisciplinary team to also embed, within PolicyStat approval workflows.

Ambulatory Shared Governance created

Our team proudly laid the groundwork for the development of an Ambulatory Shared Governance structure in 2022.

COVID vaccine updates

Having played an important role throughout the pandemic in offering vaccines to patients, we had the opportunity to transition the mass vaccine clinics into routine clinic visits. This applied to multiple formulations, age groups and medication preparations which required continuous education and policy updates.

Scope of practice standardization

We collaborated across sites to establish guidelines to standardize and meet regulations around clinical scope of practice. Developing a comprehensive task list for Registered Nurses, Licensed Practical Nurses and Medical Assistants, this process will be published in PolicyStat as a System resource.

New knowledge, innovation, and improvement

SSI surveillance

Henry Ford Health Ambulatory is blazing a trail in the infection control world. In 2022, we developed and adopted Surgical Site Infection (SSI) surveillance of eight different surgical procedures, including total hip and knee arthroplasty. We continue to monitor and are publishing and presenting studies at professional organizations.

ASC Data 2021 and 2022

	Fairlane	Royal Oak	Cottage	Lakeside	ALL	
2021	# SSIs	3	0 (not open till 2022)	5	0	8
	Total # of Procedures	2072	0 (not open till 2022)	1744	2768	6584
	SSI Rate	0.14	0 (not open till 2022)	0.29	0	0.12
2022	# SSIs	0	2	5	0	7
	Total # of Procedures	1553	2128	1545	2716	7942
	SSI Rate	0	0.09	0.32	0	0.09

New Equipment/Technology

Throughout the year, we made numerous updates to our equipment and technology. This included introducing Video Remote Interpreting into ambulatory sites, completing an inventory of IV equipment in preparation for a major IV Pump replacement project in 2023 and upgrading nearly 450 refrigerated medication storage devices across the region to ensure safe medication and vaccine storage.



Community Care Services

Henry Ford Health is not only known for its extensive care network spanning southeast and central Michigan, but also for the delivery of excellent medical care in diverse settings such as in a hospital, an emergency room, urgent care clinic and an ambulatory facility.

Good medical care, however, does not end when a patient leaves the hospital or physician's office. Ensuring that they have the appropriate services when returning home, or for the next stage of life, is critical. Henry Ford Health Community Care Services (CCS), in complete collaboration with the system's medical experts and specialists, known as the Henry Ford Medical Group (HFMG), provides for those needs which range from eye care to end-of-life care.

Today, CCS sees to all the patient's health-related needs outside of the hospital or doctor's office setting in conjunction with key providers and specialists. Whether treatment calls for dialysis, a home care nurse, pharmacy services, eye care or home medical equipment and supplies, CCS has a program available to help. Together, our team continues to remain strong in its mission of providing these services seamlessly under one umbrella.



Greenfield Health Systems

Greenfield Health Systems (GHS), Henry Ford Health's provider of dialysis services, helped establish CCS in 1983 when health care expansion and business development was ripe. Since its inception, GHS has supported patients specifically needing high acute dialysis through state-of-the-art treatment at 11 in-center dialysis clinics, 14 home dialysis programs and six acute dialysis treatment locations across southeast Michigan. More than 500 team members strong, and serving more than 2,000 patients a week, GHS provides education and training with classroom time and preceptor training on the floor.

Henry Ford at Home

Henry Ford at Home offers the same quality care patients expect from Henry Ford Health in the comfort of their own home. One of Michigan's largest home health groups, Henry Ford at Home has a comprehensive network of home health products and services for people living in southeast Michigan. Henry Ford at Home partners with doctors and case managers to help patient's transition from hospital to home easily and safely. **The following fall under Henry Ford at Home's purview:**

Henry Ford Home Health Care

Henry Ford Home Health Care (HHC) is a Medicare certified provider of in-home nursing, physical, occupational and speech therapy, medical social work, home health aide and registered dietician services that focuses on the complex needs of patients and caregivers. Available programs include chronic care management, joint replacement care, specialty infusion and transplant care, wound ostomy and continence nursing and palliative care, to name a few.

Henry Ford Home Infusion

Henry Ford Home Infusion provides the following enteral nutrition and IV Therapy services in the home: Total Parental Nutrition, enteral therapy, cardiac/inotropic therapy, anti-nausea infusions, IV antimicrobial medications and immune globulin. The team includes pharmacists, pharmacy technicians, registered nurses and registered dietitians.

Henry Ford Hospice

Henry Ford Hospice has been an expert and trusted provider of end-of-life care for more than 30 years and is a critical part of the continuum of care that promotes dignity and affirms life. Hospice provides pain management, symptom control and comfort care when patients decide to stop life-sustaining treatments, or there is no likelihood of recovery from an illness. Henry Ford Hospice tends to the patient and their family as a unit and is sensitive to their unique situation.

Henry Ford e-Home Care

A comprehensive array of home technology services coupled with clinical expertise to help patients live more safely and independently at home. This includes personal emergency response services, medication dispensing systems and remote patient monitoring.

Henry Ford Extended Care/Private Duty

Private pay nursing, therapy and nurse aide services may be arranged for patients who need extended care from a few hours-per-week to around-the-clock. Flexible scheduling allows for short-term or long-term care to clients in the home or facility setting. This may include assistance from a licensed nurse or therapist and services such as phlebotomy care, personal hygiene, companionship and errand and housekeeping assistance. The more than 700 team members provide 400,000 home visits serving 25,000 patients annually. In partnership with Hart Medical, Henry Ford Extended Care/Private Duty provides an extensive array of home medical equipment and supplies. It operates multiple stores and offices in the region, including at all Henry Ford Health hospitals and other clinic and non-clinic locations.

Henry Ford @ Work

Keeping businesses productive means keeping employees productive and healthy, which is the business of Henry Ford @ Work. The division partners with employers to design, implement and administer programs that treat, and even prevent, employee injuries and illnesses with the ultimate goal of returning employees to productive job-related assignments.

With its team of 55 physicians, nurses, nurse practitioners, medical assistants and physical therapists, Henry Ford @ Work takes care of its customers by offering near-site, on-site and mobile unit services. The team coordinates every aspect of care so the process is seamless, from injury all the way to the return to work.

Customers include more than 250 corporate clients, covering approximately 70,000 individuals. Serving southeast Michigan, as well as the Jackson, St. Clair, Monroe, Howell and Grand Rapids areas, customers also are located in Pennsylvania, Wisconsin and New York. Additional services they may provide are preemployment exams, drug and alcohol screening, OSHA compliance and other federal mandates.

Retail Pharmacies

Henry Ford Health pharmacies provide a wide range of prescription services to patients so they do not have to leave the doctor's office or hospital without their medication. Pharmacies are in operation at more than 30 hospital and medical center sites within the system, as well as at a major Detroit-based casino and the Henry Ford Cancer Institute in Detroit.

Meeting the customers where they are at in their health care journey helps ensure compliance in taking medications and contributes to good clinical outcomes for both the patient and their doctor.

Pharmacy Advantage

While filling prescriptions is an important part of CCS's pharmacy business, services go above and beyond, offering patients a benefit over other pharmacies. Pharmacy Advantage, a state-of-the-art

specialty and mail order pharmacy service, opened its doors in 2007, starting in only one medical center, serving 500 specialty patients.

Inpatient Pharmacy

The pharmacy is an essential element of care for hospitalized patients at Henry Ford Health sites. Over the years, the system has been at the forefront of the development and implementation of innovations in hospital pharmacy practices that have helped improve the quality and economy of patient care.

Pharmacy Care Management

While much of Henry Ford Health's pharmacy services focus on providing direct patient care, its Pharmacy Care Management division is behind the scenes, designing how to manage the appropriate use of pharmaceuticals to ensure affordability and quality care. With 450 team members, including more than 100 pharmacists and nurses, the unit has 30 pharmacies throughout the system and other locations, and operates from a 25,000-square-foot facility in Rochester Hills, MI.

Pharmacy Care Management grew out of a pharmacy utilization management program begun nearly 20 years ago when drug costs were beginning to get out of control and there were risks associated with these high costs among Henry Ford Health hospitals and physicians. It is now licensed in 48 states.

Henry Ford Health – OptimEyes

From the most complex eye care to the latest in eye wear, Henry Ford OptimEyes, a division of CCS, is a unique care model known across the nation for its melding of both optometric and ophthalmology specialties. It serves more than 3,500 patients weekly at eight Super Vision Centers and 22 Optim Eyes locations.

A partnership between optometrists of Henry Ford OptimEyes and Henry Ford Health's Department of Ophthalmology, the highly skilled team of doctors and health care professionals provide a full spectrum of quality and coordinated eye care for all ages, and at every stage of life.



Empirical outcomes

2022 HH-CAHPS Scores

The results of HHC's 2022 HH-CAHPS patient satisfaction survey demonstrated:

- 86 percent of respondents gave HHC a top box overall patient satisfaction score, a nine or 10, compared to 85.6 percent in 2021.
- 77 percent of respondents provided a top box score, indicating they would "definitely recommend" HHC to family and friends if they needed home health services compared to 76.2 percent in 2021.

OASIS C Process Measures

The OASIS C Process Measures look at HHC and Hospice's responsiveness to initiating patient care and responding to those that require help, as well as the attentiveness we pay to meeting the patients emotional, physiological and spiritual support needs.

HHC

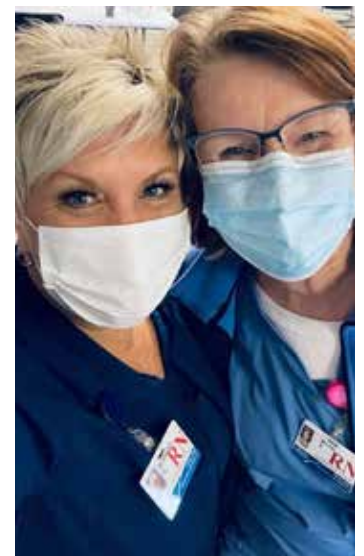
Process Measure	HFHHC	SHP National Avg.
Timely Initiation of Care	98.9%	96.5%
Depression Assessment Conducted	99.3%	97.4%

Hospice

Process Measure	HFHHC	SHP National Avg.
Getting Timely Help	78%	75%
Emotional and Spiritual Support	95%	92%

GHS leads in low CLABSI rates

We are proud to report that GHS teams have consistently demonstrated a low Central Line Associated Blood Stream Infections (CLABSI) rate against national and state rates. Our first-year survival rate is outstanding based on the complexity of our patient population and continues to be lower than the expected and compared to state and national outcomes.



Transformational leadership

Michael Ellis, RN elected chair of LINC

Henry Ford at Home Vice President Michael S. Ellis, RN was elected chair of the executive committee of LINC, a national consortium of 12 of the largest health system-based post-acute providers in the nation. His term began in Oct. 2022 and is two years long.



GHS announces new vice president

Nicholas Kromrei, MSN, MBA, joined GHS in Oct. 2022 as vice president. In this role, he has overall responsibility for both operations and program content. Having earned his bachelor's degree from Grand Valley University and MSN and MBA from Spring Arbor University, he brings more than 17 years of experience in healthcare to the team. Nicholas's extensive healthcare background includes working in critical and progressive care, dialysis care and in various leadership roles within dialysis. His immediate focus is on creating the team for the future. "Building a winning team will take contributions from each of us," said Nicholas. "We all bring something special to the table. That's why we are here. We must all believe in a commitment to excellence in giving our patients high-quality, patient centered care. I am a believer in keeping the patient as our number one focus and continually striving to provide the best patient experience with every patient, every treatment, every time. When we embrace this as our shared purpose and work together with trust and mutual respect across all disciplines and departments, there is no limit to how far we can go."



Team member retention

In a continued effort to reduce first year turnover, Henry Ford at Home launched a new on-boarding process where managers and supervisors schedule 30-, 60-, 90-, 120- and 180-day touchpoints with new RN hires. This includes specific rounding plans and questions to address new hire concerns and provide real time feedback for them. To date, this has resulted in a 24 percent reduction in first year turnover.

SandCastle camp

Every year, the staff of Henry Ford SandCastles Grief Support Program hosts an annual summer camp for grieving children. Providing a caring place for children, teens and their families who have experienced the loss of a loved one, the program is self-sustaining with philanthropic, volunteer and community support. Welcoming grieving children and teens from across Michigan, SandCastles is an overnight, weekend bereavement camp providing unique interactive activities which create a team building environment which normalizes the grieving process and allows children and teens to come together and realize they are not alone in their grief. To run this camp, staff need two-to-six nurses and, each year, Henry Ford Hospice nurses volunteer their time and expertise to make this opportunity possible. The nurses ensure all campers receive their medications, provide assessment and treatment to injuries and promote a safe experience.

Family Medicine resident training

HHC and HFMG's Family Medicine Residency Program partnered in 2022 to enhance the training of Family Medicine residents by having them accompany a HHC nurse on home visits, in addition to spending time with our e-Home Care nurses. The aim of this collaboration was to improve the understanding of the use of Remote Patient Monitoring technology and HHC services to improve the care of our sickest patients. One hundred percent of residents reported that they had a positive experience and that they learned more about the challenges and capabilities of HHC.

Henry Ford @ Work

Nurses with Henry Ford @ Work have the unique pleasure of bringing healthcare and safety right to the place that most people spend most of their time – at work. Integrated so deeply into the fabric of corporate clients, the nurses are on the front line, keeping employees safe and healthy while on the job. This involves thousands of medical surveillance exams and hundreds of health screenings to help bring employees, who are off, back to the workplace. In 2022, 9,000 patient visits took place and more than 2,000 vaccinations. The best part is they do not stop there. Whether in a manufacturing environment, school system, power plant or on a mobile medical unit, our nurses incorporate health and wellness into the everyday lives of the employees they serve. Nurses pride themselves on meeting their patients "where they are at," and nurses with Henry Ford @ Work do just that.



Structural empowerment

Dialysis COVID vaccine project features peer mentors

In 2022, GHS was allocated a portion of a United Way grant awarded to Henry Ford Health to use for a dialysis grant project. The goal of this initiative was to increase COVID vaccine knowledge and intake rates among people on dialysis and their support systems. As part of the initiative, all outpatients receive educational materials, which were



informed by a patient survey regarding the concerns and needs within the dialysis community, about the vaccine. Dialysis Peer Mentors, who are patients on dialysis trained to lend emotional support to others, received additional instruction about the vaccine, as well as practices to empower their peers to make informed vaccination decisions.

Hospice Advisory Committee formed

In late 2021, the Hospice Advisory Committee was formed to give all hospice staff a voice in making improvements to the program. Consisting of RNs, LPNs, HHAs, social workers, chaplains from the community and leadership staff, the organization was able to complete 13 projects in 2022, leading to a 15 percent reduction in turnover. Five additional projects are currently being worked on.

Supporting Henry Ford Early College program

HHC continues to support the Henry Ford Early College program, which high school students enroll in for the opportunity to attend five years of schooling and earn a high school diploma and an associate's degree in any number of healthcare related fields. HHC provides an RN, PT, OT, WOCN, Clinical Specialty Coordinator, SLP, MSW and expert in digital health to present to students.



Exemplary professional practice

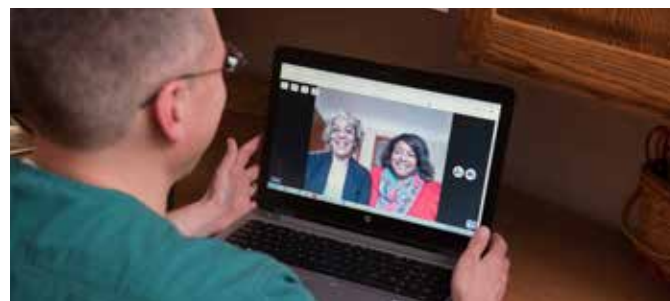
WELLE De-escalation and personal safety training begins

In an effort to promote team member safety, Henry Ford at Home initiated WELLE De-escalation and personal safety training sessions in 2022. This effort was geared towards all staff who work in our community. Those who work with patients received de-escalation training while those working in home settings also received personal defense training.

GHS has three trainers, Laurie Amburn, RN, Karen Lattrel, RN and Jon Premo, RN, who, with the assistance and leadership of the administrative team, trained more than 380 colleagues. During the class, the participants were introduced to techniques that allow them to recognize escalating behavior, respond in an appropriate manner and then document it effectively to ensure that follow-through occurs. They also learned about the importance of helping people develop methods to cope with the stressors in their lives.

Presenting at Oakland University

In collaboration with Henry Ford Health's Virtual Care program, Henry Ford at Home presented at the inaugural Oakland University Telehealth Task Force Symposium over the summer, which was hosted by the University's Schools of Medicine, Nursing, Allied Health and Health Care Robotics. In front of more than 100 virtual and in-person attendees, Henry Ford at Home presented on the use of Remote Patient Monitoring technology in the assessment of patients with chronic conditions. With the use of audio/video technology, collaboration between customers and health care providers is established, and implementation of interventions span the care continuum with virtual evaluation and efficacy of ordered interventions. This provides the high tech/high touch care environment that improves the patient and caregiver experience, reduces health care complications, and drives down the total cost of care for this vulnerable population.



Partnership with Texas A&M University

Dr. Leonard Berry and Texas A&M University, where he is University Distinguished Professor of Marketing, Regents Professor and the M.B. Zale Chair in Retailing and Marketing Leadership in the Mays Business School, have partnered with Henry Ford at Home to, through interviews, observations and collaborations with team members, identify our strengths and opportunities for improvement in the delivery of home and community-based services. Comparing what he found to other similar health care providers he has studied, Dr. Berry was able to illuminate the deep value Henry Ford at Home offers the System and community.

A well published author on home and community-based services, especially palliative and hospice care, Dr. Berry is a Presidential Professor for Teaching Excellence and a Senior Fellow of the Institute for Healthcare Improvement, studying service improvement in cancer care for patients and their families.

Nurses sought for CCS

Henry Ford at Home, GHS and Henry Ford Health Human Resources continued virtual and in-person job fairs throughout the year in a continued effort to recruit high quality nurses. Flyers were posted on the Henry Ford at Home Facebook page, as well as on Indeed and LinkedIn job sites. Applicants who attended the event virtually were greeted by a recruiter then interviewed by a manager or supervisor. On-the-spot job offers were made throughout the programs to more than 90 nurses. Through visits to local training schools to market a career in dialysis to new talent, GHS Nurse Managers and others have been making on-site job offers and scheduling site visits to help capture the attention of these individuals.

Introductory SDOH education offered

In response to increasing data on how Social Determinants of Health (SDOH) impact patient clinical outcomes, as well as the forthcoming introduction of SDOH assessment into OASIS E, HHC provided introductory education on this topic and the opportunity for our team to address specific SDOH to improve outcomes for our customers.

Annual Renal Care Symposium hosted

The annual Renal Care Symposium was hosted by GHS with the objective of creating a memorable day of learning and networking for nurses in order for them to achieve professional and personal goals.



GHS participates in 5-Diamond Patient Safety Program

All GHS facilities were proud participants in the End-Stage Renal Disease (ESRD) Network's 5-Diamond Patient Safety Program in 2022. Designed to assist dialysis facilities in improving team member and patient awareness of specific patient safety topics, the program also promoted patient safety values and a culture of patient safety that our team members adhere to daily.

Efforts made to decrease hospital mortality rate

In 2022, Henry Ford Hospice inpatient nurses admitted 1,019 patients to the hospital setting to assist in the review of uncontrolled symptoms and to help decrease the hospital's mortality rate. They completed care for 3,214 patient care days and sent home 535 individuals to be admitted by the home hospice team.

New knowledge, innovation, and improvement

Henry Ford Care at Home goes live

In February, Henry Ford at Home's Acute Care at Home team introduced the Henry Ford Care at Home program, which includes Hospital Care at Home, Skilled Nursing Care at Home and Palliative Care at Home. The first patient of Hospital Care at Home received virtual physician services, in-person visits from an RN, physical and occupational therapy mobile integrated health and remote patient monitoring. The initial Acute Care stay lasted five days with the patient being monitored and treated for an abscess, cellulitis and diabetes. He received continuous IV hydration, daily blood work

monitoring and oral antibiotics. Responding well, he was able to recover at home without complications.

Four months later, Skilled Nursing Care at Home went live, providing skilled nursing; physical, occupational and speech therapy; social work and home health aide services. Patients are referred to Skilled Nursing Care at Home after an inpatient hospital stay.



Generous gift helps to create Safe at Home

In partnership with Henry Ford West Bloomfield Hospital, Henry Ford Extended Care developed a philanthropically funded program called Safe at Home, which was designed to help reduce the risk of readmission for seniors with limited or no support who are discharged home. Through the initiative, these patients can receive community resources, assistance and companionship. In addition, the nurse will identify risks, education opportunities and utilize technology and remote patient monitoring systems to ensure safety. Patients can choose from the following services: personal care assistance, Lifeline, remote patient monitoring, assistance with errands or light housekeeping, food preparation, medication reconciliation and scheduling follow-up appointments with their doctor(s).

Henry Ford at Home joins forces for Advanced Home Health care

HHC, Henry Ford at Home RN Transition Coordinators and e-Home Care joined forces in 2022 to support the Advanced Home Health (AHH) care program, which helps transition patients from our hospitals and skilled nursing facilities earlier than anticipated with intense Home Health services and Remote Patient Monitoring. AHH, which expanded to enroll patients who are members of a Henry Ford Health at risk arrangement from skilled nursing facilities, provides safe alternatives for stable patients nearing readiness for discharge. The program is designed to safely transition those who are on the trajectory for discharge one-to-three days ahead of the usual discharge plan. Population Health SNF surveillance team members identify patients in collaboration with the SNF and AHH physician contact the RN Transition Coordinator who manages the referral to AHH.



Ketamine and Lidocaine IV improves quality of life for hospice patients

During the year, Henry Ford Hospice and Home Infusion implemented the safe and highly successful use of Ketamine and Lidocaine IV to help manage complex symptoms for end-of-life patients following research completed by our medical director on Ketamine, which was originally developed for anesthesia, and mental health. In the past, all treatments that would be considered “aggressive” or “life prolonging” were not an option. Once the process was established, a hospice patient received a ketamine infusion in their home with the support of hospice nursing staff. The use of this medication resulted in the patient having an increased quality of life due to decreased mental anguish. Henry Ford Hospice continues to work closely in partnership with Henry Ford Home Infusion to continue infusions in patients’ home if they will improve quality of life.

Body mechanics program launched

The nursing team at GHS’s West Pavilion Dialysis noticed that some recently hired team members needed help with safe body mechanics. In conjunction with CCS employee safety specialists, physical therapy, GHS nursing education and the quality and compliance coordinator, the team was assessed for their current knowledge. Based on the discovered needs, a program was developed to educate and demonstrate safe body mechanics. Specifically, a training video was created for staff to view with the goal to further develop this initiative and expand it to all our GHS facilities.

Patient education programs at GHS

During the year, GHS nurses played an integral part in revitalizing the decade old patient orientation guide for those initiating outpatient dialysis. Several nurses served on the Greenfield Guide Committee and provided input on the effectiveness and accuracy of all educational content in the 86-page handbook. They also worked with the Henry Ford Patient Education and Health Literacy team and several patient groups to maximize its effectiveness. The new version includes the use of plain language and other health literacy best practices to increase the readability of the guide, custom medical illustrations to depict the diversity of the dialysis community and decision aid tools for each dialysis treatment option.

Dialysis nurses also provided monthly patient education about important self-management topics to all in-center, peritoneal, and home hemodialysis patients. Playing a key role in determining which topics should be included, the nurses provided feedback on draft patient education materials to ensure the accuracy and disseminated the content by meeting one-on-one with patients during their treatment to review key points to help them live well.



End-of-Life Nursing Education Consortium created

The End-of-Life Nursing Education Consortium (ELNEC) was created to provide nurses and nursing students training in palliative care. This is an international education initiative where Henry Ford Hospice sends their nurse educators to an ELNEC workshop, who then educate Henry Ford Health nurses in end-of-life care.

Awards and recognitions

Several of our team members were nominated for awards throughout the year for not only serving as role models for performance excellence but also for demonstrating pride and passion in what they do, continually striving for improvement.



HomeCare Magazine – National HomeCare Hero

Dawn Skrumbellos, RN, Home Infusion, won the *HomeCare Magazine* Home Care Hero national award. She was recognized for her extraordinary work administering Monoclonal Antibodies to COVID positive patients in their homes.

Michigan HomeCare and Hospice Spirit of Caring Award

Deann Sturdivant, a Henry Ford at Home - Hospice nurse, received the Michigan HomeCare and Hospice Association Spirit of Caring Award for her years of experience and for always leading the team with a deep sense of accountability. Deann keeps an organized list of needs for each of her patients and never misses the important details. She follows through with what she has promised, providing the quintessential Henry Ford Health experience. Active in her community church, she participated in a mission trip to Haiti, working with her fellow missionaries to throw a Christmas party for the children of the village they were working in and, also, provided food for the families there. Deann is determined to make a positive impact on everyone she encounters, even if it is in the smallest of ways.



Henry Ford at Home Employee Recognition Awards

Henry Ford at Home held the first Henry Ford at Home Employee Recognition Awards in 2022, with more than 50 team members nominated for recognition. The following individuals won awards:



Customer Service Award: Charlunda Thompson, RN, Hospice
Above and Beyond Award: Jeri Howard, RN, Hospice
Teamwork Award: Tanya Myers, RN and Nicole Ross, RN, HHC

Detroit Service Learning Academy RN

Henry Ford @ Work's Detroit Service Learning Academy (DSLAs) RN Brittany Watson goes above and beyond on a daily basis. Whether it is dressing up for spirit week or educating staff and students on their personal health and wellness needs, Brittany meets every task with a smile and contagious positivity. In this specific scenario, Brittany displayed how selfless and caring she truly is.

After completing a full day at our DSLA onsite clinic, Brittany was walking to her car to leave while students were loading on their busses and meeting their caregivers to go home. Brittany suddenly witnessed a student unknowingly walk in front of a moving vehicle, which ultimately struck them. Without hesitation, she sprinted toward the student at full speed to assess the situation. Realizing the student was seriously injured, Brittany called 911 while attempting to stabilize them until EMS could arrive. Due to Brittany's quick response, the child was stabilized and able to make a full recovery. Even more admirable, she injured herself while responding to this situation but ignored this completely to ensure the child was safe until EMS could arrive. Brittany, too, was able to recover and continue her outstanding work serving our patients at DSLA.

DAISY Awards

Mikesha Turner, RN, I2 Acute Dialysis
Michael Washinifsky, RN, I2 Acute Dialysis

Honey Bee Nominations

Kimberly Buat, CT, I2 Acute Dialysis
Faith Casey, CT, I2 Acute Dialysis
Sharice Smith, CT, I2 Acute Dialysis

Raising funds for the National Kidney Foundation of Michigan (NKFM)

GHS proudly supports the NKFM and is a sponsor of annual events including Kidney Walk at the Zoo, Trick or Feet Run and the Kidney Ball. Money raised from the events help fund innovation in kidney disease research, advocacy, patient support programs and transplants. In 2022, GHS donated a total of \$56,643.



Adopt-a-Family

For the fifth consecutive year, GHS partnered with the NKFM and McCann Worldgroup to provide support to some of our dialysis families during the holidays. Through generous donations, 26 families received donations of clothes, household essentials, toys, gift cards and cleaning supplies. More than 600 gifts were purchased from the families wish lists, wrapped and delivered to our corporate office where we presented them to each family. Nearly 100 people of all ages had their holiday made a whole lot brighter because of this act of kindness.

During the holiday season, Henry Ford Hospice supported a grandmother who called Henry Ford SandCastles office with a plea to get just one gift for her two grandchildren to open on Christmas. As they were starting from scratch, she had nothing for them. The team jumped into action to give this family a memorable Christmas by collecting more than \$1,000 in donations from team members and purchasing and delivering gifts. HFHHC adopted five families with a total of 17 family members. They provided several thousand dollars in gift cards to Meijer, Walmart and Target so families could buy items they needed. In addition, they purchased, wrapped and delivered hundreds of gifts including clothing, toys, household items and books.

World Medical Relief receives donation

More than \$1,000 was raised by Henry Ford at Home for World Medical Relief, who fundraises to purchase items needed for hygiene kits and baby blankets to help the homeless. With the donations, they bought and distributed bath towels, washcloths, toothpaste, toothbrushes, soap, shampoo, deodorant and combs, as well as 750 baby blankets.

More than \$13,000 raised at the Heart & Stroke Walk

For the annual Metro Detroit Heart & Stroke Walk at Comerica Park, Henry Ford at Home formed its first team, Hearts at Home, collaborating with HHC, Home Infusion, Hospice and Extended Care. This effort provided awareness and raised much needed funds for heart disease and stroke research, as well as education programs for our community. In 2022, Henry Ford at Home donated a total of \$13,023 through various fundraising activities such as Jeans Day, 50/50 drawings and more.

Certifications

Accredited Case Manager (ACM)

Kathy Hansford Henry Ford Jackson Hospital

Acute Care Clinical Nurse Specialist, Adult-Gerontology (ACCNS-AG)

Sarah Beldin Henry Ford Hospital

ACLS Instructor

Brittany Cole Ambulatory
Kathleen Gordon Ambulatory
Sarah Valentine Ambulatory

Acute Care Nurse Practitioner (ACNP-BC)

Kendra Calhoun Henry Ford Wyandotte Hospital
Sue Isabella Hurd Henry Ford Wyandotte Hospital
Kelley Markowski Henry Ford Wyandotte Hospital
Jessica Parker Henry Ford Wyandotte Hospital
Kelvin Roden-Smith Henry Ford Wyandotte Hospital

Acute/Critical Care Nursing (Adult, Pediatric & Neonatal) (CCRN)

Agnes De Guzman Ambulatory

Adult Gerontology-Acute Care Nurse Practitioner (AG-ACNP)

Henry Maldonado Henry Ford Jackson Hospital
Megan Spicer Henry Ford Jackson Hospital

Adult Gerontology Acute Care Nurse Practitioner-Board Certified (AGACNP-BC)

Lindsey Buehrer Henry Ford Wyandotte Hospital
Bethany Dalessandro Henry Ford Wyandotte Hospital
Jamie Sue Howard Henry Ford Wyandotte Hospital
Alicja Szewczyk Henry Ford Hospital

Adult-Gerontology Clinical Nurse Specialist (ACCNS-AG)

Amy Dzeroogian Henry Ford Wyandotte Hospital

Adult Gerontology Clinical Nurse Specialist – Board Certified (AGCNS-BC)

Kelly Ashcraft Henry Ford Hospital
Katherine Balten Henry Ford Hospital
Kristina Boudreau Henry Ford Hospital
Jodie Cole Henry Ford Wyandotte Hospital
Kelsey Hebel Henry Ford Hospital
Hannah Musgrove Henry Ford Hospital
Lillian Paciorkowski Henry Ford Wyandotte Hospital
Jessica Schmidt Henry Ford Jackson Hospital
Jennifer Rice Henry Ford Jackson Hospital
Diane Wyatt Henry Ford Wyandotte Hospital
Karen Zastrow Henry Ford Jackson Hospital

Adult-Gerontology Clinical Nurse Specialist (AGCNS-BC), Certified Medical Surgical Registered Nurse (CMSRN)

Danielle Elswick Henry Ford Jackson Hospital

Adult-Gerontology Clinical Nurse Specialist (AGCNS-BC), Certified Nurse Manager and Leader (CNML)

Lisa Anne Marcin Henry Ford Jackson Hospital

Adult-Gerontology Nurse Practitioner (A-GNP)

Lana Sue Black Henry Ford Jackson Hospital
Kelly Cannon Henry Ford Jackson Hospital
Melissa Doser Henry Ford Jackson Hospital
Jaclyn Efrusy Henry Ford Jackson Hospital
Samantha Sherwood Henry Ford Jackson Hospital
Kelsie Smith Henry Ford Jackson Hospital

Adult Gerontology Nurse Practitioner – Board Certified (AGNP-BC)

Bhree Palazzolo Henry Ford Hospital

Adult Gerontology Nurse Practitioner – Primary Care (AGNP-PC)

Jennifer Dunahoo Henry Ford Jackson Hospital
Jennifer Eilola Henry Ford Jackson Hospital
Jessica Kanaan Henry Ford Jackson Hospital

Adult-Gerontology Primary Care Nurse Practitioner (A-GNP)

Hui Zhang Ambulatory

Adult Gerontology Primary Care Nurse Practitioner-Board Certified (AGPCNP-BC)

Lisa Bence Henry Ford Jackson Hospital
Erika Koerner Henry Ford Jackson Hospital
Torri Rogers Henry Ford Jackson Hospital
Shannon Rae Smith Henry Ford Jackson Hospital
Michelle Whitley Henry Ford Jackson Hospital

Adult Health Clinical Nurse Specialist (ACNS-BC)

Lisa Cohen Henry Ford Hospital
Catherine Draus Henry Ford Hospital
Sara Glowzinski Henry Ford West Bloomfield Hospital
Catherine Jackman Henry Ford Hospital
Princetta Morales Henry Ford Hospital

Adult Nurse Practitioner – ANCC

Nikeyia Davis Ambulatory

Adult Nurse Practitioner – Board Certified (ANP-BC)

Kara Hanenburg Henry Ford Hospital
Jessica Heins Henry Ford Jackson Hospital
Karen Jane Mapley Van Eck Henry Ford Jackson Hospital
Nolan Williams Henry Ford Jackson Hospital

**Adult Nurse Practitioner-Board Certified (ANP-BC),
Advanced Certified Hospice and Palliative Nurse (ACHPN)**

Karin Tibbs Henry Ford Jackson Hospital

**Adult Nurse Practitioner-Board Certified (ANP-BC), Nurse
Executive Advanced-Board Certified (NEA-BC)**

Jeremy Curtis Henry Ford Jackson Hospital

**Advanced Adult Nurse Practitioner – Board Certified
(ANP-BC)**

Amanda Backinger Henry Ford Jackson Hospital

Advanced Cardiac Life Support

Mandy Davison Ambulatory
Christie Martinelli Ambulatory
Tracy Mitchell Ambulatory
Mayssa Saleh Ambulatory

Advanced Certified Life Support

Lauren Adams Ambulatory
Amina Alaansi Ambulatory
Andrea Anderson Ambulatory
Marilyn Anderson Ambulatory
Jammie Bacon Ambulatory
Steven Bacon Ambulatory
Kenneth Barnhart Ambulatory
Melinda Beatty Ambulatory
Sherry Beaudoin Ambulatory
Cheyenne Booker Ambulatory
Angela Braum Ambulatory
Cheryl Brohl Ambulatory
Amanda Brown Ambulatory
Cheryl Browne Ambulatory
Courtney Bullock Ambulatory
Mary Campbell Ambulatory
Mia Carlson Ambulatory
Vernon Carnovsky Ambulatory
Jessica Champagne Ambulatory
Maria Chmielewski Ambulatory
Hayley Colombo Ambulatory
Candace Cook Ambulatory
Kristin Culpepper Ambulatory
Crystal Curtis Ambulatory
Margaret Davenport Ambulatory
Kelly Davis Ambulatory
Mary Dempsey Ambulatory
Mary Denton Ambulatory
Katherine Desrochers Ambulatory
Kirandeep Dhaliwal Ambulatory
Erin Dick Ambulatory
Barbara Doyle Ambulatory
Brittany Eastman Ambulatory
Elaine Effinger Ambulatory
Barbara Eldredge-Everett Ambulatory

Alexandria Falk Ambulatory
Holly Ferguson Ambulatory
Jeannine Fournier Ambulatory
Diane Frank Ambulatory
Stacey Garner Ambulatory
Brooke Garrison Ambulatory
Anita Gary Ambulatory
Andrea Gasielcki Ambulatory
John Geary Ambulatory
Michelle Girt Ambulatory
Lisa Golab Ambulatory
Diane Gonzalez Ambulatory
Robin Griffith Ambulatory
Francis Halama Ambulatory
Tracy Harris Ambulatory
Molly Havasy Ambulatory
Kelly Heid Ambulatory
Morgan Heid Ambulatory
Christina Hulburt Ambulatory
William Hurst Ambulatory
Jessica Hutchings Ambulatory
Kathleen Jahnke Ambulatory
Amy Jaward Ambulatory
Sarah Jones Ambulatory
Talitha Jones Ambulatory
Katie Julian Ambulatory
Amber Kalasho Ambulatory
Kuldeep Kandola Ambulatory
Kaley King Ambulatory
Brianna Kluka Ambulatory
Julie Koch Ambulatory
Alicia Kuhl Ambulatory
Betty Kuschel-Rapaski Ambulatory
Teresa Lechkun Ambulatory
Amy Lehto Ambulatory
Lisa LePage Ambulatory
Aline Lowah Kuate Ambulatory
Sarah Lynch Ambulatory
Zeinab Machhour Ambulatory
Candice Mahabir Ambulatory
Mary Mann Ambulatory
Stephanie Mattord Ambulatory
Bony Mazhuppel Ambulatory
Christine Mccauley Ambulatory
Diane Mcdonald Ambulatory
Candace Mcdowell Ambulatory
Megan Meade Ambulatory
Linda Meadows Ambulatory
Diana Meeks Ambulatory
Hillary Miller Ambulatory
Jane Moore Ambulatory
Michele Moore Ambulatory
Taryn Moran Ambulatory
Elizabeth Muszynski Ambulatory

Advanced Certified Life Support (continued)

Teresa Myers	Ambulatory
Hilda Neuman	Ambulatory
Katerina Newman	Ambulatory
Ruth Nibungco	Ambulatory
Andrea North	Ambulatory
Angela Nowicki	Ambulatory
Melissa O'Hara	Ambulatory
Annette O'Herron	Ambulatory
Marie Overwater	Ambulatory
Sarah Pettapiece	Ambulatory
Lisa Pierce	Ambulatory
Shannon Pollum	Ambulatory
Jessica Potts	Ambulatory
Ashley Pritchard	Ambulatory
Jennifer Puckett	Ambulatory
Tracy Purcell	Ambulatory
Ester Quinn-Taylor	Ambulatory
Leah Reimer	Ambulatory
Sandra Retan	Ambulatory
Sarah Rinehart	Ambulatory
Sherice Roberts	Ambulatory
Charmaine Robinson	Ambulatory
Veta Robinson	Ambulatory
Jennifer Rogal	Ambulatory
Gale Rund	Ambulatory
Gaganjot Sandhu	Ambulatory
Ashley Sarnaik	Ambulatory
Jessica Schaefer	Ambulatory
Kristal Sheffer	Ambulatory
Erika Simpson	Ambulatory
Donna Smith	Ambulatory
Jamie Smith	Ambulatory
Patricia Stucky	Ambulatory
Lisa Swatowski	Ambulatory
Agata Synowiec	Ambulatory
Aaron Thomas	Ambulatory
Stephanie Throop	Ambulatory
Aimee Topacio	Ambulatory
Peggy Vidovich	Ambulatory
Michelle Vitello	Ambulatory
Molly Weber	Ambulatory
Megan Wharff	Ambulatory
Chandra Wiersum	Ambulatory
Knedra Williams	Ambulatory
Rachel Wright	Ambulatory
Jill Zdyrski	Ambulatory

Ambulatory Care Nursing

Linda Harden	Ambulatory
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Basic Life Support Instructor

Kathleen Dieterich	Ambulatory
Sarah Duey	Ambulatory

Suja George	Ambulatory
Heather Gibson	Ambulatory
Amanda Hinkle	Ambulatory
Michelle Lawlor	Ambulatory
Theresa Lechkun	Ambulatory
Shannon Pollum	Ambulatory

Board Certified – Advanced Diabetes Management (BC-ADM), Family Nurse Practitioner (FNP-C)

Amy Beth Davies	Henry Ford Jackson Hospital
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Cardiac Surgery Certification (CSC)

Jennifer Stallman	Henry Ford Macomb Hospital
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Certificate for OASIS Specialist – Clinical (COS-C)

Jennifer Marlow	Henry Ford Jackson Hospital
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Certified Ambulatory Perianesthesia Nurse (CAPA)

Katherine Blackmer	Henry Ford Jackson Hospital
Cheyenne Booker	Ambulatory
Sue Bott	Henry Ford Macomb Hospital
Alison Levy	Henry Ford Jackson Hospital
Cheyenne Booker	Henry Ford Jackson Hospital
Leah Heaviland	Henry Ford Jackson Hospital

Certified Bariatric Nurse (CBN)

Sally Green	Henry Ford Macomb Hospital
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Certified Breast Examiner

Amy Blackgrove	Ambulatory
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Certified in Case Management (CCM)

Bridget Brewer	Henry Ford Wyandotte Hospital
Margaret Ann Brown	Henry Ford Jackson Hospital
Gale Camper	Henry Ford Hospital
Isabel Cole	Henry Ford Hospital
Renea Hall	Henry Ford Macomb Hospital
Annette Hicks	Henry Ford Hospital
Dina Morrison	Henry Ford Wyandotte Hospital
Nicole Olejniczak	Henry Ford Macomb Hospital
Tracy Popovich	Henry Ford Macomb Hospital
Barbara Raines	Henry Ford Macomb Hospital
Elizabeth Robertson	Henry Ford Hospital
Sheila Sanchez	Henry Ford Macomb Hospital
Dawn Swanson	Henry Ford Macomb Hospital
Doniya Varghese	Henry Ford Macomb Hospital

Certified Clinical Research Coordinator (CCRC)

Carrie Tallman	Henry Ford Jackson Hospital
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Certified Critical-Care Nurse (CCRN)

Michelle Nichols	Henry Ford Wyandotte Hospital
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Certified Clinical Research Coordinator

Jennifer DeRidder	Ambulatory
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Certified Clinical Research Professional (CCRP)

Karen Grossman	Henry Ford Jackson Hospital
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Certified Diabetes Care and Education Specialist (CDCES)

Michelle Poberezny	Henry Ford Wyandotte Hospital
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Certified Diabetes Education (CDCES)

Dortha McConnell	Henry Ford Jackson Hospital and Ambulatory
Kathleen McDonald	Ambulatory

Certified Emergency Nurse (CEN)

William Al-Youseff	Henry Ford Hospital
Kelly Ashcraft	Henry Ford Hospital
Tammy Buelow	Henry Ford Jackson Hospital
Tanya Carper	Henry Ford Macomb Hospital
Karen Davison	Henry Ford Jackson Hospital
Jo Ells	Henry Ford West Bloomfield Hospital
Jessica Green	Henry Ford Jackson Hospital
Hassein Hafezi	Henry Ford Hospital
Christopher Holt	Henry Ford Jackson Hospital
Giuseppe Lombardo	Henry Ford Wyandotte Hospital
Kari-Lynn Malec	Henry Ford Hospital
Austin Marks	Henry Ford Jackson Hospital
Courtney McIntosh	Henry Ford Jackson Hospital
Christopher Mullen	Henry Ford Jackson Hospital
Georgia Ormshaw-Scholl	Henry Ford Hospital
Steven Sanders II	Henry Ford Jackson Hospital
Elisabeth Seifley	Henry Ford Macomb Hospital
Melody Sonnenberg	Henry Ford Jackson Hospital
Leslie Strugnell	Henry Ford Hospital
Vanessa Walker	Henry Ford Jackson Hospital
Kaitlynn Williamson	Henry Ford Hospital
Kristen Yzerman	Henry Ford Hospital

Certified Gastroenterology Registered Nurse (CGRN)

Sheri King	Henry Ford Macomb Hospital
Megan Wharff	Ambulatory

Certified Healthcare Simulation Education (CHSE)

Denise Johnson-Cooney	Henry Ford Jackson Hospital
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Certified Hemodialysis ClinicalTech

Saddam Mohamed	Ambulatory
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Certified Hospice and Palliative Nurse (CHPN)

Melisa Hills	Henry Ford Jackson Hospital
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Certification in Infection Control (CIC)

Mary Lynne Noble	Henry Ford Wyandotte Hospital
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Certified Medical Assistant

Amber Holloway	Ambulatory
Michelle Pierson	Ambulatory

Certified Medical Surgical Registered Nurse (CMSRN)

Tiffany Aceves	Henry Ford Jackson Hospital
Oluwabunmi Adelowo	Henry Ford Hospital
Kayla Andreski	Henry Ford Hospital
Amanda Bradley	Henry Ford Jackson Hospital
Kimberly Burton	Henry Ford Hospital
Kristy Casagrande	Henry Ford Jackson Hospital
Yvonne Crawford	Henry Ford Jackson Hospital
Jessica Dailey	Henry Ford Jackson Hospital
Elise Davis	Henry Ford Jackson Hospital
Mandy Davison	Henry Ford Jackson Hospital
Melissa DeFord	Henry Ford Jackson Hospital
Jennifer Dejans	Henry Ford Hospital
Susie Diamante	Henry Ford Hospital
Susan Dinnendahl	Henry Ford Hospital
Celine Dominic	Henry Ford Hospital
Catherine Draus	Henry Ford Hospital
Donna Erbite	Henry Ford Hospital
Kimberly Ford	Henry Ford Hospital
Sarah Harrison	Henry Ford Jackson Hospital
Nichole James	Henry Ford Jackson Hospital
Christian Jordon	Henry Ford Jackson Hospital
Jainy Joseph	Henry Ford Hospital
Sarah Kelly	Henry Ford Hospital
Christen Kemp	Henry Ford Hospital
Barbara Logsdon	Henry Ford Jackson Hospital
Lynsey Macdonald	Henry Ford Hospital
Eileen Maiville	Henry Ford Jackson Hospital
Jennifer Morse	Henry Ford Jackson Hospital
Jadwiga Nowak	Henry Ford Hospital
Jessy Philip	Henry Ford Hospital
Colleen Pidgeon	Henry Ford Hospital
Lisa Robertson	Henry Ford Hospital
Nadia Robinson	Henry Ford Hospital
Heather Royer	Henry Ford Hospital
Bienvenida Sabharwal	Henry Ford Hospital
Sharan Sekhon	Henry Ford Hospital
Johanna Slusser	Henry Ford Jackson Hospital
Laura Smith	Henry Ford Jackson Hospital
Rachael Smith	Henry Ford Hospital
Laura Lee Thiebaut	Henry Ford Jackson Hospital
Venessa Vasquez-Sobush	Henry Ford Hospital
Angela Williams	Henry Ford Hospital
Caroline Wing-nga	Henry Ford Hospital
Corey Wright	Henry Ford Hospital

**Certified Medical-Surgical Registered Nurse (CMSRN),
Certified Wound, Ostomy and Continence Nurse (CWOCN)**

Andrea Sheldrake	Henry Ford Wyandotte Hospital
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Certified Nephrology Nurse

Nikeyia Davis	Ambulatory
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Certified in Neonatal Intensive Care Nursing (RNC-NIC)

Christine Adams	Henry Ford Hospital
Bonnie Holman	Henry Ford Hospital
Jaclyn Keegan	Henry Ford Hospital
Danielle Marchand	Henry Ford Hospital
Marie Trute	Henry Ford Hospital
Christine Webb	Henry Ford Hospital

Certified Neuroscience Registered Nurse (CNRN)

Lisa Cohen	Henry Ford Hospital
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Certified Nurse Manager and Leader (CNML)

David Bertasio	Henry Ford Jackson Hospital
Bonna Sue Cross	Henry Ford Jackson Hospital
Letishia Hill	Henry Ford Jackson Hospital
Chantell Krage	Henry Ford Jackson Hospital
Diana Showerman	Henry Ford Jackson Hospital
Ann Southworth	Henry Ford Jackson Hospital
Jody Whiteye	Henry Ford Jackson Hospital

Certified Nurse Midwife (CNM)

Cheryl Bellamy	Henry Ford Hospital
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Certified Nurse Operating Room (CNOR)

Sarah Carl	Henry Ford Jackson Hospital
Laverne Colbert	Henry Ford West Bloomfield Hospital
Sherrie Combs	Henry Ford Jackson Hospital
Breanne Curry	Henry Ford Jackson Hospital
Kimberly Dunham	Henry Ford Jackson Hospital
Robin Ebersole	Henry Ford Jackson Hospital
Bridget Fisher	Henry Ford Jackson Hospital
Michelle Hamlin	Henry Ford Jackson Hospital
Stephanie Hunter	Henry Ford West Bloomfield Hospital
Stephanie Jewell	Henry Ford West Bloomfield Hospital
Joann (Joni) Krontz	Henry Ford Jackson Hospital
Kylie Noppe	Henry Ford Jackson Hospital
Brittany Ojeda	Henry Ford Jackson Hospital
Chelsea Schaefer	Henry Ford Jackson Hospital
Jamie Veith	Henry Ford Jackson Hospital
Kurt Weiss	Henry Ford West Bloomfield Hospital
William Zegarlowicz, Jr.	Henry Ford Jackson Hospital

Certified Nurse Practitioners (NP-C)

Jenay Krumm	Henry Ford Jackson Hospital
Michelle Walker	Henry Ford Jackson Hospital

Cert-ONS/ONCC Chemo Biotherapy

Jessica Dumlao	Ambulatory
Sonji Hamilton	Ambulatory
Amandalynn Podpora	Ambulatory
Tatvana Yermakova	Ambulatory

Certified Pediatric Emergency Nurse (CPEN)

Jessica Filak	Henry Ford Jackson Hospital
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Certified Pediatric Nurse (CPN)

Jody Barbani	Henry Ford Macomb Hospital
Kristin Kirchoff	Henry Ford Macomb Hospital
Michelle Lawlor	Ambulatory

Certified Pediatric Nurse Practitioner – Primary Care (CPNP-PC)

Anna Liro	Henry Ford Jackson Hospital
Katalin “Kathy” Woods	Henry Ford Jackson Hospital

Certified Perioperative Nurse (CNOR)

Sherrie Combs	Ambulatory
Jennifer Marr	Henry Ford Wyandotte Hospital

Certified Perioperative Nurse (CNOR), Certified Registered Nurse First Assistant (CRNFA)

Vonda Cvengros	Henry Ford Wyandotte Hospital
Judy Rhode	Henry Ford Wyandotte Hospital
Laurie Young	Henry Ford Wyandotte Hospital

Certified Post-Anesthesia Nurse (CPAN)

Sue Bott	Henry Ford Macomb Hospital
Gloria Hollohan	Henry Ford Hospital
Karin McKim	Henry Ford Hospital
Elizabeth Stinson	Henry Ford Wyandotte Hospital

Certified Professional Coder (CPC)

Dawn Richey	Henry Ford Jackson Hospital
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Certified Professional in Healthcare Quality (CPHQ)

Linda Boroughf	Henry Ford Jackson Hospital
Courtney Weyenberg	Henry Ford Jackson Hospital

Certified Professional in Healthcare Quality (CPQH), Informatics Nursing (RN-BC)

Darinda Blaske	Henry Ford Wyandotte Hospital
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Certified Professional in Healthcare Quality (CPHQ), Nursing Executive-Board Certified (NE-BC)

Jessica Whitney	Henry Ford Jackson Hospital
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Certified Professional in Patient Safety (CPPS)

Erin Baker	Henry Ford Jackson Hospital
Mackenzie Tipping	Henry Ford Jackson Hospital

Certified Professional in Patient Safety (CPPS), Certified Professional in Healthcare Quality (CPHQ)

Janelle Larder	Henry Ford Jackson Hospital
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Certified Registered Nurse Anesthetist (CRNA)

Amanda Linn Ahrens	Henry Ford Jackson Hospital
Jessica Althaus	Henry Ford Jackson Hospital
Heather Baker	Henry Ford Wyandotte Hospital

Edward Bennett	Henry Ford Macomb Hospital
Mary Bieber	Henry Ford Jackson Hospital
Joshua Booth	Henry Ford Jackson Hospital
Kristen Brady	Henry Ford Jackson Hospital
James Brown	Henry Ford Jackson Hospital
Karen Bubenko	Henry Ford Jackson Hospital and Henry Ford Wyandotte Hospital
David Buckeridge	Henry Ford Wyandotte Hospital
Jayne Cady	Henry Ford Wyandotte Hospital
Nicholas Camilleri	Henry Ford Jackson Hospital
Kevin Cardwell	Henry Ford Jackson Hospital
Charles Timothy Carpenter	Henry Ford Wyandotte Hospital
Jessica Chang	Henry Ford Jackson Hospital
Mark Combs	Henry Ford Jackson Hospital
Eric Concepcion	Henry Ford Wyandotte Hospital
Heather Corcoran	Henry Ford Jackson Hospital
Alexandria Hayes Cotner	Henry Ford Wyandotte Hospital
Ruth Ann Deilus	Henry Ford Jackson Hospital
Tracy Kae Delgado	Henry Ford Wyandotte Hospital
Teresa Anne Durigon	Henry Ford Jackson Hospital
Emily Eggleston	Henry Ford Jackson Hospital
James Esbrook	Henry Ford Wyandotte Hospital
Carlos Estrada	Henry Ford Jackson Hospital
Rachel Estrada	Henry Ford Jackson Hospital
Jamie Ettaher	Henry Ford Jackson Hospital and Henry Ford Wyandotte Hospital
Kristine Faust	Henry Ford Jackson Hospital
Sheela Federici	Henry Ford Jackson Hospital
Mariana Flatt	Henry Ford Wyandotte Hospital
Shai Goel	Henry Ford Wyandotte Hospital
Nariman Gumma	Henry Ford Wyandotte Hospital
Shawn Merle Hines	Henry Ford Jackson Hospital
Violjeta Johnson	Henry Ford Wyandotte Hospital
Xin Yan "Kelly" Hu	Henry Ford Jackson Hospital
Marcia B Kenyon	Henry Ford Wyandotte Hospital
Melinda Kohn	Henry Ford Jackson Hospital
Patricia Koprivica	Henry Ford Jackson Hospital
Laura Kopulos	Henry Ford Jackson Hospital
John Kramer	Henry Ford Jackson Hospital
Kellie Kunkel	Henry Ford Jackson Hospital
Steven Ladson	Henry Ford Wyandotte Hospital
Jesserie Lao	Henry Ford Jackson Hospital
Benjamin Lee	Henry Ford Jackson Hospital
Nicole Lotze	Henry Ford Wyandotte Hospital
Timothy Laurin	Henry Ford Wyandotte Hospital
Tabatha Malvitz	Henry Ford Wyandotte Hospital
Katherine Mascot	Henry Ford Wyandotte Hospital
Kevin McClellan	Henry Ford Jackson Hospital
Aeryanna Mcgaughy	Henry Ford Wyandotte Hospital
Alan Meinke	Henry Ford Jackson Hospital
Jesse Meston	Henry Ford Jackson Hospital
Meredith Meston	Henry Ford Jackson Hospital
Rachel Michalak	Henry Ford Wyandotte Hospital
Holly Miller	Henry Ford Wyandotte Hospital
Keith Miller	Henry Ford Jackson Hospital
Eric Mirkin	Henry Ford Jackson Hospital
Nicole Moreno	Henry Ford Jackson Hospital

Hassan Nehme	Henry Ford Wyandotte Hospital
Eugene Ngala	Henry Ford Wyandotte Hospital
Shane O'neill	Henry Ford Jackson Hospital
Joanna Pennywell	Henry Ford Wyandotte Hospital
Susan Post	Henry Ford Wyandotte Hospital
Linda Quigley	Henry Ford Jackson Hospital
James Randolph	Henry Ford Jackson Hospital
Nicholas Rebel	Henry Ford Wyandotte Hospital
Kimberly Rees	Henry Ford Wyandotte Hospital
Karla Renee	Henry Ford Wyandotte Hospital
Chelsea Richardson	Henry Ford Jackson Hospital
Mario Rico	Henry Ford Wyandotte Hospital
Lauren Tyler Roberts	Henry Ford Wyandotte Hospital
Matthew Rohlf	Henry Ford Jackson Hospital
Angela Savastano	Henry Ford Wyandotte Hospital
Julius Sawyer	Henry Ford Jackson Hospital
Mazen Shweika	Henry Ford Wyandotte Hospital
Scott Sinclair	Henry Ford Jackson Hospital
Joseph Stepulla	Henry Ford Wyandotte Hospital
Madelyn Stover	Henry Ford Wyandotte Hospital
Larry Stuckey	Henry Ford Jackson Hospital
Stephanie Sukaria	Henry Ford Wyandotte Hospital
Adam Traud	Henry Ford Jackson Hospital
Kristina Trupiano	Henry Ford Wyandotte Hospital
Courtney Van Tassell	Henry Ford Jackson Hospital
Richard Van Tuyl	Henry Ford Wyandotte Hospital
Brian Velker	Henry Ford Jackson Hospital
Sarah Albrecht Webster	Henry Ford Jackson Hospital
Audrey Woodward	Henry Ford Jackson Hospital
Jing Zhang	Henry Ford Jackson Hospital

Certified Rehabilitation Registered Nurse (CRRN)

Rachel Fischer	Henry Ford Wyandotte Hospital
Jodi Gaynor	Henry Ford Macomb Hospital
Miranda Noori	Henry Ford Macomb Hospital
Mary Prater	Henry Ford Wyandotte Hospital
Tiffany Radzinski	Henry Ford Macomb Hospital

Certified Wound, Ostomy and Continence Nurse (CWOCN)

Hailey Berent	Henry Ford Hospital
Maria Masongsong	Henry Ford Wyandotte Hospital
Randi Ruder	Henry Ford Jackson Hospital

Certified Wound Ostomy Nurse (CWON)

Cindy Schleis	Henry Ford Hospital
Joan Vanheck	Henry Ford Macomb Hospital

Certified Wound Ostomy Nurse (CWON), Certified Foot Care Nurse (CFCN)

Shannon Johns	Henry Ford Jackson Hospital
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Certified Wound Specialist (CWS), Certified Wound Ostomy Nurse-Advanced Practice (CWON-AP)

Daniel Piekarek	Henry Ford Jackson Hospital
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Clinical Nurse Specialist (CNS-C)

Trish Klassa	Henry Ford West Bloomfield Hospital
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Critical Care Certified RN (CCRN)

Felice Abad	Henry Ford Hospital
Jennifer Adair	Henry Ford Macomb Hospital
Rita Alcaraz	Henry Ford Jackson Hospital
Jewel Allen	Henry Ford Jackson Hospital
Philip Avramoski	Henry Ford Hospital
Jessica Baginski	Henry Ford Hospital
Christopher Baran	Henry Ford Hospital
Danielle Begalle	Henry Ford Hospital
Jacob Belch	Henry Ford Hospital
Sarah Beldin	Henry Ford Hospital
Lori Breslin	Henry Ford Hospital
Tracy Bridgen	Henry Ford Hospital
Staci Brown	Henry Ford Hospital
Chris Campeau	Henry Ford Hospital
Patricia Clark	Henry Ford Jackson Hospital
Anne Marie Collier	Henry Ford West Bloomfield
Cameron Coristine	Henry Ford Hospital
Jamie Cotzias	Henry Ford Hospital
Nadin Darsa	Henry Ford Hospital
Hannah Dembny	Henry Ford Hospital
Catherine Draus	Henry Ford Hospital
Jill Drewno	Henry Ford Jackson Hospital
Ann Mary Drews	Henry Ford Hospital
Kristen Eckhout	Henry Ford Macomb Hospital
Sharon Eldridge	Henry Ford Hospital
Cynthia Engelhardt	Henry Ford Hospital
Jessica Fischer	Henry Ford Hospital
Olga Foreman	Henry Ford Hospital
Carissa Fuerth	Henry Ford Hospital
Lei Gao	Henry Ford Hospital
Dahlia Gardin	Henry Ford Hospital
Charlyn Gemus	Henry Ford Hospital
Kenneth Gentner	Henry Ford Hospital
Alissa Gianferrara	Henry Ford Hospital
Christine Halash	Henry Ford Hospital
Lauren Hamlin	Henry Ford Hospital
Stephanie Holloman	Henry Ford Hospital
Barbara Howe	Henry Ford Jackson Hospital
Lauren Hutchison	Henry Ford Hospital
Rahwa Iskias	Henry Ford Hospital
Nicole Jennings	Henry Ford Hospital
Julia Jones	Henry Ford Jackson Hospital
James Keeton	Henry Ford West Bloomfield
Victoria Kiers	Henry Ford Hospital
Katharine Koch	Henry Ford Jackson Hospital
Meghan Laird	Henry Ford Hospital
Eric Lalama	Henry Ford Hospital
Kyle Lamont	Henry Ford Hospital
Jeffrey Mackie	Henry Ford Jackson Hospital
John Mailey	Henry Ford Hospital
Anthony McIntyre	Henry Ford Jackson Hospital
Malinda Mckay	Henry Ford Hospital
Kelly Mcnew	Henry Ford Jackson Hospital
Kathleen Mical-Robb	Henry Ford Hospital

Kelly Moore	Henry Ford Hospital
Corinne Naas	Henry Ford Macomb Hospital
Aiden Nance	Henry Ford Hospital
Joshua Pennell	Henry Ford Hospital
Jessica Pepper	Henry Ford Jackson Hospital
Amanda Peterson	Henry Ford Hospital
Darlene Pratt	Henry Ford Jackson Hospital
Alison Richardson	Henry Ford Jackson Hospital
Kaitlin Robinson	Henry Ford Hospital
Estera Rusnak	Henry Ford Hospital
Virginia Sabourin	Henry Ford Hospital
Enkeleda Shehu	Henry Ford Macomb Hospital
Lisa Shelton	Henry Ford Hospital
Drake Sluchak	Henry Ford Hospital
Rosel Smith	Henry Ford Jackson Hospital
Danielle Snider	Henry Ford Hospital
Jennifer Stallman	Henry Ford Macomb Hospital
Elizabeth Swartz	Henry Ford Hospital
Amber Sweeter	Henry Ford Jackson Hospital
Leilani Tacia	Henry Ford Jackson Hospital
Jenna Tarolli	Henry Ford Hospital
Krystal Teichow	Henry Ford Macomb Hospital
Sandra Tilo	Henry Ford Hospital
Elizabeth Toll	Henry Ford Hospital
Jennifer Towler	Henry Ford Hospital
Torri Trojand	Henry Ford Hospital
Michelle Turmell	Henry Ford Hospital
Anthony Valeri	Henry Ford Hospital
Chantel Van Every	Henry Ford Hospital
Anastasia Vasilevski	Henry Ford Hospital
Matthew Walny	Henry Ford Hospital
Amy Winget	Henry Ford Jackson Hospital
Stephanie Woodiwiss	Henry Ford Hospital
Jennifer Woodward	Henry Ford Hospital
Kristen Yzerman	Henry Ford Hospital

Critical Care Certified RN (CCRN-K)

Kristina Boudreau	Henry Ford Hospital
Lisa Cohen	Henry Ford Hospital

Certified in Electronic Fetal Monitoring (C-EFM)

Laura Baker-Fraser	Henry Ford Hospital
Melissa Lakin Grosso	Henry Ford West Bloomfield Hospital
Kenya House	Henry Ford Hospital
Lauren Lee	Henry Ford Hospital
Amina Mahmud	Henry Ford Hospital
Stacy McCormick	Henry Ford Jackson Hospital
Monica Moorehead	Henry Ford Macomb Hospital
Lisa Morin	Henry Ford Hospital
Rebecca Muldoon	Henry Ford Hospital
Kendra Natter	Henry Ford Hospital
Sarah Nowosad	Henry Ford Hospital
Christina Old	Henry Ford Jackson Hospital
Sarah Reichert	Henry Ford Jackson Hospital
Nancy Sullivan	Henry Ford Jackson Hospital
Maria Winters	Henry Ford Hospital

Dialysis PCT NNCO

Efrain Galindo, Jr. Ambulatory

Certification in Electronic Fetal Monitoring (EFM)

Trisha Klassa Henry Ford West Bloomfield Hospital

Emergency Nurse Pediatric Course

Andrea Anderson Ambulatory

Jessica Champagne Ambulatory

Marie Chmielewski Ambulatory

Holly Ferguson Ambulatory

Sherice Roberts Ambulatory

Family Nurse Practitioner – Board Certified (FNP-BC)

Deenah Cavill Henry Ford Jackson Hospital

Alicia Dolba Henry Ford Hospital

Kasey Gamez Henry Ford Jackson Hospital

Smitha Georgy Henry Ford Hospital

Amy Herrick Henry Ford Jackson Hospital

Rachael Hiller Henry Ford Jackson Hospital

Megan Jarzynka Henry Ford Jackson Hospital

Jill Marshall Henry Ford Jackson Hospital

Deborah Mroczka Henry Ford Jackson Hospital

Lance Mueggenborg Henry Ford Jackson Hospital

Hannah Oberst Henry Ford Jackson Hospital

Ashley Poirier Henry Ford Jackson Hospital

Alina Stewart Henry Ford Hospital

Carl Wright Henry Ford Jackson Hospital

Family Nurse Practitioner (NP-C)

Crystal A. Bowen Henry Ford Wyandotte Hospital

Jessica A. Lakey Henry Ford Wyandotte Hospital

Elizabeth Nicole Lotze Henry Ford Wyandotte Hospital

Emilee F. Sweet Henry Ford Wyandotte Hospital

Family Nurse Practitioner Board Certified (FNP-BC), Nursing Executive-Board Certified (NE-BC)

Leslie Thompson Henry Ford Jackson Hospital

Family Nurse Practitioner – Certified (FNP-C)

Janette Altenbernt Henry Ford Jackson Hospital

Emily Ball Henry Ford Jackson Hospital

Dana Carl Henry Ford Jackson Hospital

Julie Carroll Henry Ford Jackson Hospital

Matthew Draper Henry Ford Jackson Hospital

Nanette Embury Henry Ford Jackson Hospital

Toni Fedyski Henry Ford Jackson Hospital

Steven Fehrenbach Henry Ford Jackson Hospital

Jennifer Fox Henry Ford Jackson Hospital

Megan Frankfort Henry Ford Jackson Hospital

Joni Frost Henry Ford Jackson Hospital

Michelle Gillmore Henry Ford Jackson Hospital

Melissa Lakin Grosso Henry Ford West Bloomfield Hospital

Venus Hagar Henry Ford Jackson Hospital

Lisa Horgan Henry Ford Jackson Hospital

Leigh Huebner Henry Ford Jackson Hospital

Sydney Irwin Henry Ford Jackson Hospital

Lindsey Jones Henry Ford Jackson Hospital

Sara Lentz Henry Ford Jackson Hospital

Michele Mentink Henry Ford Jackson Hospital

Rachael Meserva Henry Ford Jackson Hospital

Roxanne Meyers Henry Ford Jackson Hospital

Sarah Neinas Henry Ford Jackson Hospital

Charles Reisdorf Henry Ford Jackson Hospital

Philicia Richmond Henry Ford Jackson Hospital

Debora Russ Henry Ford Jackson Hospital

Melissa Sanger Henry Ford Jackson Hospital

Jennifer Schmid Henry Ford Jackson Hospital

Elizabeth Shea Henry Ford Jackson Hospital

Enkeleda Shehu Henry Ford Macomb Hospital

Kayla Sterrett Henry Ford Jackson Hospital

Cynthia Stuard Henry Ford Jackson Hospital

Deanna Tregoning Henry Ford Jackson Hospital

Lyubov Veyevldko Henry Ford Macomb Hospital

Family Nurse Practitioner – Certified (FNP-C), Advanced Practice Registered Nurse (APRN)

Lisa Bradley Henry Ford Jackson Hospital

Gerontological Nurse Practitioner Board Certified (GNP-BC)

Sandra Raby Henry Ford Jackson Hospital

Gerontological Nursing (GERO-BC)

Angela Otis Henry Ford Macomb Hospital

Hemostasis Nursing (RN-BC)

Angela Otis Henry Ford Macomb Hospital

Home Health Nurse

Sandra Petersen Ambulatory

Holistic Nurse (HN-BC)

Katherine Balten Henry Ford Hospital

Inpatient Obstetric Nursing (RNC-OB)

Molly Fogg Ambulatory

Christina Old Henry Ford Jackson Hospital

Inpatient Obstetric Nursing (RNC-OB), International Board Certified Lactation Consultant (IBCLC)

Cari Gray Henry Ford Jackson Hospital

International Board Certified Lactation Consultant (IBCLC)

Tracy Filangi Ambulatory

Shannon Huber Henry Ford Hospital

Katherine Jean Jacque Henry Ford Jackson Hospital

Jaclyn Keegan Henry Ford Hospital

Trish Klassa Henry Ford West Bloomfield Hospital

Wendy Miles Henry Ford Jackson Hospital

Meghan Solano Henry Ford Hospital

Informatics Nursing Certification (RN-BC)

Tatiana Assenova	Henry Ford West Bloomfield Hospital
Allyse Rainey	Henry Ford Jackson Hospital
Katie Witherspoon	Henry Ford Wyandotte Hospital

Maternal Newborn Nursing (RNC-MNN)

Mesha Farrington	Henry Ford Hospital
Osha Shatar Humphrey	Henry Ford Jackson Hospital
Emilee Losey	Henry Ford Jackson Hospital
Ashley Savicke	Henry Ford Jackson Hospital
Ruth Tilton	Henry Ford Hospital

Medical Surgical (RN-BC)

Pamela Johnson	Henry Ford Hospital
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Medical-Surgical Registered Nurse

Mandy Davison	Ambulatory
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Neonatal Intensive Care Nursing (RNC-NIC)

Tanya Mattern	Ambulatory
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Neonatal Nurse Practitioner – Board Certified (NNP-BC)

Anita Hamilton	Henry Ford Jackson Hospital
Angela Jacobs	Henry Ford Jackson Hospital
Michelle Whalen	Henry Ford Jackson Hospital
Nadine Zinn	Henry Ford Jackson Hospital

Neonatal Resuscitation Program

Dianna Aluia	Ambulatory
Chelsey Brown	Ambulatory
Heather Buchanan	Ambulatory
Christina Droste	Ambulatory
Molly Fogg	Ambulatory
Alexandria Kolbow	Ambulatory
Roberts Monti	Ambulatory
Teresa Myers	Ambulatory
Dragoslava Nedic	Ambulatory
Andrea North	Ambulatory
Katelyn Proffitt	Ambulatory
Nichole Rekowski	Ambulatory
Renee Rios	Ambulatory
Kendra Tomich	Ambulatory
Catherine Vowell	Ambulatory
Chelsea Wroblewski	Ambulatory
Jill Zdyrski	Ambulatory

Nurse Aide

Katelyn Proffitt	Ambulatory
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Nurse Executive Advanced-Board Certification (NEA-BC)

Wendy Kim	Henry Ford Jackson Hospital
Kim Meeker	Henry Ford Wyandotte Hospital
Denise Robinson	Henry Ford Hospital
Brenda VanWallaghen	Henry Ford Wyandotte Hospital
Kathleen Walsh	Henry Ford Jackson Hospital

Nurse Executive Advanced-Board Certification (NEA-BC), Gerontological Nurse (RN-BC)

Bernadette White	Henry Ford Wyandotte Hospital
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Nurse Executive – Board Certification (NE-BC)

Trisha Brazil	Henry Ford Hospital
Sicknee Daher	Henry Ford Hospital
Jackie David	Henry Ford Hospital
Erin Dicks	Henry Ford Hospital
Latoya Flint	Henry Ford Hospital
Nancee Hofmeister	Henry Ford Jackson Hospital
Deborah Jenkins	Henry Ford West Bloomfield Hospital
Angela Job	Henry Ford Macomb Hospital
Erica Johnson	Henry Ford Hospital
Jocelyn Maceri	Henry Ford Hospital
Cathleen McCloskey	Henry Ford West Bloomfield Hospital
Sue Naster	Henry Ford Hospital
Christine Pawlik	Henry Ford Hospital
Nancy Price	Henry Ford Hospital
John Roberts	Henry Ford West Bloomfield Hospital
Adam Sinistaj	Henry Ford Macomb Hospital
Anna Taylor	Henry Ford Hospital
Yolanda Thompson	Henry Ford Hospital
Madelyn Torakis	Henry Ford Hospital
Christy Vrana Stevens	Henry Ford Hospital

Nurse Executive (Certified Nurse Administration – CNA, BC, prior to 2008)

Cheryl Kilbourne	Ambulatory
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Nursing Professional Development Specialist (NPD-BC)

Staci Brown	Henry Ford Hospital
Jacob Grossman	Henry Ford Hospital

Oncology Certified Nurse (OCN)

Colleen Boyer	Henry Ford Jackson Hospital
Crystal Converse	Henry Ford Jackson Hospital
Stacy DeWitt	Henry Ford Jackson Hospital
Heather Duckham	Henry Ford Jackson Hospital
Jeree Everley	Henry Ford Jackson Hospital & Ambulatory
Sonji Hamilton	Ambulatory
Jennifer Houck	Henry Ford Macomb Hospital
Amy Huddlestun	Ambulatory
Jacquelyn Robertson	Henry Ford Jackson Hospital
Aimee Sanders	Henry Ford Jackson Hospital
Christine Schmucker	Henry Ford Jackson Hospital
Michelle Vitello	Ambulatory
Lorie Weaver	Henry Ford Jackson Hospital

Orthopedic Nurse Certified (ONC)

Louise Baker	Henry Ford Hospital
Sheila Marie Cruz	Henry Ford Hospital
Heather Faggion	Henry Ford Jackson Hospital
Denise Gargano	Henry Ford Macomb Hospital
Tracey Hunter	Henry Ford Jackson Hospital

Jocelyn Maceri	Henry Ford Hospital
Karen Mastrella	Henry Ford Hospital
Jennifer Michalski	Henry Ford Hospital
Michelle Morris	Henry Ford Hospital
Christine Schmucker	Henry Ford Jackson Hospital
Cara Stempky	Henry Ford Hospital
Cherry Viernes	Henry Ford Hospital

PALS

Cheyenne Booker	Ambulatory
Crystal Curtis	Ambulatory

Pediatric Advanced Life Support

Angela Braum	Ambulatory
Julie Koch	Ambulatory
Stephanie Mattord	Ambulatory
Shannon Pllum	Ambulatory

Pediatric Nurse Practitioner

Kathleen De Baker	Ambulatory
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Pediatric Nurse Practitioner – Board Certified (PNP-BC)

Jillian Gervais	Henry Ford Jackson Hospital
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Pediatric Nurse Practitioner – Primary Care (PNP-PC), International Board Certified Lactation Consultant (IBCLC)

Elizabeth Cross	Henry Ford Jackson Hospital
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Progressive Care Certified Nurse (PCCN)

Colleen Allen	Henry Ford Wyandotte Hospital
Christina Bechard	Henry Ford West Bloomfield Hospital
Angela Pfeifer	Henry Ford Jackson Hospital

Progressive Care Certified Nurse (PCCN), Certified Medical Surgical Registered Nurse (CMSRN)

Benjamin Canty	Henry Ford Jackson Hospital
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Psychiatric-Mental Health Nursing Certification (PMH-BC)

Alessandro Vagnini	Henry Ford Wyandotte Hospital
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Psychiatric-Mental Health Nurse Practitioner (PMHNP)

Jessica Ann Hull	Henry Ford Jackson Hospital
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Registered Nurse Certified – Inpatient Obstetric Nursing (RN-OB)

Barbara Casler	Henry Ford Jackson Hospital
Heather Crittenden	Henry Ford Jackson Hospital
Janine Hatt	Henry Ford Jackson Hospital

Registered Nurse Certified – Electronic Fetal Monitoring (RNC-EFM)

Jennifer Barkume	Henry Ford West Bloomfield Hospital
Pamela Watson	Henry Ford West Bloomfield Hospital

Registered Nurse Inpatient Obstetric Nursing (RNC-OB)

Laura Baker-Fraser	Henry Ford Hospital
Jennifer Brooks	Henry Ford Jackson Hospital
Sarah Halsey	Henry Ford Jackson Hospital
Sandra Kern	Henry Ford Jackson Hospital
Susan Klotz	Henry Ford Hospital
Wendy Mackenzie	Henry Ford Hospital
Stefanie McClintic	Henry Ford Jackson Hospital

Sexual Assault Nurse Examiner (SANE)

Jennifer Cudworth	Henry Ford Jackson Hospital
Rachel Witgen	Henry Ford Jackson Hospital

Stroke Certified Nurse (SCRN)

Kristina Bush	Henry Ford Hospital
Kristin Culpepper	Ambulatory
Daniela Danese	Henry Ford Hospital
Rachel Darwiech	Henry Ford Hospital
Michael Jankowski	Henry Ford Hospital
Malinda Mckay	Henry Ford Hospital
Charles Shamoun	Henry Ford Hospital
Bradley Torrie	Henry Ford Hospital
Mary Vander Hoek	Ambulatory

Trauma Nurse Core Curriculum

Andrea Anderson	Ambulatory
Angela Braum	Ambulatory
Jessica Champagne	Ambulatory
Maria Chmielewski	Ambulatory
Brittany Cole	Ambulatory
Holly Ferguson	Ambulatory
Katie Julian	Ambulatory
Sherice Roberts	Ambulatory

Trauma Certified Registered Nurse (TCRN)

Sara Glowzinski	Henry Ford West Bloomfield Hospital
Sheila Meshinski	Henry Ford Macomb Hospital
Marnie Van Dam	Henry Ford Macomb Hospital

Vascular Access Board Certified (VA-BC)

Elizabeth Ottolini	Henry Ford Jackson Hospital
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Women’s Health Care Nurse Practitioner (WHNP-BC)

Lisa Rudd	Henry Ford Jackson Hospital
Sati Nichols	Henry Ford Jackson Hospital

Wound Care Certified (WCC)

Jodie Huddleston	Henry Ford Jackson Hospital
Eric Kalis	Henry Ford Jackson Hospital

Wound Ostomy Continence Certified – Canada (WOCCN(C))

Niki Beal	Henry Ford Hospital
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Thank you to our team members whose hard work and dedication made our first systemwide annual report a reality.

Henry Ford Health

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Lauren Herrin
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Henry Ford Jackson Hospital

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Henry Ford Kingswood Hospital

Emily Sexton RN, MSN, NE-BC

Ambulatory

Katherine Wagoner MSQM, BSN, RN

Community Care Services

Emily Larson

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HEALTH**®

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