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We stand proud as a Magnet® hospital.

HFAH Nursing Mission

Our mission is to enhance the quality of life through a culture of caring, using the art and science of nursing practice.

HFAH Nursing Vision

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

HFAH Nursing Values

We value...
The rights and uniqueness of people.
The application of evidence-based practice and research.
Continuous quality improvement in a culture of safety.
Professional growth and innovation in practice.
Diversity and cultural awareness.
Honest and respectful communication.
Responsible and efficient use of resources.
A Message from the Vice President & Chief Nursing Officer

I look forward to this annual opportunity to revisit the contributions of Henry Ford Allegiance Health (HFAH) nurses and reflect on the powerful and significant differences you have made in the lives we touch every day throughout the year. And this goes beyond patients and their loved ones. I hear countless stories of how you touch each other’s lives in meaningful ways. Your teamwork is a true demonstration of how the whole is greater than the sum of the parts.

Beyond clinical competencies, the embodiment of our core values of Compassion, Innovation, Respect and Results is clearly revealed in the highlights of this report. I invite you to take this opportunity to reflect on your own personal contributions to our team, our patients, and their families, especially in light of the many ways the continued pandemic has changed health care delivery. Despite what may feel like never-ending changes, our nurses collaborated and partnered across HFAH and the broader Health System to deliver safe, high quality care.

Thank you for your ongoing commitment and dedication as we pursue our Magnet re-designation. This journey keeps what we all value at the forefront and demonstrates our unwavering commitment to providing exceptional care. It is an honor to serve as your Chief Nursing Officer. You are truly at the heart of all we do.

In gratitude,

Wendy Kim, DNP, RN, NEA-BC
Vice President & Chief Nursing Officer
HFAH Celebrates One Year of MAGNET Designation®

Magnet Designation® from the American Nurses Credentialing Center (ANCC) is the highest and most prestigious distinction a health care organization can receive for nursing excellence and high-quality patient care. With only eight percent of U.S. hospitals earning the Magnet designation, it is clearly the gold standard.

HFAH was honored to receive Magnet Designation in September 2020; and celebration activities were held locally to celebrate the one-year anniversary. Several nurse leaders and clinical nurses also had the opportunity to travel to Atlanta, Georgia to represent HFAH during the 2021 ANCC National Magnet Conference®. During this annual celebration of nursing excellence, HFAH was honored for our initial Magnet Designation®.
Transformational Leadership

HEALTHGRADES 2021 PATIENT SAFETY EXCELLENCE AWARD

The Healthgrades 2021 Patient Safety Excellence recognition is awarded to the top 10% of hospitals nationwide that have the lowest occurrences of 14 preventable patient safety events. HFAH is pleased to have earned the award in 2021. Magnet Designated hospitals have been recognized in the literature for improved clinical outcomes for patients, lower mortality rates and higher patient satisfaction. Through our culture of excellence and great teamwork, HFAH has continued to outperform the national benchmarks for catheter-related bloodstream infections acquired in the hospital, pressure injuries stage 2 and higher, and falls with injury.

“Nurses work closely with patients and see their needs on a personal level from a physical and psychosocial perspective. Therefore, nursing should share not only in organizational leadership, but local, state, and national leadership as well. We can impact the nursing profession and the lives of our patients. Small steps can lead to an impactful journey.”

- Crystal Converse, BSN, RN, ONC, Clinical Nurse/Co-Chair of TL&A Council
EAM 2021 MATERNITY CARE EXCELLENCE AWARD

Henry Ford Allegiance Health was one of seventeen Michigan hospitals to receive the 2021 EAM Hospital Maternity Care Excellence Award. This award from the Economic Alliance for Michigan recognizes Michigan hospitals that achieve consistently high marks for performance and improvements in maternity care and delivery outcomes. We are proud of our team at HFAH.

INCIDENT COMMAND ACTIVATION

Transformational leaders must be ready to respond to unexpected challenges in health care. Several events during 2021 prompted nursing leadership and key stakeholders to re-open the Incident Command (IC) Center at HFAH. These included unexpected increases in COVID-19 rates in early spring and the implementation of a COVID-19 vaccination requirement for staff. Planning meetings, led by our Chief Nursing Officer, were instrumental in identifying nursing unit needs, COVID pay, and other retention efforts.

The national nursing shortage, exacerbated by the ongoing pandemic, also led to reactivating our Incident Command Center to brainstorm retention and recruitment efforts. Examples included open house hiring events to help fill positions in nursing, supply chain, and support services; employee referral programs with monetary bonuses; the use of contract agency staff; and pay increases for continued dedication during a time of unusual challenges.

STRATEGIC PARTNERING THROUGH TRANSFORMATIONAL LEADERSHIP ADVISORY COUNCIL

Nursing presence at all strategically aligned local, state, and national forums is a critical element in the HFAH Nursing Strategic Plan, 2021 - 2025. The Transformational Leadership Advisory (TL&A) Council represents the voice for HFAH 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. This council also allows nurses to be aware of volunteer opportunities within the community to provide additional ways to give back to those in need.

During the past year, the Council members have maintained contact with the HFHS government affairs office to remain informed of current legislation affecting nursing practice and to understand the impact introduced legislation could have on health care and nursing practice. Council members have also worked with HFHS to develop and provide a model for the TL&A Council throughout the health system and create a nursing policy advisory group (NPAG). Great work team!

“I joined the Transformational Leadership Advisory Council because I really enjoy volunteering in my community. I think it is important to help others, and this council helps identify the areas of need in my community and where I can help. Also, I think it is important as a nurse to stay informed regarding what is happening at the state and federal level with new legislative issues. This council aligns with my nursing practice and helps me become a better advocate for my patients and my community.”

- Sue Renfer, RN, Clinical Nurse/Chair of TL&A Council
Structural Empowerment

**NURSING SHARED LEADERSHIP**

Ensuring clinical nurse participation on interprofessional decision-making committees at the organizational level is important to HFAH. In 2021, Chairperson of Shared Governance Coordinating Council Jamie Veith, BSN, RN, CNOR, became a voting member on the HFAH Quality Committee. The Quality Committee oversees quality affairs as well as leads the organization to excellence through continuous improvement of care processes, patient safety, and patient/customer perceptions. It is an honor for the nursing profession to have Jamie as a voting member on this committee. Jamie is also a voting member on the Nursing Executive Council and a member on the Nursing Leadership Committee. Jamie’s membership on these councils gives clinical nurses a voice in decision making and is an innovation in the Henry Ford Health System!

“Being a member on committees has many benefits. It empowers nurses to use their clinical knowledge and expertise to develop, direct, and sustain our own professional practice; and it is a great way to network with colleagues and collaborate among units and departments.”

- Jamie Veith, BSN, RN, CNOR, Chair, Shared Governance Coordinating Council
Clinical nurses are also engaged in other organizational decision-making committees to provide nursing input and feedback on clinical practice standards, quality improvement, professional development, and research, including:

- Nursing Policy and Procedure Committee
- Critical Care Committee
- Hospital Acquired Infection Reduction (HAIR) Committee
- Fall & Pressure Injury Prevention Committee
- Ethics Committee
- System Nursing Practice Council
- Institutional Review Board (IRB)

**COMMITMENT TO PROFESSIONAL DEVELOPMENT**

HFAH offers a wide variety of programs designed for our nurses to achieve their personal and professional goals, including:

- Tuition Assistance Program
- Reimbursement Program for Professional Nursing Certification
- Stay Interviews and Mid-Year Check-In
- Preceptorship and Mentor Programs
- Leadership support for committee membership and self-scheduling for participation
- Free CE opportunities throughout the year: Journal Clubs, Nurses Lunch & Learn Educational Sessions, Schwartz Rounds, and Trauma Grand Rounds
- Professional Nursing Advancement Program (PNAP)
- Succession Planning

**TEACHING AND ROLE DEVELOPMENT**

**Perioperative Nurses Share Evidence-Based Practice**

The Clinical Nurse Specialists (CNSs) started a journal club as a creative method to bring evidence-based practice to the bedside. After attending several of the journal club sessions, the nurses from surgical services were interested in creating their own journal club to focus more on the current practice and standards related to surgery.

The Surgical Services Scrub Club was created in 2021 as an educational opportunity to review evidence-based practice that impacts the Surgical Service Nurse. The goal of Surgical Services Scrub Club is to build on the nurse’s current knowledge and support best practice to provide quality patient care at HFAH. Evidence-based articles are selected monthly and sent to the attendees in advance for review. The attendees complete a post-test and are provided one free continuing education credit.
RECOGNIZING AND CELEBRATING PROFESSIONAL DEVELOPMENT

HFAH Nurse and Clinical Staff Recognition Virtual Ceremony

On January 6, 2021, HFAH recognized nurses and patient care support staff members for career milestones and accomplishments accomplished during 2020. The virtual ceremony was a time to congratulate the honorees on their accomplishments and thank them for their continued commitment to personal and professional growth.

STAFF MEMBERS WERE RECOGNIZED FOR ACHIEVEMENT IN THE FOLLOWING CATEGORIES:

Professional Nursing Certification

A nurse who pursues certification in a certain field or nursing specialty demonstrates that she or he is an expert in that capacity. These nurses must meet education, experience, and exam criteria to achieve the credential. Certification is an official recognition of expertise and clinical judgment.

CONGRATULATIONS ON OBTAINING A PROFESSIONAL NURSING CERTIFICATION!

Acute Gerontology Care Nurse Practitioner
Jaclyn Donovan, MSN, RN, AGACNP-BC, 5T, Cardiac Universal Bed

Adult-Gerontology Clinical Nurse Specialist
Jessica Lincoln, MSN, RN, AGCNS-BC, Critical Decision Unit

Adult Gerontology Nurse Practitioner Certified
Shannon Smith, MSN, RN, AGNP-C, Radiation Oncology Center

Adult Gerontology Nurse Practitioner
Jalissa Atkins, MSN, RN, AGNP, MH - General Adult Unit

Certification in Electronic Fetal Monitoring
Carrie Baker, BSN, RN, RNC-OB, C-EFM, Women’s and Children’s Services
Chris Old, BSN, RN, RNC-OB, C-EFM, Women’s and Children’s Services
Stacy Steenrod, RN, CLC, C-EFM, Women’s and Children’s Services

Certified Ambulatory Peri Anesthesia Nurse
Alison Levy, BSN, RN, CAPA, Peri-operative Services

Certified Emergency Nurse
Courtney McIntosh, MBA, MSN, RN, CEN, Behavioral Health

Certified Health Care Simulation Educator
Denise Johnson-Tooney, MSN, RN, CHSE, Center for Health Innovation & Education

Certified Lactation Counselor
Wendy Miles, BSN, RN, CLC, Women’s and Children’s Services

Certified Medical-Surgical Registered Nurse
Tiffany Aceves, BSN, RN, CMSRN, 7S Neurology
Yvonne Crawford, BSN, RN, CMSRN, Comprehensive Clinical Care
Jessica Bailey, BSN, RN, CMSRN, Comprehensive Clinical Care
Goulden Egbuchulam, BSN, RN, CMSRN, 7 East - Secure
Eileen Maiville, MSN, RN, CMSRN, Comprehensive Clinical Care
Abrielle Roach, BSN, RN, CMSRN, 7 NW Medical Surgical
Kaylie Tyler, BSN, RN, CMSRN, 7S Neurology

Critical Care Registered Nurse Certification
Rosel Smith, RN, CCRN, 6T Medical Universal Bed
Leilani Tacia, MSN, RN, CCRN, Comprehensive Clinical Care

Inpatient Obstetric Nurse Certification
Sarah Halsey, BSN, RN, RNC-OB, Women’s and Children’s Services

Nurse Practitioner, Certified
Tanya Mccave, MSN, RN, NP-C, Cardiology Diagnostics

Oncology Certified Nurse
Kayla Ditmer, BSN, RN, OCN, 7 East - Secure
Debra Priest, RN, OCN, 7 East - Secure

Orthopedic Nurse Certified
Heather Faggion, BSN, RN, ONC, SS Surgical

Registered Nurse Certified in Maternal Newborn Nursing
Emilee Losey, BSN, RN, CLC, RNC-MNN, Women’s and Children’s Services
ADVANCED DEGREES

Higher nursing education provides the nurse with advanced clinical practice skillsets and a wider range of advancement opportunities. The American Association of the Colleges of Nursing (AACN) has also collected extensive research that indicates that higher nursing education has a significant impact on clinical outcomes, improved patient safety, and higher nursing satisfaction.

Congratulations on obtaining advanced degrees!

Bachelor of Science in Nursing (BSN)
Theresa Anderson, BSN, RN, 7 NW Medical Surgical
Alozie Asika, BSN, RN, Critical Decision Unit
Victoria Aubrey, BSN, RN, Peri-operative Services
Stephanie Betz, BSN, RN, Center for Pain Management
Samantha Bondy, BSN, RN, 7 East - Secure
Kaitlyn Bowers, BSN, RN, 6th Floor
Ashley Brown, BSN, RN, Women’s and Children’s Services
Amber Coe, BSN, RN, 5S Surgical
Jessica Cook, BSN, RN, 6th Floor
Kabriann Cooper, BSN, RN, Home Health Care
Cassie Corser, BSN, RN, Women’s and Children’s Services
Josh Corser, BSN, RN, Patient Safety Advocacy Service
Samantha Corts, BSN, RN, Women’s and Children’s Services
Megan Cowing, BSN, RN, 7 NW Medical Surgical
Karyn Cripps, BSN, RN, Peri-operative Services
Chad Dack, BSN, RN, Case Management
Kelsie Diamond, BSN, RN, 7T Neuroscience Universal Bed
Imelda Dolcine, BSN, RN, 7T Neuroscience Universal Bed
Antonia Drum, BSN, RN, Emergency Care
Christina Duwig, BSN, RN, Surgical Services
Shelby Eicher, BSN, RN, Cardiac Cath Lab
Amanda Elliott, BSN, RN, ONC, 6th Floor
Gabrielle Garth, BSN, RN, 6T Medical Universal Bed
Destiny Hamilton, BSN, RN, Women’s and Children’s Services
Ashley Hammond, BSN, RN, Peri-op Services
Heather Hanney, BSN, RN, 7T Neuroscience Universal Bed
Abbey Harmer, BSN, RN, Ortho Multi Specialty Group
Jamie Harness, BSN, RN, Neurosurgery
Paige Henvey, BSN, RN, 7 East - Secure
Laura Horka, BSN, RN, Labor and Delivery
Meghan Karle, BSN, RN, Surgical Services
Janel Lambert, BSN, RN, Digestive Health
Kelsey Neil, BSN, RN, 5T Cardiac Universal Bed
Cloe Matthews, BSN, RN, Inpatient IV Therapy
Nathan Maurer, BSN, RN, Surgical Services
Chelsea Miller, BSN, RN, Women’s and Children’s Services
Brooke Perrine, BSN, RN, Women’s and Children’s Services
Abigail Prowse, BSN, RN, 7 East - Secure
Chelsey Richmond, BSN, RN, Surgical Services
Sarah Rinehart, BSN, RN, 6th Floor
Shannon Robinson, BSN, RN, 6th Floor
Kelsey Rogers, BSN, RN, 5T Cardiac Universal Bed
Jamie Roney, BSN, RN, Cardiology Diagnostics
Kylie Schilling, BSN, RN, 4T Surgical Universal Bed
Allison Sherwood, BSN, RN, Inpatient IV Therapy
Jaasen Sleesman, BSN, RN, 4T Surgical Universal Bed
Anna Smith, BSN, RN, 7 NW Medical Surgical
Michelle Smith, BSN, RN, 5T Cardiac Universal Bed
Abigail Sovoda, BSN, RN, Special Care Nursery
Tracy L. Stanton, BS, BSN, RN, Peri-op Services
Andrea Stewart, BSN, RN, 5S Surgical
Nicole Wells, BSN, RN, Women’s and Children’s Services
Rachel Witgen, BSN, RN, SANE, Emergency Care

Master of Science in Nursing
Chantell Krage, MSN, RN, Ambulatory Surgery Center
Tess Powell, MSN, RN, 5T Cardiac Universal Bed

Doctorate in Nursing
Mariah Foster, DNP, RN, AGCNS-BC, Comprehensive Clinical Care
**NURSING EXCELLENCE AWARD CEREMONY, MAY 2021**

The annual 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 2021 Henry Ford Allegiance Health Nursing Excellence Awards virtually.

Congratulations to winners of the 2021 Nursing Excellence Award!

**Nursing Excellence Award Honorees**

**Advanced Practice Nursing Award**
Mallorie Kettlehut, MSN, RN, AGPCNP-BC, *Advanced Illness Management*

**Dedication to Nursing Practice Award**
Kimberly Dunham, RN, CNOR, *Surgical Services - OR*

**Compassion, Commitment and Patient Advocacy Award**
Sydnee Westra, RN, *7 NW*

**DAISY Leadership Award**
Rachel Witgen, BSN, RN, SANE, *Emergency Care*

**GRF Leadership Award**
Karen Zastrow, MSN, RN, AGCNS-BC, *Clinical Education*

**Clinical Practice, Safe Care, and Best Outcomes**
Kathryn Kennedy, RN, *6T Medical Universal Bed*

**Innovative, Efficient and Affordable Care Award**
Courtney Honeck, BSN, RN, *7 NW*

**Humanitarian Award**
Patty Koprivica, MSN, RN, CRNA, *Anesthesia Services - CRNA*

**DAISY Team Award**
Certified Registered Nurse Anesthetists (CRNA) Team

**PROFESSIONAL NURSING ADVANCEMENT PROGRAM (PNAP)**

HFAH 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 2021 PNAP Honorees!

**Tier 1**
- Victoria Aubrey (Khon), RN
- Kaitlyn Bowers, RN
- Nancy Brown, RN
- Shelly Clark, RN
- Jennifer Coneyne, RN
- Deann Crawford, RN
- Jessica Crowden, RN
- Crystal Curtis, RN
- Valeria Da Silva Pereira-Brown, RN
- Imelda Dolcine, BSN, RN
- Heather Duckham, RN, DNP
- Tammy Hadden, RN
- Ashley Hammond, RN
- Maria Johnson, RN
Susan Lumbert, RN, was awarded a Level 2 under the Professional Nursing Advancement Program (PNAP). As part of her portfolio, Susan was interested in helping her peers in pre-op and PACU feel more knowledgeable with intraoperative care to promote the best patient experience.

In February 2021, she presented to a group of nurses and facilitated a tour of the operating room, orthopedic room, and hybrid room. Susan demonstrated the various positioning products that are commonly used during surgery that could contribute to postoperative pain. Susan is a member of the Association of Perioperative Registered Nurses, and her membership helps to keep her up to date on the most recent guidelines for perioperative practice.

“I realized after my father’s hip surgery that there was a gap in knowledge for the PACU nurses regarding pain post-operatively due to the positioning of the patients. I get to go into their work areas, so I figured they would like a look around ours. I completely enjoyed bridging the gap.”

- Susan Lumbert, RN
CELEBRATING OUR NURSES – 2021 DAISY AWARD® HONOREES

The DAISY Award started when a family wanted to honor the nurses who cared for the loved one they lost. They came up with DAISY Award, an acronym that stands for “Disease Attacking the Immune System.”

Nurses are nominated by patients and their family members or by fellow teammates. We received 592 nominations for the DAISY award in 2021! Every month, one nurse from the inpatient setting and one from the outpatient setting are honored with the DAISY Award. Each award is presented in a special ceremony complete with cinnamon rolls.

Congratulations to 2021 DAISY Honorees

January
Rachelle Meeks, 5T Cardiology Universal Bed
Suzanne Peterson, Pre-Admission Testing

February
Kathryn Colligan, 5T Cardiology Universal Bed
Kristy Faust, Anesthesia Services - CRNA

March
Libby Clark, Emergency Care
Darcy Spaltensperger, 6th South East

April
Lindsey Kerr, HFA Addiction Recovery
Jeanene Rodriquez, 7T Neuroscience Universal Bed

May
Jennifer Schmid, Radiation Oncology
Shelly Smith, 5T Cardiology Universal Bed

June
Tricia Clark, Cardia Cath Lab
Haley Lambright, 4T

July
Sarah Clark, 4S Women’s & Newborn’s
Jessica Crowden, Perioperative Services

August
Aimee Morse, Hematology/Oncology
Toneisha Potter, Case Management

September
Crystal Curtis, HFAH Outpatient Surgery
Maggie Fry, 4T

October
Susan Stephens, Labor & Delivery
Lacy White, Outpatient IV Therapy

November
Whitney Elliott, Emergency Care
Cindy Kennedy, 7th Floor

December
Deann Crawford, Perioperative Services
Cody Paeth, 4T

The DAISY Award®
FOR EXTRAORDINARY NURSES
IN MEMORY OF J. PATRICK BARNES
HONEYBEE AWARD HONOREES

Every month, a patient care support staff member from the inpatient setting and the outpatient setting are honored with the Honeybee Award. Staff are nominated by patients, patient family members or fellow teammates. HFAH received 169 staff nominations for the 2021 Honeybee Award. Each award is presented in a special ceremony recognizing the team member’s commitment to great patient care.

Congratulations to 2021 Honeybee Honorees

January
Tori Fitzgerald, CNA, 4T Surgical Universal Bed

February
Jena Holdwick, CNA, 6 South East
Christy Phelps, CNA, Hospice Home

March
Arianna Debruler, Tech, 7T Neuroscience Universal Bed
Chara Halliwell, Tech, HFA Addiction Recovery

April
Brittany Lucas, Tech, Critical Decision Unit
Victoria Willson, CNA, 6 South East

May
Samantha Pertile, 6T Medical Universal Bed

July
Samantha Milliron, Tech, Emergency Care
Nick Nichols-Roehm, CNA, 6 South East

August
Sean Mills, Tech, Critical Decision Unit
Tekisha Scott, Tech, 5T Cardiology Universal Bed

September
Peggi Clark, Tech, 5T Cardiology Universal Bed
Brittney Hightower, CNA, Perioperative Services

October
Abigail Frew, Tech, 4T Surgical Universal Bed
Brianna Huffman, CNA, Perioperative Services

November
ChaRee Collins, Tech, Emergency Care
Shelly Talbot, Unit Secretary, 4S Women’s & Newborn’s

December
Tianna Hicks, CNA, 7 North West
Brittany Lucas, CNA, Critical Decision Unit
THE CLARA FORD AWARD - CELEBRATING HFAH NURSES

This award was established nine years ago to honor RNs for their dedication to their patients, to the community we serve and to the health system.

This year, all Henry Ford Allegiance Health RNs were recognized for providing the art and science of nursing during unprecedented times in our nation’s history. No one expected the “Year of the Nurse” to quickly transform into a global pandemic that would shake all of health care to its core. The award was presented by Wendy Boersma, VP & CNO.

The year 2020 brought profound and historic changes to the nursing environment, and Henry Ford Allegiance Health (HFAH) nurses rose to the challenge with grace, stamina, clinical expertise, compassion, grit, and ingenuity. Despite the uncertainties the COVID-19 pandemic brought, HFAH nurses held to the highest of standards by swiftly adapting best practices and giving exceptional care to our patients.

Each nurse worked extensive hours, stepping outside of their comfort zone, adapted to the most uncertain situations, and placed themselves and their families in harm’s way potentially due to the many unknowns of COVID-19. Despite these circumstances, the nurses remained true to their purpose, providing compassionate care for anyone who entered our doors throughout this pandemic.

March 2020, the month when we began to feel the impact of a global pandemic, will be forever ingrained in our memory – a time of historical significance that impacted us both personally and professionally. What we have attempted to convey is just a glimpse of the Year of the Nurse at HFAH. We are honored to share the collective stories provided by the HFAH nursing leaders, and very proud to present this award to HFAH Nursing. Your caring has touched so many lives and your devotion has brightened the days of so many.

HEALTH CARE ANGELS

Congratulations to the Henry Ford Allegiance Health registered nurses Brianne Archer, BSN, RN, and Alyssa Bertke, RN, who were recognized as Health Care Angels by Jackson Magazine. Of the honorees, the magazine stated, “They are collaborating with their communities, supporting each, and coping every day. This is more than a job for them; it is a passion.”

EARLY REHAB CHAMPION HONOREES

The Early Rehab Committee, led by Clinical Nurse Specialist Mariah Foster, DNP, RN, AGCNS-BC, and Rehab Services Manager Scarlet Schafer, is a multidisciplinary committee that focuses on reducing ventilator days, reducing sedation days, and promoting early ambulation to ensure the best patient outcomes. The committee continues to recognize clinical nurses each quarter for identifying early opportunities for all aspects of rehab for patient safety.

The Early Rehab Committee recognized Lydia Turbeville, BSN, RN as an Early Rehab Champion for the 1st quarter of 2021 for her advocacy of early rehab intervention in the vented population on 6T MICU.
COMMITMENT TO COMMUNITY INVOLVEMENT

HFAH Nurses Volunteer at the COVID-19 Vaccination Administration

HFAH Medical Group, in collaboration with Courtland Keteyian, MD, opened a COVID-19 vaccination clinic at One Jackson Square to ensure our community members would have timely access to the vaccine. Community members, including local leaders, law enforcement, school administrators and teachers, and senior adults (age 65+) received the vaccination.

HFAH also offered vaccination clinics at the Jackson County Fairgrounds, April 17 - 18 and April 24 - 25, 2021. The event provided a platform for clinical nurses with a prominent role in delivering and advocating for vaccines. The nurses volunteered their time to provide vaccine doses, which included drawing up the vaccine, administering the vaccine, providing observation and education to the community members. The staff, physicians, nurses, and volunteers from the community stepped up together to make this possible and the collaboration was amazing.

These HFAH Shared Governance members/clinical nurses were among the many who took advantage of the opportunity to support their organization and community: Emilee P. Losey, RN; Sue Renfer, RN, and Stacy Steenrod, RN.

HFAH Nursing Week 2021: Lantern Walk with “Florence”

HFAH Nursing leaders and Shared Governance members walked around the HFAH hospital campus in the early morning to honor of Florence Nightingale’s legacy. While providing the foundation of modern nursing care, Nightingale was also famous for being the “Lady with the Lamp.” This walk honored those who served in the past and those who serve with us today. Just like Nightingale, we are trailblazers in a time no one ever imagined. As we walked that morning, we quietly reflected on the blessings and gifts that our colleagues have shared with so many and will continue to do so.

EMPLOYEE RECOGNITION AND APPRECIATION

Care Experience created an Employee Appreciation Cart to show our deep gratitude and appreciation for HFAH staff members for their great teamwork. The cart carries free comfort items, along with information about wellness programs, as it makes its rounds on all inpatient units, Behavioral Health, and the Emergency Department.
HFAH NURSES RECEIVE A COMMUNITY OUTREACH GRANT TO IMPROVE WOMEN’S & CHILDREN’S SERVICES

The Obstetrics Initiative (OBI) 2021 Community Outreach grant is intended to support Michigan Community organizations that use a culturally centered approach to promote respectful care to pregnant and postpartum women with substance abuse disorders. The goal of these projects is to improve access to essential services during maternity care so that childbearing women with substance use disorders receive high quality support, as well a continuation of care into the hospital setting.

The Community Outreach grant is aimed at fostering relationships between Michigan maternity care community partners and their local hospitals in supporting the unique needs of pregnant and postpartum women with substance use disorders (SUDs).

Through ongoing collaboration, Carrie Baker and Ashely Booth, RN, submitted the HFAH WCS project: “Learning to Care, Learning Together.” The project was awarded the Obstetrics Initiative 2021 Community Outreach grant to continue to help support patient needs and support the HFAH mission to lead our community to better health and well-being at every stage of life.
INTERNAL EXPERTS TO IMPROVE CLINICAL PRACTICE

In May 2021, HFAH welcomed another Inpatient Wound Care Specialist, Randi Ruder, BSN, RN, CWOCN. Randi has been a registered nurse since 2014. She achieved her Wound, Ostomy and Continence Nurse certification in June 2020. She has been a member of Wound, Ostomy and Continence Nurses Society since August 2019. Since June 2019, she has been providing wound and ostomy care to patients in an inpatient and outpatient setting including outpatient wound care clinic, skilled nursing care facilities, acute care, and home care.

HFAH now has two inpatient wound nurses. This second internal resource now offers wound resource availability 7-days a week.

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. Lisa Feighner, Nurse Recruiter, and Grace Greiner, Talent Selection Specialist, bring over 15 years of combined experience. Both work hand-in-hand with nursing leaders and clinical staff to explore ways in which we can continuously engage current healthcare professionals and build the pipeline with the student population interested in healthcare careers. In 2021, HFAH onboarded nearly 300 nursing/clinical ancillary staff. Our continual partnership and collaboration with the HFHS internal temporary staffing services team, onboarded over 250 temporary nurses to assist our leaders with immediate staffing needs.
Throughout 2021, HFAH nurses at all levels employed a variety of tactics to actively recruit nursing candidates, such as:

- TV and radio interviews: Fox 47, JTV, K-105.3 radio
- Social media platforms: Facebook, YouTube
- Virtual Job Fairs
- Referral Bonuses

**JTV Interviews Highlight Nurses Day, May 2021**

May 6, 2021. Clinical Nurse Manager Jennifer Morse, BSN, RN, appeared on JTV for an interview with Bart Hawley on the topic of Nurses Day. Jennifer reflected on the many activities and recognitions taking place at HFAH during Nurses Week.

**Fox 47 News, May 2021**

Clinical Nurse Heather Faggion, BSN, RN, and Nurse Recruiter Lisa Feighner, RN, spoke to Fox 47 News on May 29, 2021, which was designated as “Workers Wanted Wednesday.” Heather and Lisa talked about the benefits of working at HFAH, such as the Magnet Designation, and opportunities for growth through the Nursing Advancement Ladder and residency program, as well as our team-oriented culture with the patient at the center of our care. To support recruitment initiatives, they shared about the RN positions available.

**Fox 47 News, July 2021**

Nurse Recruiter Lisa Feighner, RN, and former Clinical Nurse Manager Jay Forquer, BSN, RN, spoke to Fox 47 News on July 19, 2021, about the nursing opportunities and advantages available at Henry Ford Allegiance Health. They shared about the HFAH Magnet Designation, tuition assistance to assist with higher nursing degrees and professional nursing certifications, and the sense of family they experience among HFAH team members.

**Virtual Hiring Events**

Virtual hiring events provide another recruitment strategy. HFAH hosted several offered throughout 2021. Nurses were encouraged to invite friends and family to attend the hiring event and register them through the Employee Referral Program. Nurses could then earn bonuses for candidates who were hired and remained employed at Henry Ford for one year. Here’s what one nurse leaders shared:

> “Every time I interview a RN candidate coming from an outside organization, my favorite part of the interview is when I share with them all the support services we offer at HFAH. Their eyes light up when we share that we have IV Therapy, VIP RNs, wound care, disease educators, CNS, RT who perform treatments, clinical unit leaders, house shift managers, and a nurse residency program. All these resources are unheard of at other organizations in our area. The services we offer our RNs to support best practices also allow our RNs to spend more time at the bedside connecting with their patients. This is important to them, and why we are all here to answer the call.”

- Carey Johnson, MSN, RN, Director, Clinical Integration, Organizational Throughput, Integrated Case Management and Utilization Review
HFA Nurses Participate in Northwest High School’s Career Fair: Find Your Future!

Ginger Thurber, RN, and Rachel Witgen, RN, accepted an exciting opportunity to participate in a local career fair at Northwest High School. As presenters, they outlined the education and training necessary for a career in nursing. In addition, they were able to promote the nursing profession by highlighting its many benefits.

INTERPROFESSIONAL COLLABORATIVE PRACTICE FOR PATIENT SAFETY

HFAH Trauma Services

The success of the HFAH Trauma Program depends on the contributions of the entire health care team. Trauma patients depend on our team of specialized professionals and nurses for their trauma training, assessment skills, critical thinking, and empathy.

In addition to delivering complex trauma care, HFAH nurses have been dedicated to advancing trauma education, performance improvement and injury prevention according to the standards of the American College of Surgeons - Committee on Trauma (ACS-COT).

The following activities contribute to best practices and optimal outcomes for our trauma patients:

**Trauma Nurse Core Curriculum TNCC®**

Instructors: Vanessa Abi-Saab, RN; Denise Garrecht, RN; Brandie Howard, RN; Courtney McIntosh, RN; Chris Mullen, RN, and Madonna Walters, RN

TNCC® is considered the essential hands-on simulation and foundational course that prepares emergency and ICU nurses to care for injured patients.

For Denise Garrecht, TNCC® Course Director for HFAH, the challenge during 2021 was to adapt the course content and requirements to pandemic restrictions that included smaller class size, social distancing, masking, and additional digital content. Throughout 2021, the HFAH Trauma Program offered four TNCC® courses.

We continue to have a very high rate of TNCC® completion overall. Since 2012, the Trauma Program has provided the TNCC® course to over 450 nurses.

**Emergency Nurse Pediatric Course ENPC®**

Instructors: Vanessa Abi-Saab, RN; Whitney Elliott, RN; Denise Garrecht, RN, and Chris Mullen, RN

The Emergency Nurse Pediatric Course (ENPC®) provides a foundation of pediatric training that is both didactic and simulated. It is designed for nurses who provide care to ill and injured children in the ED, including pediatric trauma victims who are critically injured. These children must be promptly and appropriately treated and stabilized before transfer to a pediatric trauma facility.

Using the same pandemic restrictions as for TNCC®, the Trauma Program hosted two ENPC® courses in 2021.

Since 2012, HFAH has trained 200 nurses in ENPC®.
**Burn Surge Training**

HFAH continues to function as a designated Burn Surge Facility (BSF) for the State of Michigan Burn Coordinating Center. Burn Surge Facilities provide short term burn care for up to 72 hours in the event of a burn mass casualty incident that exhausts Michigan’s existing 79 designated burn beds. As a designated BSF, HFAH has sent both nurses and providers to an Advanced Burn Life Support (ABLS) training course, most recently in 2021. This course prepares them to provide initial care, resuscitation, and stabilization of burn patients. The content of the course includes both lectures ad hands-on simulation. As a BSF team member, nurses demonstrate acquired knowledge and hands-on skills needed to treat victims of a burn mass casualty event.

**Trauma Education Grant**

In 2021, the HFAH Trauma Program applied for and was awarded $6,800 in grant funding from the State of Michigan (Michigan Department of Health and Human Services) to advance trauma nursing education at our facility.

The grant monies were used to support attendance at the Trauma Care After Resuscitation (TCAR®) course, the Advanced Trauma Care for Nurses (ATCN®) course, the Optimal Trauma Center Organization & Management Course, and various regional trauma symposia, and to expand the Trauma Program’s nursing resource library.

The following provides a description of the TCAR and ATCN courses:

**Trauma Care After Resuscitation TCAR**

TCAR is a two-day didactic course designed to expand the knowledge base and clinical reasoning skills of nurses and other clinicians who care for trauma patients in the post-resuscitation phase. Unlike standardized trauma courses that target prehospital and emergency care providers, TCAR is specifically created to meet the learning needs of nurses caring for hospitalized trauma patients. Attendance at TCAR in 2021 was supported by the trauma education grant. So far, two trauma nurses from HFAH have completed the TCAR course and several others have enrolled.

**Advanced Trauma Care for Nurses ATCN**

ATCN is an advanced course designed for the registered nurse interested in increasing his/her knowledge in management of the multiple trauma patient. Like TNCC®, it is a combination of didactic material and hands-on simulation training. Attendance at ATCN is also supported by the trauma education grant. Two nurses from HFAH have completed the ATCN course.
Stop the Bleed™ Training

The STOP THE BLEED course is designed to give participants the ability to recognize life-threatening bleeding and intervene effectively to save a life. The course is taught to both medical professionals and lay persons.

STOP THE BLEED is an integral part of the Trauma Program’s injury prevention initiatives. In a typical (non-pandemic) year in the past, many HFAH nurses have volunteered to teach STOP THE BLEED in area schools and our community, reaching hundreds of people with their teaching.

We anticipate these efforts will resume in 2022. Despite pandemic restrictions on community gatherings during 2021, however, the Trauma Program was able to continue the program internally by collaborating with the HFAH Emergency Medicine (EM) Department to train EM residents in STOP THE BLEED.

Honoring Patient Experience Week

According to the Beryl Institute, “Patient Experience Week is an annual event to celebrate health care staff who make an impact on the patient experience every day. It was created to recognize those who work tirelessly to make patients feel comfortable throughout their health care journey.”

HFAH honored our health care staff members and great teamwork in May 2021.
New Knowledge, Innovation, and Improvement

NURSING RESEARCH

HFAH Nurses Take Top Two Spots in 7th Research Annual Symposium, April 2021

Congratulations to our CNS Team who received the 1st and 2nd place projects in the 7th annual HFAH Research Symposium on April 27, 2021. The top seven research/quality improvement projects, along with the top three case reports, were presented. Three disciplines were represented: Nursing, GME residents and Pharmacy residents. There were 82 attendees at this event.

1st Place recipients for their research project, “Questioning the Culture: The Implementation of Case Reviews to Reduce Hospital Acquired Infections”: Danielle Elswick, MSN, RN, AGCNS-BC, CMSRN (Lead); Mariah Foster, DNP, RN, AGCNS-BC; Jennifer Rice, MSN, RN, AGCNS-BC, SCRN, and Lei Lani Tacia, MSN, RN, CNS, CCRN-K.

2nd Place recipients for their research project, “The Drive to Sustain Zero: How Case Reviews Helped Sustain CLABSI Rates”: Jennifer Rice, MSN, RN, AGCNS-BC, SCRN (Lead); Danielle Elswick, MSN, RN, CMSRN, AGCNS-BC, Mariah Foster, DNP, RN, AGCNS-BC, and Lei Lani Tacia, MSN, RN, CNS, CCRN-K.

Research Dissemination to Internal Audience

Erin Muller, BSN, RN, CCRN, also presented to the internal audience during the HFAH 7th Research Symposium on Phenobarbital Therapy for Alcohol Withdrawal. The project anticipated that administration of phenobarbital treatment for the management of alcohol withdrawal reduces CIWA-Ar scores and improves CAM-ICU scores when compared to the administration of dexmedetomidine. This study helped identify best practices for the treatment of AWS and may be of benefit to other physicians and their patients.
**Sharing Nursing Research with External Audiences, September 2021**

Vanessa Walker, BSN, RN, CEN, Clinical Nurse, had the opportunity to present on the Escape Room research study on September 23, 2021, during the Henry Ford Health System Nursing Research Symposium in Detroit. She presented on behalf of the Nursing Research Council members who worked collaboratively on the research project.

The primary hypothesis was that Escape Room training would be more effective than traditional Computer Based Learning for teaching nurses on the appropriate consent process. Although the research findings did not support their hypothesis, it was a great learning opportunity for all and a very innovative project.

**EVIDENCE BASED PRACTICE**

**Clinical Nurse Specialist Shares Evidence-Based Practice in Professional Journal, June 2021**

During the COVID-19 pandemic, many innovative ideas were implemented as an attempt to combat complications from the disease. HFAH Clinical Nurse Specialists researched evidence-based practice to help prevent Pressure Injuries for the mechanically ventilated prone patient population.

The nurses submitted an article for publication in 2020. The official publication of their article, *Pressure Injury Prevention Packets for Proning*, was released in the *American Association of Critical Care Nurses* in June of 2021. Authors of this published article were Danielle Elswick, MSN, RN, AGCNS-BC, CMSRN; Mariah Foster, DNP, RN, AGCNS-BC; Jennifer Rice, MSN, RN, AGCNS-BC, SCRN, and Lei Lani Tacia, MSN, RN.

**INNOVATION**

**Sharing Evidence Based Practice through Journal Clubs**

Institutions have been looking to develop an infrastructure to support evidence-based practice (EBP) for directing clinical practice, since the Institute of Medicine’s 2001 report advocating for the use of research to guide practice. The HFAH Clinical Nurse Specialists (CNSs) started a journal club as a creative method to bring EBP to the bedside.

To optimize participation among nursing, the CNSs understood it was imperative to offer both an in-person and virtual option. As the pandemic began to present challenges, journal club migrated to a solely virtual platform. With this approach, participation increased allowing for more robust discussion to occur.

Interest in the journal club was low initially, despite advertising and the offer of free contact hours. Participation grew as consistent feedback was gathered from participants and new topics were selected based on nursing feedback.

Increasing clinical nurse engagement with evidence will help to assist in bringing research and best practice to the bedside. The journal club was a way to share evidence with the nurses while allowing them to earn contact hours and take part in the clinical advancement ladder. As an approved PNAP activity, the journal club allows nurses to question their clinical practice and promote evidence-based changes to improve patient outcomes.

**NEW KNOWLEDGE**

**HFAH Education Director Speaks at Public Health Policy Event**

On February 8, 2021, Clinical Education Director Karen Zastrow, MSN, RN, AGCNS-BC, was a panelist who addressed the Legislative Health Policy Issues Group in Lansing on the topic of Community Integrated Paramedicine (CP). Karen spoke about how CP is utilized at HFAH with the objectives of reducing readmissions and improving care transitions.

In April 2017, HFAH and CP began collaborating initially to focus on respiratory patients with a diagnosis of Chronic Obstructive Pulmonary Disease (COPD) and/or pneumonia. Readmission rates decreased notably for these respiratory patients, and as a result, the collaboration expanded to seeing patients who are now referred for Community Paramedic Services.

Input from surrounding health care leadership has a direct influence on how public health policies are shaped. It is another example of nursing’s impact in promoting change and sharing evidence-based practices to ensure the best care for our community.
Empirical Outcomes

**LEFT WITHOUT BEING SEEN RATES**

The Henry Ford Allegiance Emergency Department has been working diligently to maintain the low number of patients who leave without being seen (LWBS). Hard work paid off, resulting in steady improvement to our LWBS rate over the past few years. With the continued efforts, our LWBS rate remains better than the nation average of two percent.

**HFAH, EMERGENCY DEPARTMENT LWBS - 2021**

<table>
<thead>
<tr>
<th>Month</th>
<th>LWBS Rate</th>
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<tr>
<td>February</td>
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<tr>
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<tr>
<td>November</td>
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<tr>
<td>December</td>
<td>.91%</td>
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PREVENTION OF HOSPITAL ACQUIRED INFECTIONS

A key focus for the Hospital Acquired Infection Reduction Committee (HAIR) is the prevention and surveillance of hospital acquired infections (HAI), such as CLABSIs, CAUTIs, and C. difficile (CDI). This committee is an interprofessional working group consisting of clinical nurses, nurse educators, nurse managers, nurse directors, infection prevention specialists, clinical nurse specialists, physicians, and the Chief Nursing Officer. The team meets monthly to review data related to HAIs, review policies as appropriate, provide input for quality improvement, review new products related to the reduction of HAIs, and evaluate educational material.

During 2021, HFAH has continued to demonstrate rates lower than the national benchmarks and Centers for Medicare and Medicaid Services (CMS) standardized infection ratios (SIR) lower than 1 for CLABSI (0.350), CAUTI (0.293), and CDI (0.329), representing lower than predicted infections.

REDUCTION OF CENTRAL LINE ASSOCIATED 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), and they evaluate all CVCs daily for the risk of infection and remove nonessential catheters in consultation with the provider. There was a 50% reduction in CMS-reportable CLABSI from 2020 (n = 2) to 2021 (n = 1).
REDUCING CATHETER ASSOCIATED URINARY TRACT INFECTIONS (CAUTI)

Catheter Associated Urinary Tract Infection (CAUTI) is considered a nursing-sensitive indicator because nurses are key stakeholders in the strict maintenance of catheters to prevent the risk of infection. Nursing personnel who are educated in sterile or clean technique may insert and maintain urinary catheters based on specific indications for the use of indwelling catheters.

Nurses 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 collaborating with physicians to determine whether the catheter should be discontinued to prevent the risk of infection. There was a 50% reduction in CMS-reportable CAUTI from 2020 (n = 2) to 2021 (n = 1).

HFAH, REDUCING CATHETER ASSOCIATED URINARY TRACT INFECTIONS (CAUTI) - 2021

REDUCING CLOSTRIDIUM DIFFICILE INFECTIONS (CDI)

To encourage appropriate hand hygiene practices and maintain the low CDI rates at HFAH, the staff continued to use the DUDE initiative. This is a fun and interactive way to identify health care staff members who forget to wash their hands. By saying “DUDE!” we to help remind them to wash or disinfect their hands. CMS-reportable CDI rates have reduced 11% from 2020 (n = 9) to 2021 (n = 8).

HFAH, REDUCING CLOSTRIDIUM DIFFICILE INFECTIONS (CDI) - 2021