

# Nursing Annual Report 2025

**HENRY  
FORD  
HEALTH**®





**Henry Ford Health**  
**thanks every member of the Nursing team**  
**for their compassion and dedication to patient care.**

Thank you to the many team members throughout Henry Ford Health who contributed to the 2025 Nursing Report. Together, your photos, data, graphics and information built an impressive report that reflects the varied, complex and numerous aspects of Nursing excellence at Henry Ford Health.



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# A Message from our Senior Vice President and System Chief Nurse Executive

Dear Colleagues,

2025 was a year of coming together. As the new Henry Ford Health continues to take shape, we have seen many milestones achieved, thousands of policies reviewed, hundreds of job descriptions harmonized, the go live of Epic in many of our ambulatory sites and preparations for our new hospitals.

One of my favorite moments of 2025 was having nurses from across the enterprise present as we celebrated redesignation of two of our hospitals at the national Magnet® conference in Atlanta. The energy from our team was palpable and continued as we returned to Detroit to launch the Magnet journey for all our new Henry Ford Health hospitals. While that journey will take time, putting a stake in the ground for nursing excellence was an important step for our health system.

Over the year, we saw the construction at Destination: Grand and the Henry Ford Health + Michigan State University Health Sciences Research Center start to shape the skyline in Detroit. This major investment in our communities, patients and team members is scheduled to be complete in 2029, and I am personally excited to witness the progress over the coming years.

Our Nursing teams also continued to drive our Nursing Strategic Plan in 2025. Whether it is redefining the model of care, driving patient experience or creating the very best environment possible to deliver care, our nursing teams are at the forefront of creating the future. As always, I feel privileged to be a part of the Henry Ford Health Nursing team.



With gratitude,

**Eric Wallis, DNP, MSA, RN, NE-BC, FACHE**

Senior Vice President & System Chief Nurse Executive





## HFH + MSU Clinical Services Agreement Furtheres Clinical Integration Goals

In January, Henry Ford Health and Michigan State University kicked off 2025 with a new clinical agreement that advanced the 30-year partnership and created unparalleled opportunities to deliver high-quality coordinated care. The agreement solidified the future of a meaningful integration of clinical services with goals that include expanding the scope of services, improving access to quality care for Michigan residents and implementing best practices.



## Nursing Expertise Expands Free Heart Health Screening Program

Nearly 1,000 residents took advantage of free, life-saving heart screenings on April 26, made possible by the many Henry Ford Health nurses and team members who provided care. Screenings were held at Henry Ford Providence Southfield, where the event originated, and Henry Ford Rochester, Warren, Wyandotte and Macomb hospitals and Genesys Heart and Vascular Center in Grand Blanc. Offered at no cost for participants, screenings included electrocardiogram (EKG), blood pressure, body mass index, blood glucose, heart risk assessment, stroke assessment and consultation with a physician.

## Henry Ford Health Donates Kingswood Hospital to Jalen Rose Leadership Academy

In May, Henry Ford Health donated the Kingswood Hospital building to the Jalen Rose Leadership Academy. After renovations, the 70,000 square foot building will welcome students for the 2027-2028 school year. Many of our nurses cared for patients in the building, and their commitment to community is reflected in the donation.



## Henry Ford Health Nurses Honored with Nightingale Awards

Three remarkable Henry Ford Health registered nurses were honored at the 2025 Nightingale Awards for Nursing Excellence ceremony in May, hosted by Oakland University School of Nursing. Aisha Afana, RN, Jennifer Carpenter, RN, and Colleen Wojtala, RN, were recognized for their exemplary contributions to nursing. The annual event celebrates the achievements of nurses in 10 categories who demonstrate inspirational leadership and are exceptional in their roles.



*Henry Ford Providence Hospital  
Novi, Emergency Department  
Clinical Nurse Manager, Aisha Afana,  
received the Nursing Excellence in  
Nursing Leadership award.*



*Jennifer Carpenter, Director of  
Emergency Services at Henry  
Ford Providence Novi and  
Southfield Hospitals, received the  
Nursing Excellence in Executive  
Administration award.*



*Henry Ford at Home Branch  
Supervisor Colleen Wojtala won the  
Nursing in the Community award.*

## Four additional Henry Ford Health Registered Nurses were runners-up:

- Mary Condon, Safety & Reliability, Corporate Services: Distinguished Alumni
- Meredith Fortney, Labor & Delivery, Henry Ford West Bloomfield Hospital: Staff Nurse Practice
- Erica Marvaso, Post Surgical Cardiovascular ICU, Henry Ford Hospital: People's Choice
- Charlotte Thornton, Ambulatory, Post-Acute Care Management, Henry Ford Populance: Post-Acute Care & Specialty Nursing

## Final Beam Placed in Research Center Construction

In June, the final steel beam was hoisted into place at the future site of the Henry Ford Health + Michigan State University Health Sciences Research Center on Third Street in Detroit. The partnership's research will be far-reaching and impactful. While Henry Ford + MSU partnership research is already underway, the state-of-the-art research center itself is expected to open in 2027.

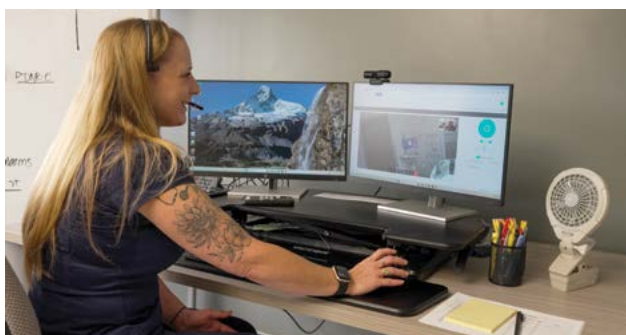


Simultaneously, the structural bones of the 1.2-million-square-foot hospital facility took shape in a highly visible way, changing the landscape on West Grand Boulevard. Construction crews also completed the steel structure of the surgical and emergency services portion of the building and began work on the 20-story patient tower.



## Virtual Care Nursing Launches with Plans for Expansion

Following a yearlong pilot program, the new virtual acute care nursing program officially launched in summer 2025 at Henry Ford Jackson Hospital. In the program's first full month of operations, virtual nurses conducted more than 600 hours of calls with patients and completed over 24,700 tasks, engaging with about 1,350 patients across the hospital's acute care units. The hybrid nursing care model is designed to enhance patient safety, support bedside nurses and address the nationwide shortage of healthcare workers. Plans are to expand the program to all Henry Ford Health hospitals in the future.



## Nursing Informatics Leader Recognized by Crain's Detroit Business

Donna Summers, Chief Nursing Informatics Officer at Henry Ford Health, earned recognition from Crain's Detroit Business on its 2025 list of Notable Leaders in Health Care Technology. She was selected based on her contributions to improving patient care through the integration of technology with health services.



## Nursing Team Contributes to Winning Quality Expo Projects

Eight of the 10 winning project teams of the 2025 Henry Ford Health Quality Expo include members of the Nursing team. Winners were announced at the Quality Symposium in October, held at The Henry, with nearly 350 people attending to view the project posters on display and celebrate the winners.



## Visible Progress Made on Destination: Grand Construction

In September, the enterprise celebrated one year into Destination: Grand construction. The \$2.2 billion development on Henry Ford Hospital's campus. The seven-story parking garage – with a total of 558,000 square feet – is the first piece of the project to be completed.



## The following winning project teams include Henry Ford Health nurses:

- Expanded Alcohol Use Disorder Care for Patients with Advanced Liver Disease**  
 Project owners: Gerald Scott Winder, M.D.; Shivali Patel, M.D.; Cookie Crossley; Kelly Bryce; Syed-Mohammed R. Jafri, M.D.; Toosdai Johns; Cindy Kim; Liz Reed; Kimberly Brown, M.D.; Deepak Prabhakar, M.D.; Marwan S. Abouljoud, M.D.; Jessica L. Mellinger, M.D.  
 Operating Unit: Behavioral Health Services
- Collaborative Approach to Length of Stay Reduction in Complex Patients**  
 Project owners: Katherine Rose Flannery, M.D.; Jim McAlpine; Hannah Musgrove; Phina Ross; Margot Tilley; Romina Bello; Jonathon Vono; Bruce Leaman; Nancy Price; Neil Khanna, M.D.  
 Operating Unit: Henry Ford Hospital
- Influencing Outcomes through an Evidence-Based Nurse Driven Telemetry Discontinuation Protocol**  
 Project owners: Alma Agulto; Kimberly Beckett; Edward Olszewski  
 Operating Unit: Henry Ford Providence Novi Hospital
- Thinking like an Infection Prevention Expert: Creating an Automated Report to Aid Frontline Staff in the Reduction of Clostridioides Difficile Infection**  
 Project owners: Sarah Prascius; Alex Wells; Wendy Raffin; Gabe Smith; Anne Marie Collier; Amanda Renard; Tricia Stein, M.D.; Heather Swaenepoel; Alysia Stewart  
 Operating Unit: Henry Ford West Bloomfield Hospital
- Catheter-Associated Urinary Tract Infection Reduction: Turning the Tide through a Comprehensive and Multidisciplinary Approach**  
 Project owners: Jason Weaver; Jenny Gubler; Nicole Nomides; Fran Borg; Arlene Boelstler; Judy Caretti Rourke; Diana Frasier; Deidre Bringold; Eric Esper; Christine Juett; Victoria Cardwell; Melissa Conn; Valeria Zimmerman; Matthew Walls; Julia Kress; Carie Cote  
 Operating Unit: Henry Ford Rochester Hospital
- A Quality Improvement Project to Support Birth Person's Choice to Exclusively Breastfeed using Pasteurized Donor Human Milk (PDHM) at Henry Ford Wyandotte Hospital**  
 Project owners: Faryal Durrani; M.D.; Lisa Fivecoat; Sarah Miciura; Mary DeSana  
 Operating Unit: Henry Ford Wyandotte Hospital
- Using a Multi-Prong Approach to Reduce Colon Surgical Site Infections (SSI)**  
 Project owners: Jenny Gubler; Jill Skrzypczak; Janice Martin; James Rejc; Jason Weaver; Judy Caretti Rourke; Nicholas Conte; Alison Theisen; Dale Gonzales, M.D.; Nicole Nomides  
 Operating unit: Henry Ford Rochester Hospital
- Improving Patient Outcomes: Preventing Pneumonia-Related MRSA Bacteremia through a Multidisciplinary Approach**  
 Project owners: Heather Swaenepoel; Alysia Stewart  
 Operating unit: Henry Ford St. John Hospital

## Nursing Key to Top Safety Ratings

Four Henry Ford Health hospitals received 'A' ratings for safety in November 2025, the most for any hospital system in the state. Henry Ford Hospital in Detroit, Henry Ford Jackson Hospital, Henry Ford Providence Novi Hospital and Henry Ford West Bloomfield Hospital were cited by The Leapfrog Group for the highest honors in their Fall 2025 Safety Grades. Nursing team members are a key part of the collective dedication to patient safety throughout Henry Ford Health.



## Escorting our Float Down Woodward on Thanksgiving Morning

Henry Ford Health nurses and team members proudly marked the health system's 11th appearance in The Parade Company's America's Thanksgiving Parade® in Detroit. This year's Destination: Grand float was escorted down Woodward by nurses, our orthopedics and sports medicine team and the 2025 Mercy High School Swim & Dive State Champions in celebration of the system's commitment to local student athletes.



## Nursing Informatics

### Preparing for Multiple Epic Go Lives

In 2025, the Nursing Informatics team was involved in readiness, training, change management, governance, support and stabilization, and together with all wave 1 Nursing team members, participated in the first transition to Epic on Nov. 7. This transition included Henry Ford Health's new ambulatory sites. At the same time, our teams were preparing for wave 1.5 (Ascension Medical Group Genesys (AMGG) practices and MSU) for go live on Jan. 31, 2026.

Wave 2 go live, scheduled for June 6, 2026, is the largest yet, involving all of our new hospitals and several other sites. Our nurses began preparations months in advance. This significant transition will join even more of our patients and team members on the same electronic medical record system.





*Nursing team members throughout the health system, like this team in Novi, worked together to prepare for wave 1 Epic go live on Nov. 7.*



*The Virtual ICE team.*

## Virtual Care Services

In 2025, Henry Ford Health's virtual care services continued to serve patients and clinicians across the continuum of care, improving patient outcomes, promoting safety and supporting clinical teams. Services encompassed advanced patient monitoring and patient harm prevention, including targeted interventions to reduce CLABSI, pressure injuries and falls. Additional safety measures included dual-check processes for high-alert medications and regular skin assessments. Protocol adherence was reinforced through virtual oversight of nurse-driven protocols such as electrolyte replacement and sepsis bundle implementation.

Virtual care streamlined admissions and discharges, ensuring accurate home medication reconciliation and discharge education. Pharmacy team members were integrated prior to discharge, enabling patients to leave with prescribed medications in hand. Specialized consultants, including behavioral health and critical care, were readily accessible. These multifaceted virtual services collectively enhanced patient safety, clinical efficiency, and team collaboration.

### Virtual Intensive Care Expands Coverage at All Hours

This program is designed to provide support to patients and staff in the critical care units at Henry Ford Wyandotte, Jackson, West Bloomfield and Macomb hospitals. Critical care provider support is available from 7 p.m. to 7 a.m., Sunday through Saturday, ensuring expert coverage during overnight hours.

Nursing teams offer safety surveillance and actively facilitate the execution and documentation of nurse-driven protocols. Communication with the Medical Examiner's Office and Gift of Life is managed as part of these responsibilities. Providers offer nursing support to clinical teams and medical co-management of patients.

### Virtual Acute Care has Broad Benefit

Operating from Henry Ford Jackson Hospital, this program is designed to assist with admission intake, discharge teaching, safety surveillance including dual-checking on high-alert medications and skin assessments, generating pharmacy consultations, and communication with providers, patients and significant others. It also supports timely coordination of care, ensuring efficient transitions and reducing gaps in communication. These comprehensive services help maintain patient safety and promote collaborative clinical workflows.



*Virtual Acute Care team.*

### e-Sitting Focuses on Patient Safety

In place at Henry Ford Wyandotte, Jackson, West Bloomfield and Macomb hospitals, e-sitting enables observation for patients at low or moderate risk for suicide and those at higher risk for a harm event such as injurious fall. Virtual patient safety assistants ensure that provider orders support their work. Each virtual patient safety attendant may observe up to 12 patients at one time. With the added feature of patient movement and bed exit technology, this could increase depending on the case mix. With continuous oversight and timely intervention, e-Sitting optimizes team members and expands coverage to a greater number of at-risk individuals.



*The e-Sitting team.*

## Care.ai Technology Expands Bedside Consultations

The care.ai technology, deployed at Henry Ford Jackson Hospital in August 2025, facilitates timely expert bedside consultations at the convenience of specialists and patients. In 2025, Behavioral Health Services piloted its use with resounding success, demonstrating the platform's value in enhancing care coordination and patient access to specialty services. As a result, additional specialty consultations are being explored utilizing the technology to ensure efficiency and the best possible clinical outcomes for patients, which may even lead to a reduction in unnecessary transfers to the Detroit campus.

## Key Performance Metrics (August 2025 – January 2026)

- Completed Tasks: 179,158
- Completed Calls: 186,624
- Number of Patient Encounters: 6,717
- Number of Admissions: 5,640
- Number of Discharges: 3,052
- Time Returned to Clinical Teams: 3,763 hours

## Virtual Care Clinical Initiatives

### Nursing Collaboration with Outpatient Pharmacy

The virtual acute care nurses at Henry Ford Jackson Hospital collaborated with the outpatient pharmacy to increase the number of patients leaving the hospital with their discharge medications in hand. As a result of this partnership, the number of pharmacy consultations increased by more than 100%, the number of participating patients grew by 59% and prescription volume rose by 75%. This collaborative effort has contributed significantly to improved medication access and patient satisfaction at discharge.

## Nurse-Driven Electrolyte Protocol Adherence

Virtual ICU nurses played key roles in promoting evidence-based practice. By strictly following electrolyte replacement protocols, they helped achieve the best possible patient outcomes. Prior to virtual ICU nurse participation, the nurse-driven electrolyte protocol was initiated 81% of the time; electrolytes were rechecked 24% of the time. After virtual ICU participation, the same protocol was initiated nearly 100% of the time and electrolytes were rechecked almost 93% of the time. These improvements reflect a significant advancement in protocol adherence and patient safety.

## Virtual Care Services Leadership Team



*Gabriel Smith, BSN, RN  
Manager, Virtual Patient  
Care Services*



*Emily Hurst, DO, FACOI  
Medical Director,  
Virtual Patient Care Services*

## The Challenges and Opportunities in 2025

The Virtual Patient Care Services team navigated a complex landscape marked by rapid growth and evolving expectations. One of the most significant challenges was consistent management and interpretation of outcomes data across diverse virtual care programs. Early on, we struggled with disparate metrics, unclear accountability and the absence of a cohesive framework for measuring performance and patient impact. These difficulties occasionally hampered efforts to demonstrate value and guide continuous improvement.

To address these challenges, we took deliberate, strategic action. First, we clearly defined outcome measures to align with organizational goals and clinical priorities. Ownership for each measure was assigned to specific team members, fostering accountability and clarity in data stewardship. Building on this foundation, we developed a comprehensive playbook encompassing the entire virtual care model. It articulated the underlying theoretical framework, outlined pathways for use-case adoption, and established protocols for implementation and ongoing support. It also incorporated structured approaches to change management and governance, providing a roadmap for sustainable program growth.

Recognizing the importance of objective evaluation, the team initiated a formal process. This effort is designed to systematically assess both successes and areas for improvement, using data-driven insights to refine strategies and enhance patient outcomes. The evaluation framework supports transparency and reinforces a culture of learning and adaptability.

Looking ahead, the future of virtual care is bright with opportunities for innovation and growth. Advances in technology offer the potential to further improve operational efficiency, patient engagement and clinical effectiveness. By continuing to leverage data, foster collaboration and embrace new digital tools, the Virtual Patient Care Services team is well-positioned to lead the way in delivering high-quality, patient-centered care in an increasingly digital healthcare environment.

## Henry Ford Health Nursing Education

In 2025, a total of 1,832 registered nurses successfully completed system nursing orientation, demonstrating our ongoing commitment to preparing new team members for excellence in patient care. This achievement reflects the dedication of our nursing education staff and the collaborative efforts across the organization to ensure that all registered nurses are equipped with the knowledge and skills necessary to thrive in their roles.

### New Nurse Scholars

Through the Henry Ford Health and Michigan State University Health Sciences partnership, two Nurse Scholars, Thea Senger-Carpenter, Ph.D., PPCNP-BC, and Torri Trojand, MN, BScN, RN, CCRN, NP-D-BC, joined the organization to strengthen systemwide nursing scholarship, practice excellence and innovation. The Nurse Scholars support nurses, educators and leaders through coaching and mentorship in research, evidence-based practice and quality improvement, as well as project development, IRB support, and scholarly dissemination. Working collaboratively across clinical and academic partners, their roles expand organizational capacity to advance nursing practice, professional development and innovation.



*Nurse Scholar*  
*Thea Senger-Carpenter*  
*Ph.D., PPCNP-BC.*



*Nurse Scholar*  
*Torri Trojand, MN, BScN,*  
*RN, CCRN, NP-D-BC.*

## 2025 System Nursing Research Symposium

The 2025 System Nursing Research Symposium was presented by Henry Ford Health in September and marked a significant milestone in advancing nursing scholarship and innovation across the organization. This event brought together nurses, educators and leaders from diverse clinical backgrounds to engage in scholarly dialogue, share research findings and highlight evidence-based practices that are shaping the future of patient care. The symposium featured dynamic keynote speakers and a range of podium presentations, setting the stage for an in-depth exploration of groundbreaking posters and topics.

### System Nursing Research Symposium Keynote and Featured Presentations

- **Exploring Nursing Generational Attitudes for Greater Engagement – The ENGAGE Study**  
Kristina Boudreau, MSN, APRN, AGCNS-BC, CCRN;  
Cheryl Bellamy; Jennifer DeJans; Sarah Beldin, MSN, APRN, ACCNS-AG, CCRN; Kelsey Beausoil
- **Nursing TRUST Program: Supporting Nurses as Second Victims**  
Nancy Price, MSN, RN, NE-BC, Audrey Thomas, BSN, RN
- **Exploring Evolving Nurse Perceptions of Virtual ICU Support**  
Rachel Eklund, MSN, APRN, AGCNS-BC, CCRN
- **Bridging Gaps in Suicide Prevention: A CNS-Led Strategy Grounded in Community Education and Social Determinants of Health**  
Noel Kohler-Ditto, DNP, APRN, AGCNS-BC
- **Driving Change: Nursing Quality Improvement in a Mobile Kidney Health Screening Initiative**  
Alandra White, BScN, RN; Kimberlynn Lott, BScN, RN;  
John Laguio, RN
- **Stress Less, Nurse Strong**  
Kimberly Foster, MSN, RN, HN-BC, HWNC-BC, HMCP
- **From Code to Conversation: Nursing Leadership in Post-Event Clinical Debriefing**  
Brandon Tatar, DNP, APRN, ACCNS-AG
- **Every Nurse is an Informaticist**  
Donna Summers, RN MSN, NIBC, CNIO
- **Agitation Kits in High-Risk Areas of Violence: Acute Psychosis Readiness in Acute Settings**  
Erin Cavanagh, RN, BSN, MBA HCM
- **Enhancing Nurse Leader Well-Being Through Jean Watson's Caritas Processes**  
Trish Rowe DNP, RN, OCN, Bernadette White, DNP/MS, RN-BC, NEA-BC, FAB
- **Advancing Nursing Research Through Implementation Science and Health Equity**  
Ashlee Vance, Ph.D., MA, RN, RNC-NIC; Melissa Maye, Ph.D



## System Nursing Research Symposium Poster Presentations

- **Association Between Specific Cognitive Domains and Diabetes Self-Management Behaviors in People with Diabetes and Mild Cognitive Impairment**  
Hossein Hafezi Nia, PhD, MSc, RN
- **Beyond the Bedside: How Interdisciplinary Rounds Streamline ICU Care and Transitions**  
Kristina Boudreau, MSN, APRN, AGCNS-BC, CCRN; Sarah Beldin, MSN, APRN, ACCNS-AG, CCRN; Gillian Grafton, DO; Ryann Lair, PT, DPT
- **Bridging the Gap with Innovation: Clinical Nurse Specialists Transforming Discharge Planning and Patient Education in Diabetes Care**  
Julia Quinto, MSN, APRN, AGCNS-BC, CMSRN; Melissa Barach, MSN, APRN, AGCNS-BC
- **Code Sepsis: Educating for Excellence in SEP-1 Compliance**  
Amanda Bradley, MSN, RN, AGCNS-BC, CMSRN; Courtney Rumler, MSN, RN; Allison Wilcox, BSN, RN; Emile Cote, BSN, RN
- **Combating Workplace Violence: Implementation of a Behavioral Emergency Response Team**  
Jessica Schmidt, MSN, RN, AGCNS-BC, PCCN; Jennifer Rice, MSN, RN, AGCNS-BC, SCRNP
- **Staff Perception of the CPR Coach Role for Cardiac Arrest Codes in the Emergency Department**  
Deborah Sanders, MSN, RN, AGCNS-BC; Wendy Butterfield, BSN, RN
- **Cut to the Heart: Emergency Sternotomy Training**  
Jessica Schmidt, MSN, RN, AGCNS-BC, PCCN; Taylor Soltis, BSN, RN; Jordan Richardson, BSN, RN, CCRN
- **Decreasing Medical Device-Related Tracheostomy Pressure Injuries with Hydroconductive Dressings**  
Jennifer Rice, MSN, RN, AGCNS-BC, SCRNP; Danielle Elswick, MSN, RN, AGCNS-BC, PCCN; Jessica Schmidt, MSN, RN, AGCNS-BC, PCCN; Hannah Gonzalez, BS, RRT; Shannon Johns, BSN, RN, CWOCN, CFCN; Randi Ruder, BSN, RN, CWOCN
- **Decreasing Patient Falls and Staff Workload Through Enhanced Safety Rounds**  
Lisa Cohen, MS, APRN-BC; Lakeisha Reed, BSN, RN; Stephanie Trombley, MSN, RN; Chelsea Stotler, BSN, RN; Olivia Casaletto, BScN, RN
- **Direct to CT for Stroke**  
Nicole Monti, DNP, FNP-BC; Ryan J. Amormino, MSL, BSN
- **Electronic Collaborative Medication Administration Record During Downtime**  
Abbie Tuomisto, BSN, RN, CCRN-CMC; Kyle Moritz, BSN, RN, CCRN-CMC; Marisa Szydlowski, BSN, RN; Mark Johnson, BSN, RN, CCRN-CMC; Emma Stavale, BSN, RN, CCRN
- **Enhancing Team Organization Through Assigned Roles During Code Blue Events**  
James Hanna, BSN, RN; Natenipha Whitefield, BSN, RN
- **Enhancing Patient Safety and Efficiency: IV Smart Pump Integration Project**  
Michelle R. Gilbert, MSN, RN, NI-BC
- **Team Communication and Patient Safety Culture in an Endoscopy Unit**  
Vetra Archer, BSN, RN; Rupinder Mahal, RN, MSN; Nutrena Tate, Ph.D., MBA, RN, CPNP-PC
- **ICU Made 4 U: Critical Care Education for Novice Nurses**  
Taylor Soltis, BSN, RN; Brooke Blair, BSN, RN, CCRN; Jessica Schmidt, MSN, RN, AGCNS-BC, PCCN; Jennifer Rice, MSN, RN, AGCNS-BC, SCRNP
- **Improving Nurse Confidence Through Unannounced Mock Codes on Inpatient Units**  
Kelsey Beausoliel, BScN, RN, CCRN; Joshua Winowiecki, DNP, APRN, ACCNS-AG, CCRN, TCRN, CNE
- **Improving RN-NA Collaboration and Communication on Medical-Surgical Units**  
Rana Chehab, BSN, RN; Godfrey Ogholo, BSN, RN
- **In Our Simulation Era: Transitioning From Passive to Immersive Training**  
Brooke Blair, BSN, RN, CCRN; Danielle Elswick, MSN, RN, AGCNS-BC, CMSRN; Jennifer Rice, MSN, RN, AGCNS-BC, SCRNP; Jessica Schmidt, MSN, RN, AGCNS-BC, PCCN; Taylor Soltis, BSN, RN
- **Increasing Comfort and Support in the New Graduate Nurse Through Focused Curriculum Delivery**  
Jennifer Davies, MSN, AGCNS-BC, AHN-BC; Stacy Abraham, MSN, MBA-HC, RN; Wendy Spilko, MSN Ed, RN; Nutrena Tate, Ph.D., MBA, RN, CPNP-PC; Alexandria Harrison, DNP, APRN, AGCNS-BC
- **Evidence-Based Nurse-Driven Telemetry Discontinuation Protocol**  
Alma Agulto, MSN, CCRN-K; Kimberly Beckett, MSN, HN-BC, RN; Edward Olszewski, BSN, RN
- **Integrating Habilitative Care Team Members in the Neonatal Intensive Care Unit**  
Lisa Redmond, BSN, RN; Krysten Isabell, MA, CCC-SLP, CNT; Megan Fossian, OTR/L, NTMTC; Emily Boguth, MA, CCC-SLP; Ashley Cohen, OTR/L; Katelyn Gundry, OTR/L, CSRS; Shannon Angersbach, MSN, RN-NIC; Daniel Rito, DO, MBA, FAAP; Faryal Durrani, M.D., MPH; Chris Newman, BSN, MS, NNP-BC; Melissa Maye, Ph.D.; Dana Johnson-Meah, MBA
- **Ketamine as an Opioid-Sparing Strategy in Post-Cardiac Surgery Patients**  
Donna Nguyen, RN, BScN

- **Code Blue Debriefing for Inpatient Resuscitation Events**  
Brooke Blair, BSN, RN, CCRN; Jennifer Rice, MSN, RN, AGCNS-BC, SCRNP
- **MCS Withdrawal Guideline**  
Graysen Fulbright, BSN, RN, CCRN
- **Multidisciplinary Accountability in Fall Prevention**  
Crystie Mawyer, BSN, RN
- **Safe Transport for Patients on Supplemental Oxygen**  
Britney Wagner; Alma Agulto, MSN, CCRN-K
- **No Need to Restrain: Gab a Mitt and Refrain**  
Jessica Schmidt, MSN, RN, AGCNS-BC, PCCN; Jennifer Rice, MSN, RN, AGCNS-BC, SCRNP
- **No One Dies Alone**  
Dalton Smith, BSN, RN
- **Preventing Workplace Violence Through Behavioral Emergency Response Teams**  
Hannah Musgrove, MSN, APRN, AGCNS-BC; Katie Witherspoon, MSN, RN, CPHQ; Eman Chami, MHA, CIC
- **Scrub Club: No Dues, Just News**  
Jennifer Rice, MSN, RN, AGCNS-BC, SCRNP; Danielle Elswick, MSN, RN, AGCNS-BC, CMSRN; Jessica Schmidt, MSN, RN, AGCNS-BC, PCCN; Mariah Foster, DNP, RN, AGCNS-BC
- **Early Mobility in the ICU**  
Kelly Miller, MSN, APRN, ACNS-BC;  
Kimberly Rizkallah, BSN, RN
- **Improving Nursing Telemetry Assessment**  
Taylor Soltis, BSN, RN; Brooke Blair, BSN, RN, CCRN; Jessica Schmidt, MSN, RN, AGCNS-BC, PCCN; Jennifer Rice, MSN, RN, AGCNS-BC, SCRNP
- **Importance of Breaks in the Emergency Department**  
Giulia Pacovich
- **Pressure Injury Severity in Isolation Rooms**  
Jessica Schmidt, MSN, RN, AGCNS-BC, PCCN and interdisciplinary team
- **Using the Modified Minnesota Detoxification Scale for Alcohol Withdrawal Syndrome**  
Torri Trojand, MN, RN, SCRNP, CCRN; Jaclynn Morgan, MN, RN; Charles J. Shamoun, BSN, RN, SCRNP, CNRN, CCRN
- **Virtual Registered Nurse: Improving Outcomes and Patient Satisfaction**  
Brooke Blair, BSN, RN, CCRN; Jennifer Rice, MSN, RN, AGCNS-BC, SCRNP
- **Nurse-Driven Innovation in Pediatric Sepsis Detection**  
Audrey Rutkowski, DNP, RN, AGCNS-BC;  
Steven Sanders II, BSN, RN, CEN; Rachel Schiller, BSN, RN; Amanda Tuttle, BSN, RN, CEN

## Clara Ford Nursing Excellence Program

The Clara Ford Nursing Excellence Program is graciously funded by Cynthia and Edsel B. Ford II on behalf of The Henry Ford II Fund and was established in early 2024 in honor of Clara Ford's enduring belief in the essential role of nurses in advancing health, healing, and compassionate care.

In 2025, Jaclynn Morgan, MN, BScN, RN, was appointed manager of the program, providing operational leadership and collaborating with nursing executive leaders, clinical teams and educators across the system to develop initiatives that support nurses throughout their professional journeys.

Following its initial establishment, 2025 marked the program's first full year of implementation, with a focus on launching leadership development initiatives and strengthening systemwide collaboration to support nurses across all stages of practice.



*Jaclynn Morgan, MN, BScN, RN  
Manager, Clara Ford Nursing Excellence Program*

## Nurse Manager Residency Program

During the first year, the Clara Ford Nursing Excellence Program launched the inaugural cohort of the Nurse Manager Residency Program, engaging 31 newly-appointed nurse managers in a year-long development experience aligned with Henry Ford Health's leadership framework and competencies from the American Organization for Nursing Leadership.

Looking ahead to 2026, the program will expand development opportunities, including the launch of an Assistant Clinical Manager Residency Program and additional initiatives to support bedside nurses as they strengthen professional practice and prepare for future leadership roles.



*2025 Nurse Manager Residency Cohort*

## Henry Ford Health Nursing Seed Funding Award Winners

Through the Henry Ford Health + Michigan State University Health Sciences partnership, the Nursing Seed Funding Opportunity supports innovative, practice-informed projects that advance nursing scholarship and improve care delivery. In 2025, these selected teams received \$5,000 in seed funding for their projects, enabling them to implement creative solutions and drive meaningful improvements in patient care:

- **Reema Rahal, NP**, Specialty/Invasive, Otolaryngology – Developing Visual Tracheostomy and Feeding Tube Care Videos for the HNC Post-surgery Survivorship Care Plan
- **Cynthia Faigin**, Nursing Administration, Ambulatory – Shaping the Future of Henry Ford Health + MSU Cancer Nursing Research and Quality Improvement: A Collaborative Priority-Setting Conference
- **Christy Vrana Stevens**, Nurse Manager, B6 – The Benefit of Doll Therapy on Decreasing Patient Falls on a Medical General Practice Unit

## Henry Ford Staffing

### Henry Ford Staffing Launches in 2025

In 2025, BestChoice and Michigan Staffing Solutions (MiSS/Flex) officially became a single system float pool under a newly rebranded name: Henry Ford Staffing. As a result of this integration, Henry Ford Staffing became a unified department of more than 800 team members. The expanded workforce includes inpatient, Operating Room, Emergency Department, and Ambulatory Care nurses, as well as medical assistants, nursing assistants, Emergency Department technicians, surgical technologists and patient care assistants.

Henry Ford Staffing continued to expand its geographic reach beyond the Metro Detroit region in 2025, supporting all 13 hospitals across the health system. A significant milestone was achieved through expanded nursing support for Henry Ford Jackson Hospital, where we provided more than 25,000 staffing hours. In total, Henry Ford Staffing delivered more than 700,000 hours of staffing support in 2025, including over 500,000 hours directly supporting hospital operations.

### Key Focus Areas in 2025

Ambulatory Care staffing was a key focus area. Our Ambulatory Care workforce, comprised of registered nurses and medical assistants, provided more than 60,000 hours of RN support and nearly 85,000 hours of medical assistant support during the year. In 2025 alone, our teams provided staffing support to more than 200 ambulatory cost centers.

In addition to routine coverage, the team supported special initiatives, including the Epic fax queue project. Looking ahead to 2026, Henry Ford Staffing plans to expand Ambulatory Care support to newly added clinics following the joint venture expansion.

### Operating Room Support

Henry Ford Staffing also continued to support both hospital-based and freestanding operating rooms across the health system. The department employs Operating Room registered nurses and surgical technologists and satisfied more than 12,000 surgical tech hours and more than 12,000 RN hours in 2025.

### Cross-training Expands Nursing Coverage

From the outset of the joint venture, Henry Ford Staffing has prioritized proactive cross-training. In 2025, more than 150 hospital-based registered nurses were cross-trained to use the Epic and Cerner electronic health record platforms. This investment strengthens nursing coverage for the transition to Epic in 2025 and 2026.

### Awards and Recognitions

Henry Ford Staffing team members were recognized in 2025 for their contributions to the health system with 87 DAISY® Award nominations, with several team members earning multiple nominations, and one Honey Bee Award winner. Additionally, five Henry Ford Staffing team members received Clara Ford nominations, and six participated in the Professional Nurse Advancement Program (PNAP) during the year.



*DAISY award nominee  
Simon Griggs, RN, with  
Nurse Manager Nick Beauchemin, RN.*



*DAISY award nominee  
Sharon Pratt, RN, center, with  
Henry Ford Macomb Hospital Chief  
Nursing Officer Stephanie Gibson, RN,  
left, and Nurse Manager Jennifer Bull,  
RN, Henry Ford Staffing.*



# Clara Ford Awards for Nursing Excellence

The 2025 Clara Ford Awards for Nursing Excellence were presented to seven outstanding Henry Ford Health registered nurses during the 14th annual ceremony on May 5, 2025. The esteemed awards honor their namesake, who was an advocate of the Henry Ford Hospital School of Nursing and played a crucial role in its opening in 1925.

The honorees were nominated by their colleagues for representing the highest ideals of nursing – compassion, dedication and excellence, and for providing outstanding clinical quality and human connection, while being trailblazers for the future of nursing.



## The 2025 Clara Ford Awards for Nursing Excellence recipients are:

### Affordable, Efficient Care that Provides Value

#### Rebecca Brownlee, BSN, RN, CCM Henry Ford Populance

In less than a year on the Post-Acute Care Surveillance Team, Rebecca's efforts have helped hundreds of patients improve their transition of care, reducing the average skilled nursing facility (SNF) stay from 50 days to 18 days. With an average daily cost of approximately \$500, her work has generated a financial impact of nearly \$1.5 million within the Mosaic Accountable Care Organization.

Rebecca has successfully reduced readmission rates and minimized leakage by scheduling appointments with primary care providers and specialists, and ordering interventions to support patients in their next levels of care.

Working to establish relationships with SNFs was key to this success. In addition, Rebecca's dedication to enhancing communication and collaboration among team members has fostered a more cohesive and efficient approach to patient care. Her continuous efforts have not only improved patient outcomes but have also set a benchmark for others to follow. The transformation she has brought about in such a short period is truly commendable and speaks volumes about her commitment and expertise in the field.



## Safest Care and Best Outcomes

**Jessica Schmidt, MSN, RN, AGCNS-BC, PCCN, Henry Ford Jackson Hospital**

Jessica, a Clinical Nurse Specialist, was the project lead for the creation of the Behavioral Emergency Response Team at Henry Ford Jackson Hospital. This team is called to the bedside when a patient begins to escalate and includes a representative from Behavioral Health, the House Manager, and the unit-specific leader.

The team works to de-escalate the situation before it leads to harm of the patient and/or staff. Workplace violence happens, and it's important to do anything possible to decrease the risk to team members. Jessica worked on this project for years to ensure that staff have the tools and resources to remain as safe as possible. She also worked with Behavioral Health providers to create an order set. Providers can use the order set if medications are needed when the situation escalates further.

Jessica's work on this project has been so successful that she presented it at several conferences last year, further validating her contribution to workplace and patient safety.



## Exceptional Experience

**Anthony Antinozzi, ADN, RN, Henry Ford Hospice, Community Care Services**

The following is an excerpt from a note from a family member of one of Anthony's patients:

"My father developed a distended bladder and needed a catheter inserted to relieve the problem. Other hospice nurses tried but could not successfully insert one. The only other option was to transport him to the hospital to have the procedure done. The move would be difficult because my father was bedridden.

Anthony heard that others were having difficulty and decided to come by at the end of his shift to see if he could help. He patiently tried over and over to insert that catheter, trying different sizes, types, etc., doing this with such care to not cause discomfort to my father.

It took a long time due to the difficulty of the procedure, but he was successful. When the others quickly gave up, Anthony knew the importance of keeping my father comfortable in his bed. He completed the procedure without adding any discomfort to my father, who was able to stay at home surrounded by his family."



## Exceptional Experience

**Ashley Metzger, ADN, RN, Henry Ford at Home, Community Care Services**

All nurses seem to have a niche to their practice, and Ashley's is communication. Whether caring for high-profile patients to ensure a wonderful experience or having the difficult conversation about moving from a curative approach to a palliative one, Ashley excels at the art of touching the heart of people.

She works regularly with nursing students to show them what an amazing career community nursing can be. She goes out of her way to assist colleagues, whether covering a visit out of her area, following up on patient details when the regular case manager is off, or providing a listening ear to someone struggling with a problem. Her personal touch is genuine and remarkable.

A comment on a recent patient survey says it all, "I'm a recent below-the-knee amputee patient. Ashley never left my house until I understood what was happening, what would happen next, and what to watch for. She would stay until I was at ease and my anxiety level was lowered. I cannot praise her enough."





## Compassionate and Committed People

**Jessica Anderson, BSN, RN, Henry Ford Wyandotte Hospital**

Jessica consistently goes above and beyond, offering creative solutions and engaging in collaborative efforts to improve both patient outcomes and the working environment for her colleagues. She has been instrumental in supporting and driving initiatives that contribute to our department's ongoing success. In 2024, Henry Ford Wyandotte Hospital embarked on a significant effort to improve patient satisfaction and safety through "agenda setting" communication. Jessica embraced this challenge with enthusiasm, leading by example.

She adopted the new approach and became a key advocate, providing education, feedback, and mentoring her colleagues as they navigated the transition. Jessica's efforts have been essential in ensuring the successful implementation of this initiative, and her continued support through auditing and process feedback has fostered a culture of continuous improvement.

Her efforts directly contributed to remarkable improvements in patient satisfaction and communication metrics. Last year, patient satisfaction "likelihood to recommend" improved from 30% to 74%, and nurse/provider communication rose from 40% to 73%.



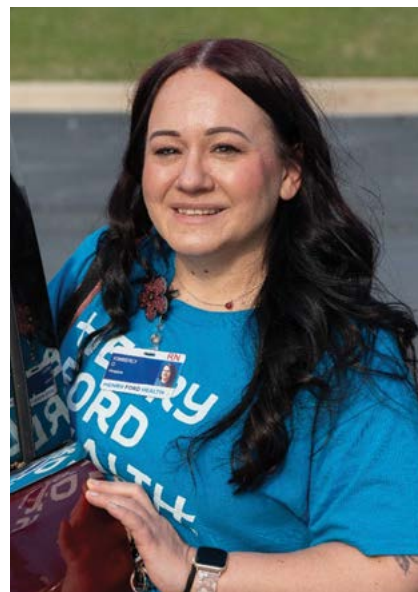
## Compassionate and Committed People

**Kimberly Geletzke, ADN, RN, Henry Ford Hospice, Community Care Services**

Kim's ability to blend clinical expertise with genuine human connection sets her apart. She spent many years as an ICU nurse and seamlessly transitioned into her current role. Kim quickly mastered her new responsibilities, showcasing her leadership by mentoring others during their onboarding to hospice, and demonstrating her natural ability to uplift and guide her peers.

Kim's approach to hospice care is compassionate and intuitive. She instinctively understands the profound emotional weight that accompanies end-of-life journeys and has taken extraordinary steps to provide comfort and closure. Using her own resources, she initiated the thoughtful practice of purchasing fingerprint ornaments for families, ensuring they have a lasting, tangible connection to their loved ones.

She meets each patient and their loved ones where they are in their grief journey, building trust and fostering deep, meaningful relationships. Kim recognizes every individual processes illness and loss differently and ensures they receive honest, clear, and compassionate education to help them make informed decisions.



## Nursing Leadership

**Courtney McIntosh, DNP, MBA, RN, CEN, Nursing Administrator, Behavioral Health Services, Henry Ford Jackson Hospital**

Courtney is a fearless leader who tackles problems head-on and models personal accountability. She inspires her team through direct, respectful and fair-minded communication, and though tough minded and fiercely determined, she is also understanding, empathic and supportive. Courtney creates an environment where all members of the team feel heard, valued, and respected.

Since Courtney assumed her leadership role in Behavioral Health, Culture of Belonging survey scores for direct reports rose dramatically. Behavioral Health also achieved significant reductions in turnover of registered nurses and behavioral health technicians. From 2021 to 2024, the inpatient psychiatry unit achieved a 22% increase in top box patient likelihood to recommend, and residential addiction services attained an increase of 20%. Behavioral Health secured its best scores and outperformed all benchmarks for the provider belonging survey.

Under Courtney's leadership Behavioral Health also outperformed National Database of Nursing Quality Indicators (NDNQI) metrics for falls, restraints and assaults. As a further testament to her abilities, Courtney was promoted to Vice President, Behavioral Health Service Line in December 2025.







[Click here](#) or scan the QR code to learn more about Henry Ford Genesys Hospital.

# Henry Ford Genesys Hospital

## A Message from our Vice President of Patient Care Services and Chief Nursing Officer

Dear Nursing Colleagues,

I want to take a moment to reflect on 2025. It was a year not without its challenges. The workforce stoppage involving our registered nurses was a significant and difficult moment for our organization and for the nursing profession as a whole. It reflected deeply held concerns and strong advocacy for patients and for the profession. While the period was challenging, it also underscored the importance of dialogue, respect, and shared accountability as we work to strengthen our practice environment.

I am proud of the Nursing teams who ensured that patient safety remained our highest priority. Even amid disruption and uncertainty, our hospital maintained key safety and quality metrics, a testament to the systems in place and the dedication of those nurses, leaders and interdisciplinary partners who stepped up to support patient care.

As we look ahead, I am optimistic. We have opportunities to build on lessons learned, strengthen trust, improve staffing and work environments, and continue advancing the quality of care we provide. Nursing will remain central to these efforts, and your voices will be essential as we move forward together.

I look forward to the work ahead and to continuing this journey with you.



With gratitude and respect,

**Renee Emmerling, RN, MSN/MBA-HC**

Vice President of Patient Care Services and Chief Nursing Officer  
Henry Ford Genesys Hospital

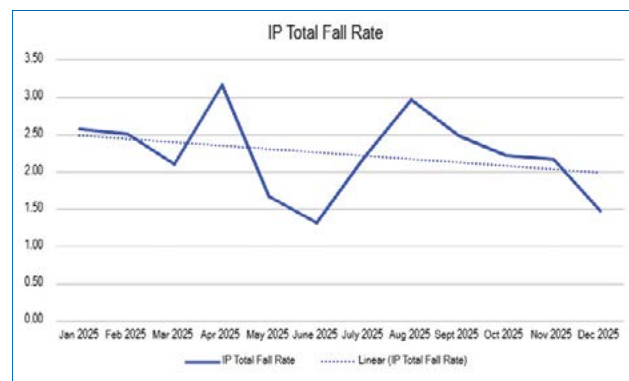
## Empirical Outcomes

### Performance Improvement Focused on our Patients

Throughout 2025, nurses remained steadfast in their focus on improving outcomes that matter most to patients and families. By leveraging evidence-based practice, interprofessional collaboration and systematic performance improvement methodologies, Nursing teams addressed key indicators related to harm reduction, reliability of care and patient experience.

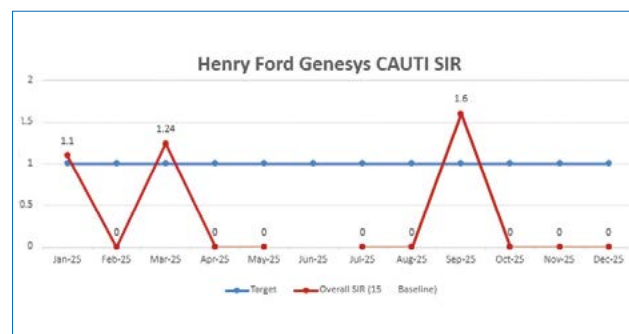
### Multiple Strategies Decrease Falls

A concerted effort was applied during 2025 to reduce overall falls. The team renewed its focus on accurate completion of Fall TIPS, a nurse-led, evidence-based fall prevention intervention that uses bedside tools to communicate patient-specific risk factors for falls. In addition, improved use of Avasys remote patient monitoring and continued 100% case-by-case evaluation at the weekly fall huddle meeting all worked to drive improvement.

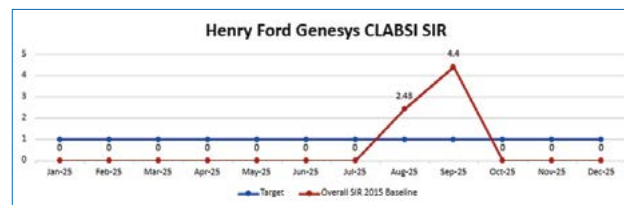


### CAUTI SIR and CLABSI Rates Ahead of Target

Three catheter-associated urinary tract infections (CAUTI) in 2025 resulted in an annual standardized infection ratio (SIR) of 0.369, ahead of the 0.65 target.



Two central line associated blood stream infections (CLABSI) in 2025 resulted in an annual SIR of 0.437, ahead of the 0.76 target.



### Consistent Reduction in Mortality

Through multidisciplinary collaboration, improved compliance with standardized care pathways and strong nurse advocacy, Henry Ford Genesys has experienced year-over-year reduction in inpatient mortality.

### Significant Improvements Made in Length of Stay

Nursing leaders and case managers collaborated to drive improved length of stay in 2025. Historically, challenges with interdisciplinary communication, patient placement and technology barriers have compounded to make throughput a challenge. Through the addition of twice-daily Nursing-led multidisciplinary bed huddles, significant improvement in inpatient length of stay were achieved.

## Transformational Leadership

### Unprecedented Challenges Lead to Innovation

In response to the work stoppage and evolving workforce demands, Nursing leadership demonstrated adaptability, resilience and commitment to supporting staff, patients and the surrounding community. These circumstances required the development of innovative recruitment and retention strategies grounded in collaboration, professional engagement and shared accountability.

The recruitment team strengthened partnerships with local schools, academic institutions and community organizations. Through intentional relationship-building, the team reestablished trust, expanded clinical pathways and supported the professional development of future nurses and healthcare professionals within the community.

To enhance accessibility and engagement, the recruitment team implemented both on-site and virtual Registered Nurse Recruitment Fairs. These initiatives increased organizational visibility, promoted career opportunities and supported a diverse and inclusive applicant pool aligned with workforce sustainability goals.

The onboarding and orientation team redesigned the onboarding and orientation processes to support incoming team members. Using evidence-based education strategies, creative engagement methods and continuous process improvement, the team ensured consistent, high-quality onboarding experiences. Their efforts supported workforce stability and safe patient care during periods of rapid staffing transition.

Nursing leadership evaluated and implemented more flexible and staff-centered scheduling models. These efforts supported work-life integration, improved recruitment competitiveness and enhanced nurse satisfaction while maintaining operational and patient-care standards.

Additionally, Nursing leaders integrated nurse externs into clinical units, increasing mentorship, professional socialization, and one-on-one leadership visibility. This initiative supported early career development, strengthened clinical confidence and promotes long-term retention through meaningful engagement and professional relationships.

Collectively, these initiatives reflect Henry Ford Genesys' ongoing commitment to nursing excellence and professional practice through innovation, collaboration and sustained investment in its nurses.

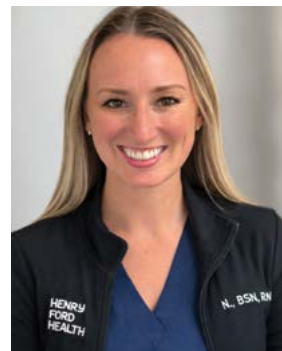


*Kandi McAnnally and Jennifer Bucholz, Nurse Recruiters, with the Mott Community College mascot, Monty the Bear.*

## Nursing Leadership Changes

In 2025, Henry Ford Genesys welcomed new members to the Nursing leadership team.

*At right, Hannah Merritt, BSN, RN, Assistant Clinical Manager, 3 South Telemetry.*



*Emerald Welsh, BSN, RN, Nurse Manager, Transitional Care Unit.*



*Katie Blalock, BSN, RN, Assistant Clinical Manager, Labor and Delivery, Post-partum and Special Care Nursery.*



*Amber Gagnon, BSN, RN, Critical Care Director.*



*Kaycee Lewis, RN, Assistant Clinical Manager, 4 South.*

"The Nurse Manager Residency Program was an incredibly impactful experience for me. It helped me grow both personally and professionally by giving me practical leadership tools and the confidence to handle day-to-day challenges. The support from mentors and fellow participants made a huge difference, and I walked away with stronger communication skills, better problem-solving strategies, and a deeper appreciation for what it means to lead with empathy and teamwork. I'm grateful for the opportunity and excited to use what I've learned to better support my team and our patients every day."

– Emerald Welsh, BSN, RN, Nurse Mentorship program



## Structural Empowerment

### Continuing Education Close to Home

Many opportunities for continuing education are available locally including:

- Monthly Virtual Congdon Lecture Series focused on journal reviews by specialty
- Annual Human Trafficking Conference

### Code Blue Escape Room Adds a New Twist on Hands-on Learning

The Code Blue Escape Room introduced an exciting and innovative approach to hands-on learning for nurses, transforming traditional emergency response education into an interactive experience. Using the popular escape room concept, nurses step into a simulated patient scenario and work through a series of clues that guide them through the critical actions required during a Code Blue. Each clue builds on the last, leading participants to recognize cardiac arrest, activate the Code Blue button, locate the AED and progress through lifesaving interventions.

### Advancing RN Expertise in Stroke Care

In March, nearly 200 registered nurses attended a stroke-focused professional development event aimed at strengthening skills across the stroke care continuum. Education included BEFAST stroke recognition, the Yale Bedside Swallow Screening Protocol, IV thrombolytic (TNK) tackle box and blood pressure parameter education and hands-on training with arterial lines and external ventricular drains (EVDs). A mock Code Stroke experience further reinforced rapid assessment, teamwork and time-sensitive decision-making.

Hands-on events like this are essential for continuing education, allowing nurses to translate evidence-based guidelines into real-world practice – especially for high-risk, time-critical situations. The event also emphasized recovery and holistic care through stroke patient education and discharge kits, post-stroke spasticity recognition and treatment, collaboration with the Community Health Access Program and integration of Spiritual Care, supporting whole-person healing and improved patient outcomes.

*Nearly 200 registered nurses attended a stroke-focused professional development event in March, strengthening their stroke care skills.*



## Recognizing Fall Risks Through Simulation

Patient falls remain a significant safety concern, and identifying environmental risk factors is critical to prevention. To strengthen this awareness, the Clinical Professional Development (CPD) team facilitates an interactive fall simulation experience with the nurses, allowing them to step into a patient's perspective and see hazards before a fall occurs.

During the simulation, nurses enter a patient room that has been intentionally set up with multiple fall risks. While a gait belt and walker are present, they are set up in a way that encourages unsafe independent movement. Each of these elements challenges nurses to slow down, assess the environment and think critically about how easily a patient could attempt to get up without assistance.

To reinforce key learning points, the CPD team incorporates a hands-on activity using colored puzzle pieces. When assembled correctly, the pieces form the message "Call, Don't Fall." This visual and interactive component emphasizes shared accountability and helps solidify fall prevention principles in a memorable way.

By participating in this simulation, nurses gain a deeper understanding of how environmental oversights contribute to patient falls while engaging in discussion, reflection and practical application that supports our ongoing commitment to patient safety and high-quality care.

### Enjoying Time with our Colleagues

Several fun events were planned throughout the year where nurses and other team members could relax a little and spend some "down" time together. Spirit Days encouraged participation and creativity, promoting pride, connection and unity across departments. Food trucks are always a hit. In addition, Hospital Week served as a dedicated time to honor the vital role nurses and support teams play in delivering exceptional care and supporting our mission.



*Nursing team members having fun during Nurses Week.*



Employee Appreciation Day in March included visits from the "Lucky Leprechaun" and his "pot of gold."



From left, Vanessa Derwin, RN, BSN, Alyssa Stamm RN, BSN, and Megan Nettle, RCIS, BS, at the American Heart Association Heart Walk.



Sara Johnson, RN, Total Quality Management, brought smiles to patients and team members as she recognized the Thanksgiving season.



Team members celebrating Presidents' Day.

## American Heart Association Heart Walk

Henry Ford Genesys proudly participated in the American Heart Association Detroit Heart & Stroke Walk as part of the Henry Ford Health team for the first time in 2025. The Henry Ford Genesys team included 10 coaches and 102 registered walkers, and raised \$5,600 to support heart and stroke awareness.

## Heart Month Highlights Cardiovascular Health

In February, a series of activities highlighted the commitment to cardiovascular health, education and prevention. Events included guided tours of Cardiac Rehabilitation, giving participants insight into recovery and long-term heart health support, as well as participation in Wear Red Day to raise awareness of heart disease. Community blood pressure clinics also were offered.



The Non-Invasive Testing Department got into the spirit of Wear Red Day to raise awareness of heart disease.

## Community Heart and Stroke Screening

An April Community Healthy Heart event provided a one-day opportunity for preventive cardiovascular care, bringing together physicians, nurses, clinical team members and volunteers to serve local residents. Nearly 50 community members received comprehensive screenings including EKG, blood pressure, body mass index, blood glucose testing, heart risk and stroke assessments, followed by individualized counseling with a healthcare professional. Team members were available throughout the event to engage participants, answer questions and connect them with additional local services and resources.





*From left, Vanessa Derwin, RN, BSN, Jessika Sly, RN, BSN, Megan Nettle, RCIS, BS, Alyssa Stamm, RN, BSN, and Stephanie Rejc, MS, offered preventive cardiovascular care at the Community Healthy Heart event.*



*The Community Healthy Heart event brought nearly 50 members of the community to Henry Ford Genesys for comprehensive screenings.*



## Girls on the Run

Girls on the Run is a youth development program that empowers girls to build confidence, strengthen social-emotional skills and make healthy choices through an evidence-based curriculum paired with physical activity. Volunteers and supporters helped create a positive, encouraging environment where participants could set goals, learn teamwork and resilience and celebrate their accomplishments at the season-ending 5K.

# Exemplary Professional Practice

## Workgroup Improves Mother and Baby Care

The 24/7 Workgroup was formed in 2022 in response to the Cesarean section rate, with a focus on creating a collaborative, supportive forum for caregivers involved in the care of delivering patients. The group provides a safe space to review data and discuss cases with an emphasis on learning, awareness, and improvement. In 2025, registered nurses were added to the workgroup, bringing valuable insight into patients' labor trajectories alongside RN and resident care practices and behaviors. This interdisciplinary perspective has strengthened discussions and deepened understanding of opportunities for improvement. In addition to case and data review, the group highlights relevant education and available tools, creating a well-rounded, team-based approach to addressing this important quality initiative.

## New Knowledge, Innovation, and Improvements

### Colorectal Cancer Surgical Quality Measures Improvement Project

This quality improvement initiative represents collaboration between the colorectal surgeon lead, the hospital's multidisciplinary team, which includes nurses, and the Michigan Surgical Quality Collaborative (MSQC). The primary aim is to advance the use of evidence-based quality measures for patients undergoing colorectal cancer surgery to enhance patient outcomes. The project also provided an important opportunity to support Michelle Neumann, MSHS, who transitioned into the role of Director of Radiology and Oncology Services, Henry Ford Genesys Hospital. The team was eager to collaborate with her and her staff, working together to reinforce the tumor board and improve the overall quality of care delivered to patients with colorectal cancer.

In addition, the initiative gave nurses on the multidisciplinary team, including quality nurses, nurse managers and nurse navigators, valuable insight into potential areas of improvement within the hospital. Through ongoing evaluation of patient care trends, the project reaffirmed the commitment to our core values, reminding us that we are our patients' strongest advocates. It highlighted the importance of speaking up and engaging in open discussions when policies or practices fall short of MSQC and National Comprehensive Cancer Network (NCCN) guidelines or are not being followed. This approach encouraged the Nursing team to hold themselves and others accountable for delivering the highest standard of care to patients. These conversations allow the team to determine whether variations in practice are justified or if they reveal opportunities for growth, education, and further quality improvement.



## Awards and Recognitions



### Cardiac Catheterization/ PCI Program Accredited by Corazon

Henry Ford Genesys Hospital's Cardiac Catheterization/ Percutaneous Coronary Intervention (PCI) Program received accreditation from Corazon, a process that included a comprehensive review of standards, performance data and internal documentation. External reviewers praised the program for delivering high-quality care, strong adherence to professional guidelines and a patient-centered culture.

### DAISY Awards

Henry Ford Genesys Hospital received 191 DAISY nominations in 2025, increased from 150 in the inaugural year of 2024. Four winners were selected:

- Michalea Barber, BSN, RN, 2 South Telemetry
- Megan Hastings, RN, Labor and Delivery/Postpartum Float
- Kelsey Hajek, BSN, RN, Medical Procedures Unit
- Robert Soethe, BSN, RN, Surgical Intensive Care Unit



Megan Hastings, RN, center, was congratulated on her DAISY award by Jacquelyn Surant, left, and Darci Altrack.



DAISY Award winner  
Kelsey Hajek, BSN, RN,  
Medical Procedures Unit.



DAISY Award winner  
Robert Soethe, BSN, RN,  
Surgical Intensive Care Unit.

## Specialty Certifications

Certification programs enable nurses to demonstrate their specialty expertise and expand their knowledge. Through targeted exams that incorporate the latest clinical practices, certification empowers nurses with pride and professional satisfaction. Congratulations to these nurses who became certified in 2025.

### Certified Cardiac Device Specialist

- Vanessa Derwin, RN, BSN, CCDS

### Accredited Case Manager

- Jeanine Jones, BSN, RN, ACM

### Certified Case Manager

- Kim Ford, MSN, RN, CCM

### Critical Care Registered Nurse

- Sara Cavazos, BSN, RN, CCRN
- Hannah Gobrogge, BSN, RN, CCRN
- Jacob July, BSN, RN, CCRN
- Brent Lawson, MSN, RN, CCRN
- Justin Nguyen, BSN, RN, CCRN
- Michelle Potter, BSN, RN, CCRN
- Jessika Sly, BSN, RN, CCRN

### Certified Electronic Fetal Monitoring

- Abbie Bronkema, RN, C-EFM
- Kati Lewis, BSN, RN, C-EFM
- Brenda Reints, RN, RNC-OB, C-EFM
- Jackie Surant, BSN, RN, C-EFM

### Certified Infection Control Nurse

- Lori Wiskur, BSN, RN, CIC

### RN Certified Obstetric Nurse

- Lily Farrehi, BSN, RN, RNC-OB, C-EFM
- Brenda Reints, RN, RNC-OB, C-EFM

### Certified Nurse Operating Room

- Kim Pierson, RN, RNFA, CNOR
- Chris Taylor, BSN, RN, RNFA, CNOR

### Nursing Professional Development Certification

- Sherry Harness, MSN/ED, RN, NPD-BC

### Nurse Executive Board Certification

- Angela Woodfield, MSN, MHA, RN, NE-BC

### Stroke Certified Registered Nurse

- Lisa Cole, RN, BSN, SCRNP



[Click here](#) or scan the QR code to learn more about Henry Ford Hospital.

# Henry Ford Hospital

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

Nursing Colleagues,

The story of 2025 at Henry Ford Hospital is not just about milestones; it is about people. It's about nurses who show up every day with courage, compassion and disciplined clinical judgment. It is also about a nursing community shaped by visionary leadership and sustained by a deep commitment to one another and to the patients we are privileged to serve.

Under the forward-thinking leadership of former CNO Gwen Gnam, MSN, RN, our nursing culture was strengthened and elevated through unwavering commitment to excellence in care. Interim CNO Denise Robinson, MBA, MSN, RN, NEA-BC, guided our community with humility and grace during a pivotal transition. Our Magnet® redesignation in March 2025, supported by Magnet® Program Director Madelyn Torakis, MSN, BA, RN, NE-BC, indicates years of rigorous standards, shared accountability and collective pride.

Our year-end quality scorecard reveals one of the strongest performances on record. More importantly, it reflects a culture where nurses lead not only through outcomes but through presence, advocacy, partnership and steadfast dedication to the highest standards of care. As we prepare for **Destination: Grand**, we do so grounded in who we are: a nursing community ready to lead the future with confidence, clarity and purpose.

I invite you to celebrate the extraordinary work of our Henry Ford Hospital Department of Nursing and to explore the stories that bring our 2025 purpose to life.



Sincerely,

**Kelly Baird-Cox, DNP, RN, CPNP-PC, CPEN, CEN, TCRN, NEA-BC, CENP**  
 Chief Nursing Officer, Vice President, Patient Care Services  
 Henry Ford Hospital



## Accomplishing Magnet® Redesignation

In March, the Henry Ford Hospital Nursing team received notice from the Magnet® Commission of the hospital's second designation. We are incredibly proud of our Nursing team members for their exceptional, compassionate care. Redesignation affirms the commitment to putting patients at the heart of everything. For nurses, it represents a workplace with high job satisfaction, professional growth opportunities and shared decision making, ultimately leading to enhanced patient outcomes and lower mortality rates.

Henry Ford Hospital was the first in the health system to earn Magnet® designation and the first to be redesignated. Additionally, the team received six Magnet® exemplars for our performance. This achievement represents continued excellence in nursing, patient care and innovation, demanding an ongoing commitment to the rigorous standards of the Magnet® framework.



## Magnet Redesignation Celebrated at the 2025 ANCC National Conference

Twenty-one team members from Henry Ford Hospital attended the 2025 ANCC National Magnet® Conference in October in Atlanta, Georgia. Nearly 13,000 nurses from around the world were in attendance with many countries represented. The most exciting part of the conference for the Henry Ford Hospital Nursing team was celebrating our March 2025 Magnet® redesignation. Along with over 300 other hospitals, Henry Ford Hospital nurses stood tall and proud as they announced the hospital and the team walked across the stage.

Kelsey Hebel, CNS, and Jennifer Michalski, CNS, presented a paired session: "Action-Driven Solutions for Enhanced Care, Developing a Nurse-Led Solution," to a very enthusiastic crowd. In addition, Sarah Beldin, CNS, presented a poster titled, "Revitalizing Nursing Research: Engagement Through Collaboration." Each member of the team was able to gain new insights and best practices shared by other Magnet® hospitals via podium and poster presentations throughout the three-day conference.

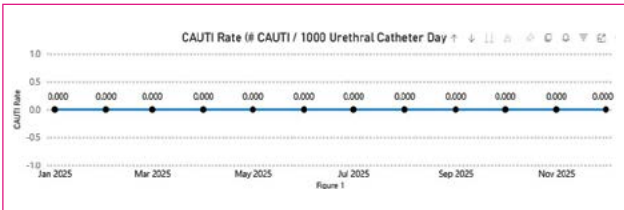




# Empirical Outcomes

## Zero CAUTIs in 2025 Reflect Ongoing Team Dedication

Henry Ford Hospital has achieved an impressive milestone: the team maintained a zero CAUTI rate for all of 2025. This outstanding accomplishment reflects the ongoing dedication of interdisciplinary teams. The CAUTI committee continues to review foley bundle compliance and closely monitors both foley and culture utilization. This year, the CAUTI team also developed comprehensive education on best practice for proper foley insertion. Additionally, the team is actively pursuing innovative strategies to further sustain and enhance these remarkable results.

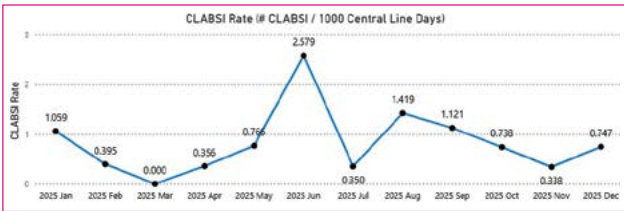


## CLABSI's meet System Target due to Nursing Initiatives

Throughout 2025, Henry Ford Hospital implemented a number of initiatives in Nursing aimed at reducing CLABSI's. These include consistent chlorhexidine gluconate (CHG) bathing and nasal decolonization (Nozin). Information was included on the Interdisciplinary Rounding tool that all nurses can see during Patient Progression Rounds in both the ICUs and the General Practice Units. This tool monitors central lines, indwelling foley catheters and if the patient received their CHG and Nozin treatments.

There was also a change from the use of a statlock securement device to an adhesive (SecurePort) that helps ensure lines do not move during dressing changes. This change also contributed to lower infection rates. All central lines are reviewed for necessity during Patient Progression Rounds and femoral lines are discussed daily at Safety Huddles to assess for alternative options.

As a result of all these efforts, Henry Ford Hospital met the system target of no more than 44 CLABSI's in 2025.



## Commitment to Fall Prevention Keeps Patients Safe

In 2025, hospital teams continued their commitment to reducing patient falls and fall-related injuries through a data-driven approach. Through an interprofessional approach to fall prevention efforts, we focused on strengthening clinical practice, improving environmental safety and increasing team member engagement. We continue to utilize the HD Nursing® Fall Prevention Tool.

Key initiatives included reinforcement of use of bed and chair alarms for moderate- and high-risk fall patients and continued emphasis on the utilization of fall mats at all patients' bedsides. In 2025, the falls with injury rate was 0.4, exceeding the National Database of Nursing Quality Indicators (NDNQI) benchmark of 0.6, highlighting our commitment to fall prevention and patient safety. Collaborative teamwork and consistent adherence to evidence-based fall prevention practices contributed to improved reliability and safer patient care.



## Behavioral Emergency Response Team (BERT)

Henry Ford Hospital launched the Behavioral Emergency Response Team (BERT) Alert in January 2025. The response team consists of the nurse house manager, critical care charge nurse and team members from Care Experience, Security and Spiritual Care. BERT is activated for any patient or visitor displaying behaviors such as pacing, fidgeting, heightened emotional distress, refusal, verbal aggression or inappropriate language. Response areas include the intensive care units, general practice units, maternal child health, observation, the post-anesthesia care unit and the hospital's Discharge Suite. Throughout 2025, BERT Alert was activated 105 times for patients or visitors requiring intervention. In every instance where the BERT team intervened, physical or sexual assault toward team members was successfully prevented.



# Transformational Leadership

## Improving Emergency Department Care for the Neurodivergent Patient

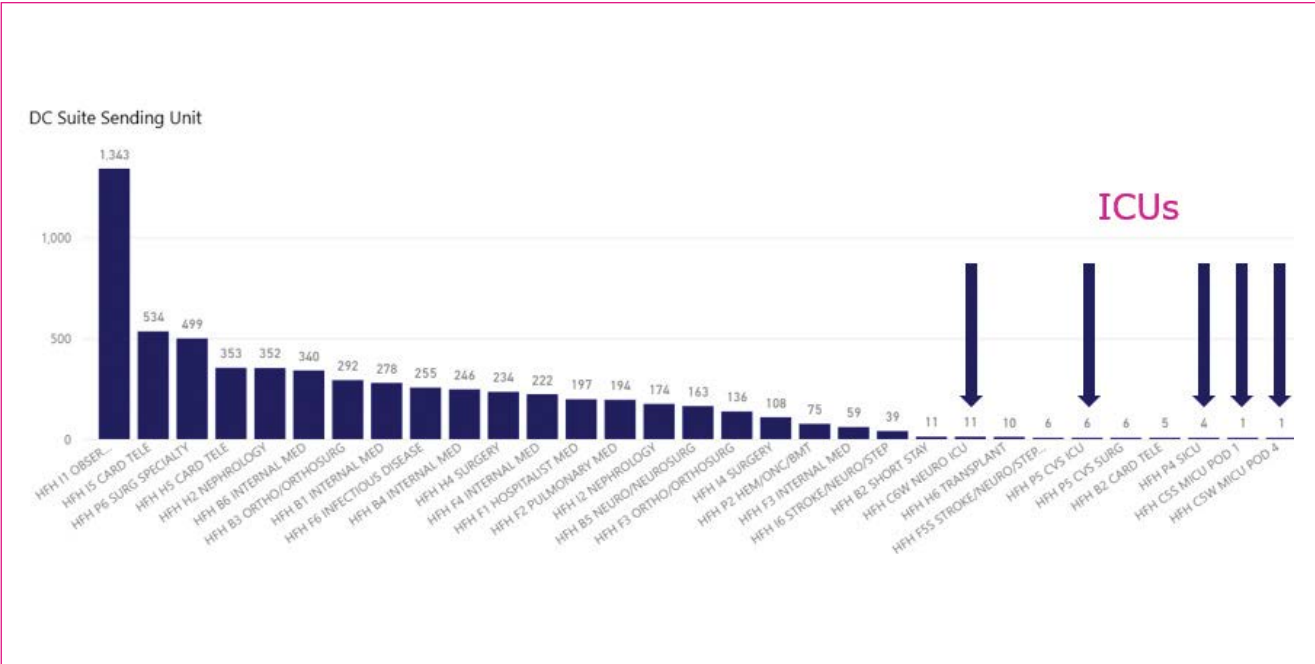
After an Emergency Department employee was seriously injured while trying to keep a patient with autism from engaging in self-injurious behaviors, the team recognized the department lacked the support and education needed to create safe care spaces for neurodivergent people. The department's Behavioral Health/Workplace Violence Committee developed a small work group to identify gaps in knowledge, skills and attitudes while caring for these patients, and then create a patient-centered pathway for care. Over the last two years, this initiative has leveraged the EMR, physician support, system expertise and community resources to create comprehensive care. Highlights include the addition of a departmental resource box with sensory soothing items, diversion/fidget toys, an iPad and communication tools.

Team members self-selected to obtain "champion" training, with some bringing their own expertise and insight as a parent or family member of a neurodivergent person, personalizing the mission. A secure messaging group was created for trained champions. When a neurodivergent patient arrives in the department, the champions are contacted to assist with real-time management tips and medical work-up considerations. While the initial goal began as a workplace violence initiative, the program has improved team member confidence, competence and kindness in working with this population in addition to making the department safer for all.

## Discharge Suite and Department Collaboration Improves Experience

The Discharge Suite has been serving Henry Ford Hospital patients for nearly two years, successfully facilitating the discharge of over 10,600 individuals during that period. The team remains committed to continuously improving the screening process to ensure that appropriate patients are identified for the Discharge Suite. The team carefully reviews discharge instructions, medications and equipment needs with each patient and their loved ones. Additionally, the team coordinates equipment delivery as needed and confirms that every patient has a safe and reliable ride home.

HCAHPS scores have remained consistent since the suite's inception, with a notable improvement in the Likelihood to Recommend (LTR) metric. Ongoing collaboration between departments has contributed to enhancements in Emergency Department throughput and bed turnaround times. Of particular significance is the partnership with the Discharge Pharmacy, which has reduced medication turnaround time by 40 minutes compared to pre-suite operations. Additionally, the Discharge Suite team has worked closely with ICU units to support discharges, resulting in the number of patients discharged from ICU areas more than doubling, from nine in 2024 to 23 in 2025.



# Structural Empowerment

## NICU Reunion Celebrates with 125 Graduates

In September 2025, the NICU proudly hosted the annual NICU Graduate Reunion, bringing together former patients, their families and the dedicated team members who cared for them during their earliest days of life. The event celebrated 125 graduates along with their families.

This event is a special tradition at the hospital, offering families the chance to reconnect with the nurses, doctors and therapists who supported them during a challenging time. It also gives the NICU team the opportunity to see the progress their tiny patients have made since leaving the unit.

Graduates and families enjoyed an under-the-sea-themed event filled with arts and crafts, face painting, science experiments, a train ride, music, hula hoops, bubbles, refreshments and a special appearance from the Detroit Pistons mascot, Hooper.

Graduates ranged from infants celebrating their first year to young adults returning to say thank you. The reunion not only celebrates milestones but also provides encouragement for current NICU families, showing them the possibilities that lie ahead.



## Socks + Soap = Hope

For the sixth year in a row, Henry Ford Hospital enlisted the support of all team members to donate new socks to benefit Detroit Street Care. This student-run organization began in 2014 through the Michigan State University College of Osteopathic Medicine program. The 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.

Something as basic as a new pair of socks is a year-round need. Over the past five years, Henry Ford Hospital team members have donated almost 24,000 pairs of socks to this worthy cause. This year, the need expanded to include body wash (bars and liquid soap). As a result, the drive was renamed Socks + Soap = Hope, and not surprisingly, our team members came through again. A total of 5,532 pairs of socks and 874 soap products were collected, bringing our total sock donation over the past six years to just over 30,000. This is an incredible display of care and commitment from our entire team in assisting people in our surrounding community.





## Exemplary Professional Practice

### Protocol Builds IV Fluid Supply During Industry Shortage

Hurricane Helene caused unprecedented flooding across the Southern Appalachian states that led to the destruction of a major production site for intravenous (IV) fluids. Due to the disruption in the supply chain, a strategy was needed to conserve IV fluids. An interprofessional workgroup was established to develop the oral hydration protocol. The oral hydration protocol included an order set with options for oral hydration solutions and salt substitutes. These were selected based on the IV fluid the provider would have otherwise chosen for the patient.

The protocol was implemented in October 2024 and had an immediate impact. The order set was used 977 times in the first full week it was available. Henry Ford Hospital went from only 16 days of 0.9% normal saline available inventory before the oral hydration protocol to 59 days after nine weeks of using the protocol. It allowed the hospital to continue to operate without any major changes due to the IV fluid shortage. This protocol remained in practice until the end of May 2025 when the restrictions were lifted.



### Meaningful Education and Connections for Stroke Survivors

Since its inception, the Henry Ford Hospital Stroke Survivorship Group has offered a variety of meaningful educational and supportive opportunities for Henry Ford Hospital members. In 2025, Alice Silbergleit, Ph.D., Henry Ford speech-language pathologist, led an engaging voice and music therapy session. A registered nurse from Neurology presented advance care planning, and a registered nurse from the ICU facilitated an important discussion on caregiver support.

The team also honored to host legendary sports media personality Terry Foster, who shared his personal experience with stroke and recovery, offering encouragement.



*Sports media personality and stroke survivor Terry Foster shared his personal experience with stroke and recovery with the Stroke Survivorship Group.*

Henry Ford Hospital members learned about holistic wellness from Mathew Kulas, LAc, Integrative Medicine, and gained valuable tools from a neurorehabilitation psychologist who presented on Acceptance and Commitment Therapy (ACT), with a focus on coping with depression and challenging emotions after stroke. In addition to educational sessions, the team created opportunities for connection and celebration through the year-end holiday gathering and annual Stroke Survivorship Celebration. Together, these activities, in addition to group discussion that occurs at these meetings, highlight the ongoing commitment to education, emotional support and community-building.

## New Knowledge, Innovation and Improvements

### Emergency Department Redesign and Process Improvement

In 2025, the Emergency Department (ED) underwent a significant redesign aimed at improving patient care and efficiency. The project focused on varied process improvements, including the implementation of a new front-end model that revamped intake procedures at both the walk-in and EMS entrances. Key innovations included the introduction of a provider-in-triage process, expansion of nurse-driven protocols, the development of a super track/vertical care area, and enhanced internal waiting room protocols designed to have labs and imaging tests completed for patients while they wait for ED rooms, expediting care in this busy department.

More than 120 team members, including 70 nurses, participated in eight design sessions and simulation sessions. They collaborated closely with ED leadership and a consultant team to refine workflow processes and inform educational and implementation strategies. The team displayed remarkable dedication and creativity throughout six months of construction, remodeling the care area to support the improved intake process.

As a result of these efforts, the ED team achieved measurable success, including a 3% reduction in left without being seen rates and a 33-minute decrease in door-to-physician times. This project enhanced patient experience and demonstrated the Nursing team's power of collaborative, innovative approaches to healthcare delivery.



*The Emergency Department front desk prior to redesign.*



*The redesigned walk-in entrance is welcoming and efficient.*

## Innovating a 3D Printed Solution

Based on changes in the External Ventricular Drain (EVD) policy, the location of the transducer was moved from the proximal stopcock to the distal stopcock located on the drain. After making this change, the team experienced disconnections to the system at the location of the transducer. After examining the problem, Matt Jean, BSN, RN, Unit Director, Neuro ICU, reached out to the Henry Ford Health Innovation Institute team for assistance developing a clip to secure the transducer. He provided a sketch as a potential solution.

Working closely with one of the product designers, they created and 3D printed a clip that secured the transducer to the drain and prevented it from disconnecting. The clip has been successfully in use on the unit. The Innovation Institute team conducted research on 3D printers that best suit the unit's needs so the Nursing team can continue to produce them for their patients.



*The external ventricular drain clip was innovated by Matt Jean, BSN, RN, Unit Director, Neuro ICU, to improve patient safety.*

## Awards and Recognitions

### DAISY Award Honorees

- Ashley Amiouni, BSN, RN – P4 Surgical ICU
- Samantha Bibbee, BSN, RN – P4 Surgical ICU
- Anna Budzik, BScN, RN – B6 Family Medicine
- Emily Cheeks, BSN, RN – Neonatal ICU
- Aina Chen, BSN, RN – H4/I4 Acute Care Surgical Services
- Curtis Chippett, BSN, RN – B3/F3 Orthopedics
- Devon Grice, BScN, RN – I6 Acute Stroke/Neuro Stepdown
- Courtney Harris, BSN, RN – Medical ICU Pod 1
- Joshua Hewlett, BScN, RN – F2 Pulmonary
- Savannah Morris, BSN, RN – P2 Oncology
- Heidi Salsaa, BScN, RN – H6 Transplant
- Maggie Starr, BSN, RN – Neonatal ICU



*DAISY Award winner Anna Budzik, BScN, RN.*



*With her DAISY Award is Aina Chen, BSN, RN.*



*Curtis Chippett, BSN, RN, with his DAISY Award.*

### DAISY Nurse Leader Honorees

- Matt Jean, BSN, RN – Unit Director, 6W Neuro ICU/ I6 Acute Stroke
- Michelle Nastovski, BSN, RN – Unit Director, Surgical ICU
- Denise M. Robinson, MBA, MSN, RN, NEA-BC – Nursing Administrator

### DAISY Nurse Educator Award

- Rachel Smith, BSN, RN – Unit Educator, H2/I2 Nephrology

### DAISY Team Award



*DAISY Team Award winners B5/F5 Neurosciences/EMU.*

## Honey Bee Honorees

- Michelle Franklin, Unit Secretary – B4 General Medicine
- Rhona Archer, Unit Secretary – P2 Oncology
- Joanne Smith, Patient Safety Assistant – Clinical Resource Office
- Audreana Stitts, Nurse Assistant – B3/F3 Orthopedics
- Tiffiney Ricks, Unit Secretary – I5 Cardiology
- Lisa Stach, Radiology Tech – Interventional Radiology



*Rhona Archer was honored with the Honey Bee Award.*



*Honey Bee honoree Audreana Stitts.*



*Honey Bee Award honoree Joanne Smith with colleagues from the Clinical Resource Office.*

## The Joint Commission Maternal Levels of Care Verification – Level IV

Henry Ford Hospital was verified as a center that cares for the most complex maternal conditions and critically ill pregnant patients throughout antepartum, intrapartum and postpartum care. Areas of focus included maternal child health units (H3, I3, L&D), the Emergency Department, P4 SICU, the Blood Bank Lab and the Simulation Center.

## Extracorporeal Life Support Organization (ELSO) Silver Level

Henry Ford Hospital was recognized as a Silver Level ELSO Award Recipient by the Extracorporeal Life Support Organization (ELSO). This designation, valid through 2028, highlights our commitment to delivering high-quality extracorporeal life support (ECLS) and reflects continued progress along the Path to Excellence. The Silver Level designation is awarded to ECLS programs that are aligned with ELSO's established guidelines and are actively working toward achieving full Center of Excellence status.

# Henry Ford Hospital 2025 Presentations and Publications

## Poster Presentations

### Michigan State University College of Nursing Research Day, March, East Lansing, MI

- Sarah Beldin, MSN, APRN, ACCNS-AG, CCRN; Kristina Boudreau, MSN, APRN, AGCNS-BC, CCRN. Reducing Falls with Individualized, Evidence-Based Care.
- Sarah Beldin, MSN, APRN, ACCNS-AG, CCRN; Kristina Boudreau, MSN, APRN, AGCNS-BC, CCRN. From Insight to Impact: Clinical Nurse Specialist Consults in the CVICU.

### Michigan State Practice Day, May, Lansing, MI

- Julia Quinto, MSN, APRN, AGCNS-BC, CMSRN; Melissa Barach, MSN, APRN, AGCNS-BC. Bridging the Gap with Innovation: Clinical Nurse Specialists (CNS) Transforming Discharge Planning and Patient Education in Diabetes Care.

### Association for Professionals in Infection Control and Epidemiology (APIC) Annual Conference, June, Phoenix, AZ

- Clare Shanahan, MPH, CIC; Abigail Ruby, MPH, CIC; Eman Chami, MHA, CIC; Hannah Musgrove, MSN, APRN, AGCNS-BC; Gwen Gnam, MSN, RN. Leveraging the Electronic Medical Record to Avoid Hospital-Onset Clostridioides difficile Infections.
- Clare Shanahan, MPH, CIC; Abigail Ruby, MPH, CIC; Eman Chami, MHA, CIC; Anthony Talocco, BS; Gwen Gnam, MSN, RN. Hand Hygiene All Stars: Unit-Based Recognition to Highlight Hand Hygiene Successes.

### Henry Ford Health 2025 Quality Expo Competition, September, Troy, MI

- Sarah Beldin, MSN, APRN, ACCNS-AG, CCRN; Kristina Boudreau, MSN, APRN, AGCNS-BC, CCRN. Beyond the Bedside: How Interdisciplinary Rounds Streamline ICU Care and Transitions.
- Kristen Chasteen, M.D., FAAHPM; Hannah Musgrove, MSN, APRN, AGCNS-BC; Rachel Eklund, MSN, APRN, AGCNS-BC, CCRN; Sarah Beldin, MSN, APRN, ACCNS-AG, CCRN; Veronica Ronco, BSN, RN; Lori Doyle, MBA, RRT; Kelly Susalla-Boyd; Eman Chami, MHA, CIC; Denise M. Robinson, MSN, MBA, RN, NEA-BC; Paul Villalba, M.D.; Gillian Grafton, D.O.; Jennifer Swiderek, M.D.; Amy Engelhardt, D.O., MBA, FHM, FACOI; Arielle Gupta, M.D., FAAS. Better Outcomes: Advance Care Planning in Critical Care.
- Sicknee Daher, BSN, RN; Christa Means, BSN, RN; Erica Johnson, BSN, RN; Gloria Hollohan, BSN, RN; Aiden Murtagh, BSN, RN; Kyle Hetherington, BSN, RN; Lindsay Goodison, BSN, RN; Stephanie Thomson, BSN, RN; Benczkowski, BSN, RN; Kayla Ellis, BSN, RN; Steven Bacon, BSN, RN; Nathaniel Theobald, BSN, RN; Nancy Zehnpfennig, BSN, RN, MHA; Anitra Rhea, BSN, RN; Nancy Price, MSN, RN; Optimizing Throughput and Recovery Capacity in the Cath and EP Labs: A Multiphase Workflow Redesign.



- Katherine Rose Flannery, M.D.; Jim McAlpine; Hannah Musgrove, MSN, APRN, AGCNS-BC; Phina Ross, MHA, MSW, LMSW; Margot Tilley, MHA, RN, ACMA-RN; Romina Bello; Jonathon Vono, MBA, RRT; Bruce Leaman; Nancy Price, MSN, RN, NE-BC; Neil Khanna, M.D. Collaborative Approach to Length of Stay Reduction in Complex Patients.
- Hannah Musgrove, MSN, APRN, AGCNS-BC; Eman Chami, MHA, CIC; Katie Witherspoon, MSN, RN, CPHQ; Denise M. Robinson, MSN, MBA, RN, NEA-BC; Patricia Wilborn MBA/HCM, BSBA; Rachel Eklund, MSN, APRN, AGCNS-BC, CCRN; Sarah Law, CHSP; Megan Efremov, GSP, CHSP; Barbara Kuszak, BSN, RN; Aric Tosqui, MSCJ; Marcel Pop, BSN, RN; Charles Kibirige, MA, BCC; Katherine Rose Flannery, M.D. Preventing Workplace Violence: Implement a Behavioral Emergency Response Team Leveraging Existing Resources.
- Adele Myszenski, PT, DPT; Denise Robinson, MSN, MBA, RN, NEA-BC; Julia Quinto, MSN, APRN, AGCNS-BC, CMS; Kelsey Hebel, MSN, APRN, AGCNS-BC; LaToya Flint, MHA, BSN, RN, NE-BC; Amandeep Kang, MN, BScN, RN; Nicole Kirk, BSN, RN; Pam Johnson, BSN, RN, CMRSN; Michelle Nastovski, BSN, RN; Jennifer Rhames, MSN, RN; Mike Ventura, CCDS; Jessica Haeusler, MA, BS; Sal LoGrasso, OTRL, MHA. Mobility Matters: Let's Keep Moving Interprofessional Collaboration.
- Abigail Ruby, MPH, CIC; Eman Chami, MHA, CIC; Jennifer McLenon, MPH, CIC; Hannah Musgrove, MSN, APRN, AGCNS-BC; Denise M. Robinson, MSN, MBA, RN, NEA-BC; Nurse Leader Focus Groups. Using Visual Management to Improve Compliance with Chlorohexidine Bathing and Nasal Decolonization.

#### **System Nursing Research Symposium, September, Detroit, MI**

- Kelsey Beausoliel, BScN, RN, CCRN; Joshua Winowiecki, DNP, APRN, ACCNS-AG, CCRN, TCRN, CNE. Improving Nurse Confidence Through Unannounced Mock Codes on Inpatient Units.
- Kristina Boudreau, MSN, APRN, AGCNS-BC, CCRN, CVS/CVICU; Sarah Beldin, MSN, APRN, ACCNS-AG, CCRN, CVS/CVICU; Dr. Gillian Grafton, DO; Ryann Lair PT, DPT. Beyond the Bedside: How Interdisciplinary Rounds Streamline ICU Care and Transitions.
- Lisa Cohen, MS, APRN-BC, ACNS; Lakeisha Reed, BSN, RN; Stephanie Trombley, MSN, RN; Chelsea Stotler, BSN, RN; Olivia Casaletto, BScN, RN. Decreasing Patient Falls and Staff Workload through Enhanced Safety Rounds.
- James Hanna, BSN, RN; Natenipha Whitefield, BSN, RN. Does Assigning Roles at the Beginning of the Shift Enhance Confidence and Team Organization in the Event of a Code Blue?
- Hannah Musgrove, MSN, APRN, AGCNS-BC; Eman Chami, MHA, CIC; Katie Witherspoon, MSN, RN, CPHQ. Preventing Workplace Violence: Implement a Behavioral Emergency Response Team Leveraging Existing Resources.
- Donna Nguyen, BScN, RN. Ketamine as an Opioid-Sparing Strategy in Post Cardiac Surgery Patients: A Nursing Perspective in a Multidisciplinary Opioid Stewardship Initiative.

- Lisa Redmond, BSN, RN; Krysten Isabell, M.A. CCC-SLP, CNT; Megan Fossian, OTR/L NTMTC; Emily Boguth, M.A. CCC-SLP; Ashley Cohen, OTR/L; Katelyn Gundry, OTR/L CSRS; Shannon Angersbach, MSN, RN-NIC; Dr. Daniel Rito, D.O., MBA, FAAP; Faryal Durrani, M.D., MPH; Chris Newman, BSN, MS, NNP-BC; Melissa Maye, Ph.D. Integrating Habilitative Care Team Members in the Neonatal Intensive Care Unit.
- Julia Quinto, MSN, APRN, AGCNS-BC, CMSRN; Melissa Barach, MSN, APRN, AGCNS-BC. Bridging the Gap with Innovation: Clinical Nurse Specialists (CNS) Transforming Discharge Planning and Patient Education in Diabetes Care.

#### **ANCC National Magnet Conference, October, Atlanta, GA**

- Sarah Beldin, MSN, APRN, ACCNS-AG, CCRN. Revitalizing Research: Increasing Nursing Engagement Through Collaboration.

#### **Henry Ford Health's 2025 Quality Expo Symposium, October, Dearborn, MI**

- Sharron Alejandria, BSN, RN, CCRN; Kristina Boudreau, MSN, APRN, AGCNS-BC, CCRN; Amanda DeLucia, BSN, RN; Cathy Draus, DNP, APRN, ACNS-BC RN; Nancy Price, MSN, RN, NE-BC; Audrey Thomas, BSN, RN. Nursing TRUST Program: An Avenue of Support for Clinical Nurses who are Second Victims.
- Dr. Dunya Atisha; Dr. Maristella Evangelista; Dr. Micheal Diffley; Jocelyn Maceri MSN, RN, NEA-BC, EDAC; Sharan Sekhon, MN, RN, CMSRN; Julia Quinto MSN, APRN, AGCNS-BC, CMSRN. Rethinking Recovery: Transitioning from SICU to Step-Down Care After DIEP Flap Reconstruction.
- Sarah Beldin, MSN, APRN, ACCNS-AG, CCRN; Kristina Boudreau, MSN, APRN, AGCNS-BC, CCRN. Kaizen in Action: Driving Engagement and Efficiency in the CVICU.
- Sarah Beldin, MSN, APRN, ACCNS-AG, CCRN; Kristina Boudreau, MSN, APRN, AGCNS-BC, CCRN. Beyond the Bedside: How Interdisciplinary Rounds Streamline ICU Care and Transitions.
- Sarah Beldin, MSN, APRN, ACCNS-AG, CCRN; Kristina Boudreau, MSN, APRN, AGCNS-BC, CCRN; Lisa Cohen, MS, APRN, ACNS-BC, CCRN, CNRN; Rachel Eklund, MSN, APRN, AGCNS-BC, CCRN. Expanding Enteral Access: Leveraging Dietitian Expertise in a Hospital-Wide Cortrak Implementation.
- Sarah Beldin, MSN, APRN, ACCNS-AG, CCRN; Julie Thompson; Trevor Szymanski, M.D. No Site Left Behind: Preventing and Managing IV Extravasations Across Care Settings.
- Megan Brady; Brittany A. Betham; Alex Chebl; Leslie Lantin, MSN, RN, CEN; Adam Martinez; Kelly Ashcraft, MSN, RN, AGCNS-BC, TCRN, CEN; Daniela Danese; Kevin St. Peter; Allison Bouwma; Bhree Palazzolo, MSN, RN, AGNP-C. Seconds to Scan: Reducing Stroke Arrival to CT Times.
- Rachel Ciroski, MSN, RN; Rachel Smith, BSN, RN; Reducing Hospital Acquired C. diff Infections on H2/I2.

- Sicknee Daher, BSN, RN; Alex Shepard, M.D.; Chad Yappueying, MSN, CRNA; Stephanie Thomson, BScN, RN; Lindsay Goodison, BScN, RN; Gloria Hollohan, BScN, RN; Megan Marucio, BScN, RN; Reilly-James Miller, BScN, RN; Kurt Weiss, BSN, RN; Patricia Gerrish, BSN, RN; Megan Gherardini, BSN, RN; Kristen Bourn, BSN, RN; Stephen Stramecky, BSN, RN; Pamela Ferguson, BSN, RN; Anna Lisa Hopkins, BSN, RN; Dana Meah-Johnson, MBA. Improving Patient Safety Through a Standardized Preoperative to Intraoperative Patient Handoff.
- Jessica DeRosier, BSN, RN, TCRN; Millanie Villareal, BSN, RN; Danielle Shellabarger, BSN, RN, MBA; Arielle Hodari Gupta, M.D. Bridging the Gap: Utilizing a Collaborative Approach to Improve Compliance in Smoking Cessation Documentation.
- Faryal Durrani, M.D., MPH; Shelley Campbell, MSN, NNP; Daniel Rito, D.O., MBA; Ihab Jubran, M.D.; Mustufa Boxwalla, M.D.; Kamel M Ghaben, M.D.; Deepak Yadav, M.D.; Lisa VanAcker, BSN, RN; Christine Newman, NNP; Salvatore Morrone, RT. ZAP VAP: A Quality Improvement Initiative to decrease Ventilator Associated Pneumonia (VAP) in the Henry Ford Hospital NICU.
- Patrick Hanlon M.D.; Georgia Scholl, MSN, RN; Michelle Slezak, M.D.; Gina Hurst, M.D.; Hilja Compian, BSN, RN; Kara Robinson, BSN, RN; Safeguarding the Vulnerable: Streamlining Triage to Rooming in the ED.
- Jaclyn Ing; Hannah Musgrove, MSN, APRN, AGCNS-BC; Katherine Chaffin; Amanda DeLucia, BSN, RN; Christy Vrana Stevens, BSN, RN, NE-BC; Chien-Ting Chen, BSN, RN; Jennifer McLenon, MPH, CIC; Parvathi Pillai, MPH; Kelly Fleming; Sicknee Daher, BSN, RN; Stacey Dusik, MN, RN, CNOR; Zdenka Jonic. Optimizing Equipment Requests Through Electronic Integration.
- Maren Pulcini PA-C; Christy Vrana Stevens, BSN, RN, NE-BC; Rebecca Busk-Sutton, D.O; Trish Penstone, BSN, RN; Kim Ford, BSN, RN, CMSRN; Jim McAlpine. Implementation of the Posey HeadStart Notification Sensor Belt for Fall Prevention in the Hospitalized Patient.
- Neeju Ravikant, MS, M.D.; Pat Patton, Jr., M.D., FACS; Stephanie Rumery, BSN, RN; Christine Droste, BSN, RN; Pamela Ferguson, BSN, RN; Deborah Gering, BSN, RN; Sicknee Daher, BSN, RN. Centralized PAT/Optimization Platform: A Multidisciplinary, Technology-Enabled Approach to Safe Surgical Readiness.
- Katie Witherspoon, MSN, RN, CPHQ; Hannah Musgrove, MSN, APRN, AGCNS-BC; Elizabeth Toll, MSN, APRN, AGCNS-BC, CCRN; Rami Ammar, BScN, RN; Krista Nicita, MSN, ACNP-BC; Cherie Sweet Gawronski, BS; Jameane Bouie; Syeda Aliya Khan; Joclyn Maceri, MSN, RN, NEA-BC, EDAC; Eman Chami, MHA, CIC; Denise M. Robinson, MSN, MBA, RN, NEA- BC. Standardizing Central Venous Catheter Removal to Improve Patient Safety.
- Jennifer Swiderek, MS; Rachel Eklund, MSN, APRN, AGCNS-BC, CCRN; Tabettha Beasley, BSN, RN; Erin Dicks, MSN, RN. Implementation of Blood Culture Stewardship in the Medical ICU utilizing Collaborative Communication.

## 2025 Institute for Healthcare Improvement Forum, December, Anaheim, CA

- Katherine Rose Flannery, M.D.; Jim McAlpine; Hannah Musgrove, MSN, APRN, AGCNS-BC; Phina Ross, MHA, MSW, LMSW; Margot Tilley, MHA, RN, ACMA-RN; Romina Bello; Jonathon Vono, MBA, RRT; Bruce Leaman; Nancy Price, MSN, RN, NE-BC; Neil Khanna, M.D. Collaborative Approach to Length of Stay Reduction in Complex Patients. Collaborative Approach to Length of Stay Reduction in Complex Patients.
- Arielle Gupta, M.D., Hannah Musgrove, MSN, APRN, AGCNS-BC, Eman Chami, MHA, CIC; Leveraging Electronic Reports to Combat End-of-Life Central Line Associated Bloodstream Infection.
- Jaclyn Ing; Hannah Musgrove, MSN, APRN, AGCNS-BC; Katherine Chaffin; Amanda DeLucia, BSN, RN; Christy Vrana Stevens, BSN, RN, NE-BC; Chien-Ting Chen, BSN, RN; Jennifer McLenon, MPH, CIC; Parvathi Pillai, MPH; Kelly Fleming; Sicknee Daher, BSN, RN; Stacey Dusik, MN, RN, CNOR; Zdenka Jonic. Optimizing Equipment Requests Through Electronic Integration.
- Hannah Musgrove, MSN, APRN, AGCNS-BC; Eman Chami, MHA, CIC; Katie Witherspoon, MSN, RN, CPHQ; Denise M. Robinson, MSN, MBA, RN, NEA- BC; Patricia Wilborn MBA/ HCM, BSBA; Rachel Eklund, MSN, APRN, AGCNS-BC, CCRN; Sarah Law, CHSP; Megan Efremov, GSP, CHSP; Barbara Kuszak, BSN, RN; Aric Tosqui, MSCJ; Marcel Pop, BSN, RN; Charles Kibirige, MA, BCC; Katherine Rose Flannery, M.D. Preventing Workplace Violence: Implement a Behavioral Emergency Response Team Leveraging Existing Resources.

## Podium Presentations

### Perinatal Clinical Nurse Specialist National Conference, January, Virtual

- Cheryl Bellamy, DNP, CNM, CNS-C, C-EFM, Laura Bacon, DNP, APRN-CNS, RNC-OB Multidisciplinary Care Planning: The Vital Role of the Perinatal Clinical Nurse Specialist.

### Association of Women's Health, Obstetric and Neonatal Nurses (AWHONN), California Section Conference, February, San Jose, CA

- Cheryl Bellamy, DNP, CNM, CNS-C, C-EFM. Multidisciplinary Care Planning of Complex Obstetric Patients.

### Michigan AIM Webinar Series, March, Virtual

- Cheryl Bellamy, DNP, CNM, CNS-C, C-EFM, Char'ly Snow, CNM, Co-Founder & Chief Clinical Officer, Birth Detroit, Angela Foster, CNM, Birth Center Midwife, Birth Detroit. Care Coordination: Safe Transfer, Birth Center to Hospital.

### National Association of Clinical Nurse Specialists (NACNS) Conference: INNOVATE 2025, March, Boston, MA

- Cheryl Bellamy, DNP, CNM, CNS-C, C-EFM, Kate Balten, MSN, APRN, AGCNS-BC. Navigating a Maternal Hypertension Escape Room.

- Hannah Musgrove, MSA, APRN, AGCNS-BC, Princetta Morales, MSN APRN, ACNS-BC. Comparing Critical Care Orientation Programs for Graduate Registered Nurses.
- Hannah Musgrove, MSA, APRN, AGCNS-BC; Guiding Teams Through Dissemination: A Clinical Nurse Specialist in a Principal Management Engineer Role.

#### **AWHONN National Convention, June, Orlando, FL**

- Cheryl Bellamy, DNP, CNM, CNS-C, C-EFM. Women, Sexuality, & Intimacy Across the Lifespan.
- Cheryl Bellamy, DNP, CNM, CNS-C, C-EFM, Kate Balten, MSN, APRN, AGCNS-BC. Navigating a Maternal Hypertension Escape Room.

#### **Henry Ford Health's 2025 Annual Nursing Research and Evidence-Based Practice Symposium, September, Detroit, MI**

- Cheryl Bellamy, DNP, CNM, CNS-C, C-EFM; Kristina Boudreau, MSN, APRN, AGCNS-BC, CCRN; Jennifer DeJans, MSN, RN, CMSRN. Exploring Generational Attitudes for Greater Engagement: The ENGAGE Study.
- Nancy Price, MSN, RN, NE-BC; Cathy Draus, DNP, MSN, RN, ACNS-BC, CCRN, MSN-BC; Sharron Alejandria, BSN, RN, CCRN; Amanda Delucia, BSN, RN; Audrey Thomas, BSN, RN. Nursing TRUST Program: An Avenue of Support for the Clinical Nurses who are Second Victims.
- Rachel Eklund, MSN, APRN, AGCNS-BC, CCRN. Exploring Evolving Nurse Perceptions of Virtual Support: Bridging ICU Care with Virtual Technology.
- Erin Cavanagh, MBA HCM, BSN, RN, C-ASD, C-PA. Agitation Kits in High-Risk Areas of Violence. Acute Psychosis Readiness in Acute Settings.

#### **Emergency Nursing Association 2025, September, New Orleans, LA**

- Kelly Ashcraft, MSN, RN, AGCNS-BC, TCRN, CEN. Making it Possible: An Autism-Friendly Emergency Department.

#### **Blue Cross Blue Shield of Michigan Cardiovascular Consortium, Vascular Surgery Annual Coordinator Meeting, October, Detroit MI**

- Millanie Villareal, BSN, RN. Bridging the GAP: Utilizing a Collaborative Approach to Improve Compliance in Smoking Cessation Documentation.

#### **ANCC National Magnet Conference, October, Atlanta, GA**

- Kelsey Hebel MSN, APRN, AGCNS-BC; Jennifer Michalski, MSN, APRN, CNS-C, ONC. Developing a Nurse-Led Solution.

#### **American Nurses Enterprise. ANCC Research Symposium, October, Atlanta GA**

- Rachel Eklund, MSN, APRN, AGCNS-BC, CCRN. Exploring Evolving Nurse Perceptions of Virtual Support: Bridging ICU Care with Virtual Technology.

#### **AWHONN National Rural Health Summit, Keynote, October, Des Moines, IA**

- Cheryl Bellamy, DNP, CNM, CNS-C, C-EFM. Strategies for Nursing Recruitment, Recognition, and Engagement.

## **2025 Nursing Certifications**

### **Certified Critical Care RN (CCRN)**

- Teresa Czeiszperger – P5 CVICU
- Pierce Krolewski – MICU Pod 5
- Moamin Abujabal – P4 SICU
- Daniel Edsall – P4 SICU
- Claire Fisher – P4 SICU
- Chloe Mac – MICU Pod 5
- Kayla Miller – P4 SICU
- Lea Morris – 6 West
- Sundus Shajrah – P4 SICU
- Abdul Elmasri – P4 SICU
- David Hoffman – MICU Pod 5
- Natalie Pawsat – MICU Pod 1
- Mikayla Powell – MICU Pod 5
- Parees Brook – CRO
- Amy Engler – MICU Pod 5
- Joseph Francis – P4 SICU
- Stephanie Funk – MICU Pod 6
- Kristina Bourque – MICU Pod 2

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

- Jessica Baginski – MICU Pod 5

### **Trauma Certified Registered Nurse (TCRN)**

- Joseph Francis – P4 SICU

### **Certified Medical-Surgical RN (CMSRN)**

- Amie Dicocco – F1 Internal Medicine
- Carlee Owens – P6
- Tiffany Muhammed – H4/I4
- Andrea Scuderi – P6
- Zeinab Smart – P6

### **Certified Perioperative Nurse (CNOR)**

- Alexis Bondy – Operating Room
- Jake Clor – Operating Room

### **Nurse Executive-Advanced (NEA-BC)**

- Jocelyn Maceri – Nursing Administration

### **Electronic Fetal Monitoring (C-EFM)**

- Alexis Campbell – Labor & Delivery
- Whitney Dennis – Labor & Delivery
- Hanah Laffery-Koumaiha – Labor & Delivery
- Ashley Mazur – MICU Pod 6
- Jordan Battersby – Labor & Delivery

### **Progressive Care Certified Nurse (PCCN)**

- Teresa Maclachlan – I6

### **Stroke Certified RN (SCRN)**

- Tereza Maclachlan – I6

### **Inpatient Obstetric Nursing (RNC-OB)**

- Lauren Grero – Labor & Delivery





[Click here](#) or scan the QR code to learn more about Henry Ford Jackson Hospital.

# Henry Ford Jackson Hospital

## A Message from our Vice President and Chief Nursing Officer

Dear Colleagues,

This past year has been one of exceptional achievements, growth and pride for our nursing community. I am honored to recognize the dedication, compassion and professionalism demonstrated by our nurses as we reflect on a truly successful year.

One of our most significant accomplishments was achieving redesignation for Magnet® recognition, a testament to the excellence of our nursing practice, interprofessional collaboration and commitment to evidence-based care. This achievement reflects the collective efforts of every nurse who lives our values and consistently delivers the highest standard of care to our patients and families.

Throughout the year, our nurses earned professional certifications, advanced degrees and were recognized through Healthcare Angels Awards, Clara Ford Awards, Nursing Excellence Awards and other honors. Our commitment to community engagement further highlights the compassion and leadership of our nursing workforce.

As we reflect on a year of success, we thank our nurses for their dedication and excellence and look forward with excitement to continued progress and achievement in 2026.



With deepest appreciation,

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

# Empirical Outcomes

## Henry Ford Jackson Hospital Achieves Magnet® Redesignation

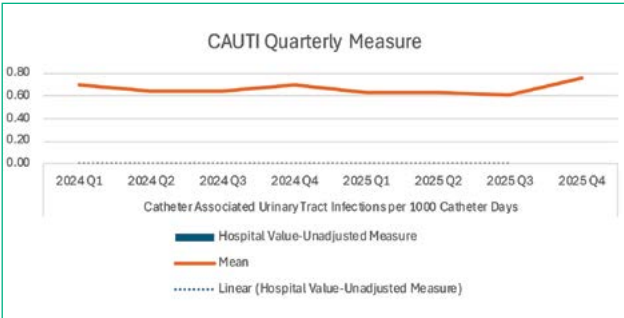
Congratulations to every member of the Henry Ford Jackson team on achieving Magnet® redesignation from the American Nurses Credentialing Center (ANCC). This rigorous and comprehensive review reflects the dedication and collaboration of everyone involved – from the bedside nurse clinicians to the department leaders, the executive team and members of the board of directors. Magnet recognition is an impressive and meaningful distinction that honors the organization and staff and reinforces the commitment to excellence for the communities served.



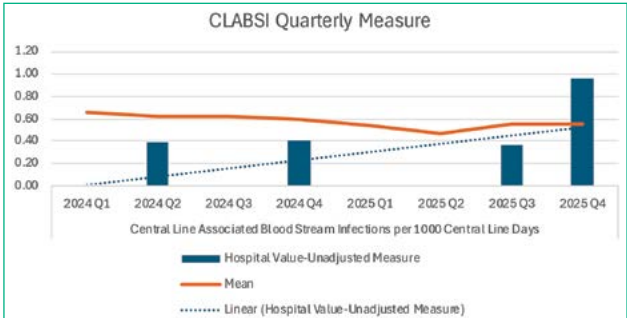
## Reducing Hospital-Acquired Infections

The Hospital Acquired Infection Reduction Committee is an interprofessional decision-making group consisting of physicians, nurses, pharmacists and infection prevention staff members. The committee, led by Wendy Kim, DNP, RN, NEA-BC, Vice President and Chief Nursing Officer, identifies strategies to prevent hospital-acquired infections with a laser focus on central line-associated bloodstream infections (CLABSI) rates and catheter-associated urinary tract infections (CAUTI). Because of the committee’s ongoing dedication to patient safety, Henry Ford Jackson has not experienced a CAUTI since 2023, and the CLABSI and CAUTI rates remain better than national benchmarks.

### Henry Ford Jackson Hospital CAUTI Rates



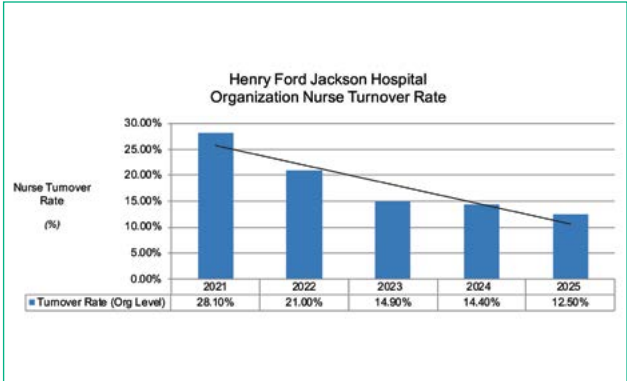
### Henry Ford Jackson Hospital CLABSI Rates



## Nursing Retention Improves

Through the efforts of the Nurse Residency and Transitioning of Experienced Registered Nurses onboarding programs, Retention Bonus Program, Mentor Program and the Professional Nursing Advancement Program (PNAP), Henry Ford Jackson’s nurse turnover rate improved from 28% to 14% from 2021 through 2025.

Another retention-improving advance is Virtual Nursing, a cutting-edge technology that enables specially trained licensed nurses to offer patient care to our inpatient population via secure video on the in-room TV. Virtual nurses assist with routine checks, education and care coordination, enhancing safety and the patient experience without replacing in-person Nursing team members.



# Transformational Leadership

## Nursing Leadership Evolves

In July 2025, Wendy Kim, DNP, RN, NEA-BC, Henry Ford Jackson Hospital's Vice President and Chief Nursing Officer for more than nine years, was appointed interim Vice President and Chief Nursing Officer for Henry Ford Health's Central Market. Joie Linn Nelson, DNP, RN, Nursing Administrator for Patient Care Services, was appointed interim Vice President and Chief Nursing Officer.

## Nursing Leaders Visit South Korea

Wendy Kim, DNP, RN, NEA-BC, Vice President and Chief Nursing Officer and Karen Zastrow, MSN, RN AGCNS-BC, Director Clinical Education, Comprehensive Clinical Care, traveled to Busan, South Korea, through a global nursing partnership with MSU's International Studies & Programs. They delivered a keynote presentation at the international conference, toured Daedong Hospital and lectured at Daedong University where they were appointed honorary faculty.

Henry Ford Jackson also hosted three South Korean graduate nurses. They shadowed registered nurses to gain clinical experience and learn hospital healthcare practices. The nurses passed the National Council Licensure Examination during their visit, with hopes of returning to work at Henry Ford Jackson Hospital.



*Wendy Kim, Vice President and Chief Nursing Officer, left, and Karen Zastrow, Director, Clinical Education, Comprehensive Clinical Care, right, were appointed honorary faculty at Daedong University in South Korea.*

## Welcoming Nurses from the Philippines

Henry Ford Health has been actively recruiting nurses from the Philippines, and in 2025, Xavier Angelo Ladio, RN, Emergency Department, and Jomz Jules Dominic Galvez, RN, Surgical Services, joined the Henry Ford Jackson Nursing team. Nursing programs in the Philippines are comparable to those in the United States. This eases the transition for our new team members and contributes to effective patient care. This strong alignment in education and training is a key reason the health system chose to look to the Philippines to recruit talented and dedicated nurses.



*Nurses from the Philippines were warmly welcomed by the Henry Ford Jackson Philippine RN Recruitment Steering Committee in September.*

## Orthopedics Team Achieves Gold Seal of Approval®

The Orthopedics team recently received The Joint Commission's Gold Seal of Approval® for hip and knee joint replacement. The Gold Seal of Approval is a nationally recognized achievement among healthcare organizations demonstrating commitment to high standards that provide effective and safe patient care with exemplary outcomes.

## Structural Empowerment

### Annual Celebration Honors Certified Nurses

March 19 is Certified Nurses Day™ and honors nurses worldwide who contribute to better patient outcomes through professional board certification in their specialty. Nurses who pursue certification commit to long hours of study and honing their clinical skills, culminating in a sanctioned exam demonstrating their expertise in a field of nursing. At Henry Ford Jackson Hospital, 263 nurses have attained a professional board certification.

### Nurses Recognized as 'Healthcare Angels'

Jackson Magazine recognizes healthcare professionals each year who go above and beyond in service to their patients and the Jackson community. In 2025 (shown from left), Amy Winget, BSN, RN, CCRN, Brooke Blair, BSN, RN, CCRN, and Jessica Hull, MSN, RN, PMH-NP, PMH-C, were recognized as Healthcare Angels. This recognition exemplifies the culture of excellence cultivated each day at Henry Ford Jackson Hospital.





## Professional Nurse Advancement Program Reaches Participation Milestone

The Professional Nurse Advancement Program (PNAP) is the clinical ladder for eligible registered nurses at Henry Ford Jackson Hospital. It allows for career progression by recognizing the professional nurse's clinical knowledge, competence and performance. Progression within the PNAP is an ongoing process that requires formal documentation for advancement and/or maintenance. Henry Ford Jackson Hospital reached its highest participation rate in 2025 with 100 PNAP honorees.

The purpose of PNAP is to:

- Attract, engage and retain highly qualified RNs
- Encourage and develop a culture of life-long learning and professional growth
- Foster interprofessional collaboration and teamwork
- Recognize and reward outstanding clinical expertise of staff nurses
- Improve nurse retention by providing opportunities for advancement at the bedside
- Increase job satisfaction
- Promote leadership skills
- Improve patient care through personal growth and contributions to practice area.

## Garden Bonding at Washington Way

Addiction Recovery Center team members planted a garden in May 2025 at the Washington Way facility. This project that will continue to grow and flourish. The event was organized to provide an opportunity to enhance communication and strengthen connections between caregivers and patients.



## Celebrating Juneteenth with our Community

Henry Ford Jackson Hospital team members served more than 200 people from the community at the Juneteenth Festival in downtown Jackson on June 21. Char Comperchio, BSN, RN, CAPA, Robin Ebersole, BSN, RN, CNOR, Deann Crawford, RN, and Sherrie Combs, BSN, RN, CNOR, performed blood pressure checks and provided educational material and information about the services Henry Ford Jackson Hospital provides.

## Race to Health

Shown from left, Char Comperchio, BSN, RN, CAPA, Jamie Veith, BSN, RN, CNOR, Robin Ebersole, BSN, RN, CNOR, Sally VanArman, BSN, RN, Deann Crawford, RN, Shelly Clark, RN, and (not shown) Amy Rogers, MSN, RN, CNOR, were up early to support the 41st Annual Henry Ford Jackson Hospital Race to Health at Cascades Falls Park in September. The nurses were among many Henry Ford Jackson Hospital team members who volunteered in registration, water stations, as course marshals and in the first aid tent.



## Unite Jackson Music Festival

Volunteering one's time or talents for charitable, educational or community events to promote health and wellness is a strong characteristic of our Magnet® culture. Six Henry Ford Jackson Hospital nurses volunteered to provide first aid at the July Unite Jackson Music Festival. The nurses also offered in health promotion and education to event participants.



From left, Jamie Steele, BSN, RN; Gabrielle Mills, BSN, RN; Amber Sweeter, BSN, RN; Ashley Dorr, RN; and Jeannie Gutierrez, RN, and (missing from photo) Rachel Carr, BSN, RN, volunteered at the United Jackson Music Festival.

## Supporting the Irish Hills Gravel Bike Race

Kristina Bradley, RN, volunteered to provide first aid at the Irish Hills Gravel bike race in October. The event featured 100km and 50km courses with individuals and teams on bikes of all types, riding the winding backroads of the Irish Hills area of southern Michigan.



## Exemplary Professional Practice

### Henry Ford Jackson Hospital Nursing Adopts New Professional Practice Model

The System Professional Practice Model (PPM) was presented in 2024. It outlines how nurses practice, collaborate and develop professionally within an organization. Moving toward the system model fosters better alignment with Nursing practices, values and goals, ultimately strengthening our Henry Ford Jackson Hospital Nursing community. Henry Ford Jackson Hospital shared governance members made these collective comments about the model at the May 2025 Shared Governance meeting to kick off Nurses Week 2025:

*"Our Professional Practice Model encompasses our daily nursing practices and values, and how we individualize each patient care plan to promote excellent patient outcomes. It aligns with our shared governance framework and organizational goals."*

– Henry Ford Jackson Hospital Nurse Excellence Council

*"The heart of what we do is the heart of our Magnet journey. The values in the dark blue circle exemplify our nursing qualities and encompass how we provide individualized patient care."*

– Henry Ford Jackson Hospital Professional Practice Council

### Nursing Shared Governance Leadership

Jamie Veith, BSN, RN, CNOR, completed her five-year tenure in 2025 as Chair of the Shared Governance Coordinating Council (SGCC). She has been a voting member on the Nursing Executive Council, Nursing Leadership Team and the Henry Ford Jackson Hospital Board Quality Committee, which oversees quality affairs and leads the organization to excellence through continuous improvement of care processes, patient safety and patient/customer perceptions.

Cheyenne Booker, MSN, RN, CAPA, was Co-Chair of the SGCC in 2025 and succeeded Jamie in 2026. She also is Chair of the Ambulatory Surgery Center Unit Based Council. She has been part of the Henry Ford Jackson Hospital team for six years. She obtained her BSN from Siena Heights University and a Master of Science in Nursing Education from Western Governors University. Cheyenne is pre-/post-operative nurse at the Ambulatory Surgery Center.



Cheyenne Booker, MSN, RN, CAPA



Jamie Veith, BSN, RN, CNOR

## Celebrating Shared Governance

Members of the Henry Ford Jackson Shared Governance team rounded on hospital units to increase awareness of the positive impact nursing shared governance has on patient care and teamwork. During the annual Shared Governance Day on Oct. 15, representatives from each sub-council visited units, offered treats, and answered questions from team members about shared governance and council membership.



### 2025 International Shared Governance Virtual Summit

In March, Jessica Whitney, MSN, RN, CPHQ, NE-BC, Jamie Veith BSN, RN, CNOR, and Audrey Rutowski, DNP, RN, AGCNS-BC, presented during the first annual International Shared Governance Virtual Summit. The presentation, "Engaging Shared Governance Membership in the Magnet® Journey and Evidence Based Innovations," was shared with more than 200 attendees.

### Recruitment and Retention

Henry Ford Jackson Hospital nurses participated in Jackson College Pathway and Career Exploration Day in October in collaboration with Nurse Recruiter Lisa Feighner. This dynamic event was designed to connect local employers with a broad and diverse group of students exploring their future careers. More than 300 students from dual-enrolled high school programs participated. The Henry Ford Jackson Hospital team hosted a table and:

- Shared insights into Henry Ford Health
- Discussed career opportunities and pathways
- Helped students connect classroom learning to real-world careers
- Demonstrated hands-on activities to engage students



From left, Amy Rogers, MSN, RN, CNOR; Cloe Matthews, BSN, RN; Eileen Maiville, MSN, RN, CMSRN; Lindsay Hammond, BSN, RN; and Nurse Recruiter Lisa Feighner shared career insights with high school students at Jackson College Pathway and Career Exploration Day.



## New Knowledge, Innovation and Improvements

### Nursing Leaders Educate the Public on Key Issues

Two Nursing leaders contributed educational pieces for publication:

- Carey Johnson, MSN, RN, Nurse Administrator of Post Acute Care, authored the article, ***"A Vital Resource for working Caregivers,"*** published in the June 2025 issue of Jackson Magazine.
- Leslie Thompson, MSN, RN, FNP-BC, NE-BC, Advanced Practice Provider Director, was a reviewer for the Henry Ford Health blog EatWell. The story, ***"How your Diet Can Influence A Blood Cholesterol Test,"*** was posted on the Henry Ford Health website in June.

### Virtual Nursing Goes Live

In July, expanded virtual nursing at Henry Ford Jackson Hospital officially went live with a ribbon-cutting and celebration. Licensed virtual nurses connect with inpatients via secure video on the in-room TV. Virtual nurses assist with routine checks, education and care coordination, enhancing care without replacing in-person staff.



### Women's Health Team Expands with Nurse Midwives

The Certified Nurse Midwives team expanded in 2025. Certified Nurse Midwives are registered nurses with graduate-level nursing education and national certification. They provide personalized care for women through all stages of life and work collaboratively with our maternal and fetal health specialist.



*Our three nurse midwives (shown from left) are Jenifer Daly, MSN, RN, CNM, Julie Fuller, MSN, RN, CNM, and Sarah Halsey, MSN, RN, CNM.*

## Awards and Recognitions

### 2025 Nursing Excellence Awards

Excellence in the nursing profession is a commitment to providing safe, compassionate care of the highest quality while also demonstrating strong leadership, continuous learning and a commitment to the advancement of the nursing profession. With the continued evolution in healthcare, successful nurses embrace change, exploring new tools and technology to advance care delivery, acquiring specialized clinical knowledge and skills and ensuring evidence-based practice and research is embedded into daily practice.

The Nursing Excellence Awards allow us to celebrate and recognize these nurses for their outstanding contributions to the nursing profession at Henry Ford Jackson Hospital:

- Theresa Anderson, MSN, RN, Medical Surgical & Secure Unit – DAISY Leadership Award
- Brooke Blair, BSN, RN, CCRN, Comprehensive Clinical Care – Georgia R. Fojtasek Leadership Award
- Nancy Brown, RN, Perioperative Services – Dedication to Nursing Practice Award
- Susan Carlin, RN, 6T Medical Universal Bed – Clinical Practice, Safe Care, and Best Outcomes Award
- Ra'Chae Degroat, BSN, RN, 6T Medical Universal Bed – Compassion, Commitment and Patient Advocacy Award
- Falls and Pressure Injury Prevention Committee – DAISY Team Award
- Jessica Hull, MSN, RN, PMH-NP, PMH-C, Outpatient Behavioral Health – Advanced Practice Nursing Award
- Mary Pat Rauch, BSN, RN, Perioperative Services – Humanitarian Award
- Bill Zegarlowicz, BSN, RN – Innovative, Efficient, and Affordable Care Award





## 2025 DAISY Award Honorees

- Kai Aberegg, MSN, RN – 5T Cardiology Universal Bed
- Barbara Berkepile, BSN, RN – Perioperative Services
- Amy Joe Bowling, RN – 7 East – Secure Unit
- Amanda Bradley, MSN, RN, AGCNS-BC, CMSRN – Comprehensive Clinical Care
- Faith Christoff, RN – 7 East – Secure Unit
- Lori Felkey, RN – Hematology Oncology
- Christina Force, RN – 7 North West
- Michelle Gilbert, RN, ONS – Hematology Oncology
- Sarah Glover, BSN, RN – Inpatient Behavioral Health
- Anita Hamilton, MSN, RN, NNP-BC – Special Care Nursery
- Jessica Hull, MSN, RN, PMH-NP, PMH-C – Outpatient Behavioral Health
- Corbin James, BSN, RN – Inpatient Behavioral Health
- Katrisa Lockhart, BSN, RN – Inpatient Behavioral Health
- Jesse Meston, MSN, RN, CRNA – Anesthesia
- Susan Pollard, RN – Joint Replacement Center
- Teresa Robbins, BSN, RN – Perioperative Services
- Tracy Robison, LPN – Perioperative Services
- Caitlynne Scott, BSN, RN – Emergency Care
- Emily Smak, BSN, RN – Emergency Care
- Glory Vann, BSN, RN – Joint Replacement Center
- Brittny Wandel, BSN, RN – Surgical Services
- Cassandra Wheeler, BSN, RN – Emergency Care
- Michael Whitehead, RN – Case Management
- Breanna Williams, RN, PQF – Labor & Delivery
- Audrey Woodward, MSN, RN CRNA – Anesthesia

## 2025 Honey Bee Award Honorees

- Keyanna Anderson, CAN – Perioperative Services
- Kayla Crane, Unit Secretary – Inpatient Behavioral Health
- Candy Crosby, Unit Secretary – Joint Replacement Center
- Katie Dangler, Clinical Tech – Inpatient Behavioral Health
- Christina Docherty, Patient Safety Assistant – Organizational Throughput
- Jessica Drugalis, Clinical Tech – Emergency Care
- Tori Fitzgerald, Clinical Tech – 4T Surgical Universal Bed
- Shauna Gant, CNA – 6th Floor
- Nicole Homminga, Surgical Tech – Surgical Services
- Grace Hull, CNA – 5 South
- Haylie Kowalski-Grindall, Clinical Tech – Emergency Care
- Haley Maloney, CNA – 6th Floor
- Joann Mclaury, CNA – Hospice Residence
- Erin McKeever, CNA – Perioperative Services
- Samantha Rand, Clinical Tech – Clinical Decision Unit
- A'nya Rogers, CNA – 6th Floor
- Megan Schneider, Clinical Tech – Clinical Decision Unit
- Kimberley Sciarabba, CNA – Hospice Residence
- Danielle Spencer, Clinical Tech – Clinical Decision Unit
- Dekisha Suddeth, CNA – 6th Floor
- Angie Todd, CNA – Hospice Residence
- Tyra Williams, CNA – 6th Floor
- Mary Yager, Unit Secretary – 5T Cardiology Universal Bed

## Nursing Research and Presentations

### Henry Ford Jackson Hospital Nurses Participate in Research Symposium

Henry Ford Jackson nurses took first and third places at the Henry Ford Jackson 11th Annual Research Symposium in April.

- First place: Jessica Schmidt, MSN, RN, AGCNS-BC, PCCN, for "No Need to Restrain, Grab a Mitt and Refrain!"
- Third place: Jennifer Rice, MSN, RN, AGCNS-BC, SCRNP, for "In Our Simulation Era: Transitioning from Passive to Immersive Training."



### Nurses Present Research at New Orleans Exposition

From left: Brooke Blair, BSN, RN, CCRN; Jennifer Rice, MSN, RN, AGCNS-BC, SCRNP; Taylor Soltis, BSN, RN; and Jessica Schmidt, MSN, RN, AGCNS-BC, PCCN, traveled to New Orleans in May to present, "Our Simulation Era: Transitioning from Passive to Immersive Training." The team's 75-minute presentation was part of the National Teaching Institute and Critical Care Exposition.



### Henry Ford Jackson Hospital Nurses Present at Inaugural Henry Ford Health Nursing Symposium

Henry Ford Jackson Hospital was well represented at the inaugural System Nursing Research Symposium in September at One Ford Place in Detroit. With 13 poster presentations involving clinical nurses, nurse educators and clinical nurse specialists, Henry Ford Jackson Hospital work represented one-third of the symposium entries.



## Nursing Board Certifications

### Certified Ambulatory Perianesthesia Nurse (CAPA)

- Jewel Kimberly Allen, BSN, RN, CCRN, CAPA
- Charlene Comperchio, BSN, RN, CAPA
- Darci Kesterson, BSN, RN, CAPA
- Michael Willis, RN, CAPA

### Certified Medical Surgical Registered Nurse (CMSRN)

- Shelby Eicher, BSN, RN, CMSRN

### Oncology Nurse Certification (OCN)

- Nancy Kinder, RN, OCN

### Progressive Care Certified Nurse (PCCN)

- Gabrielle Ratliff, BSN, RN, PCCN
- Michelle Smith, BSN, RN, PCCN

### Vascular Access Board Certified (VA-BC)

- Jacquelyn Bernath, BSN, RN, VA-BC
- Cloe Matthews, BSN, RN, VA-BC
- Cody Paeth, RN, VA-BC
- Crystal Wagner, RN, VA-BC

### Women's Health Nurse Practitioner (WHNP)

- Aleesha Smak, MSN, RN, WHNP



[Click here](#) or scan the QR code to learn more about Henry Ford Macomb Hospital.

# Henry Ford Macomb Hospital

## A Message from our Vice President of Patient Care Services and Chief Nursing Officer

Dear Colleagues,

In July, I had the tremendous privilege of stepping into the Chief Nursing Officer role at Henry Ford Macomb Hospital. While this position is new to me, our mission is not. After 16 years with Henry Ford Health, it is an honor to serve in this capacity.

The past year has been a powerful reminder of what is possible when expertise, courage and compassion come together. Our teams made history as the first in the world to use Monarch™ QUEST technology in the fight against lung cancer. We also successfully received reaccreditation from the Joint Commission and Corazon. Through unwavering diligence, we achieved zero CAUTI, a remarkable accomplishment in patient safety.

Equally meaningful were how we strengthened the human side of care. The revival of our Nursing Assistant Practice Council elevated frontline voices and reinforced the importance of shared leadership. Programs such as No One Dies Alone and the Pause badge buddy program reminded us that, even in our most difficult moments, we lead with dignity, presence and respect.

I am continually inspired by your dedication, resilience and commitment to excellence. The future of nursing at Henry Ford Macomb Hospital is bright because of you, and I am deeply grateful to walk alongside you as we continue to make a difference for our patients and community.



Sincerely,

**Stephanie A. Gibson, RN, BSN, MSA**

Vice President of Patient Care Services and Chief Nursing Officer  
Henry Ford Macomb Hospital



## Empirical Outcomes

### Advancing Sepsis Care Through Evidenced-Based Practice

Henry Ford Macomb Hospital team members represented the hospital at the Michigan Hospital Medicine Safety Consortium's Statewide Collaborative Meeting. Kristin Baffo, MSN, RN; Amanda Yore, BSN, RN, Assistant Clinical Manager, Emergency Department; and Megan Cahill, D.O., showcased the work of the Emergency Department sepsis committee with an oral abstract presentation. They explained how they optimized the ED triage process for sepsis patients, leading to measurable improvements in timely antibiotic delivery.



Attending the collaborative meeting were, from left, Amanda Yore, BSN, RN, Kristin Baffo, MSN, RN, Megan Cahill, D.O., Emergency Medicine physician Omar Francis, D.O., and Clinical Quality Facilitator Errin Couck, RN.

### Nursing Research and Evidence-based Practice

At this year's Nursing Research Symposium, nurses, educators and researchers from across Henry Ford Health came together to share groundbreaking work. These Henry Ford Macomb Hospital team members' projects were celebrated at the symposium:

- "Increasing Comfort and Support in the New Graduate Nurse Through Focused Curriculum Delivery," by Jennifer Davies, RN, Stacy Abraham, RN, Wendy Spilko, RN, Alexandria Harrison, RN, and Nutrena Tate, Ph.D., MBA, RN.
- "The Importance of Breaks in the Emergency Department: A Pilot," by Giulia Pacovich, RN.
- "No One Dies Alone," by Dalton Smith, BSN, RN.

## Transformational Leadership

### Leading with Purpose:

#### Stephanie Gibson named CNO

In May, Stephanie Gibson took on the role of interim CNO while continuing her role as director of Heart and Vascular services. In July, Gibson was named Vice President of Patient Care Services and Chief Nursing Officer for Henry Ford Macomb Hospital.

### Continuing to Welcome Team Members from Abroad

Since 2022, Henry Ford Health has been recruiting nurses from the Philippines. In 2025, Henry Ford Macomb Hospital welcomed an additional nurse from the Philippines, Pearl Garcia, RN, who works on Unit 3100, Medical Telemetry. She said she has appreciated the guidance she's received from her team throughout the onboarding process.



Henry Ford Macomb nurses from the Philippines, from left, Edlene Fernando, RN, newest team member Pearl Garcia, RN, and Aileen Bautista, RN.

### Introducing the Barbara W. Rossmann Nursing Scholarship

Former Henry Ford Macomb Hospital President Barbara Rossmann, who began her health care career as a nurse, generously funded a new scholarship program open to Henry Ford Macomb Hospital team members who are enrolled in a program to become a registered nurse. Scholarships were awarded in increments of \$1,500 for full-time team members and \$750 for part-time and contingent team members.

#### The 2025 winners are:

- Rami Suleiman, Medical Assistant
- Tedi Marashi, Nurse Extern
- Kirsten Sisk, Nurse Assistant
- India Williams, Nurse Assistant
- Emily Vanker, Nurse Assistant

Former Henry Ford Macomb Hospital President Barbara Rossmann funded a Nursing scholarship for Henry Ford Macomb team members.



## Patient Services Attendance Recognition Program

CNO Stephanie Gibson and the Nurse Assistant Practice Council launched the Patient Services Attendance Recognition Program, an initiative to support attendance and teamwork. Each month, Nursing leaders submit the names of team members with perfect attendance. From this group, one nurse and one support team member (nursing assistant, technician, sitter or HUC) are randomly selected to win a \$50 Visa gift card and certificate.

## Structural Empowerment

### Nursing Assistant Practice Council Elevates Frontline Voices

The Nursing Assistant Practice Council was established at Henry Ford Macomb Hospital in 2025. The group is committed to nursing assistant excellence, fostering a culture of empowerment and delivering compassionate patient care.



Members of the Nursing Assistant Practice Council support nurse assistants at Henry Ford Macomb Hospital.



The Nursing Assistant Practice Council hosted nursing assistants and their families for a picnic to improve morale and connections among nursing assistants. The gathering included food, games, crafts, music and great company.

## Trunk-or-Treat Always a Treat for Team Members and their Families

In October, Henry Ford Macomb Hospital hosted its annual Trunk-or-Treat event for team members and their families. The spooktacular event featured nearly 30 decorated trunks, games, food and a special appearance from Detroit Lions mascot, Roary.



This Lilo & Stitch trunk was designed by Radiation Oncology.

## 'Pie a Leader' Raises Funds for Heart and Stroke Walk

"Pie a Leader" was introduced in 2025 to raise funds supporting the American Heart Association Heart and Stroke Walk. Hospital leaders volunteered to be "pied," and team members donated for the opportunity to throw pies at their favorite leaders. The Heart and Stroke Walk advances cardiac arrest awareness, CPR education and community readiness.



Henry Ford Macomb leaders line up to be "pied." This fun event was a rousing success, raising nearly \$1,000 for the Heart and Stroke Walk.



Marian Awad, RN, offered blood pressure screenings at the Henry Ford Health table during Winterfest at The Mall at Partridge Creek.



## Exemplary Professional Practice

### Improving Care Through Collaboration

A pilot program, Patient Progressive Rounds, began in February on units 3100, 4600 and 5600. This multidisciplinary approach to rounding encourages continuity of care and coordination of needs to achieve next-day discharges. These interdisciplinary rounds improve patient care through enhanced communication, reduction in medical errors, faster problem solving, more efficient discharge planning and improved resource utilization, ultimately resulting in higher patient satisfaction through coordinated care delivery.

Patient Progressive Rounds are held in the gathering space near unit 4500. Each unit has a table with a nursing leader and two case managers. There is also a resource table with a representative from Inpatient Rehab, Pharmacy and Imaging, as needed. Providers visit the tables and go through their list of patients. This brings all care providers together to discuss concerns, delays or barriers to care and prepare for a timely discharge.



From left, Unit 4600 Assistant Clinical Manager Cole Scott, RN, Case Manager Dianna Nicholls, RN, and Prashant Patel, M.D., participate in Patient Progressive Rounds.

### Nursing Vigilance Saves a Life

"All I remember was driving to the hospital and parking my car," said Jeffrey, who went into cardiac arrest at Henry Ford Macomb while visiting a relative. "I don't remember walking into the hospital or sitting down in the lobby."

Theresa Brodowski, MSN, BSN, RN, Assistant Clinical Manager, found Jeffrey unresponsive. He appeared to be sitting back in a chair in the lobby, but after taking a closer look, she noticed stiffness in his neck. He wasn't swallowing. She assessed him and found he had no pulse. "He could have been just napping, but I wasn't going to take the chance and walk away," Brodowski said.

She yelled for help and Security Officer John Stokes rushed over to get Jeffrey on the floor. Brodowski began rounds of CPR until the Rapid Response team arrived.

Jeffrey was immediately transferred to the Emergency Department, where he coded multiple times. He was put on a ventilator and underwent therapeutic hypothermia, a treatment that lowers body temperature in an effort to preserve brain function. When he was discharged from the hospital nearly two weeks later, he stayed at a rehab facility to continue his recovery. Now, Jeffrey is home and fully recovered, thanks to the team's swift action, attentiveness and expertise. "I am grateful to God and the Henry Ford Macomb Hospital team for saving my life that day," he said.



Assistant Clinical Manager Theresa Brodowski, MSN, BSN, RN, with patient Jeffrey, center, and Security Officer John Stokes.

### Honoring the Human Experience

Three initiatives were introduced in 2025 that support and honor the dying and their families, as well as the team members who care for them.

### No One Dies Alone

Through the No One Dies Alone Program, team members have the opportunity to donate their time to provide a passing patient with companionship, reassurance and dignified care during their final moments.

### Dove Door Signs

Door signs featuring a dove are placed on patient doors after they have passed to alert team members to allow the patients' loved ones time, privacy and respect. The initiative is part of a continuing commitment to compassionate care.





## Pause Badge Buddies

Team members from the Emergency Department (ED) came together to develop the “Pause” badge buddy, an attachable two-sided badge that offers prompts to reflect on after a patient has passed. On the “pause” side is a prompt that can be read silently or out loud to reflect on and honor a patient’s life. On the “debrief” side are prompts created to help team members discuss their thoughts and feelings after the passing of a patient. Badge buddies have been distributed throughout the ED and on inpatient units.



*Sylvia Yore, BSN, RN, and Adam Sinistaj, MSN, RN, NE-BC, display their Pause badge buddies.*

## Extending Care Beyond Our Walls – A Medical Mission to Kenya

In May, seven Henry Ford Health team members, including Henry Ford Macomb Hospital’s Virginia Mayer, RN, Cardiac Cath Lab, traveled to Kenya through the Kenya Relief program. The team also partnered with seven medical professionals from other health care systems, performing 46 surgeries during the two-week mission trip. Many of the individuals the group served live without access to basic healthcare.



*Henry Ford Health team members on their mission trip to Kenya, including (from left) Destiny Roberts, RN, Virginia Mayer, RN, MSN, Cardiac Cath Lab, Henry Ford Macomb Hospital, Ruslana Lee, Ultrasound Tech, and Monique Bogaert, RN.*

## New Knowledge, Innovation and Improvements

### Leading in Clinical Innovation

The Thoracic Surgery team at Henry Ford Macomb Hospital, led by Cardiothoracic Surgeon Raed Alnajjar, M.D., made history as the first globally to use the MONARCH robotic bronchoscopy platform with MONARCH QUEST – an AI-powered navigation system designed to improve precision in targeting lung nodules. With real-time 3D imaging, this next-generation technology allows clinicians to reach early-stage lesions in the periphery of the lung that traditional bronchoscopy struggles to access.



*This team at Henry Ford Macomb was the first in the world to use an AI-powered navigation system to target lung nodules.*

## Recognition for Exemplary Mother and Baby Care

Henry Ford Macomb Hospital’s Labor and Delivery unit earned Quality Improvement Designation from the Michigan Alliance for Innovation on Maternal Health. This designation recognizes Michigan hospitals that improve care for mothers and their babies. The unit was also recognized for Excellence in Quality Improvement by the Maternal Sepsis Collaborative. The team received a platinum award, which is the highest honor possible. They received the honor in 2025 for stellar work in 2024.



*From left, Labor and Delivery team member Valeta Boehnlein, RN, and Sepsis Coordinator Brandie Devos, MSN, RN.*

## Excellence in Stroke Care

Henry Ford Macomb earned the 2025 Get with the Guidelines – Stroke Gold Plus with Target: Stroke Honor Roll Elite Plus. This award signifies dedication to ensuring stroke patients have access to best practices and life-saving care. The team also earned the Target: Type 2 Diabetes Honor Roll Award. This award is given to organizations that ensure patients with type 2 diabetes, who might be at higher risk for complications, receive the most up-to-date, evidence-based care when hospitalized due to stroke.

## Trauma Drills Identify Opportunities for Improvement

Each quarter, the EMS coordinator, trauma team and Emergency Department educator work together to build a simulated trauma case. The Emergency Department team doesn't know it's a drill, but all leadership teams are aware. The teams meet in the trauma bay and begin preparing for the "patient." The drill is recorded, followed by a debrief to develop collaborative education and identify opportunities for improvement.



*Trauma drills are an opportunity for Emergency Department teams to learn and improve.*

## A Culture of Accountability

Emergency Department physicians, advanced practice providers, nurses and techs exceeded their 2025 goals for timely antibiotic delivery and use of balanced solutions, earning the number one system ranking for sepsis from Hospital Management System. This achievement is the result of teamwork, unwavering focus on patient care, recognizing sepsis early, acting quickly and aligning practice with the latest evidence.



*The Emergency Department team is represented, from left, by Adam Sinistaj, Nurse Manager; Brandie Devos, Principal Quality Consultant; Megan Cahil, D.O., Division Chief Of Medicine; Amanda Yore, BSN, RN, Assistant Clinical Manager, Emergency Department; Errin Couck, RN, Clinical Quality Facilitator; Kristin Baffo, MSN, RN, Nursing Administrator for Patient Care; and Emergency Medicine physician Omar Francis, D.O.*

## Awards and Recognitions

### Great Catch Awardees

The Great Catch Award recognizes staff members who have successfully applied Henry Ford Health's safety behaviors to catch and prevent potential incidents that could have harmed patients.

- Norm Buss, Pharm.D., BCPS – Pharmacy Manager
- Pauline Gojcaj – Environmental Services
- Christine Hemmi, C-NP – Hospitalist Advanced Practice Providers
- Stephanie Mercer – CT, Radiology
- Caitlin Middel, RN – Unit 2700
- Kaleena Migliorati, RN – Pre-Post Anesthesia Care
- Lori Orlando – Medical Lab Scientist
- Wendy Parus – MRI tech
- Luke Saile, RN – Clinical Support Services
- Violette Sterkaj – Environmental Services
- Esther Trojan – MRI Tech
- Amanda Yore, BSN, RN – Assistant Clinical Manager, Emergency Department



*Three of the Great Catch Award winners are, from left, Luke Saile, RN, Violette Sterkaj and Pauline Gojcaj.*



## 2025 Medallion Award Honorees

Henry Ford Macomb Hospital's 2025 Medallion Gala recognizes a nurse, physician and team member whose professionalism, courtesy, compassion and commitment to the health system's mission have contributed significantly to enhance the hospital during the past year. In 2025, the honorees were Raed Alnajjar, M.D., Cardiothoracic Surgery; Kristin Baffo, MSN, RN, Nursing Administrator for Patient Care; and Angela VanHazenbrouck, Cardiovascular Interventional Technologist.



Medallion Award winners for 2025 are, from left, Kristin Baffo, MSN, RN, Raed Alnajjar, M.D., and Angela VanHazenbrouck.

## Trauma Nurse Excellence Award

Tanya Carper, RN, won the 2025 Trauma Nurse Excellence Award. This award is given to a nurse who has gone above and beyond to enhance injury care at Henry Ford Macomb Hospital.



Tanya Carper, RN, holds her award, supported by some of her ED teammates.

## Henry Ford Macomb Hospital recognized by Blue Cross Blue Shield

Henry Ford Macomb Hospital was designated a Blue Distinction Center for Knee and Hip Replacement by Blue Cross Blue Shield. This national designation recognizes hospitals and ambulatory surgery centers with expertise in total knee and hip replacement surgeries.

## Macomb County 40 Under 40 Award

The Macomb County Chamber, in partnership with NextGEN Macomb, celebrated the region's next generation of leaders at the 2025 40 Under 40 Award ceremony. This award honors Macomb County's next generation of impactful leaders. Amanda Yore, BSN, RN, Assistant Clinical Manager, Emergency Department, was a recipient.



Amanda Yore, BSN, RN, front row, third from left, with her family and Henry Ford Macomb colleagues at the Macomb County 40 Under 40 Award celebration.

## DAISY Award Honorees

- Jennifer Adair, RN – Unit 3600
- Taryn Hall, RN – Unit 3100
- Kristine Hus, RN – Pre/Post Anesthesia
- Nancy Kehoe, RN – Hematology-Oncology
- Beth Laurencelle, RN – Emergency Department
- Austin Lystila, RN – Unit 2600
- Sarah Natushko, RN – Unit 2600
- Alexandra Nuculovic, RN – Unit 4400
- Jennifer Phillips, RN – Unit 2900
- Haley Rushing, RN – Unit 2500
- Alexandria Stella, RN – Unit 4600
- Heather Swearingen, RN – Unit 3300



CNO Stephanie Gibson congratulates DAISY Award winners, from left, Haley Rushing, RN, Kristine Hus, RN, and Jennifer Phillips, RN.





DAISY Award winner Heather Swearingen, RN, gets a hug from the patient who nominated her.

## DAISY Team Award

The two DAISY Team Award winners for 2025 are the Cancer Center and Unit 4600. The DAISY Team Award honors collaboration by two or more people, led by a nurse, who identify and meet patient and/or patient family needs by going above and beyond the traditional role of nursing.



The Cancer Center nursing team celebrates its DAISY Team Award.



Unit 4600 team members gather to celebrate their DAISY Team Award.

## Honey Bee Award

- Amari Adams, Nurse Assistant – Unit 4300
- Jennifer Compton, Nurse Assistant – Unit 2500
- Kaelan Fischer, Nurse Assistant – Unit 3500
- Donte Hill, Patient Care Technician – Unit 4300
- Micah Jackson, Nurse Assistant – Neurology
- Janet Kania, Surgical Technologist, Unit 2700
- Gianna Khami, Nurse Assistant – Observation
- Rovirona Marasigan, Medical Assistant – Hematology-Oncology
- Lindsay McNamara, Medical Assistant – Unit 2500
- Grace Mendola, Nurse Assistant – Unit 2800
- Catherine Morency, Nurse Assistant – Unit 4300
- Andrew Primeau, Unit Secretary – Emergency Department
- Demetria Sullivan, ER Tech, Best Choice
- Tricia Waterstraat, Nurse Assistant – Unit 4500
- Angelina Yousif, Nurse Assistant – Unit 4400



Honey Bee Award winner Tricia Waterstraat.



Honeybee Award winner Donte Hill.



Honey Bee Award winner Amari Adams.



Honey Bee Award winner Rovirona Marasigan.



Honey Bee Award winner Demetria Sullivan, right, with CNO Stephanie Gibson.



[Click here](#) or scan the QR code to learn more about Henry Ford Madison Heights Hospital.

# Henry Ford Madison Heights and Warren Hospitals

## A Message from our Chief Nursing Officer

Dear Colleagues,

As I reflect on the past year, my heart is full of gratitude and pride. The pages of this 2025 Nursing Annual Report tell a story that numbers alone cannot capture. It's a story of compassion, courage, resilience and an unwavering commitment to those we are privileged to serve.

Every day, you show up with skillful hands and caring hearts. In moments both ordinary and extraordinary, you make a difference – often quietly, often without recognition, but always with purpose. This year brought continued challenges and change across healthcare, yet you remained grounded and focused.

Within this report, you will see exceptional outcomes, innovative practices, meaningful achievements and a deep commitment to continuous improvement. However, what inspires me most are the stories behind the achievements: the nurse who paused to comfort a frightened patient, the team that came together to solve a problem, the leader who took time to mentor and support a colleague. These moments reflect the true spirit of nursing.

I am profoundly grateful to every nurse who shared their work, their ideas, and their successes in bringing this report to life. Your willingness to tell our story ensures the dedication, expertise and humanity of our nursing practice are seen and celebrated.



With heartfelt gratitude,

**Laurie O'Dell, MSN, RN**

Vice President, Patient Care Services and Chief Nursing Officer

Henry Ford Madison Heights Hospital

Henry Ford Warren Hospital





[Click here](#) or scan the QR code to learn more about Henry Ford Warren Hospital.

## Empirical Outcomes

### Reduction in Patient Falls with Injury

In 2025, Henry Ford Warren and Madison Heights Hospitals achieved significant reductions in fall and related injuries. In falls classified by the National Database of Nursing Quality Indicators (NDNQI) as moderate injury or greater, compared with the previous year:

- Henry Ford Warren Hospital **reduced falls by 31.4%.**
- Henry Ford Madison Heights Hospital **reduced falls by 27.1%.**

The Fall Prevention Committee worked diligently to ensure advanced reporting accuracy provided educational resources like the Fall Protocol Handbook and ensured bed/chair alarm availability for at-risk patients. Strategies like proactive rounding, bedside handoff and weekly incident reviews further reduced fall rates, while policies for Behavioral Health and Emergency Department Fall Risk Assessment were updated, emphasizing consistency with NDNQI definitions.

### Regulatory Achievements

The Joint Commission conducted four surveys at Henry Ford Warren and Madison Heights Hospitals in 2025, including hip and knee, medication compounding, stroke and the triennial survey. There were no conditional level findings. In the primary stroke center recertification, the number of citations decreased by 75%. The hip and knee Joint Commission survey showcased the dedication and expertise of the 5E team, Surgical Services and many others. In addition, the 3W Inpatient Behavioral Health unit earned exceptional results in its triennial recipient rights survey, demonstrating exemplary collaboration and professionalism. In addition to Joint Commission surveys, three State of Michigan surveys resulted in zero citations and a Macomb County Community Mental Health Survey required no corrective actions. In each survey, every surveyor commented on the exceptional teamwork and engagement. They noted that the team has an obvious commitment to patient safety and wellbeing.



### Needle-free Blood Collection Strategy Reduces False-Positive Blood Cultures and Hemolysis

Emergency departments struggle with aseptic blood culture collection due to high demand. This quality improvement project paired best practice techniques with the peripheral IV origin (PIVO) device to reduce false positives and hemolyzed samples. Contamination rates dropped significantly and now stand at 0%. Only one hemolyzed sample occurred during lab downtime. Using PIVO with aseptic methods offers benefits for clinical outcomes, cost savings, hospital efficiency and patient care.



## Changing the Culture, Not Just the Chart: A Peer-Driven Accountability Model

Emergency departments often face challenges in keeping accurate records for pain, sedation and restraint monitoring, which can impact patient safety. To improve this, a new approach called Peer-driven Accountability and Reflective Learning (PARL) was introduced to help nurses with documenting important details like pain scores, sedation levels, and use of restraints. Over the course of a year, PARL led to better accuracy in documentation, fewer repeated mistakes after peer reviews, higher staff participation, and a stronger sense of teamwork. Data collection will continue to track progress and long-term improvements.

## Improvements in Sepsis Care

Following the formal establishment of the multidisciplinary Sepsis Committee in February and its integration with the Sepsis Response Team, Henry Ford Warren Hospital achieved an increase in SEP1 overall compliance from 14% to 60% during the first calendar year, resulting in an annual average of 50.4%. Monthly meetings include emergency and inpatient multidisciplinary teams to review all audited cases with identified fallouts. The team analyzed system-level and clinician-level trends and formulated targeted action plans and educational initiatives to promote continued improvement.

# Structural Empowerment

## Nurse Practice Council Emphasizes Professional Development

The Nurse Practice Council focused on scholarly opportunities in 2025. Eighteen members participated in the intense two-day LEAN Silver Certificate Training presented at Henry Ford Hospital. In addition, some members attended the Henry Ford Nursing Research Symposium and joined the Warren/Madison Heights Nursing Research Council.

## First Summer Class of Nurse Externs Graduates

Henry Ford Warren and Madison Heights Hospitals celebrated the graduation of the first cohort of summer nurse externs in July. The group spent 10 weeks honing skills, and learning workflows and practices. Externs said they gained confidence and would recommend the program to future students. There also was an immense sense of gratitude for the teamwork they witnessed and the mentoring they received. Most have chosen to remain with the organization in permanent positions.

## Day of Advocacy for Nursing

Leaders and team members from Henry Ford Warren and Madison Heights Hospitals, partnering with the Emergency Nurses Association (ENA) and American Nurses Association of Michigan (MONL), supported a day of advocacy in Lansing to bring attention to critical issues like workplace violence and the safety of nurses in the nursing profession.

## Improving Patient Satisfaction in Non-Invasive Cardiology

The Non-Invasive Cardiology Department Shared Governance Committee developed a card featuring a QR code to help gather daily feedback from outpatient cardiology patients. The goal is to measure patient satisfaction accurately. Feedback is reviewed at departmental meetings to support ongoing improvement in the quality of patient care.

## Martin Luther King, Jr. Celebration

Each year Henry Ford Health hosts an MLK Day event at Henry Ford Hospital. The Henry Ford Warren and Madison Heights teams celebrated Dr. King with watch parties of the livestreamed event from Detroit. Team members were invited to stop in, watch and enjoy light refreshments. They also were encouraged to write their dreams for the future on a banner that was proudly hung in the main hallway for all to read.



From left, event leads Maya Arcilla, Lead Guest Services, and Allison Estes, Risk Management, hold the banner where team members shared their dreams for the future during the MLK Day festivities.

## T-shirt Design Contest Raises Money for Mission Service Team

Team members let their creativity flow in a T-shirt design contest to benefit the Mission Service Team fund that helps pay for sponsored events throughout the year. The challenge was to create a design for the Tigers or Lions home opening games. The winning shirts were offered for sale to the teams at each hospital. Winners Christine Super, RN, Henry Ford Warren Endoscopy, and Amelia Wilson, RN, Coordinator, Clinical Programs, Madison Heights, received baskets of fan swag for each event.

## Giving Back at the Earthworks Urban Farm

For the third year in a row, team members volunteered at the Earthworks Urban Farm prepping soil and planting vegetables. The farm grows food for the Capuchin Soup Kitchen in Detroit.



From left to right, Lauren Vitale, Clinical Research Associate; Allison Estes, Risk Management; Joseph Pas, Medical Laboratory Scientist; Erica Brenckle, RN, Integrative Practice; Ashley Gray, Training Educator; and Kathryn Karam, RN, Director, Patient Care Services, enjoyed working at the farm.

## MCREST Christmas Gift Drive

For the third year in a row, the team connected with the Macomb County Rotating Emergency Shelter Team (MCREST) to adopt the families staying in the shelter. Each child received a toy or fun gift, along with an outfit or article of clothing on their wish list. Parents received a \$150 Walmart gift card. Self-care bags also were provided to 40 single women. The bags contained slippers, socks, refillable water bottles, journals and blankets.



Team members, from left, Anita Glaser, MSN Ed, RN, Nurse Manager, Emergency Department, Erica Brenckle, RN, Integrative Practice, and Allison Estes, Risk Management, assisted with MCREST holiday donations.

## Transformational Leadership

### Virtual Suggestion Box Gives Teams a Voice

With the virtual suggestion box, team members can share ideas, concerns or compliments to move and improve efforts forward. Frontline Nursing team members openly shared ideas,

YOU SPOKE.

WE LISTENED.

concerns and feedback throughout the year. The input played a vital role in shaping practices, including the realignment of employed security presence in the parking lot, planting a new remembrance tree, extending coffee shop hours, and more.

## Exemplary Professional Practice

### Diabetic Ketoacidosis (DKA) Management Project Outcomes Encouraging

Nurses at Henry Ford Warren Hospital raised concerns about the safety and clarity of their insulin adjustment nomogram for diabetic ketoacidosis (DKA), citing hypoglycemia risk. A multidisciplinary team consisting of pharmacists, clinical nurse specialists and providers from across the system reviewed the existing protocol, found it unsuited for DKA, and developed a revised, evidence-based nomogram. A multicenter study compared the new nomogram to others and found improved safety outcomes, with results published in the Annals of Pharmacotherapy (November 2025), establishing the process as a model for safe DKA management. After educating colleagues, the new nurse-driven protocol was implemented at three sites. Initial data showed reduced hypoglycemia and hypokalemia rates and increased nursing confidence, with fewer deviations from the protocol.

#### PRIMARY OUTCOME

| Unadjusted Analysis                                                                                           |                  |                    |         |
|---------------------------------------------------------------------------------------------------------------|------------------|--------------------|---------|
|                                                                                                               | SINGLE<br>n= 117 | MULTIPLE<br>n= 117 | p-value |
| Incidence of Hypoglycemia (BG < 70mg/dL)                                                                      | 25 (21.4)        | 8 (6.8)            | < 0.01  |
| Adjusted Analysis*<br>OR (95% CI)                                                                             |                  |                    |         |
|                                                                                                               | 3 (1.2-7.2)      | 1 (REF)            | < 0.01  |
| Abbreviations: n (%); OR, odds ratio; CI, confidence interval                                                 |                  |                    |         |
| *Adjusted analysis for confounders (p< 0.1): Type 2 diabetes mellitus, baseline glucose and serum bicarbonate |                  |                    |         |

### Behavioral Emergency Response Team (BERT)

BERT is a specialized healthcare team trained in crisis intervention and de-escalation techniques introduced in 2025. It's designed to respond rapidly to situations where a patient is experiencing a severe behavioral crisis, potentially endangering themselves or others within the hospital setting.

## Rapid Response Team Makes Process Improvements

The Rapid Response Team consists of critical care nurses who assist facility staff in various situations. In 2025, they began tracking daily operations and identified areas for improvement and initiating process enhancements. Using this data, the team provided recommendations, promoted interdepartmental teamwork and strengthened relationships throughout the facility. Delays in STAT lab draws during rapid responses were one known problem. The team partnered with Phlebotomy leadership, and nurses on the Rapid Response Team can now draw STAT labs when needed. This change has improved assessment, diagnostics and patient outcomes by enabling faster interventions.



*Nurses on the Rapid Response Team can now draw STAT labs when needed, enabling faster interventions and improved patient outcomes.*

## Success in Preventing Readmissions

Case Management reached a meaningful milestone when it attained a 0.5% reduction in all-cause readmissions from fiscal years 2024 to 2025. This achievement reflects a proactive, patient-centered approach, with automatic case management consults triggered through screening by Nursing team members to ensure timely support and resources addressing social determinants of health. By listening closely to the community, our team noted that housing and transportation continued to emerge as the most significant patient concerns. In response, teams were not only connecting patients to critical resources but also strengthening care transitions by securing seven-day follow-up appointments and coordinating home health services. This focused support is prioritized for patients admitted with congestive heart failure, COPD, sepsis and pneumonia, ensuring continuity of care beyond the hospital walls and supporting safer, more successful recoveries.



*The Case Management team made significant progress in preventing readmissions by listening to patients and adjusting practices to meet their needs.*

## New Knowledge, Innovation and Improvements

### Enhanced Security Measures Increase Safety for Staff, Patients and Visitors

An advanced weapons detection system was installed at the Henry Ford Warren Hospital Emergency Department (ED) ambulatory entrance, enhancing safety for patients, visitors and staff. Workplace violence continues to be a serious concern, and weapons entering emergency departments present a significant risk to everyone. Traditional security methods often miss hidden weapons. This evidence-based initiative aimed to reduce weapons in the ED by introducing a primary weapons detection system along with a secondary search process. Another goal was to help our team members feel safer at work. Over 10 months, the new system detected and removed 3,204 weapons. Items found included 1,914 knives, 1,225 blunt weapons, 61 cans of pepper spray or mace, three firearms and a sword. Leadership, Security and frontline ED team members all reported an increased sense of awareness and safety within the department. Data collection for this effort is ongoing.

### O-arm Technology Reduces Length of Spine Surgery

The spine surgery team completed its first two cases using the new O-arm in 2025. The Medtronic O-arm is a mobile x-ray device that can scan the patient in the operating room, as a CT scan would. This scan is uploaded into the Stealth Navigation system to link the scan to the patient, ensuring proper alignment and accuracy during spine surgery. This can reduce the wait time to go to the OR and the length of the surgery. Pairing this with the Mazor robotic guidance system, the surgeon can plan, visualize and implant in the exact location where the hardware is needed to stabilize the spine.

### New Naloxone Vending Machine Installed in Warren Emergency Department

Henry Ford Warren Hospital was awarded a grant from the Michigan OPEN/MEDIC program for a naloxone nasal spray vending machine. The naloxone nasal spray kits are available free of charge to the public, including patients and visitors. To retrieve a kit, anyone can enter the two-digit number corresponding to the location of the item. The vending machine limits kits to one per day per person. It is located in the vestibule outside of the entrance to the Emergency Department so Emergency Department or hospital admission is not required.





Henry Ford Warren Hospital team members with the Emergency Department naloxone vending machine.

## Awards and Recognitions

### Henry Ford Warren DAISY Awardees

- Afsara Choudhury, RN, 6 East
- Kristine Cloutier, RN, 7 East
- Genevieve Decker, RN, ICU
- Janelle Dowdy, RN, 6 West
- Kenneth Grawberg, RN, 6 Center, Extended Care Unit
- Elena Grebeck, RN, 7 West – two-time DAISY awardee in 2025
- Abbey Hoffman, RN, Pre-Op
- Ashley Kamara, RN, CDU
- Beatrice Kennedy, RN, ED
- April McTaggart, RN, 5 East
- Eric Ravenscroft, RN, ED
- Vanessa Vuljaj, RN, ICU
- Sierra Williams, RN, 6 East

### Henry Ford Madison Heights DAISY Awardees

- Autumn Dickson, RN, ICU
- Divina Divina, RN, 6 Tower
- Constance Gardner, RN, 6 Tower
- Shania Hughes, RN, 6 Tower
- Kenyatta King, RN, 6 Tower
- Megan Szakal, RN, 4 Tower
- Tom Todaro, CM
- Manuel Villanueva, RN, 4 Tower
- Shijimol Varghese, RN, 6 Tower
- Serena Young, RN, 6 Tower

### DAISY Team Awards

- Warren Hospital, 5 East
- Madison Heights Hospital, ICU

### DAISY Nurse Leader

- Sarah Super, RN, Warren Float Staffing

### Tulip Awards

#### Henry Ford Warren

- Shannon Colgan, 7 West
- Danielle Dapra, 5 East
- Aniya Dean, 6 Center
- Darlene Gibson, Float Staffing
- Jack Hansen, 5 East
- Hishma Haque, 6 Center
- Patrice Norman, CDU
- Davon Perdue, 4 Center
- Deasia Sneed, 6 East
- Amani Thomas, 7 East

#### Henry Ford Madison Heights

- Timothy Callan, 6 Tower
- Roneisha Jones, 4 Tower
- Robert Malloy, 4 Tower
- Priscila Pereira, 4 Tower
- Misha Stephens, ED

### ED Nurse and Tech/Medic of the Year Awards

Each year during Emergency Department (ED) Nurses week, Henry Ford Warren and Madison Heights Hospitals recognize the extraordinary dedication of the ED teams. Throughout the week, team members vote for the ED nurse and tech/medic of the year. Leaders also nominate individuals who consistently go above and beyond for patients and colleagues. A celebratory recognition breakfast takes place where leaders honor the achievements of all nominees and announce the winners. The 2025 winners are:

#### Henry Ford Warren

- RN of the Year: Luke Manikas, RN
- LPN of the Year: Danielle Anderson
- Tech of the Year: Greg Andrews

#### Henry Ford Madison Heights

- RN of the Year: Julia Frick, RN
- Medic of the Year: Randy Hawkins



[Click here](#) or scan the QR code to learn more about Henry Ford Providence Novi Hospital.

# Henry Ford Providence Novi and Southfield Hospitals

## A Message from our Chief Nursing Officer

Dear Colleagues,

It is with tremendous pride that I present the 2025 accomplishments and highlights for Henry Ford Providence Novi and Southfield hospitals. Throughout the year, dedication, compassion and Nursing excellence was demonstrated daily by our Nursing teams, as well as the strength of our interdisciplinary collaboration in achieving outcomes for those we serve.

In 2025, we continued to advance professional nursing practice through steadfast commitment to quality, safety, and patient-centered care. Using evidence-based practice and research, you have strengthened patient outcomes and expanded care delivery.

I am deeply grateful for the professionalism and commitment you bring to our organization each day. As a team, you foster a culture where nurses feel empowered to grow, excel, and make meaningful impacts in our community.

This year, we completed a Magnet® gap analysis, a significant step in our journey toward Magnet® designation. In 2026, our enhanced Shared Governance Model will further engage direct care nurses and amplify the nursing voice across Henry Ford Health.

I am incredibly proud of the outstanding accomplishments we have achieved this past year. I echo the voices of all Nursing leaders when I tell you I am truly grateful for your dedication, passion for excellence and unwavering support of one another.



With my deepest gratitude,

**Lynn Chiesa, MSN, RN, NE-BC**

Chief Nursing Officer

Henry Ford Providence Novi Hospital

Henry Ford Providence Southfield Hospital





[Click here](#) or scan the QR code to learn more about Henry Ford Providence Southfield Hospital.

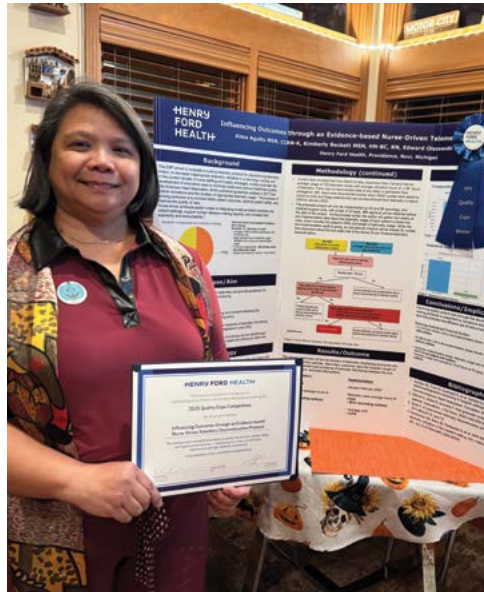
## Empirical Outcomes

### A Great Showing at the Henry Ford Health Quality Expo

Team members were thrilled to participate in the Henry Ford Health Quality Expo poster display competition in October. SWAT nurse Alma Agulto, MSN, RN, CCRN-K, came in fifth place for her work on Influencing Outcomes Through an Evidence-Based Nurse-Driven Telemetry Protocol. Lorinda Underwood, BSN, RN, Aisha Afana, BSN, RN, and Jennifer Carpenter, MSN, RN, were finalists for their work on Fall Reduction in the Emergency Room Setting. Two projects were selected for the top 10 among 150 research projects submitted. In addition, the event provided an excellent opportunity to showcase the door-to-needle improvement project at Henry Ford Providence Southfield Hospital.



From left to right are Lorinda Underwood, BSN, RN, Aisha Afana, BSN, RN, and Jennifer Carpenter, MSN, RN, Quality Expo finalists for their work on Fall Reduction in the Emergency Room Setting.



Alma Agulto, MSN, RN, CCRN-K, with her Quality Expo poster, *Influencing Outcomes Through an Evidence-Based Nurse-Driven Telemetry Protocol*.



Stroke team members from left: Cathryn Onofrey, BSN, RN, Stroke Research, and Jessica Banning, BSN, RN, Primary Stroke Program Coordinator, Henry Ford Providence Southfield, presented *Decreasing Door-to-Needle Time for IV Thrombolytics for Acute Stroke Patients at the Quality Expo*.



## Celebrating Safer Births at Henry Ford Providence Novi Hospital

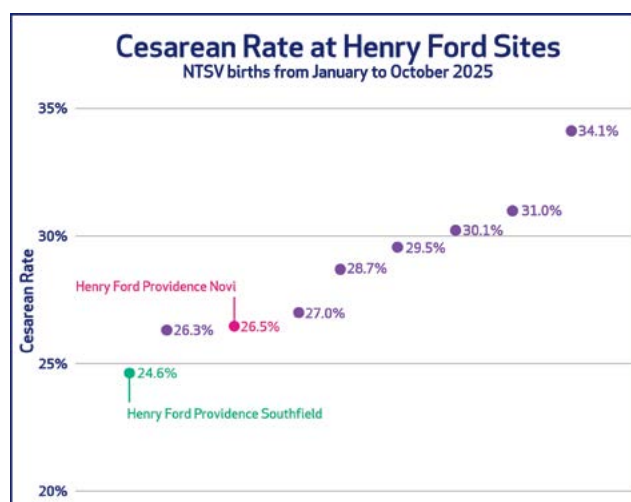
By participating in the Blue Cross Blue Shield Obstetrics Initiative, the team achieved a significant reduction in C-section rates among first-time mothers. Avoiding initial C-sections protects mothers now and in future pregnancies, while maintaining safe, high-quality obstetric care supports healthier outcomes for mother and baby. The goal is to ensure C-sections are performed when medically necessary while safely supporting vaginal birth whenever possible.

In 2023, Henry Ford Providence Novi Hospital reported a C-section rate of 32.4% among a targeted category of first-time mothers (NTSV-nulliparous, term, singleton, vertex). Through focused, evidence-based efforts, that number steadily declined to 31.1% in 2024. During the first 10 months of 2025, the rate dropped to 26.5%, which is below the Michigan average.

This remarkable achievement reflects the power of collaboration. A dedicated physician champion, along with the quality department and exceptional Nursing teams, worked together to implement meaningful changes, including:

- Identifying appropriate patients.
- Taking thoughtful pauses when delivery decisions fall into clinical gray areas.
- Supporting vaginal births through hands-on nursing interventions such as labor positioning and comfort techniques.

As a result of this teamwork and commitment to best practices, Henry Ford Providence Novi and Southfield Hospitals now maintain two of the lowest NTSV C-section rates throughout Henry Ford Health.



## Exemplary ICU CAUTI and CLASBI Rates

The Henry Ford Providence Novi Hospital ICU team achieved 580 consecutive days without a CLABSI and 949 consecutive days without a CAUTI. The Henry Ford Providence Southfield ICU team achieved an incredible 683 days without a CLABSI, and the CVICU reached 699 days CLABSI free.

These milestones reflect disciplined adherence to evidence-based CLABSI prevention bundles, relentless surveillance and a culture of accountability. Preventing CLABSIs and CAUTIs requires consistent adherence to best practices in line care, catheter management, hand hygiene, daily necessity assessments, and interdisciplinary collaboration.

These nursing and interdisciplinary teams are protecting patients every single day through consistency, vigilance and teamwork to ensure the highest standards of care.



*The Henry Ford Providence Southfield Hospital CVICU team, from left: Lisa Ott, BSN; Entisar Oraha, CNA; Delores Johnson, BSN; Riyam Razzoki, BSN; Brianna Roach, BSN; Sandra Lund, BSN; Neha Bhardwaj, MSN; Rachel Morrow, BSN; Ariel Wright, BSN; Kaylynn (Collin) Witting, BSN; Tanisha Wright, BSN; Jennifer White, BSN; Lana Abutaha, BSN; Vincent, Henry Ford Providence Southfield Therapy Dog and Certified Good Boy; and Miguel Dulay, BSN.*



*The Henry Ford Providence Southfield Hospital ICU team, from left: Alexandra Lackovic, BSN; LaNique Calhoun, BSN; Barbara Francois-Banks, BSN; Amanda Sierengowski, AND; Cynthia Olisakwe, BSN; Moshammad Khadiza, BSN; Larisa Kononov, BSN; Mikayla Benenati, BSN; Linda Denton, BSN; Molly Blank, BSN; Jordan Carlen, BSN; and Michael Kapanowski, BSN.*



*Henry Ford Providence Novi Hospital ICU team members.*

## Zero Hospital Acquired Pressure Injuries (HAPIs)

The following inpatient units achieved zero HAPIs in 2025:

- Henry Ford Providence Novi Hospital:  
3C, 4B, 4D, 5A, 5C, 5D, 6D
- Henry Ford Providence Southfield Hospital:  
3 South, 7 East, 7 West

Both hospitals exceeded the national benchmark for hospital acquired pressure injuries, demonstrating exceptional commitment to patient safety and quality care.



*Nursing team members on 5C at Henry Ford Providence Novi Hospital.*



*Nursing team members on 3 South, Henry Ford Providence Southfield Hospital.*



*Nursing team members on 7 East, Henry Ford Providence Southfield Hospital.*



*Nursing team members on 7 West, Henry Ford Providence Southfield Hospital.*

## Preventing Falls Keeps Patients Safe

Henry Ford Providence Novi and Southfield Hospitals recorded fall rates and falls with injury rates below the national benchmark in 2025. This outstanding accomplishment reflects a strong culture of safety and accountability across Nursing teams. The introduction of fall mats enhanced patient safety by reducing the risk of injury should a fall occur.



*Fall mats were implemented in all of the inpatient units at Henry Ford Providence Novi and Southfield Hospitals. The fall mat is an evidence-based tool that significantly decreases the risk of patient injury from falls.*



*The Unit 6C team celebrated 300 days without a patient fall.*





## Transformational Leadership

### Nurse Residency Program Graduates



*Nursing managers who completed the Nurse Manager Residency program are, from left, Megan Lahaie, BSN, RN; Shallene Moyer, BSN, RN; Marisa Chen, MSN, RN; Megan Fineis, BSN, RN; and Kayli Gandara, BSN, RN.*

### Water Safety Poster Presented at PrevCON

Vanessa Mier, BSN, RN, HNB-BC, presented a best practice poster about the American Red Cross Water Safety Program for children at the Safe Kids Worldwide 2025 PrevCON in National Harbor, Maryland. By sharing insights on behalf of the Trauma Service's Injury Prevention Program at PrevCON, Mier contributed to the broader national dialogue on child safety and reinforced the importance of collaborative, prevention-focused initiatives.



*Vanessa Mier, BSN, RN, HNB-BC, offered trauma service prevention information at Safe Kids Worldwide 2025 PrevCON.*

### Mass Casualty Incident Training

In November, a coordinated mass casualty incident (MCI) drill was conducted involving the City of Southfield Fire Department, OAKWAY Mutual Aid Partners and Henry Ford Providence Southfield Hospital. It simulated a multi-story residential fire with approximately 50 victims suffering traumatic injuries, burns and smoke inhalation.

Upon MCI activation, Emergency Department RNs assumed key leadership and operational roles within the hospital Incident Command, rapidly reallocating resources, initiating call-back procedures, and optimizing surge capacity. Nursing staff performed secondary triage, prioritized airway and trauma management, initiated critical interventions, and maintained real-time coordination with field Incident Command and Medical Control to ensure efficient patient distribution and throughput. RNs also supported interfacility transfer planning, bed management, and activation of the Family Assistance Center offering patient tracking, safety, and compassionate communication. The exercise demonstrated the Nursing team's essential role in translating Incident Command strategy into safe, reliable bedside care during high-acuity, high-volume events.



*Nursing team members demonstrated their essential role in translating Incident Command strategy into safe, reliable bedside care during high-acuity, high-volume events at the mass incident casualty drill.*





## Structural Empowerment

### TCAR Certification Enhances Critical Care Practice

Each year Henry Ford Providence Hospitals sponsor 10 of their nurses to complete trauma care after resuscitation (TCAR) certification. This advanced trauma education program is designed specifically for nurses who care for patients in the critical post-resuscitation phase. The course strengthens clinical decision-making, enhances recognition of subtle patient deterioration, and promotes evidence-based interventions during the high-risk period following initial stabilization. This initiative supports both professional development and patient safety, ensuring the PACU and ICU teams are equipped with the specialized skills necessary to deliver exceptional trauma care.

### These team members completed TCAR certification in 2025:

#### Henry Ford Providence Novi Hospital

- Jad Baki, BSN, RN
- Cyle Crisp, RN
- Melissa Ingersoll, RN
- Sarah McGrath, RN
- Allison Miller, RN
- Noreen Miller, RN
- Abigail Puscas, RN
- Jaynee Stoscup, RN
- Lisa Trevino, RN

#### Henry Ford Providence Southfield Hospital

- Amal Beydoun, RN
- Dania Bitar, RN
- Robert Dembinski, RN
- Denise Gaines, RN
- Sheridan Grzybowski, RN
- Michael Kapanowski, RN
- Catalina Mendoza, RN
- Nicolas Olsen, RN
- Stacey Randall, RN
- Samantha Shotwell, RN

### Trauma Nursing Core Course Strengthens ED Care

This year, Henry Ford Providence sent 18 Emergency Department nurses to the Trauma Nursing Core Course (TNCC). It's an intensive, nationally recognized program that equips ED nurses with a systematic, evidence-based approach to trauma assessment and intervention. Having a dedicated trauma team to coordinate and instruct this in-person course supports the ability to ensure all ED nurses have access to TNCC certification within one year of hire. This reinforces a culture of preparedness, accountability and high-quality trauma care.

## Critical Care Academy

In 2025, the Critical Care Academy was restructured to in-person classes.



### Summer Nurse Extern Program

The Summer Nurse Extern Program was a 12-week, hands-on learning experience where students worked alongside RNs at the bedside to gain real insight into the professional nursing role. This year, Henry Ford Providence Southfield Hospital retained eight of its 16 externs and Henry Ford Providence Novi Hospital retained 14 of 22 externs, highlighting the program's strong impact on recruitment and long-term talent development.



*Students nurse externs at Henry Ford Providence Novi Hospital.*

### Nursing Educators Fill Multiple Roles

Nurse Educators play vital roles in multiple functions, from welcoming new team members during site-specific orientations to preparing nurses for the acute care environment and supporting the ongoing development of the entire Nursing staff. Every day, Nurse Educators deliver engaging, effective learning experiences through a variety of formats including virtual and in-person classes, unit-based in-services, hands-on skills days and interdisciplinary lectures.



*Left to right: Sarah Authier, MSN, RN, Acute Care Educator, Henry Ford Providence Novi Hospital; Kevin Mammoser, BSN, RN, Critical Care Educator, Henry Ford Providence Novi Hospital; and Katelyn Williams, BSN, RN, LDRP Educator, Henry Ford Providence Novi and Southfield Hospitals.*

## Holistic Council Adds to Nursing Community Balance and Positivity

Through a variety of wellness events throughout the year, the Holistic Nursing Council provides an opportunity for Nursing team members to connect, share ideas, and seek opportunities for infusing holistic practices into daily care of themselves and their patients. A collaborative group, the council is comprised of nurses from Henry Ford Providence Novi and Southfield Hospitals, and is open to all disciplines interested in advancing holistic care practices.



*The Powerful Pumpkin Patch initiative invited team members to write what they are thankful for on pumpkin notecards that were then displayed on a large fall-themed backdrop. The display created a visual reminder of gratitude, positivity and community.*



*The Holistic Council creates poster presentations throughout the year to promote awareness of initiatives and highlight ongoing well-being efforts. These visual displays serve as an educational and engagement tool, keeping team members informed about available resources, upcoming events and the council's impact.*

## Wellness Walks

The Holistic Council organizes monthly Wellness Walks to promote physical health, stress reduction and team connection. The initiative supports overall well-being while fostering a culture of balance and community.



## Nursing Teams Celebrate Spirit Week

Nursing teams at Henry Ford Providence Novi Hospital celebrated Spirit Week in November. On one of the celebration days, nursing team members wore their Henry Ford Health apparel.



## Night Shift Council Celebrations

The Night Shift Council for Henry Ford Providence Novi and Southfield Hospitals aims to enhance the environment and morale for night shift employees. Each quarter the council organizes a fun event like Taco Fest.



*Henry Ford Providence Novi Hospital midnight shift team members celebrated Taco Night with Lynn Chiesa, MSN, RN, NE-BC, Chief Nursing Officer.*



*Henry Ford Providence Southfield Hospital midnight shift team members got into the spirit of Taco Night.*





The Community Engagement Team unit organized a holiday wreath competition, encouraging teams to showcase their creativity and holiday spirit by designing festive wreaths. This friendly competition fostered team engagement, camaraderie, and a sense of celebration throughout the unit during the holiday season.



Nursing team members at Henry Ford Providence Southfield Hospital supported the home team on Detroit Lions Spirit Day.

## Bring your Child to Work Day

On Bring Your Child to Work Day, team members introduce their children to the workplace where they learn about different roles, and engage in fun, educational activities.





## Thrive Wellness Innovators

The poker walk combines light physical activity with a fun, interactive game to promote overall health and wellbeing. Team members walked a designated route, collecting cards at various checkpoints, with the goal of creating the best poker hand.



Thrive Wellness Innovators include Jennifer Cassady, Director of Nursing, Medical Surgical-Telemetry Units, House Manager and Wound Care Team (left) and Ashton Austin, MSN, RN, HN-BC, Clinical Nurse Manager, SE/W: Neurology, Neurosurgery and Trauma.



The Thrive Wellness Poker Walk combined light physical activity with a fun, interactive game to promote overall health and well-being.

## Nurses Wings Honors Extraordinary Dedication

First created in May 2020, the Nurses Wings murals were designed to honor our nurses' extraordinary dedication during COVID-19 and to celebrate Nurses Week. Originally themed The Year of the Nurse, the murals quickly became a meaningful symbol at Henry Ford Providence Novi and Southfield Hospitals, inviting nurses to step in front of the wings, capture photos, and share moments of pride on social media. Each year the mural is refreshed with a new theme that reflects the spirit and resilience of the nursing teams.

## Celebrating Go Red for Women Day



Go Red Day at Henry Ford Providence Novi Hospital.



Go Red Day at Henry Ford Providence Southfield Hospital.

## Community Blood Pressure Screening

Henry Ford Providence Southfield Hospital hosted free blood pressure screenings for the community, helping residents stay informed and engaged in their health.

From left, Arlene Reyes, ACL, CVO, and Rowena Bautista, CVO, RN, Henry Ford Providence Southfield Hospital, provided blood pressure screening for members of our community.







## Hundreds of Community Members Benefit from Healthy Heart Day

In April, Henry Ford Providence Southfield Hospital hosted its 18th annual Healthy Heart Day, along with several other Henry Ford hospitals. The free event served 364 community members and included:

- BMI
- Blood pressure screening
- Blood glucose test
- An electrocardiogram (ECG)
- One-on-one consultation with a physician to review screenings and make recommendations.
- Stroke assessment
- Refreshments after their screening and consultation
- Patient education with community partners that included emergency physicians, Southfield police, dietetics/nutrition, stroke prevention and HAP insurance.



## Walking with NAMI to Raise Awareness of Mental Illness

Henry Ford Providence Southfield Hospital teamed up with the National Alliance on Mental Illness (NAMI), the largest grassroots nonprofit mental health organization in the United States. The team raised funds from family and friends to support them in the September 5K NAMI walk.



## Refresh & Retreat Stroke Camp Uplifts Stroke Survivors and Caregivers

The Neuroscience service line at Henry Ford Rochester Hospital and Henry Ford Providence Novi Hospital hosted a three-day "Peace, Love & Recovery" camp in partnership with Refresh & Retreat Stroke Camp. Held at the Faholo Conference Center, the event welcomed stroke survivors and caregivers from across the health system for an uplifting weekend of support, education and fun. With activities like music therapy, swimming, crafts and even a talent show, the experience offered space to heal, connect and celebrate recovery.



## Henry Ford Providence Southfield Hospital Community Health Fair

Stroke Coordinator nurses Michelle Davies, BSN, RN, and Jessica Banning, BSN, RN, participated in a Southfield Community Health Fair. They provided free blood pressure screening and education and stroke risk assessments.



## More than 500 Families 'Adopted' during Holiday Season

Team members at Henry Ford Providence Novi and Southfield Hospitals adopted more than 500 families, spreading joy and easing financial stress during the holiday season. The effort also fostered a strong sense of community, generosity and organizational support.



## Safe Sleep Grant Supports Portable Crib Program for Families in Need

The Trauma Services Injury Prevention Program received a grant from Cribs for Kids to help provide free portable cribs to families in need, reinforcing its commitment to keeping the community's youngest members safe. The funding will allow the program to distribute portable cribs to eligible families after they complete a safe sleep education training.



*Vanessa Mier, BSN, RN, HNB-BC, Injury Prevention Specialist, with one of the portable cribs provided to families in need through the Cribs for Kids program.*

## New Knowledge, Innovation, and Improvements

### Outpatient Center Opens New ORs

Two of the new operating rooms in the Henry Ford Providence Novi Hospital Outpatient Center have robot-assisted surgery capabilities. They are equipped with state-of-the-art integration that is paired with the XI robot. Since the first robotic case on Feb. 3, the rooms have been busy with robotic cases for general, gynecological and urologic surgeries. Along with two new significantly larger ORs, the pre-op and PACU were renovated and a beautiful new waiting room space was created.





## New Inpatient Unit at Henry Ford Providence Novi Hospital

The team at Henry Ford Providence Novi Hospital celebrated the opening of 3D as an inpatient unit, expanding capacity to meet growing patient care needs. It reflects the continued commitment to access, quality and excellence in nursing practice.



*3D team members from left: Rattan Nagi, DNP, Danielle Martinez, BSN, Michi Henney, BSN, Jennifer Abbott, BSN, Zahraa Alkhafaji, DNP, Heather Lynn, BSN, Wenaelle Francillon, BSN, Lauren Spagnoli, BSN, Lisa Myslinski, BSN, Victoria Grabowski, RN, Robin Hallam, RN, and Megan Fineis, BSN.*

## Henry Ford Providence Southfield Hospital Cath Lab Participates in Clinical Trial

The Henry Ford Providence Southfield Hospital Cath Lab advanced cardiac care this year by participating in a non-randomized, multicenter clinical trial to demonstrate the safety and effectiveness for the treatment of symptomatic, recurrent, drug-refractory paroxysmal atrial fibrillation (PAF) and persistent atrial fibrillation using both radiofrequency ablation and pulsed field ablation with one system. Now FDA approved, Abbott Volt is the only system that uses both radiofrequency and pulsed field energy for ablation.



*Back Row: Gwen Bond (Abbott); Steven Coutteau (Abbott); Dipak Shah, MD. Front Row: Sania Rahman, RCIS; Sara Mancani, RCIS; Candice Edillo, RN; Jessica Wrobel (Abbott); Kerry Leverage (Abbott); Nicole Griffor, RN.*

## Exceptional Door-to-Needle Times for IV Thrombolytic Administration

The Emergency Departments at Henry Ford Providence Novi and Southfield Hospitals outpaced the national benchmark door-to-needle time of 60 minutes for IV thrombolytic administration this year. Henry Ford Providence Novi Hospital's best time was 23 minutes. Henry Ford Providence Southfield Hospital's best time was 19 minutes. These milestones reflect the skill, dedication, and teamwork of our physicians, nurses, and interdisciplinary teams and underscore our system-wide commitment to delivering rapid, life-saving stroke care.



*Team members from the Henry Ford Providence Novi Hospital Emergency Department outpaced the national benchmark door-to-needle time for IV thrombolytic administration.*



*The Henry Ford Providence Southfield Hospital Emergency Department team reached a milestone time of 19 minutes for door-to-needle IV thrombolytic administration.*

## Professional Practice Amplified by New Journal Club

Recognizing the need to strengthen evidence-based practice at the unit level, Doug Kukiela, MSN, RN, initiated a Journal Club as a subgroup of the Unit Base Council at Henry Ford Providence Novi Hospital. Reading and discussion by the group led to the development of a research project that examines the beneficial impacts of establishing a Research and Professional Development Council within the Emergency Department. The framework provides structured support to guide nurses through the Professional Nurse Advancement Program and increases the awareness of professional organizations. This work strongly supports the Magnet® domain of New Knowledge, Innovation and Improvements by embedding research, scholarship and professional growth into daily practice.

## Exemplary Professional Practice

### Shared Governance

Nursing enhanced and expanded its shared governance model in 2025. The redesigned model incorporates all the components of a Magnet organization and focuses on elevating frontline nurse engagement in decision-making, advancing professional practice and supporting excellence in patient care and safety.

## Awards and Recognitions

### The Great Catch Award

The Henry Ford Providence Novi Hospital Great Catch Award recognizes team members who identify and report potential safety concerns before they result in harm. Hailey Marrero, BSN, RN, exemplified that commitment when she received the award for preventing a potentially serious patient identification error in the Emergency Department. The incident involved two patients with the same first name. Due to the shared first name and similar injuries, one was mistakenly taken to radiology for the CT scan intended for the other. Recognizing the discrepancy and trusting her clinical judgment, Hailey immediately contacted the Radiology team to report the error and clarify which patient required the CT. Because of her swift intervention, the patient was returned to the Emergency Department and the CT scan was performed on the intended patient. Both patients ultimately received the appropriate diagnostic studies and treatment, experienced no harm, and were safely discharged home. This event served as a powerful reminder that patient identification processes must be followed carefully at every step and that empowered nurses are essential safeguards within the system.



Hailey Marrero, BSN, RN

### 2025 Nightingale Awards Honorees

The Nightingale Awards for Nursing Excellence celebrate the achievements of nurses who demonstrate inspirational leadership traits and go above and beyond to deliver exceptional and quality nursing care.

#### Jennifer Carpenter, MSN, RN, Winner – Excellence in Executive Administration

Jennifer Carpenter, Director of Emergency Services at Henry Ford Providence Novi and Southfield Hospitals, is a transformative healthcare leader. She has served in many Emergency Department roles, including staff nurse, quality registered nurse, lean practitioner, nurse manager and director. Passionate about improving hospital throughput, patient safety and experience through innovative processes, her certification as a Lean Six Sigma Black Belt has provided an opportunity for her to lead all legacy Ascension hospital Emergency Departments through a journey to standardize these processes over the last five years. Beyond her hospital work, she is an active community leader, serving on the Board of Directors and Medical Control Authorities for Oakland County Medical Control Authority (OCMCA), Detroit East Medical Control Authority (DEMCA), and Health Emergency Medical Services (HEMS) for West Detroit. As Vice President of the OCMCA Board and former President of the HEMS Executive Committee, her leadership has had a significant impact on regional emergency medical services. She is deeply committed to advocating for the most vulnerable patients in the communities she serves.



Jennifer Carpenter, MSN, RN

#### Aisha Afana, BSN, RN, Winner - Excellence in Nursing Leadership

Henry Ford Providence Novi Hospital Emergency Department Clinical Nurse Manager Aisha Afana, BSN, RN, has more than 26 years of leadership experience, including in the Emergency Room and as a House Manager at legacy Ascension and Henry Ford Providence hospitals. Her clinical career accomplishments include having served as a clinical instructor, and working in the Oncology and Intensive Care Departments, in addition to the Emergency Room. She was also responsible for establishing the Clinical Decision Unit. Her passion for nursing allows her to focus on patient safety through the delivery of quality care. Aisha strives to ensure compassionate care and a collaborative culture, while maintaining the well-being of her team members.



Aisha Afana, BSN, RN

### Nightingale Award Nominees

#### Henry Ford Providence Novi Hospital:

- Alma Agulto, MSN, RN, CCRN-K
- Flora Dankha, BSN, RN
- Beth Peterson, ADN

#### Henry Ford Providence Southfield Hospital:

- Kristin Giesler, MSN, RN
- Leah Morgan, BSN, RN
- Caitlin Skebo, BSN, RN
- Alisha Reuland, RN
- Michelle, Niewiadomski, ADN, RN
- Lorinda Underwood, MSN, RN



## 2025 HOUR Detroit Nurse of the Year Finalist

HOUR Detroit Magazine introduced a new award celebrating the exceptional contributions of nursing professionals in metro Detroit. Matthew Mimnaugh, RN, from the CVICU at Henry Ford Providence Southfield Hospital, was recognized as one of the finalists.



*Matthew Mimnaugh, RN, was an award finalist for the first HOUR Detroit Magazine award celebrating nursing professionals. He attended the award program with his wife, Brittney Mimnaugh, BSN, RN, a nurse at Henry Ford Providence Novi Hospital.*

## 2025 DAISY Award Winners

### Henry Ford Providence Novi Hospital DAISY Award Winners:

- |                                 |                               |
|---------------------------------|-------------------------------|
| • Kelley Anderson, RN, CDU      | • Emily Asbel, RN, Swat/5A    |
| • Bishnu Bhattari, RN, 5B       | • Lorraine Biney, ADN, 5AB    |
| • Kamani Harris, RN, BSN, 3CD   | • Chelsea Matty, BSN, RN, ICU |
| • William Newman, RN, 4AB       | • Donna Slabach, ADN, RN, 4AB |
| • Robert Trillana, RN, 4AB      | • Megan Truran, BSN, RN, 4CD  |
| • Michelle Turner, ADN, RN, IHP | • Laura Watson, RN, 3CD       |

### Henry Ford Providence Southfield Hospital DAISY Award Winners:

- |                                      |                                  |
|--------------------------------------|----------------------------------|
| • Nazik Aliedani, RN, 5 West         | • Miguel Dulay, RN, CVICU        |
| • Corazon Lourdes Dulay, RN, 7 West  | • April Fuentes, RN, 6 East      |
| • Deveda Hill, LPN, 6 West           | • Simone Hubbard, APRN, MSN, IHP |
| • Shayna Marchione, BSN, RN, 3 Annex | • Ruben Maya, BSN, RN, CDU       |
| • Taegan Plezke, RN, ED              | • Katie Roukes, LPN, ED          |
| • Samantha Tarnopol, BSN, RN, 6 East |                                  |

## 2025 TULIP Award Winners

### Henry Ford Providence Novi Hospital TULIP Award Winners:

- |                           |                        |
|---------------------------|------------------------|
| • Ernest Carter, 5AB      | • Eian Gausden, 5CD    |
| • Tezreina Lewis, 3CD     | • Angel Matthews, 5AB  |
| • Nikki Paige, 3CD        | • Jazzmyne Rhodes, 5AB |
| • Stacie Senakiewich, 5CD | • Kristyn Smar, 5AB    |
| • Mia Testani, 5CD        |                        |

### Henry Ford Providence Southfield Hospital TULIP Award Winners:

- |                         |                                   |
|-------------------------|-----------------------------------|
| • Kenisha Cobb, IHP     | • Karima Samad-Davis, 4 West      |
| • Shonquese Davis, CDU  | • Bryanna Douglas, 3 South        |
| • Aaron Fisher, 7 East  | • Deidre Harshaw, 3 East          |
| • Tanya Hinton, CPCU    | • Carolyn Landers-Johnson, 4 East |
| • Alexis Leverette, CDU | • Medina Mathis, IHP              |
| • Destini Powers, ED    | • Mya Williams, 5 West            |

## Henry Ford Providence Novi and Southfield Hospital Awards

- Leapfrog Safety Grade A
- CMS 4 Star Rating
- 3 Star Designation for Cardiovascular Surgery
- Healthgrades Top 50 Hospital
- Healthgrades Top 100 Hospital – Cardiac Care, Neuro-Spine, Critical Care, GI
- U.S. News & World Report: Henry Ford Providence Southfield OB/Gyn ranked third in Michigan for quality outcomes
- Joint Commission – Maternal level of care
- Joint Commission – Triennial Accreditation Survey
- Beckers Hospital Review – America's 50 Best Hospitals
- Joint Commission Maternal Levels of Care Verification
- Joint Commission Comprehensive Stroke Survey Re-certification – Henry Ford Providence Novi Hospital
- Joint Commission Primary Stroke Survey Re-certification – Henry Ford Providence Southfield Hospital
- American College of Surgeons Adult Level II Trauma Center Re-verification – Henry Ford Providence Novi Hospital
- American Heart Association Get With the Guidelines Stroke Awards – Henry Ford Providence Novi Hospital: Stroke GOLD PLUS with Target Stroke Honor Roll Elite, Advanced Therapy and Target Type 2 Diabetes Honor Roll



*The Maternal Care team at Henry Ford Providence Novi Hospital, from left, includes Courtney Pinter, BSN, Melissa Hampton, BSN, Sarah Rutkowski, ADN, Yana Bringham, BSN, and Rachel Waisanen, ADN.*



*The Henry Ford Providence Southfield Hospital Maternal Care team, back row, from left: Cancion Dickinson, BSN, RN-IBCLC, Simcha Schreiber, BSN, RN, Rasha Jawad, M.D., Britni Sherfield, ADN, RN, Danielle Smith, ADN, RN, Rachelle Boulet, BSN, RN, and Allison Bauer, BSN, RN. Front row, from left: Reilene Eckert, BSN, RN, Joseph Prezzato, M.D., and Rowena Tiangco, ST.*



Learn more about [Henry Ford River District Hospital](#) and [Henry Ford Medical Center - New Baltimore](#).

# Henry Ford River District Hospital and Henry Ford Medical Center - New Baltimore

## A Message from our Administrator

Dear Nursing Colleagues,

As we look back on the year 2025, it is with the utmost respect and appreciation that I say thank you to the nurses at Henry Ford River District Hospital. The year brought challenges as every year does, and it was faced with the goal of patients first and always.

From bedside care, outpatient support and advocacy, the nurses who represent River District Hospital show up daily to demonstrate these attributes.



With gratitude and respect,

**Christine Tomaszewski, DNP, RN, ACNP-BC, ACNPC**  
Administrator  
Henry Ford River District Hospital  
Henry Ford Medical Center - New Baltimore



## Empirical Outcomes

### Emergency Department Milestone

In 2025, Henry Ford River District achieved a milestone with 8,000 Emergency Department visits.

## Structural Empowerment

### Car Seat Laws and Education

With support of team members, Henry Ford River District Hospital participated in the City of St. Clair Safety Town. Education on new car seat laws and two car seats for the event prize drawing were provided.

## Awards and Recognitions

### Hospital Awards Reflect Nursing Excellence

Henry Ford River District Hospital received two hospital awards, a reflection of our dedicated Nursing team members who ensure our facility and our patients are cared for in the same manner they would take care of their families and friends.

- Henry Ford River District Hospital received the 2025 Women's Choice Best Hospital award.
- Henry Ford River District Hospital was recognized as a CMS 5-star rated facility for cleanliness in Beckers.

### DAISY Award Winners

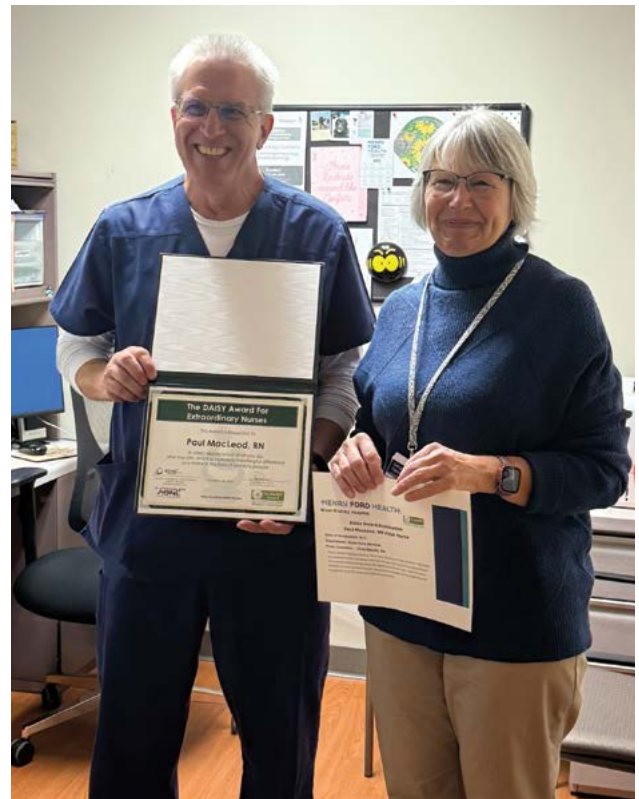
Kelly Sloane, RN, Acute Care Services, and Paul MacLeod, RN, Acute Care Services, received DAISY Awards in 2025.

Kelly Sloane, RN, was nominated for the DAISY Award by a patient: *"Just to watch her, you can see the love of her work. Kelly Sloane goes above and beyond. I am privileged to have been treated by such an exceptional person. She is an asset to this institution. If all health care workers were like her, the industry would be all the better for it. I will pray for Kelly S."*

Paul MacLeod, RN, was nominated for the DAISY Award by a colleague: *"Paul MacLeod, RN, is always helping everyone. He is never too busy to help someone. He knows if a coworker needs help before they ask. He just steps up to the plate whenever he's needed without being asked. We appreciate him so much. I bet he's never received an award or even thought about being rewarded but he deserves to be recognized for all the times he helps everyone here."*



DAISY Award recipient Kelly Sloane, RN, Acute Care Services (right), with Kelly Matthews, RN, Clinical Care Coordinator.



DAISY Award recipient Paul MacLeod, RN, Christine Tomaszewski, Hospital Administrator.



[Click here](#) or scan the QR code to learn more about Henry Ford Rochester Hospital.

# Henry Ford Rochester Hospital

## A Message from our Chief Nursing Officer and Vice President of Nursing

Dear Colleagues,

It is my honor to serve as the Chief Nursing Officer and lead a team of exceptional nurses whose dedication, resilience and compassion continue to inspire excellence across Henry Ford Rochester. I want to express my heartfelt gratitude for the unwavering commitment demonstrated by every member of our Nursing team. Your ability to adapt in an ever changing healthcare environment has a profound impact on the patients, families, and communities we serve.

It is truly a privilege to lead this remarkable team and captures the milestones, challenges and opportunities we embraced for growth and innovation. Through every shift, every patient interaction, and every collaborative effort, you upheld the highest standards of nursing practice. We have advanced quality initiatives, elevated clinical outcomes and continued to build a culture rooted in safety, compassion, and excellence.

Looking ahead, I am confident the future holds even greater possibilities to strengthen our care, champion best practices and foster an environment where every nurse feels supported, valued, and empowered.

Thank you for your extraordinary dedication and for the meaningful contributions you make each day.



Sincerely,

**Janay Tull, DNP, MSN, BSN, RN**

Chief Nursing Officer and Vice President of Nursing  
Henry Ford Rochester Hospital



## Empirical Outcomes

### Diligence in Prevention Reduces CAUTIs

Henry Ford Rochester Hospital is incredibly proud to recognize its exceptional Nursing teams on 5 West and in the Cardiovascular ICU for reaching over 1,400 days without a CAUTI (Catheter-Associated Urinary Tract Infection). This outstanding achievement reflects a deep commitment to patient safety, clinical excellence and team-based care. Sustaining zero harm for nearly four years speaks volumes about the culture these teams have built, which are grounded in vigilance, accountability and compassion.



*The Cardiovascular ICU Nursing team at Henry Ford Rochester Hospital. Back row, from left: Jason Weaver, Elizabeth Clark, RN, Zach Misiak, RN, Tyler Mascarin, RN, Kimberly Eckert, and Carolyn Maher, RN. Front row, from left: Shane Sluka, Andrew Molnar, Breanna Kaskie, RN, Rachel Wotring, RN, Jenny Gubler.*



*The 5W Nursing team at Henry Ford Rochester, from left: Matthew Hoppe, RN, Tonya Gjonaj, NA, Ginger Bejin, RN, Danelle Miller, RN, Kelsey Bonecutter, RN, Rachel Clauda, RN, Laura Squier, RN, Ashley Manna, RN, and Anna Grady, RN.*



*From left, Janay Tull, RN, Ginger Bejin, RN, Fran Borg, RN, Jason Weaver and Jenny Gubler celebrate 1,400 days without a CAUTI on 5 West and in the Cardiovascular ICU.*

### Catheter-Associated Urinary Tract Infection (CAUTI) Standardized Utilization Ratio (SUR)

From 2022 to 2025, the 7E Inpatient Rehab team reduced CAUTI SUR by 43%. This remarkable outcome reflects sustained commitment to best practices and patient safety.

The consistent downward trend is the direct result of the team's rigorous adherence to Foley catheter protocol, which addresses infection risk at insertion and throughout maintenance. Prior to any catheter placement, Nursing team members follow a strict straight-catheterization and toileting protocol to assess urinary retention and reduce unnecessary indwelling catheter use. When a Foley catheter is clinically indicated, the team prioritizes prompt removal, discontinuing use as soon as it is medically appropriate.

By targeting catheter management at insertion and throughout the duration of use, the 7E team demonstrated that disciplined protocol adherence carried out consistently over time produces meaningful and measurable improvements in patient outcomes.

### New Nurse-Driven Urinary Retention and Voiding Trial Pathway Success

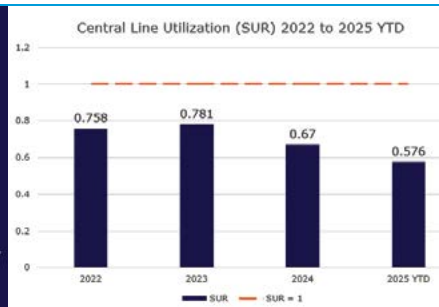
Henry Ford Rochester Hospital Nursing teams are taking a proactive, evidence-based approach to reducing catheter-associated urinary tract infections (CAUTIs) with the implementation of the Urinary Retention and Voiding Trial Pathway. This nurse-driven protocol empowers bedside nurses to systematically assess patients for urinary retention, guide appropriate catheterization decisions, and initiate voiding trials – all while minimizing unnecessary catheter use. By stratifying patients based on symptoms, risk factors, and bladder scan volumes, the pathway ensures indwelling catheters are used only when truly indicated and are removed as early as safely possible. This initiative reflects the commitment to patient safety, nursing autonomy and reducing preventable harm across our inpatient units.

## Central Line Utilization Below Target

Henry Ford Rochester's Hospital catheter standard utilization ratio (SUR) was below the current target of 1 and well below the Michigan average for 2025. A top priority for all leaders, improvement was achieved through collaboration between all team members. Additional benefits included a statistically significant reduction in line utilization and improved blood culture stewardship.

### Central Line Utilization

- SUR = Standard Utilization Ratio
- Less than 1 = less CL utilization than predicted
- Utilization hospital-wide is consistently lower than expected



## Infection Prevention in Action: Achieving Below-target C. Diff. SUR in 2025

Henry Ford Rochester Hospital finished 2025 below the C. difficile Standardized Unit Ratio (SUR) benchmark. It's a testament to the dedication and diligence of Infection Control and Nursing teams working in partnership.

At the heart of this success is a rigorous isolation auditing process led by the Infection Control team. Through consistent, hands-on auditing, they ensure supplies and protocols needed for effective C. diff prevention are always in place and compliant. Rather than simply tracking numbers from a distance, Infection Control practitioners deliver real-time, direct feedback to Nursing team members during each audit, creating immediate learning opportunities and fostering a culture of accountability at the bedside.

Transparency is a cornerstone of this work. Weekly compliance updates and targeted areas for improvement are shared across the Nursing team, keeping C. diff prevention top of mind and giving every nurse the information they need to make a difference in the moment.

This year, team members took a collaborative approach one step further by inviting Infection Control colleagues to present data directly to our Professional Nurse Council. This integration ensures prevention goals reach an even broader audience of Nursing leaders, deepening awareness and reinforcing our shared commitment to patient safety.

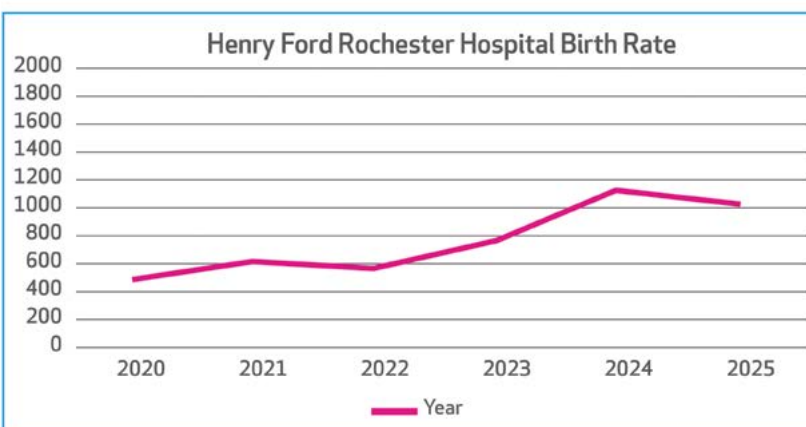
Our below-benchmark SUR rate reflects what happens when expert guidance, frontline engagement and consistent communication all work together. The unwavering commitment of Nursing and Infection Control team members are key to the program's success and to keeping patients safe.

## Wound Care Committee Prevents Hospital-Acquired Pressure Injuries

Pressure injury prevention is essential during hospitalization and requires a multidisciplinary approach. The Wound Care Committee is a nurse-led interprofessional decision-making group that includes membership from Nursing, Pharmacy, Physical Therapy, Respiratory Therapy, Transport Services, Nursing Leadership, and clinical nurses from various settings. The committee members meet monthly to review fall and pressure injury rates to identify opportunities for improvement, and ensure excellent nursing care and evidence-based practice to promote patient safety. Nursing interventions are key to early identification and prevention of pressure injuries.

## Growing the Number of Lives Served

The LDRP (Labor, Delivery, Recovery, and Postpartum) model can reduce stress and anxiety associated with childbirth. This type of maternity unit is designed for family-centered care and enables families to experience a home-like atmosphere which promotes a sense of comfort and normalcy during childbirth. Henry Ford Rochester Hospital recently expanded the Birthplace/LDRP unit adding seven private labor rooms equipped with birthing beds, personal fridges, 65-inch imagery televisions to facilitate relaxation, birthing balls, recliners, infant warmers, and equipment to care for baby immediately after delivery.



*The birth rate at Henry Ford Rochester Hospital rose from 500 births in 2020 to a peak of 1,100 births in 2024, demonstrating community need for expanded capacity for maternity and birth care.*



## Facility Departments in Motion

In 2025, several renovations were planned at Henry Ford Rochester Hospital to improve safety and modernize care spaces for patients and team members, including:

- **Emergency Department Behavioral Health Annex:** All five patient rooms will be updated with safer fixtures, improved sightlines from the nurse station and refreshed finishes. The restroom will be renovated with ligature-resistant fixtures and a relocated door for better access. Construction is planned for mid-April to mid-May 2026.
- **6 West Behavioral Health:** Renovations to enhance nurse station access control and safety are already complete. Phased enhancements scheduled for summer 2026 include replacing patient room doors with dual-swing models to reduce barricade risk, updates to restroom lighting and toilets and a relocated medication room with a pass-through window. These changes will address high-risk items identified in ligature risk assessments.
- **5 East:** Flooring, lighting, ceiling tiles, paint and nurse station furniture panels are being modernized to align with Henry Ford Health design standards. Construction is scheduled for May through June 2026.

## Transformational Leadership

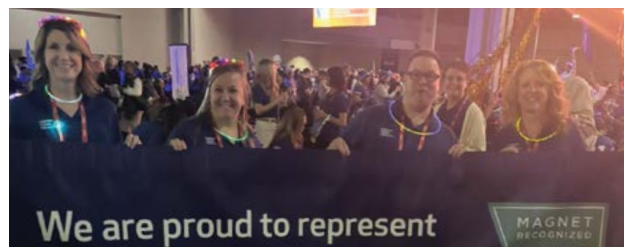
### Continuing the Journey to Magnet®

The Henry Ford Rochester Hospital Nursing team continued our journey to Magnet®, an exclusive designation bestowed by the American Nurses Credentialing Center (ANCC). The Magnet Recognition Program designates organizations worldwide where nursing leaders successfully align their nursing strategic goals to improve the organization's patient outcomes. It provides a roadmap to nursing excellence, which benefits the whole organization. Less than 10% of hospitals in the United States have achieved Magnet designation. Henry Ford Hospital in Detroit, Henry Ford Jackson and Henry Ford West Bloomfield Hospital are Magnet designated.

### Magnet GAP Analysis Completed

A milestone completed for Magnet journey and our first step of the GAP analysis was completed in 2025: Henry Ford Rochester Hospital identified Steve Wilkinson, RN, as Magnet coordinator and sent several Nursing leaders to attend Magnet boot camp in August.

Nursing leaders from Henry Ford Rochester Hospital and other Henry Ford Health hospitals attended the 2025 American Nurses Credentialing Center (ANCC) Magnet Pathway Conference in Atlanta in October. The conference allowed Nursing leaders to gain insights into achieving ANCC recognition, hear best practices and the latest nursing trends and network with other nursing leaders and peers.



Henry Ford Rochester Hospital Nursing leaders attended the 2025 American Nurses Credentialing Center (ANCC) Magnet Pathway Conference with colleagues from Henry Ford Health.



From left, Arlene Boelstler, RN, Steve Wilkinson, RN, Fran Borg, RN, and Janay Tull, RN, at the 2025 American Nurses Credentialing Center (ANCC) Magnet Pathway Conference.



Fran Borg RN, Arlene Boelstler RN, Janay Tull, RN, and Steve Wilkinson RN, at the 2025 American Nurses Credentialing Center (ANCC) Magnet Pathway Conference.

### Henry Ford Rochester Hospital's First Nurses Professional Development Day

The Professional Nurse Council held Henry Ford Rochester Hospital's first Nurses Professional Development Day in November. Event goals were to promote skill enhancement for nurses and highlight the importance of ongoing training, career growth and skill development to provide the best quality patient care and stay current with advancements in the field. Registered nurses from 6W, 5W, 5S and Nursing Education participated in research and evidence-based projects to support the event.



## Nurse for a Day Launches Quarterly

Launched in 2025, Janay Tull, RN, Chief Nursing Officer, designates one unit per quarter where she spends several hours shadowing. Nurse for a Day enables her to join nurses at the bedside, meet new team members and help resolve challenges in real time. "I enjoy getting to know our Nursing team members from different areas and look forward to more Nurse for a Day experience in the coming quarters," said Tull.



## Rochester Regional Chamber Area Leadership Program

House Manager Steve Wilkinson, RN, participated in Leadership Greater Rochester, the Chamber of Commerce's nine-month leadership development program. Emerging leaders develop their skills and community-mindedness. Participants have opportunities to meet local elected officials and community leaders and gain insight into the area's unique history, activities and economy.



Steve Wilkinson, RN, back row, sixth from left, was a member of the class of 2025 Leadership Greater Rochester program.



## Nursing Team Members Selected for Leadership Roles

Henry Ford Rochester Hospital advocates for organizational support for ongoing leadership development, focusing on mentoring and succession planning. This year, the following leaders have achieved leadership growth with new leadership roles:

- Jonathan Beltowski, RN, Assistant Nurse Manager, 5 East/5 South
- Kendra Bryan, RN, Clinical Nurse Educator, Emergency Department
- Eric Esper, RN, Nurse Manager, 7 East
- Micheal Gallo, RN, Assistant Clinical Manager, 6 West, Float
- Breanna Kaskie, RN, Nurse Manager, CVICU/ICU/SWAT
- Steve Wilkinson, RN, Magnet® Coordinator
- Rachel Wotring, RN, Assistant Clinical Manager, CVICU/ICU/SWAT





## Structural Empowerment

### Neuroscience and Stroke Program Commitment

The Neuroscience Service Line at Henry Ford Rochester Hospital hosted a three-day stroke camp in August in partnership with Refresh & Retreat Stroke Camp at the Faholo Conference Center in Grass Lake. The camp was open to all stroke survivors who received care at Henry Ford Rochester Hospital sites in southeast Michigan, with additional openings offered to members of the community who received stroke care with other healthcare organizations. Providing a safe space for survivors and caregivers to connect, they shared their challenges and celebrated their accomplishments through support sessions, educational panels, music therapy, rock wall climbing, swimming, crafts, a talent show and team games. Volunteers and attendees left camp feeling inspired and motivated to continue their recovery journeys.



## Honoring our Veterans

On Veteran's Day, Henry Ford Rochester Hospital team members and nurses honored and thanked colleagues who served in the United States Armed Forces. Veterans were recognized for their patriotism, love of country and willingness to serve and sacrifice for the common good.

**Henry Ford Rochester Hospital  
thanks you for your service!**

**HAPPY VETERANS DAY**  
HONORING ALL WHO SERVED

|                                |                             |
|--------------------------------|-----------------------------|
| Steve Flush, Navy              | Ray Suante, Army            |
| Ryan Gierman, Marines          | Shanon Glynquist, Air Force |
| James Dickie, Army             | Victor Gonzalez, Army       |
| Cynthia Redmond, Army          | Damon Hill, Marines         |
| Jon Ede, Marines               | Matt Miles, Army            |
| Robert Stratton, Air Force     | Matt Wollenweber, Navy      |
| David Saraceno, Army           | Maria Taylor, Navy          |
| Robert Shorek, Army            | Jacob Deguire, Marines      |
| Dr. Michael Donahue, Air Force | Damon Harrington, Army      |
| Dr. John Steele, Air Force     | Taylor Orzechowski, Army    |
| Jeff Davis, Navy               | Greg Hoffman, Navy          |
| Mark Givens, Marines           | Kyle Goschnick, Marines     |



*Henry Ford Rochester Hospital team members who are veterans were recognized on Veteran's Day.*

## National Nurses Week and Hospital Celebrations

In May, Henry Ford Rochester Hospital hosted Nurses and Hospital Appreciation Week. The celebration included tasty treats, a blessing of the hands, and for all team members, a celebration with food, musical entertainment and ice cream mid-week for day and night shifts.



*Nurses Week included blessings of the hands.*



*Sue Novack, RN, and Breanna Kaskie, ICU, showed off new technology.*

## Recognizing Certified Nurses Day

Henry Ford Rochester Hospital celebrated Certified Nurses Day in March, honoring our nurses who contribute to better patient outcomes through national board certification in their specialties. Pursuit and successful completion of a certification program shows dedication to excellence in nursing practice and a commitment to the communities we serve.

## New Knowledge, Innovation, and Improvements

### Nursing Goals Uphold Commitment to Excellence

Every year, Janay Tull, RN, Chief Nursing Officer and Vice President of Patient Care Services, establishes Nursing goals that align with the strategic plan and uphold the commitment to excellence in practices and care delivery. In 2025, goals included offering the Nursing Residency Program, redesigning a shared governance model, complete Magnet Gap analysis, and reducing CAUTIs and falls.

## Nurse Residency Program Supports New Graduates

Henry Ford Rochester Hospital participates in the Nurse Residency Program (NRP). Available for all nurses with less than 12 months of experience, the program offers a smooth and structured transition into clinical practice for new graduates. With an emphasis on professional development and experiential learning, the program aims to:

- Enhance confidence and competence in delivering high-quality, patient-centered care.
- Strengthen skills in evidence-based practice, patient safety, and quality improvement.
- Promote professional growth while fostering leadership development within the nursing profession.
- Provide a supportive environment to improve retention rates and enhance job satisfaction.

## Redesigned Shared Governance

Henry Ford Rochester Hospital Nursing leadership redesigned and implemented a shared governance model to help nurses better collaborate with their shared vision. It includes a Unit Governance Council for each inpatient and ambulatory care unit, a Professional Development Council, a Nurse Practice Council, and a Coordinating Council. Chairs were chosen for each council. The new model is designed to enhance decision-making processes, improve collaboration, and promote information sharing among various nursing departments.

## New Council chairs nominated in October

The Professional Nurse Council nominated and selected Elizabeth Gower, RN, for the role of Professional Nurse Council chair, Abby Slater, RN, co-chair, and Dawn Kasich, RN, secretary/treasurer. This group of frontline Nursing leaders are working toward developing a representative council which will advocate to improve Nursing standards, outcomes, and support nursing professional development at Henry Ford Rochester Hospital.

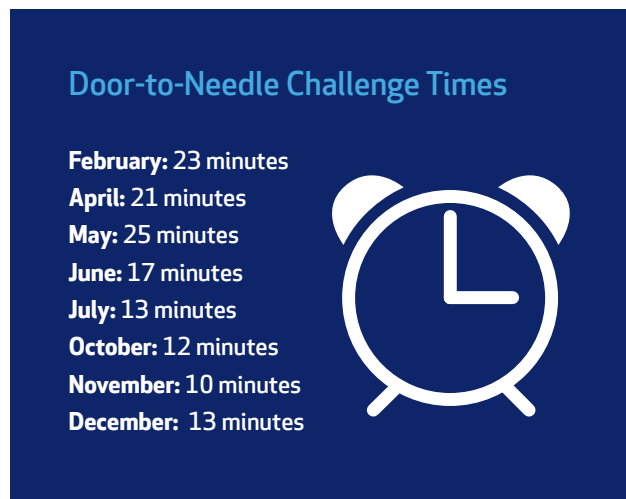
## Direct Bedding in the Emergency Department

Henry Ford Rochester Hospital strives to see patients quickly as they enter the Emergency Department. The hospital uses a “direct bedding” strategy which takes patients quickly back to the treatment area to be seen by physicians when beds are available. Clinical team members are at the front door in the waiting room as gatekeepers of this process, and supervisors monitor activity to ensure teams stay on task. Using the benchmark, “Door to Doc” (D2D) as a measure, mean times are less than five minutes. Our team members are proud of this initiative and improvements made to D2D times, which improve quality of care, efficiency, and patient satisfaction.



## Door-to-Needle Challenge Award

Henry Ford Rochester Hospital won the health system's Door-to-Needle Challenge 8 out of 11 times in 2025. Winning the award requires outstanding teamwork between nurses and physicians to ensure stroke patients receive lifesaving medication as quickly as possible. The hospital's primary Joint Commission stroke surveyor was impressed with the exceptional times achieved by team members.



## Exemplary Professional Practice

### Reaccreditation from Joint Commission

In February, Henry Ford Rochester Hospital completed its triannual survey from Joint Commission and was re-accredited for the next three years. This formal process is evidence that the hospital and Nursing team meet high quality and safety standards.



### Henry Ford Rochester Hospital Receives Maternal Levels of Care (MLC) Verification

The Birthing Center team at Henry Ford Rochester Hospital achieved a significant milestone in August by earning the prestigious Maternal Levels of Care (MLC) verification from Joint Commission. This accomplishment is a testament to the hard work, dedication, and expertise of the entire team that worked for months to ensure every aspect of documentation, collaboration, and safety standards were exceeded.

## Henry Ford Rochester Hospital Receives Corazon Accreditation

In November, Henry Ford Rochester Hospital received Cath/PCI accreditation from Corazon. Nursing team members are key contributors to the exceptional lifesaving cardiovascular care provided to patients and community.



### Improving Access to Care

In 2025, team members significantly reduced the number of patients who "Left Without Being Seen" from double to single digits, achieving the lowest rate in the health system. An essential part of this success is cooperation and coordination between the Nursing team and physicians.

### Press Ganey Scores Reflects Nursing Teamwork

Henry Ford Rochester Hospital Emergency Department and Inpatient Likelihood to Recommend (LTR) scores improved in 2025. Nursing teams implemented "committed to sit" and leadership rounding with every patient. Nursing communication, teamwork, bedside hand off and whiteboard communication were vital to achieving improvements.

### Recruitment and Retention Efforts Reduce Nurse Turnover

Nurse turnover decreased in 2025 after a Recruitment and Retention Committee assembled to focus on nurse engagement, satisfaction and retention. Nursing turnover is below the national benchmark average of 15.9%.

### Nursing Team Expands After On-site Job Fair

In May, an on-site job fair brought perspective Nursing team members to Henry Ford Rochester Hospital. At the event, Nursing leaders met and interviewed 26 candidates. Following the job fair, 12 nurses were extended offers to join the team.





## Partnership with Oakland University

Through a partnership with Oakland University, Nursing team members were able to complete their RN to BSN online in 12 months at a cost of \$9,995.

## Commitment to the Community

### Fifth Third Babies

May 3 (5/3) is an annual day of celebration for Fifth Third Bank, with community service and giving activities across the nation. In recognition, Fifth Third distributed care packages to local hospital labor and delivery units, including 10 Henry Ford Health hospitals. The packages included a \$1,053 voucher to open a 529 college savings account and appreciation gifts for Labor & Delivery nurses. The Labor & Delivery unit team members enjoy participating in events that give back to patients.



*Labor & Delivery Nurses on 5/3 with gift bags for Fifth Third babies.*

### Nurse leaders represented Henry Ford Rochester Hospital at the 44<sup>th</sup> Rochester Area Prayer Breakfast at Oakland University

Henry Ford Rochester Hospital team members, nurses and nursing leaders attended the 44th Rochester Area Prayer Breakfast in April at the Oakland University O'Rena.



*At the Oakland University Prayer Breakfast are, from left, Shannon Wojcik, Fran Borg, RN, Elizabeth Jackson, RN, Janay Tull, RN, Sheryl Wissman, M.D., Angie DelPup, Linda Yezzi, Daniel Cannon.*

## Team Members Meet the Community

Team members and leaders volunteered to represent Henry Ford Rochester Hospital at the Downtown Rochester Farmers Market on Saturdays and at Healthy Hikes from May through September, showing community support and involvement. Healthy Hikes are tailored for youth and adults, and include a brief health lecture followed by a nature hike with a Rochester naturalist through the hospital boardwalk.

## Henry Ford Rochester Hospital 2025 Annual Golf Classic

Nursing team members participated in the annual Golf Classic, held in June. The event raised funds to purchase new 3D imaging equipment for orthopedic, spine and vascular surgeries for the benefit of patients.



*Henry Ford Rochester nurses (second from left) Arlene Boelstler, RN, Fran Borg, RN, and Valeria Zimmerman, RN, were joined by a member of the community (far left), as they hit the links for the annual Golf Classic, held in June to raise funds for 3D imaging equipment.*

## Mangia é Bocce Ball Event Raises Funds for Babies

Benefiting our tiniest, most vulnerable patients, the 2025 Mangia é Bocce event supports critical equipment and monitoring needs for The Birthplace at Henry Ford Rochester Hospital. Held in October, funds raised enabled the purchase of new Panda warmers.

## Henry Ford Rochester Hospital Heart Healthy Screenings

Henry Ford Rochester Hospital hosted a free heart screening event in April. Almost 140 people were screened, and nearly 60 team members volunteered. Participants met with a physician for a 1:1 review of results from blood pressure screening, EKG, and BMI, blood glucose, heart risk and stroke assessments. Attendees also connected with representatives from the Call Center, Physician Health Organization (PHO), Henry Ford Medical Group and Cardiology, and made appointments for follow-up care. Volunteers also connected 14 attendees with primary care providers.



## Partnering with Local Colleges to Educate Future Nurses

Henry Ford Rochester Hospital offers nursing clinical rotations on multiple medical/surgical units, including Cardiology, Orthopedics, Inpatient Rehabilitation, Behavioral Health, and the Birth Center. Nursing students work alongside the nursing team, including nurses' aides, to learn, collaborate, and improve patient care. Henry Ford Rochester Hospital hosted over 520 nursing students in 65 clinicals in 2025 from 10 universities and colleges in southeast Michigan.

## Local Students Explore Careers in Healthcare

In April, 23 Romeo High School health sciences students visited Henry Ford Rochester Hospital to observe nurses on the job. This opportunity enabled them to learn more about careers in nursing from experienced nurses. Reports from the students were overwhelmingly positive.



Romeo High School health science students job shadowed Henry Ford Rochester Hospital nurses in a valuable career-exploration experience.

## Nursing Research

In 2025, the following Nursing research projects were in progress:

- Diabetic Footcare Examinations, by Andrea Ward Brooks, RN
- NTST Cesarean section reduction, by Amber Zimmerman, RN, and Florina Serban, RN
- Up DOS; Using IS; Using SCDs, by Julie Kress, NP, and Matt Wells, RN
- Back to Basics House Wide, by Diana Frasier, RN
- Fall Reduction CDU/6E, by Val Zimmerman, RN, and Diana Frasier, RN
- Early Mobilization in ICU, by Breanna Kaskie, RN, and Rachel Wotring, RN
- Monitoring Telemetry Equipment, by Michael Gallo
- CAUTI reduction, by Eric Esper, RN, and Heidi Greer, RN

## Awards and Recognitions

### 2025 DAISY Award Winners

- John Athanasiou, RN, 8 East ICU
- Heidi Greer, RN, 7 East Inpatient Rehab
- Molly Powers, RN, CVICU
- Kelsey Smith, RN
- Sejla Zalic, RN

Heidi Greer, RN, right, was recognized with a DAISY Award.



DAISY Award winner John Athanasiou, RN, center, with Mike Badali, Administrator, and Janay Tull, CNO.



From left, Breanna Kaskie, RN, ICU Manager; DAISY Award winner Molly Powers, RN; Janay Tull, RN, CNO; and Fran Borg, RN, Nursing Director.



Kelsey Smith, RN, was recognized with a DAISY Award.



DAISY Award winner Sejla Zalic, RN.

## Honey Bee Award Winners

- Randy Bowersox
- Julie Crimaldi
- Mitzi Zwiez

*Julie Crimaldi, right, was honored with a Honey Bee Award.*



*Randy Bowersox accepts the Honey Bee Award with the Environmental Services team.*

## 2025 Clara Ford Award Nominee

Clara Ford Awards for Nursing Excellence are bestowed annually upon seven Henry Ford Health nurses who are nominated by their colleagues. In 2025, James Arbaugh, RN, was nominated for this prestigious award.

## 2025 Nurses Week Awards

Each year during National Nurses Week in May, Henry Ford Rochester Hospital Nursing leadership selects nurses to receive special recognition. Nurses Week award winners for 2025 are:

- 2025 Nurse of the Year: Kurt Uebrueck, Rapid Response Team
- First Runner-up: Jessica Black, 5 South
- Second Runner-up: Megan Bauer, 5 South, and Megan Denis, 5 South
- Patient Care Technician of the Year: Liberty Chunn, 5 South
- First Runner-up: Glendale Thweatt, 5 West
- Second Runner-up: Taraneh Aram, Clinical Decision Unit
- DAISY Nurse Leader of the year: Kelly Grebik, 6W

## 2025 Nightingale Awards for Nursing Excellence

Nurses throughout southeast Michigan are presented with the Nightingale Award at Oakland University in May. Nominees from Henry Ford Rochester Hospital in 2025 were:

- James Arbaugh, RN, Manager, Operating Room
- Ginger Bejin, RN, 5 Manager, West
- Erica Boutorwick, RN, Clinical Coordinator, 4 South
- Lori Brannock, RN, Assistant Clinical Manager, Surgery
- Mary Favata, NP, Wound Care
- Angeliques Mattison, RN, Clinical Coordinator, Surgery
- Janay Tull, DNP, MSN, BSN, RN, Chief Nursing Officer/Vice President of Nursing

## Quality Expo Finalists

Three teams from Henry Ford Rochester Hospital were finalists in the 2025 Henry Ford Health Quality Expo:

- Catheter Associated Urinary Tract Infection Reduction: Turning the Tide through a Comprehensive and Multidisciplinary Approach. Jason Weaver, MPH, CIC; Jenny Gubler, MS, CIC, FAPIC, CPHQ; Nicole Nomides, MT(ASCP), MS, CIC, FAPIC
- An Initiative to Improve Patient Medication Understanding During Inpatient Stay Pharmacy Roles in HCAHPS Score Improvement. Cristina Blazer, Pharm.D., Transition of Care Pharmacist; Lindsay Schwalbach, Pharm.D., Director of Pharmacy Inpatient Pharmacy.
- Using a Multi-Prong Approach to Reduce Colon Surgical Site Infections (SSI). Jenny Gubler, MS, CIC, FAPIC, CPHQ, Infection Prevention and Control; Jill Skrzypczak, BSN, RN, Quality; Janice Martin, MSA, BSN, RN, Quality; James Rejc, MS, Director of Quality and Patient Safety; Jason Weaver, MPH, CIC, Infection Prevention and Control; Judy Caretti Rourke, MSA, BSN, RN, Director of Surgical Services; Nicholas Conte, MSN, RN, Nurse Manager; Alison Theisen, CRNA, MS, Anesthesia Supervisor; Dale Gonzales, M.D., Anesthesiology; Nicole Nomides, MT(ASCP), MS, CIC, FAPIC, Director, Infection Prevention and Control.

*Cristina Blazer, Pharm.D., Lindsay Schwalbach, Pharm.D., and Caitlin O'Malley, Pharm.D. student, Butler University, with their presentation, An Initiative to Improve Patient Medication Understanding During Inpatient Stay Pharmacy Roles in HCAHPS Score Improvement.*



*Jenny Gubler, MS, CIC, FAPIC, CPHQ, and Jason Weaver, MPH, CIC, Infection Prevention and Control, were Quality Expo winners.*





[Click here](#) or scan the QR code to learn more about Henry Ford Hospital.

# Henry Ford St. John Hospital

## A Message from our Chief Nursing Officer

Dear Henry Ford St. John Hospital Nursing Community,

I am pleased to have the opportunity to celebrate you with the 2025 Nursing Annual Report for Henry Ford Health. The year was filled with many accomplishments, recognitions, improvements in patient outcomes, gains in Nursing team members and infinite caring moments. The stories, pictures and recognitions within this publication have one thing in common – they reflect a community of Nursing team members with smiling faces who genuinely enjoy what they do, the people they work with, and being a vital and cherished part of the Henry Ford St. John Hospital family.

As we celebrate our successes, I cannot help but look forward to all that 2026 has to offer: our transition to Epic, an introduction to Magnet® designation and the perpetual journey to improved patient outcomes and zero patient harm.

Henry Ford St. John Hospital is a special place, made even more special by the community of nurses who care wholeheartedly about each other and the patients we serve. On behalf of the entire Nursing Leadership team, we are so honored and proud to work side by side with you. We cannot wait to see your accomplishments and the caring moments you will create in 2026 and beyond!



With immense appreciation and gratitude,

**John Onofrey, MSN, RN, AGACNP, Caritas Coach**

Regional Chief Nursing Officer – East Region

Chief Nursing Officer – Henry Ford St. John Hospital

# Empirical Outcomes

## Reductions in Central Line Associated Bloodstream Infections (CLABSI)

Clinical Nurse Specialist (CNS) and Infection Prevention (IP) continue to collaborate and round on central lines weekly and audited 1,487 central lines in 2025.

- Overall CLABSI bundle compliance increased from 83% in Q1 2025 to 87% in Q4 2025.
- The CLABSI SIR metric for reportable units decreased from 1.362 in 2024 to 1.111 in 2025. This decrease signifies that patient outcomes are improving with increased surveillance and compliance with prevention bundles.

## Neonatal Intensive Care Unit CLABSI Prevention Initiatives

By the end of the year, the Neonatal Intensive Care Unit (NICU) achieved a significant milestone by recording 463 consecutive days without a CLABSI. The NICU Team developed a comprehensive prevention bundle designed to minimize the risk of CLABSI. Strategies included:

- Providing ongoing education about line maintenance to team members.
- Enforcing strict hand hygiene practices throughout the unit.
- Assigning a peripherally inserted central catheter (PICC)-trained RN to conduct PICC rounds every 24 hours. During these rounds, the PICC-trained RN visually assesses the integrity of each dressing and evaluates the appropriateness of every central line in use.
- Collaboration and workgroup participation.

In addition, the NICU Team actively participates in Infection Prevention's Pediatric CLABSI/Methicillin-Resistant *Staphylococcus aureus* (MRSA) workgroup, further supporting efforts to prevent infections and maintain patient safety.

## Decreasing Central Line Utilization

This year marked the beginning of ultrasound-guided peripheral IV insertion classes for nurses. In February, the team implemented a peripheral norepinephrine policy to decrease central line utilization. As a result, the central line utilization ratio in the ICUs decreased from 0.718 in 2024 to 0.659 in 2025.

## Using Restraints Safely and Compassionately

Henry Ford St. John Hospital strives to provide high-quality, patient-centered care for individuals who require the use of restraints. The focus remains on safety, compassion and regulatory compliance. Whether restraints are applied for medical or behavioral reasons, the Nursing team uses sound clinical judgment to ensure the safety of both patients and team members.

Examples of key team approaches include:

- Evidence-based techniques to promote positive patient outcomes and team member safety
- Ongoing team member education, coaching and guidance
- Adherence to restraint policy and documentation requirements
- Reducing restraint use whenever clinically appropriate
- Implementing alternatives to restraints
- Ensuring the least restrictive measures are used
- Maintaining regulatory compliance
- Daily audits
- Strong leadership oversight and support
- Providing patient and family education
- Developing individualized, patient-centered plans of care
- Initiating behavioral care plans when indicated
- Promoting interdisciplinary teamwork.



## Pressure Injury Prevention Successes

The 4 ELL team achieved 365 days without a hospital acquired pressure injury (HAPI) in 2025. The high acuity of the patient population on 4 ELL adds to the significance of this accomplishment. Recognition is also a tribute to the late Delise Lyman, PCT, the 4 ELL Skin Champion for more than 20 years, for her dedication and unwavering passion to promote patient safety.

The 2 East Trauma Surgery team achieved zero HAPIs in 2025. The majority of patients on 2 East have ambulation deficits as a result of their injuries, and this team ensures repositioning and early ambulation as a vital part of their recovery. The 2 East team are stewards of nursing excellence, led by Katy Jakubek, BSN, RN, who has built a strong culture of vigilance, teamwork and patient-centered care as the unit manager.



Members of the 4 ELL team take pride in their work to reduce HAPIs.



4 ELL Nurse Leader Kino Anuddin, MSN, RN, CNN, HNB-BC, with the 4ELL unit's 365 Days without a HAPI certificate.

## Transformational Leadership

### Recovery Friendly Workplace

Under Nurse Practitioner Navneet Strickland's leadership, Henry Ford St. John Hospital earned the Michigan Recovery Friendly Workplace designation. This recognition reflects a commitment to a supportive, recovery-focused environment where every individual feels seen, supported and valued.



Henry Ford St. John Hospital is a Recovery Friendly Workplace.

### Emergency Department Leaders Round on 'Feel Good Fridays'

Leadership rounding through "Feel Good Fridays" provided opportunities to recognize partner units and strengthen relationships across departments. It's one way the Emergency Department (ED) prioritized workforce stability and interdisciplinary collaboration. The ED also experienced positive team member growth while maintaining a focus on engagement and retention through shared governance initiatives, recognition programs, and professional development pathways. These efforts contributed to a supportive environment that promotes teamwork, resilience and high-quality care delivery.

### New Leaders Named

Congratulations to new leaders who began their journey in 2025:

- Jacqueline Ouellette, BSN, RN, Manager for 1 East
- Abigail Coleman, BSN, RN, Manager for Nursing Support Services and Nursing Administration
- Christopher Erfourth, MSN, BSN, RN, Acute Care Nursing Director

## Structural Empowerment

### NICU Winter Wonderland

The NICU Winter Wonderland offered a warm and joyful atmosphere where families were invited to join in celebrations and create cherished memories during their infant's stays in the NICU. Babies, along with their loved ones, had the opportunity to dress up and participate in holiday-themed activities and even had a visit from Santa. The NICU team offered loved ones complimentary keepsake photographs of their infants, which serve as meaningful memories of this important time in their child's life.

### Pediatrics Hosts Halloween Reverse Trick-or-Treat Event

The Henry Ford St. John Children's Hospital Child Life Services Team's annual Halloween Reverse Trick-or-Treating event enables pediatric patients to remain in their patient room doorways while hospital team members dressed in costumes parade through the Pediatric and PICU units distributing treats. Monetary donations were designated to the St. John Foundation's "Child Life Services Fund." Lots of giggles and fun were had by all.

### Pediatric Services Benefits During the Season of Giving

Each year, Maddie's Toy Drive donations from the Oppenheimer family arrive in mid-December. Maddie was a patient at Henry Ford St. John Hospital, and received such great support from the nurses, doctors, and Child Life Specialists in the Activity Center that the family pledged to give back every year to supply the Activity Center with toys, books and puzzles.

Henry Ford St. John Hospital also received donations and generous financial support from the Racing for Kids Foundation, which uses the popularity of motorsports to focus public attention and funding on the healthcare needs of children. Racing for Kids is a longtime supporter of St. John Children's Hospital.



*The Racing for Kids Foundation's generous donation is appreciated by team members, patients and families.*

### 2025 Stroke Camp at Faholo Conference Center

Team members volunteered at a three-day Stroke Camp in Grass Lake in honor of stroke survivors and caregivers. Team members set up for campers, collaborated during breakout sessions, painted nails, gave paraffin wax treatments and face masks, and entertained and danced around the campfire.



*Team members helped give stroke survivors a fun and relaxing camping experience.*

### National Alliance on Mental Illness Walk

In September, nurses from Henry Ford St John Hospital joined nurses and team members from Henry Ford Rochester Hospital for a National Alliance on Mental Illness (NAMI) walk. National and state NAMI organizations provide mental health governance, public education and political advocacy. At the local level, NAMI chapters also assist people in obtaining mental health resources, scheduling and administration NAMI programs, and hosting local meetings and events for NAMI members. The teams from both hospital Behavioral Health Units raised money and walked together to support this organization, which assists their patients outside of the hospital setting.

### Promoting Self Care at the 'Power of Pink'

The "Power of Pink" is a free health fair focused on breast cancer prevention and treatment that includes mammograms in the Henry Ford Health Mobile Mammogram Screening Center, interaction with Henry Ford Health physicians and professionals who work in the Van Elslander Cancer Center, and mingling with local vendors who aim to make cancer experiences a little brighter. This was the second year the Integrative Practice Nursing Team was invited to host a Holistic Nursing self-care table to support those who have been impacted by breast cancer.



*Alison Leitch, BSN, RN, shows off some of the self-care items the Henry Ford St. John "Power of Pink" table.*



## Exemplary Professional Practice

### Professional Nurse Council Drives Collaboration Across Departments

The Professional Nurse Council played a pivotal role in increasing cross-departmental collaboration, enhancing experiences for patients and team members. By partnering with Lab, Pharmacy, and Central Supply, the council successfully helped streamline clinical workflows, reducing delays in care and ensuring essential supplies were readily accessible for bedside caregivers. The council's ongoing work with the Bed Desk team is focused on improving patient throughput while keeping patient experience and safe patient bed placement processes a priority. A partnership with Food and Nutrition led to the creation of menus in multiple languages, fostering a more inclusive and culturally sensitive patient experience. By working closely with Security, the Professional Nursing Council continues to share their voice, leading to safety enhancements in the workplace for team members, patients and visitors.



*The Professional Nurse Council is led by (seated, from left) Advisor Alison Leitch, BSN, RN, Secretary Courtney Schwartz, Co-Chair Emily Smith, and Chair Melanie Milford.*

### Healing with Heart and Spirit: The Holistic Nursing Intensive Program

After pausing the program in 2022 due to organizational structure changes, the program welcomed back nurses for Cohort 12 in 2025. The Holistic Nursing Intensive program empowers nurses to blend clinical excellence with the “heart and spirit” of care, directly aligning with Henry Ford Health’s core mission and values. Through deep exploration of the philosophy, theories, and standards of holistic practice, the curriculum provides a transformative professional development path that prepares participants for board certification through the American Holistic Nurses Credentialing Corporation (AHNCC).

This initiative nurtures the caregiver’s wellbeing and elevates the standard of patient care through a comprehensive, whole-person approach. Cohort 12 was the first group to participate in a new reflective and fun process to choose a unique name for their cohort, helping describe the essence of their community: Healing with H.I.P.E (Heart, Intuition, Presence & Empathy).



*The Holistic Nursing Intensive Class of 2025 at commencement.*

### Finding Joy in the Workplace

Through this series of workshops, participants are invited to take time for themselves to reflect, renew, and grow as they explore concepts and tools that can be used every day to support their health and wellbeing – body, mind and spirit. This program is open to all team members.

### Holistic Nursing Conference Empowers Nurses

“Healing the Heart: Reawakening the Light Within,” was the theme for the 14th Annual Holistic Nursing Conference. More than 100 people participated in an exploration of trauma-informed care and personal resilience. By focusing on the cultivation of inner strength, the conference empowered attendees to return to their practice with a revitalized spirit and the tools necessary to foster healing for themselves and their patients.



*The 14th Annual Holistic Nursing Conference drew more than 100 participants.*



*The 2025 Annual Holistic Nursing Conference Planning Committee members, from left, Kino Anuddin, RN; Ashton Austin, MSN, RN, HN-BC; Debra Wayne, BSN, RN, NPD-BC; Alison Leitch, BSN, RN, HNB-BC, IAC, HTP-A; Felicia Wallace, MSN, FNP-BC, APHN-BC, RN-BC; Erica Brenckle, RN, BSN, HNB-BC, HMCT; Brook Grzadzinski, RN; and Phoenix Danvers, ABA, RMT.*

## Heart Coaches Foster Therapeutic Connections

As a Distinguished Affiliate of the Watson Caring Science Institute, the Heart Coaches represent a powerful synergy between Caritas Coaches and HeartMath Certified Trainers dedicated to elevating team member resilience and the human experience. By merging the philosophical depth of Caring Science with the physiological research of the HeartMath Institute, these nurses serve as vital role models in fostering authentic, therapeutic human connections. Together, they promote and develop initiatives focused on human caring that empower caregivers to sustain a culture of compassion for patients, team members and the community.



*The Heart Coaches group brings together the ideals of Caritas Coaches and HeartMath Certified Trainers.*



*As Distinguished Affiliates of the Watson Caring Science Institute, the Heart Coaches team had the privilege of one-on-one time with Dr. Jean Watson, Founder and Director of the Watson Caring Science Institute, developer of Unitary Caring Science, The Theory of Human Caring and 10 Caritas Processes®.*

## Leading with Gratitude

The Integrative Practice Nursing Team led activities celebrating World Gratitude Day. The goal was to increase awareness of the benefits of gratitude by inviting messages of thankfulness posted in a "Gratitude Pumpkin Patch" at the Café and through a display in the hospital's main hallway.



*Members of the Integrative Nursing Practice team – Alison Leitch, BSN, RN, HNB-BC, IAC, HTP-A and Kimberly Foster, MSN, RN, HN-BC, HWNC-BC, HMCP, show off the World Gratitude Day display case.*



*Henry Ford St. John team members shared what they are grateful for in the Gratitude Pumpkin Patch.*

## Recognition and Team Building in the Emergency Department

The Emergency Department prioritized celebrating the contributions of Nursing team members through both formal recognition and team-building initiatives. During Emergency Nurses Week, Brad O'Shell, RN, was honored as Emergency Department Nurse of the Year, reflecting the clinical excellence, collaboration and compassionate care that define nursing culture.

The department also introduced new initiatives focused on team engagement and recognition, including monthly newsletters highlighting achievements, peer recognition awards tied to core measure performance and expanded celebration activities during Emergency Nurses Week with games, meals and appreciation events. Shared Governance played a key role in strengthening team connections by implementing incentive-based recognition programs and organizing team-building events, including outings at Blake's Cider Mill and a Detroit Red Wings hockey game. These efforts foster a culture where nurses feel valued, supported and connected, strengthening retention, morale and teamwork.



## Emergency Department Advancements

The Emergency Department (ED) strengthened its commitment to clinical excellence through expanded education and professional development opportunities. Leslie Ancona, BSN, RN, transitioned into the ED Nurse Educator role, leveraging her bedside experience to enhance onboarding, skill development and advanced training access.

Educational initiatives included expanded certification opportunities such as TNCC, ENPC, ultrasound-guided IV placement and intraosseous insertion training. The department also reintroduced ED theory education sessions to support new and experienced nurses in maintaining advanced emergency care competencies. These efforts reflect a strategic investment in growing clinical expertise, empowering nurses through mentorship and supporting lifelong learning within emergency nursing practice.

## Pediatric ED Specialty Care Development

In 2025, the Emergency Department advanced pediatric readiness by establishing two Pediatric Emergency Care Coordinator (PECC) roles. Nurses in these positions focused on strengthening pediatric-focused workflows, education and clinical preparedness. The pediatric emergency team continued to expand specialty expertise, including certification achievements such as Certified Pediatric Emergency Nurse (CPEN). Pediatric nurses also collaborated with the pediatric bereavement committee, supporting compassionate care initiatives for families experiencing loss.

## New Knowledge, Innovation and Improvements

### Stroke Team Successes

The stroke team was heavily engaged in process improvements throughout Henry Ford St. John, including a direct-to-CT initiative in the Emergency Department. This team-based approach was initiated in July 2025 to improve door-to-CT times and door-to-reperfusion therapy for acute strokes. The initiative helped reduce the door-to-CT time from a median of 25 to 12 minutes. This project was highlighted at the Henry Ford Quality Expo and was among the top 30 submissions. It also was presented at the Henry Ford Health Nursing Research Symposium. In addition, Henry Ford St. John won the Door-to-Needle Challenge in August with an impressive time of 19 minutes, and again in December with a time of 41 minutes.

## Admissions Discharge Unit Improves Throughput

The Admission Discharge Unit made great strides in increasing throughput for admitted patients. The purpose of the Admission Discharge Unit is to more efficiently move patients throughout the hospital. Discharged patients are transferred to this unit, allowing admitted patients to transfer to their inpatient bed sooner. For 2025, there were 3,502 admissions to the Admission Discharge Unit, 495 of them from the Emergency Department.

## IV Team and Pediatrics Collaborate

In 2025, the IV team successfully placed PICCs in 22 pediatric patients. The expertise of this team is appreciated by patients and their families, as well as their pediatric team member colleagues.

## Emergency Department Nurses Lead Multiple Initiatives

Emergency Department (ED) nurses led multiple initiatives focused on improving safety, efficiency, and evidence-based care delivery:

- Implementation of the PIVO™ needle-free blood collection system improved patient experience while supporting workflow efficiency and reducing contamination and needlestick risk. After implementing the PIVO blood sample device, blood culture contamination rates were reduced by an average of 8%.
- During the respiratory viral surge season, ED nurses and providers collaborated to design a streamlined testing and discharge callback algorithm that reduced Emergency Department length of stay by approximately one hour while maintaining safe follow-up processes.
- The department implemented a Nursing-driven direct-to-CT workflow for suspected stroke patients, achieving door-to-CT times under 10 minutes. Additional quality initiatives included the launch of structured peer review meetings focused on collaborative chart review, identifying improvement opportunities, and strengthening clinical practice consistency.

## Enhancing Care for Dialysis Patients

The Dialysis Department upgraded its water room with state-of-the-art equipment to ensure water purity for their patients.

## Presentations and Publications

- Karrah Lambert, MSN-ED, APRN, AGCNS-BC, ACHPN, OCN, CNS, and Heather Swaenepoel, MSN, APRN, ACCNS-AG, CCRN, led CLASBI prevention through daily audits and weekly rounding in ICUs. They presented a poster at MSU Practice Day in Lansing in May.
- Mark Johnson, BSN, RN, CCRN-CMC-CSC; Kyle Moritz, BSN, RN, CCRN-CMC-CSC; Abbie Tuomisto, BSN, RN, CCRN-CMC-CSC; and Marisa Szydlowski, BSN, RN, presented their poster, Efficacy of a Collaborative Medication Record (MAR) During Charting Downtime, at the September Henry Ford Health Nursing Research Symposium.
- Alysia Stewart, RN, and Heather Swaenepoel, MSN, APRN, ACCNS-AG, CCRN, received 10th place at the Henry Ford Health Quality Expo in October for their poster, Improving Patient Outcomes: Preventing Pneumonia-Related MRSA Bacteremia through a Multidisciplinary Approach.
- Andrea Yadon, BSN, RN, presented Rebuilding Readiness: A Post-Covid Orientation Framework for Surgical ICU Nurses, Henry Ford Health Quality Expo, October 2025.

## Awards and Recognitions

### ECMO Team Recognized for Excellence

Henry Ford St. John Hospital was awarded the Extracorporeal Life Support Organization (ELSO) Center of Excellence – Silver Status, a prestigious recognition that reflects the exceptional collaboration, innovation, and expertise of the ECMO program. Since its launch in 2019, the program has rapidly evolved into a high-volume mobile cannulation service, built on a strong interventional cardiology-based model and supported by a primary percutaneous cannulation program. This integrated approach, paired with a nursing-based specialist care model, has driven excellent clinical outcomes and helped save the lives of more than 100 patients. Highly trained Nurse ECMO Specialists complete advanced education in cannulation strategies and provide expert bedside care for some of our most critically ill patients. Working closely with interventional cardiology, the team travels to multiple centers to initiate ECMO support, perform percutaneous cannulation and safely transport patients, delivering seamless, high-acuity care across settings.

### Baby-Friendly Designation

Henry Ford St. John Hospital has achieved its third designation as a Baby-Friendly USA (BFUSA) institution, a recognition earned every five years since 2014. This accomplishment reflects the hospital's ongoing commitment to supporting optimal infant feeding practices and providing high-quality maternity care. The hospital's Baby-Friendly Task Force played a pivotal role in this achievement by diligently preparing for the onsite assessment and submitting all required quality improvement documentation and data.

### Joint Commission Maternal Levels of Care Verification

The Birthing Center achieved Joint Commission Maternal Levels of Care Level III Verification in 2025. This accomplishment reflects successful completion of all required standards and aligns with national efforts to reduce maternal morbidity and mortality through standardized levels of care. In Michigan, this verification is supported through a state-funded grant administered by the Michigan Health & Hospital Association. This achievement is the result of significant preparation and dedication by Birthing Center leadership and team members in advance of the site survey.

### Health Care Heroes Award

Congratulations to Navneet Strickland, DNP, FNP-BC, AP-PMN, ONC for winning the prestigious Health Care Heroes awards from *Crain's Detroit Business*. Recognized for her leadership, innovation, and unwavering commitment to advancing equitable health care, her work continues to make a meaningful impact across Detroit and beyond. As a nurse practitioner, researcher, and advocate, she has championed improved pain management practices, addressed disparities affecting marginalized populations, and led community-centered initiatives, including efforts to combat opioid overdoses through accessible naloxone distribution. Her scholarship and service reflect a deep commitment to transforming systems of care while uplifting the communities she serves. This recognition highlights her professional excellence, visionary leadership, compassionate advocacy, and dedication to service, research and advancing the nursing profession.



*Navneet Strickland, DNP, FNP-BC, AP-PMN, ONC, seated with award, was congratulated by colleagues after winning the Health Care Heroes award from Crain's Detroit Business.*



## DAISY Award Winners

- Janet Dulecki, RN – CDU
- Michelle Kelley, RN, ADN – Birthing Center
- David Louwers, RN – IV Team
- Robert McCarty, RN – 4 North
- Kendra Milantoni, RN – Pediatrics
- Lisa Minjoe, BSN, RN, HN-BC, HMCT, Caritas Coach – 4 East
- Aaron Murray, RN – Float
- Ramases Patterson, RN – SICU
- Abigail Randolph, BSN, RN – Pediatrics
- James Slinker, RN – VECC Infusion Center
- Danielle Vanthomme, RN – Emergency Department
- Veronica Walters, BSN, RN – 7 North

## DAISY Team Award – NICU

The NICU Team was nominated by the patient's family, who wrote: "To say the nurses went above and beyond their normal job duties would be the understatement of the century. They provided us with a comfort that no one else really could because they knew what we were going through and they chose to provide us with that comfort. We did not know anyone else in our situation. I know their job descriptions might say, 'Give the patients and the patient's family dignity and respect, empathy and compassion.' I doubt it says, 'Give your patients and the patient's family compassion, care, empathy, and love you would give to your own child or family.' That is a choice someone makes that requires sacrifice. As a clinical social worker, and my wife as a teacher, we understand vicarious trauma. We know what the nurses sacrificed to give us that level of care and comfort. For that we are forever grateful."



*The NICU Team displays its DAISY Team Award banner.*

## DAISY Nurse Leader Awards

Four nurses received DAISY Nurse Leader awards in 2025:



*Addison Andonoff, BSN, RN –  
2 East Clinical Coordinator*



*Katy Jakubek, BSN, RN –  
2 East Clinical*



*Grace Thomas, BSN, CRRN –  
3 East ACL*



*Jessica Willmer, MSN, RN,  
RNC-OB, C-EFM,  
Clinical Nurse Leader*

## The Rinke Award

The Michael David Rinke Award was established in 1989 by the Roland Rinke family in gratitude for the excellent nursing care given to their son, Michael David Rinke, during his lifetime. The purpose of this award is to recognize an outstanding member of the professional Nursing team at Henry Ford St. John Hospital. The recipient receives a scholarship to be used for educational professional development. This year's winners were Alison Leitch, BSN, RN, HNB-BC, IAC, HTP-A, Caring Science & Holistic Nurse Navigator and Andrea Yadon, BSN, RN, Unit Educator, Surgical Intensive Care Unit.



*Alison Leitch, BSN, RN, HNB-BC,  
IAC, HTP-A, Caring Science &  
Holistic Nurse Navigator*



*Andrea Yadon, BSN, RN,  
Unit Educator, Surgical  
Intensive Care Unit*



[Click here](#) or scan the QR code to learn more about Henry Ford West Bloomfield Hospital.

# Henry Ford West Bloomfield Hospital

## A Message from our Vice President and Chief Nursing Officer

Dear Nursing Colleagues,

This past year, I have become even more inspired by the dedication of our Nursing team at Henry Ford West Bloomfield Hospital. Your commitment to excellence, innovation, and compassionate care elevates the experience of every patient. Whether at the bedside, in interdisciplinary collaboration, or leading improvement initiatives, you demonstrate the strength and heart of our profession. Thank you for the remarkable impact you make each day and for the pride you bring to our organization and community.

This year has been marked by achievements that reflect our collective focus and hard work. We had a successful triennial Joint Commission survey and completed our Thrombectomy-Capable Stroke survey with strong results. We renewed our NICHE™ Exemplar Member status and earned Leapfrog “A” Safety Grades in spring and fall, achieving nine consecutive “A” ratings. Our teams were recognized internally at the Quality Expo and externally at Magnet® conferences. Numerous nurses earned certifications and awards demonstrating professional excellence.

I am deeply proud of and grateful for this nursing team. Through your skill, compassion, and commitment, we raise the bar for patient care and create meaningful experiences for all. Our achievements reflect your dedication, and I cannot wait to see what we will continue to accomplish together.



Sincerely,

**Stefanie Roberts Newman, DNP, MSN, RN, NEA-BC**

Regional Chief Nursing Officer, West Region, Henry Ford Health

Chief Nursing Officer and VP, Patient Care Services, Henry Ford West Bloomfield Hospital



# Empirical Outcomes

## MICU Team Excels in Patient Satisfaction

In 2025, the Medical Intensive Care Unit (MICU) team achieved a nearly 12% increase in its Press Ganey Likelihood to Recommend top-box scores compared to the previous year. This extraordinary performance places the MICU in the 96th percentile nationwide, meaning their patient satisfaction scores surpass those of 96% of similar units across the country. This milestone is a testament to the team’s unwavering commitment to providing compassionate, high-quality care to patients and their families during critical moments. Several other units also demonstrated notable improvements in patient satisfaction scores, including the Cardiac Progressive Care Unit (3C), 2 General Practice Unit (GPU), and the Surgical Intensive Care Unit (SICU), with increases ranging from 2% to 6% over the previous year. These accomplishments underscore the teams’ collective commitment to enhancing the patient experience across the organization.

## Innovating Best Practices for Pressure Injury

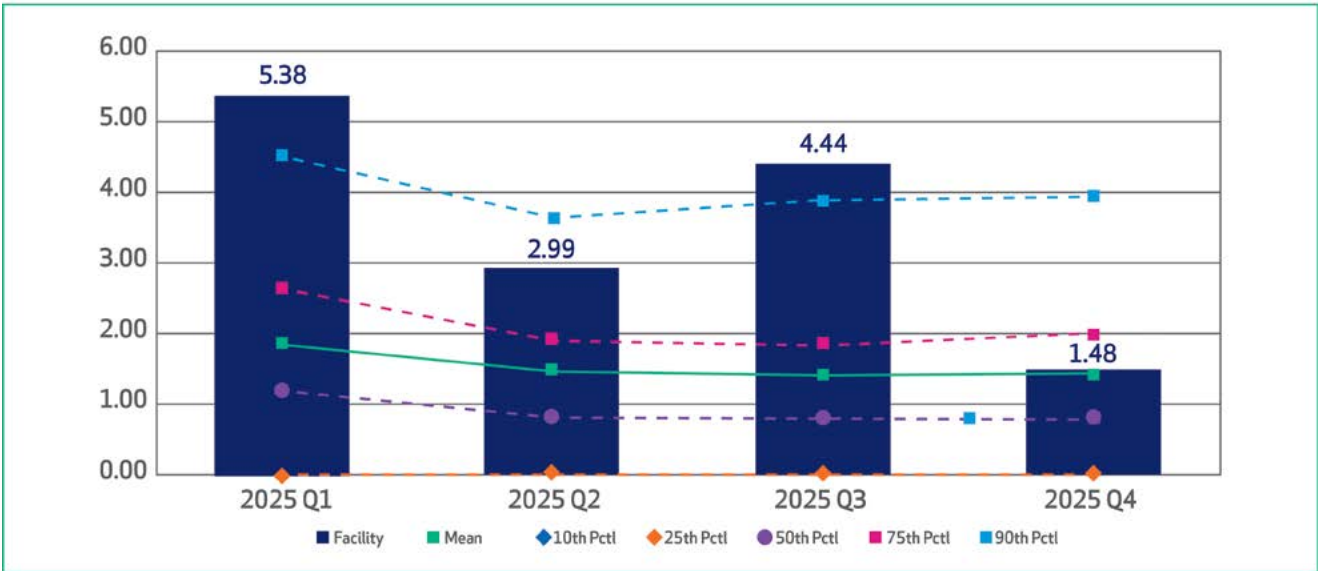
A significant challenge faced by bedside nurses was the subjective and often inconsistent staging of pressure injuries. To address this issue, Cathleen McCloskey, MBA/HCM, BSN, RN, NE-BC, and Sara Glowzinski, MSN, RN, ACNS-BC, TCRN, initiated a pilot project using photos taken with smart phones to establish an objective, visual record of wounds.

In partnership with Nursing Informatics and Information Technology, nurses were provided with hospital-issued smart phones integrated with the Epic electronic health record system. This integration enabled secure photo capture and direct attachment of images to patient charts. To ensure the project’s success and uphold patient privacy, comprehensive guidelines were developed for obtaining consent and taking the photos. Training was provided to all participating nurses. The initiative demonstrated significant improvements across several areas:

- **Improved accuracy:** Wounds were identified earlier and staged with greater precision upon admission, enabling timely and appropriate interventions.
- **Enhanced patient outcomes:** Implementing timely and accurate preventative measures resulted in a notable reduction in hospital-acquired pressure injuries.
- **Better communication:** Visual documentation strengthened care team communication and collaboration, including wound care specialists, ensuring more cohesive care.
- **Successful expansion:** Due to the success of the pilot program success, the project was successfully expanded to additional units across the hospital.

This initiative has proven to be a high-impact, cost-effective solution to a longstanding clinical challenge. Its success was recognized on a national stage when it was showcased at the 2025 Magnet® Conference in Atlanta, Georgia.

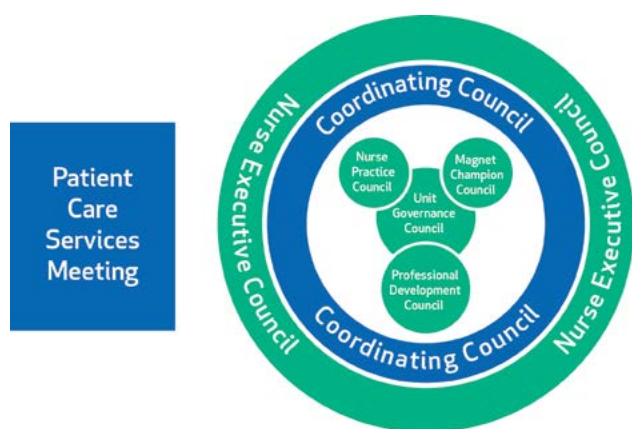
## Percent of Surveyed Patients with Hospital-acquired Pressure Injuries



## Transformational leadership

### Updating the Shared Governance Model

Nursing leadership updated the shared governance model to enhance decision-making processes, improve collaboration and promote information sharing among nursing departments. The new model includes a Unit Governance Council for each inpatient and ambulatory care unit, a Professional Development Council, a Nurse Practice Council and a Coordinating Council. A Patient Care Services meeting was established to serve as a forum for interdisciplinary teams to exchange information and develop action plans aligned with Nursing and organizational strategic goals. While the Patient Care Services meeting is not formally part of the shared governance model, it plays a critical role in empowering teams and promoting a culture of inclusivity.



## Structural Empowerment

### Building a Commitment to Nursing Excellence

In 2025, Henry Ford West Bloomfield Hospital further solidified its commitment to structural empowerment as a core driver of nursing excellence. Initiatives promoted an environment where nurses not only provide exceptional patient care but also advance professionally through collaboration, role development, academic achievement and career growth. Nurses played a pivotal role in supporting the organization's mission. Throughout the year, they actively engaged in activities that moved the nursing profession forward, from shaping practice at the unit and system levels to volunteering within the community. Their impact extended well beyond clinical care, affirming the central role nurses have in shaping healthcare outcomes.

### Shared Decision-making for Charters and Bylaws

Shared decision-making remained essential in 2025. Clinical nurses served as key contributors to the comprehensive revision of charters and bylaws for all Nursing councils and committees, resulting in improved clarity and alignment with organizational goals. Their feedback and expertise ensured that decisions about clinical practice, standards and patient care reflected frontline experience and reinforced a culture of integrity.

## Professional Advancement and Development

Nursing team members took advantage of several development opportunities in 2025.

- Participation was strong in the Professional Nurse Advancement Program. An impressive 95% of nurses who submitted applications successfully completed the program and were awarded financial incentives in recognition of their achievements.
- Tuition assistance was available to nurses pursuing advanced degrees, alongside opportunities for board certification through the "Success Pays" initiative.
- The Nurse Residency Program also marked a significant milestone, welcoming 40 new residents in cohorts 16 and 17. Each resident was meticulously paired with a trained preceptor through the institution's formal preceptorship program, which continued to be refined through the systematic monitoring of progress and outcomes for both preceptors and orientee nurses.



*Nurse Residency Program cohort 16 with the preceptor team at their graduation.*



*Cohort 17 celebrates their graduation from the Nurse Residency Program.*

## Obstetrics Team Engages High School Students

Led by Trish Klassa, MSN, APRN, CNS-C, C-EFM, the Labor and Delivery nurses provided an immersive and educational experience for West Bloomfield High School students aimed at inspiring the next generation of healthcare professionals. Students engaged in a variety of activities designed to replicate real-world medical scenarios. The program featured realistic labor and delivery simulations, a demonstration of an emergency C-section and interactive learning stations. The interactive stations allowed students to explore surgical techniques, understand the science behind the placenta and develop empathy for pregnant patients through practical exercises.



## Detroit Lions Academy Health and Wellness Fair

The Detroit Lions and Henry Ford Health teamed up to create the first Health and Wellness Fair at the Detroit Lions Academy in April 2025. More than 200 students attended the event designed to promote physical, mental and emotional well-being. It featured a variety of activities, informational sessions and workshops focused on topics like nutrition, fitness, stress management, mental health, substance abuse prevention and overall wellness. The event also provided interactive demonstrations, guest speakers and resources to help students make positive lifestyle choices for their long-term well-being.



*Detroit Lions Academy students were “all heart” during a day of discovery around health and well-being.*

## Celebrating Nurses Week

There were many opportunities for fun, reflection and team building during the annual Nurses Week festivities in May. This year included a week of special events, including a visit from “Florence Nightingale,” rounding by leadership, food trucks, and more.



*CNO Stefanie Roberts Newman, left, caught up with Florence Nightingale during Nurses Week.*



*Executive Leadership couldn't resist a photo op with Florence Nightingale during Nurses Week.*



Nurses Week celebrations were complete with food trucks and good company.



CNO Stefanie Roberts Newman, center, rounded on units during Nurses Week and presented Magnet® pins to nurses who had not received them yet.

## Joint Venture Anniversary Recognition

In October, team members recognized one year since new colleagues joined Henry Ford Health.



Team members enjoyed a sweet treat to mark the one-year anniversary of the joint venture.

## Exemplary Professional Practice

### Awards Underscore Commitment to Excellence

Henry Ford West Bloomfield Hospital achieved several prestigious accolades in 2025:

- The hospital received the Leapfrog Group's Safety Grade A rating for both spring and fall. This distinguished rating reflects the Henry Ford West Bloomfield team's dedication to patient safety and signifies our success in protecting patients from preventable harm, medical errors and infections.
- Henry Ford West Bloomfield Hospital was re-verified as a Level III-N Trauma Center by the American College of Surgeons (ACS). As part of the ACS Trauma Center Verification Program, this designation confirms the hospital's ability to provide effective and efficient care for injured patients.
- The hospital also renewed its NICHE (Nurses Improving Care for Healthsystem Elders) Exemplar Member status, the highest level of recognition within the NICHE program. This honor reflects our exceptional commitment to delivering age-friendly, elder-focused care, demonstrating its dedication to improving the quality of care for older adults in healthcare settings.
- Newsweek recognized Henry Ford West Bloomfield Hospital as one of America's Best Maternity Hospitals. This honor underscores the team's excellence in providing high-quality care for mothers and newborns. Based on a rigorous evaluation process, this recognition serves as a trusted indicator for patients seeking outstanding maternity services.



## Enhancing Nurse Knowledge in Emergency Department Obstetric Care

Maternal mortality rates in the United States continue to rise, with approximately 80% of pregnancy-related deaths classified as preventable. Alarming, 53% of these preventable deaths occur between seven days and one year postpartum. During this critical extended postpartum period, many patients seek care in emergency departments, where patient care teams often report limited training and experience in managing obstetric-related conditions.

To address this gap, Patricia Klassa, MSN, APRN, CNS-C, C-EFM, IBCLC, and Sara Glowzinski, MSN, RN, ACNS-BC, TCRN, CEN, developed an educational program aimed at enhancing West Bloomfield Hospital Emergency Department nurses' knowledge and confidence in caring for obstetric patients. This initiative focused on improving the early recognition of maternal deterioration and optimizing clinical outcomes. The program was incorporated into the annual ED Nursing Skills Fair and emphasized the identification and response to maternal early warning signs, with a particular focus on severe hypertension. The training, led by the OB and ED Clinical Nurse Specialist, included a 60-minute didactic session followed by a 30-minute hands-on simulation. Results demonstrated statistically significant improvements across all 11 measured domains.

This initiative underscores the critical role of interdisciplinary education in modern healthcare. By bridging the knowledge gap between Emergency Medicine and Obstetrics, Henry Ford West Bloomfield Hospital ensures postpartum patients receive timely, competent care, regardless of the setting in which they seek treatment.

- Deborah Spencer, MSN, RN, CNML, (below), received the Michigan Emergency Nurses Association (MENA) Lifetime Achievement Award for her significant contributions to emergency nursing. She serves as the regional director for the Heart & Vascular Service Line for Henry Ford Health, the director of Patient Care Services for Maternal/Child Health, and the interim director for the Emergency Department/CDU/South Street at Henry Ford West Bloomfield Hospital.



*Yasuyo Kamiya, RN, received a MENA Inspire Award for inspiring others to excel in patient care and community service.*



*Ameel Al-Khayyat, RN, received a MENA Inspire Award for inspiring others to excel in patient care and community service.*

## Awards and Recognitions

### Hospital-Wide Awards

- Renewed NICHE™ Exemplar Member status
- American College of Surgeons (ACS) confirmed re-verification as a Level III-N Trauma Center
- Leapfrog Group's spring 2025 Safety Grade "A" rating
- Leapfrog Group's fall 2025 Safety Grade "A" rating
- Recognized by Newsweek as America's Best Maternity Hospitals.

### Nursing Team Member Awards

- Meredith Fortney, BSN, RN, Labor and Delivery, was recognized as a runner-up in the Staff Nurse Practice category of the 2025 Florence Nightingale Awards.
- Surrounded by colleagues, Patricia Klassa, MSN, APRN, CNS-C, C-EFM, IBCLC, center, was a finalist for the HOUR Detroit Magazine Nurse of the Year Award.



### DAISY Awards

Henry Ford West Bloomfield Hospital 2025 DAISY Award recipients are:

- Meredith Fortney, RN, Labor and Delivery
- Taylor Ottman, RN, 3A
- Jessy Florkowski, RN, 3B/C
- Lyndsay Jaworski, RN, Diagnostic Holding
- Carissa Gidley, RN, Labor and Delivery
- Amanda James, RN, SICU
- Nichole Rekowski, RN, Labor and Delivery
- Alyssa Wallace, RN, 3A
- Kristina Figueroa, RN, IRC Diagnostic Holding
- Anne Mutrynowski, RN, 1GPU

### Honey Bee Awards

Henry Ford West Bloomfield Hospital 2025 Honey Bee Award recipients are:

- Deana Wilkins, NA, CDU/OBS
- Tina Rossi, Patient Transport
- JoAnne Moale, OR, Surgical Tech
- Mays Odish, GGPU
- Terri Vodry, ED, Technical Assistant

## Certifications

Chelsea Berinde, DNP, BS, APRN, AGCNS-BC, CV-BC, received a Doctorate of Nursing Practice from Michigan State University to become a Clinical Nurse Specialist and passed the ANCC Adult Gerontology Clinical Nurse Specialist exam to earn the credentials AGCNS-BC. She also received Cardiovascular RN Certification from the American Nurses Credentialing Center (ANCC).

## Publications and Presentations

### Institutional Review Board Projects

- An Evaluation of Confidence of Nurse Preceptors Following an Intense Training Program, by Sara Marquardt, MSN, APRN, AGCNS-BC
- Integrating Maternal Early Warning Signs into the Emergency Department, by Sara Glowzinski, MSN, RN, ACNS-BC, CEN, TCRN, and Trish Klassa, MSN, APRN, CNS-C, C-EFM, IBCLC
- Improving Clinical Confidence in Nursing Residents Through Mentorship: A DNP Project, by Chelsea Berinde, DNP, BS, APRN, AGCNS-BC, CV-BC
- Evaluating the Effectiveness of a Baby-Friendly Breastfeeding Course in Enhancing Confidence Among Registered Nurses in Maternal-Child Health, by Cheryl Bellamy, DNP, APRN, CNM, CNS-C, C-EFM; Katherine Balten, MSN, APRN, AGCNS-BC; and Trish Klassa, MSN, APRN, CNS-C, C-EFM, IBCLC

### Nurse Residency Cohort 15 Quality Improvement Projects

- Safe Patient Handling to Save our Backs, by Farhana Kolsuma, BSN, RN, and Sydney Marrow, BSN, RN, 2GPU
- Targeting Stroke Patient Outcomes, by Priscilla Acheampong, BSN, RN; Lena Berchtold, ADN, RN; Angad Singh, BSN, RN, and Natalia Szczepankiewicz, BSN, RN, GGPU and ED

### Henry Ford Health Quality Expo

Henry Ford West Bloomfield Hospital team members were among finalists at the annual Quality Expo with these projects:

- Eliminating Guesswork: Best Practices for Pressure Injury Photos, by Cathleen McCloskey, MBA/HCM, BSN, RN; and Sara Glowzinski, MSN, RN, ACNS-BC, TCRN. This project also was presented at the Magnet® Conference.
- Advancing Obstetric Care: Structured Education of Emergency Nurses on Maternal Early Warning Signs to Enhance Patient Outcomes, by Patricia Klassa, MSN, APRN, CNS-C, IBCLC, MCH Nursing and Sara Glowzinski, MSN, RN, ACNS-BC, TCRN

- Stroke Alert to Triage: Improving Ambulatory Stroke Patient Throughput by (*below, shown from left*) Amanda Gibson, BSN, RN; Sara Glowzinski, MSN, RN, ACNS-BC, TCRN; Steven Rockoff, D.O., MBA, FAEMS, EMT-P, CMTE; Daniela Burk, BSN, RN. Now shown: Victoria Guyton, BSN, RN; Kalie Hamel, BSN, RN; and Aaron Lewandowski, M.D.



- Nurse-Driven NSTEMI Protocol, by Katelyn Baker-Cupino, NA (*pictured below*)



- Thinking Like an Infection Prevention Expert: Creating an Automated Report to Aid Frontline Staff in the Reduction of Clostridioides difficile Infections, by Sarah Prascius, MPH, CIC; Alex Wells, MPH, CIC, CPHQ, CCSVP; Wendy Raffin, BSN, RN; Gabe Smith, BSN, RN; Anne Marie Collier, MSN, RN, CCRN; Amanda Renard, Ph.D., RN, CPHQ, CPPS, CPHRM, and Tricia Stein, M.D.
- Exploring Reliable Methods to Measure the Success of Quality Improvement Projects in Healthcare by Amanda Renard, Ph.D., RN, CPHQ, CPPS, CPHRM (*below*). Not shown: Jean Kokochak, MHA, BS; Emily Nerreter, MBA, CPC, CRC; Alicia Reichert, MM, BHSA; and Swati Verma, MS, LSSBB





## System Nursing Research Symposium

The System Nursing Research Symposium invited nurses, nurse leaders, educators, researchers and collaborative care teams to submit abstracts and posters. Henry Ford West Bloomfield Hospital contributors included:

- Multidisciplinary Approach to Fall Prevention in Hospitalized Adults Aged 65 and Older, by Cristie Mawyer, RN, BSN; Katherine Simpson, RN, BSN; Danielle Bieda, RN, BSN, and Wilfred Allen, Ph.D., APRN, ANP-BC. This poster also was presented at the NICHE Conference in Syracuse, New York, and the University of Detroit Mercy Research Symposium in September.

## Magnet® Conference

Henry Ford West Bloomfield Hospital team members contributed to the 2025 Magnet® Conference, hosted by the American Nurses Credentialing Center, by presenting the poster: Eliminating Guesswork: Best Practices for Pressure Injury Photos, by Cathleen McCloskey, MBA/HCM, BSN, RN, and Sara Glowzinski, MSN, RN, ACNS-BC, TCRN.

This presentation was particularly significant as it marked the first Magnet Conference presentation since the hospital's Magnet designation in April 2024.



At the 2025 Magnet® Conference presenting the poster: Eliminating Guesswork: Best Practices for Pressure Injury Photos, are (from left) Stefanie Roberts Newman, DNP, MSN, RN, NEA-BC, Chief Nursing Officer; Cathleen McCloskey, MBA/HCM, BSN, RN; Sara Glowzinski, MSN, RN, ACNS-BC, TCRN; and Yolanda Thompson, MBA, BSN, RN, NE-BC, Nursing Administrator.



[Click here](#) or scan the QR code to learn more about Henry Ford Wyandotte Hospital.

# Henry Ford Wyandotte Hospital and Henry Ford Medical Center - Brownstown

## A Message from our Vice President and Chief Nursing Officer

Dear Nursing Team,

As I reflect on 2025, I am deeply grateful for all we have accomplished together. Because of your engagement, voice and commitment, we made meaningful progress in strengthening our culture and advancing nursing excellence.

This year, every unit improved in Registered Nurse Engagement scores through the National Database of Nursing Quality Indicators. This progress reflects the environment we are building together. Your feedback is driving meaningful change – supporting stronger teams, improved retention and better patient outcomes. We also launched Relationship-Based Care, and I have seen how you bring it to life each day.

Through intentional connection with patients and one another, you are fostering a culture grounded in compassion, trust, and professionalism. Your focus on safety led to important advancements in Workplace Violence Prevention, including expanded duress alarm systems, increased security presence, patient risk identification processes and the launch of the Behavioral Emergency Response Team and Aggression Response Team. These efforts are making a tangible difference in team member safety and support. Our success during The Joint Commission survey further demonstrated your clinical excellence, teamwork and readiness.

Thank you for all you do. As we look to 2026, we will continue building on this momentum to strengthen engagement, advance practice, and ensure a safe, empowered environment for all.



With gratitude and pride,

**Kim Meeker, MBA, BSN, RN, NEA-BC**

Vice President and Chief Nursing Officer

Henry Ford Wyandotte Hospital and Henry Ford Medical Center- Brownstown





[Click here](#) or scan the QR code to learn more about Henry Ford Medical Center - Brownstown.

## Empirical Outcomes

### Enhancing Care by Strengthening Nursing Culture

In 2025, the Nursing team took important steps to strengthen the way it cares for patients, families and one another. Through the intentional implementation of Relationship-Based Care, supported by Reigniting the Spirit of Caring and Leading an Empowered Organization, the team focused on what matters most – human connection, compassionate communication and a supportive environment where nurses can thrive. This commitment to caring was deeply felt by the Nursing team. Ninety-two percent of team members who completed Reigniting the Spirit of Caring training shared positive feedback.

"I loved the training and wish there were more classes like this; it's like a healing of the spirit and a true opportunity to reconnect with your 'why' as it relates to why you became a nurse in the first place," reflected a nurse who completed Reigniting the Spirit of Caring training.

As the culture grew stronger, so did outcomes. Patients reported clearer, more compassionate communication from nurses, reflected in a 17% improvement in patient satisfaction scores related to nursing communication. At the same time, a 34% reduction was reported in professional conduct reports, signaling healthier teamwork and a more respectful work environment. Perhaps most importantly, employee turnover decreased by 19%, demonstrating that when nurses feel supported, empowered and connected to their purpose, they are more likely to stay and grow with the organization.



*Reigniting the Spirit of Caring facilitators, from left, Carolyn Manchester, BSN, RN, CMC, Nurse Educator, and Deborah Sanders, MSN, RN, AGCNS-BC, Clinical Nurse Specialist.*



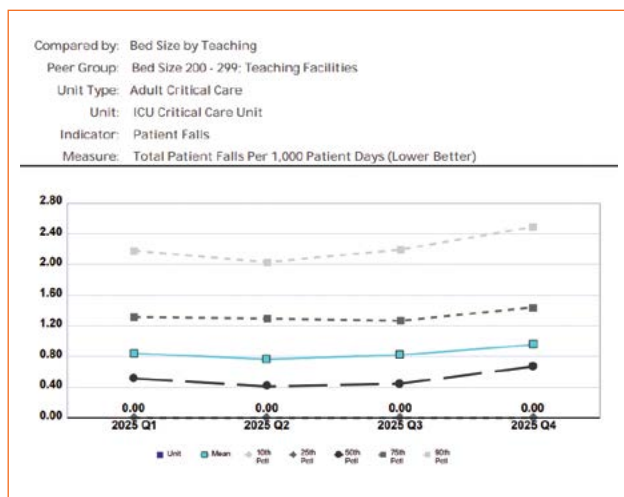
*Multiple positive outcomes followed Reigniting the Spirit of Caring training, including improved teamwork and professional environment.*

## Zero Patient Falls in the ICU

In 2025, zero patient falls were reported across the Intensive Care Unit. This achievement reflects the unwavering commitment of ICU nurses and inter-professional teams to providing the safest possible care for the most vulnerable patients.

Caring for critically ill patients requires constant vigilance, teamwork and innovation. The ICU teams strengthened patient safety by combining compassionate bedside care with enhanced monitoring strategies designed to identify risk early and intervene quickly. High-risk patients received closer observation through expanded use of virtual safety monitoring, allowing nurses to detect unsafe movement sooner and respond before harm could occur. These efforts were reinforced by consistent review of patient safety data, strong communication between nurses and leaders and a shared focus on proactive fall prevention.

This success is a powerful example of how nurse-led innovation, supported by technology and teamwork, directly improves patient outcomes. Achieving zero patient falls is not only a remarkable safety accomplishment, it reflects a culture where nurses are empowered to speak up, collaborate and lead improvements that protect patients every day.



In collaboration with Nina Ramsey, Henry Ford Chief People Officer and Julia Swanson, Senior Vice President of Transformation and Planning, this group focused on identifying and developing relevant, easily accessible resources to support leaders at all levels across the organization.

## Sharing Expertise on the National Stage

CNO Kim Meeker, MBA, BSN, RN, NEA-BC, presented at Becker's Annual Meeting in Chicago. Topics she covered included:

- Reducing the Length of Stay: Results from Top Hospitals
- Nursing Innovations: Winning Talent and Enhancing Engagement for Superior Care.



## Contributing at the State Level

At right, Bernadette White, DNP, MS, RN-BC, NEA-BC, FAB, Director of Nursing Professional Development, Magnet®, was elected treasurer for the Michigan Organization for Nursing Leadership board of directors.



## Transformational Leadership

### Leading at the System Level

Nursing Administrator Toni Silas, MSN, RN, FAB, (at right) was selected and participated in a system-wide initiative called the Leader Practices and Communications workgroup.



### Magnet® Theme Reflects Commitment to Excellence

The 2025 Magnet theme, "Together Through Excellence: Every Nurse, Every Patient, Every Time," reflects an ongoing commitment to exceptional nursing care and patient outcomes. This theme was selected through team member engagement, with special recognition to Dina Morrison, MSN, RN, CCM, FAB, (at right) whose submission was voted number one.





## Welcoming New Nursing Professional Development Team Members



*Jessica Anderson, MSN, RN,  
Nurse Educator, Nursing  
Professional Development*



*Breana Hargis, BSN, RN,  
4PCU Unit Educator*



*Rochelle Bell, BSN, RN,  
Women and Children's  
Health Unit Educator,  
with CNO Kim Meeker.*



*Noel Koller-Ditto, DNP, APRN,  
AGCNS-BC, Clinical Nurse  
Specialist, 2 Rehab, 5 GPU,  
6 GPU and 7 Surgical*

## New Nurse Leaders at Henry Ford Wyandotte Hospital

Three new nurse leaders were appointed at Henry Ford Wyandotte Hospital in 2025.

*At right, Barbara Miller, BSN, RN,  
Nurse Manager, Behavioral Health*



*Sarah Koppes, MSN, RN,  
CRRN, CNL, Administrative  
Director, Wyandotte Alliance.*



*Marissa Rodgers, BSN, RN,  
Nurse Manager, 2 Rehab.*

## Structural Empowerment

### Fighting Heart Disease and Stroke with the American Heart Association

In June, Henry Ford Wyandotte Hospital nurses and team members, raised \$28,000 for the American Heart Association at the Metro Detroit Heart and Stroke Walk & 5K. The annual event is a tradition for Henry Ford Wyandotte team members, whose fundraising efforts support lifesaving cardiovascular research.



*The Cardiology team was one of many Henry Ford Wyandotte Hospital teams that participated in the Heart and Stroke Walk.*

### First Annual Health and Safety Fair

The first annual Henry Ford Wyandotte Hospital Health and Safety Fair was a major success. The event served as a testament to the ongoing commitment to health education and quality care. With a special guest appearance from Detroit Lions team mascot Roary and participation from local vendors, the team connected with more than 500 community members.



*Jodie Cole, MSN, RN, AGCNS-BC, provides a blood pressure  
assessment at the first annual Henry Ford Wyandotte Hospital  
Health and Safety Fair.*



Left, Agata Gottschalk, Administrative Secretary, and Bernadette White, DNP, MS, RN-BC, NEA-BC, at the Henry Ford Wyandotte Hospital Health and Safety Fair.



Patients in the Rehab unit had fun taking a few shots on goal with former Detroit Red Wing Darren McCarty.



From left, Christine Cronce, BSN, RN, Anna Leszczynski, MBA, BSN, RN, and Rachel Phillips, BSN, RN, with Detroit Lions mascot, Roary.



A visit by former Red Wing Darren McCarty lifted spirits on the Rehab unit.

## Detroit Red Wings Alum Visits Rehab Patients

The Rehab team welcomed former Detroit Red Wings player Darren McCarty for a visit with patients. During his visit, McCarty connected with individuals through meaningful conversation, shared stories and lighthearted games, creating an atmosphere of positivity and encouragement. This memorable experience exemplified the power of human connection in the healing process. Patients and team members were uplifted by the visit, reinforcing a commitment to delivering compassionate, patient-centered care that supports physical and emotional wellbeing.



Julie Metzger, BSN, RN, CRRN, WTA-c, with Darren McCarty during his visit to the Rehab unit.

## Exemplary Professional Practice

### Training Enhances Mental Health Support

Nursing team members participated in Mental Health First Aid Responder training, an evidence-based program designed to equip team members with the skills to identify, understand and respond to signs of mental health challenges and struggles with substance use among patients and colleagues. Upon completion of the course, participants earn national certification as Mental Health First Aid Responders, enhancing their ability to provide timely support, foster a culture of awareness and promote psychological well-being across the care environment. This initiative reflects the dedication to supporting both the physical and mental health needs patients and care teams.



Deb Sanders, MSN, RN, AGCNS-BC, earned certification as a Mental Health First Aid Responder.





*Mental Health First Aid Responders include, from left, Anna Leszcynski, BSN, RN, Rachel Phillips, BSN, RN, and Edyta Anderson, BSN, RN.*



*From left, Faryal Durrani, M.D.; Lisa Fivecoat, BSN, RN; Sarah Miciura, Lactation Consultant; and Mary DeSana, BSN, RN, with their winning Henry Ford Health Quality Expo poster.*

## Advancing Safety with Arjo Project STEP

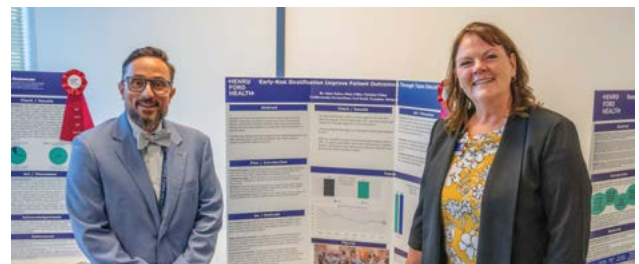
In October, Henry Ford Wyandotte Hospital launched the Arjo Project STEP (Safe Transfers with Equipment Program), an initiative focused on enhancing both patient and team member safety. The program promotes the use of advanced patient handling equipment and best practices to prevent injury and supports safer, more efficient care delivery. By prioritizing safe mobility and transfer techniques, the project contributes to improved patient outcomes, increased team member safety and greater overall satisfaction across the care environment.



*From left, Diane Wyatt, MSN, RN, AGCNS-BC; Breana Hargis, RN, BSN, CHPN; Lily Paciorkowski, MSN, RN, AGCNS-BC; and Sarah Law, MS, CHSP, participated in Project STEP to enhance safe transfers.*

## Henry Ford Health Quality Expo Finalists

- Early Risk Stratification – Improve Patient Outcomes through Team Education by Adam Hafeez, M.D.; Diane Fidler, BSN, RN, and Christian Fisher, MBA, BSN, RN, NEA-BC, FAB.
- Safety Stop: Stop the Line for Safety by Renee Richards, MSN, RN, FAB; Salika Devine; Brenda Vanwallaghen, MSN, RN, NEA-BC, FAB; Michelle Dolan; Jaime Gehner, MSHA, BSN, RN, FAB; CNO Kim Meeker, MBA, BSN, RN, NEA-BC; Rand O'Leary, President of Henry Ford Wyandotte Hospital; Brooke Buckley, M.D., MBA, FACS, DipABLM, Vice President, System Medical Affairs, and Ahmad Maarouf, M.D.
- Reduction of Hip Fracture after Elective Hip Arthroplasty within 90 Days by Michael Callan, D.O., and Holly Blosser, BSN, RN.



*Christian Fisher, MBA, BSN, RN, NEA-BC, FAB, and Diane Fidler, BSN, RN, with their Quality Expo poster, Early Risk Stratification – Improve Patient Outcomes through Team Education.*

## Henry Ford Health Quality Expo Achievements

The annual Quality Expo highlights improvement projects led by team members at Henry Ford Health, showcasing a strong culture of continuous process improvement and excellence in care delivery. Four projects from Henry Ford Wyandotte Hospital team members were selected for the Quality Expo and one project, "A Quality Improvement Project to Support a Birth Person's Choice to Exclusively Breastfeed Using Pasteurized Donor Human Milk," was a winner.



*Renee Richards, MSN, RN, and Salika Devine, Director, Lab Services, with their Quality Expo poster, Safety STOP: Stop the Line for Safety.*

## Area Nurse Receives Health Career Scholarship

In 2025, the Stephen J. Watts, M.D. Health Career Scholarship was launched to honor Dr. Watts' legacy and support aspiring healthcare professionals with financial assistance. Henry Ford Wyandotte Hospital and affiliated downriver area employees, along with their children or grandchildren, are eligible. They must be pursuing or continuing accredited health-related education. In its first year, five recipients were each awarded \$2,000. Among them was Jessica Anderson, BSN, RN, whose strong application highlighted her professional dedication, career goals and passion for advancing in healthcare.

## High School Students Shadow Henry Ford Wyandotte Nurses

Students from the BASF TECH Academy, a career-focused program designed to prepare high school students for pathways in health-care and technical fields, participated in shadowing experiences at Henry Ford Wyandotte Hospital. During their visit, students observed clinical and support areas including rehabilitation services, nursing units and patient care operations. This hands-on exposure provided valuable insight into real-world healthcare environments, helping students build foundational knowledge, explore career interests and develop a deeper understanding of patient-centered care. Through partnerships like this, the organization continues to invest in the next generation of healthcare professionals while strengthening community connections.



*High school students from the BASF TECH Academy shadowed Henry Ford Wyandotte Hospital Nursing team members as part of a program focused on careers in healthcare.*

## Nurse Selected for Prestigious National Training Program

Clinical Nurse Specialist Noel Koller-Ditto, DNP, APRN, AGCNS-BC, was selected as one of only 14 scholars nationwide for the inaugural Nursing Program for Advancing Training in Health and Social Determinants (NPATHS). This prestigious program prepares nurse leaders to address critical issues such as suicide prevention through the lens of health and social determinants of health.



*Noel Koller-Ditto, DPN, APRN, AGCNS-BC, was selected for the Nursing Program for Advancing Training in Health and Social Determinants.*

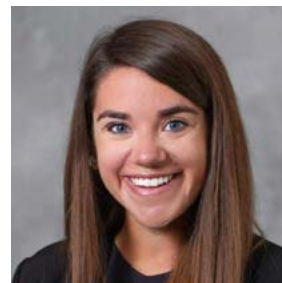
## New Knowledge, Innovation, and Improvements

### Dedicated Case Management Model Enhances Care Coordination

In September, Dina Morrison, MSN, RN, CCM, Director of Integrated Case Management, and Ashley Haddad, LMSW, CCM, Manager of Integrated Case Management, presented the newly implemented Dedicated Case Management Model at the American Case Management Association (ACMA) 2025 Great Lakes Chapter Conference. This innovative model enhances patient care by assigning dedicated case managers who follow patients across provider groups, promoting continuity, improving communication and supporting proactive discharge planning. Early outcomes demonstrate reduced length of stay, more efficient discharge processes and strengthened interdisciplinary collaboration. By emphasizing targeted caseloads, standardized documentation, and trigger-based interventions, the model improves accountability, streamlines workflows and advances patient outcomes while addressing inefficiencies associated with traditional unit-based case management.



*Dina Morrison, MSN, RN, CCM*



*Ashley Haddad, LMSW, CCM*

### Indoor Air Treatment Technology Creates a Safer Care Setting

Henry Ford Wyandotte Hospital was among the first at Henry Ford Health to install UV Angel Clean Air™, an air disinfection system that uses UV-C light to neutralize airborne pathogens. Henry Ford Innovations helped secure a competitive \$5 million state grant for Henry Ford Health to purchase and install the UV Angel technology. Situated in existing ceiling lighting fixtures, UV Angel is placed in high volume areas in the hospital's lower, main and tower levels.



The UV Angel platform works continuously using advanced sensor systems, data analytics and ultraviolet light to safely inactivate viruses, bacteria and fungi in the air and on surfaces that are known to potentially increase disease transmission. Across multiple studies, including intensive care units and high-occupancy areas, UV Angel reduced airborne pathogens by up to 91%, demonstrating its broad efficacy against viruses, fungi, and bacteria. The system also is used by other leading institutions including Johns Hopkins, MD Anderson and Stanford Medical.



From left, Anna Leszczynski, RN, Emergency Department nurse manager; Toni Silas, RN, Nursing Administrator; and surgeon Fadi Baidoun, M.D., “look up” at the new units that will help keep patients, visitors and team members safe.

## Advancing Wound Care Knowledge

Andrea Sheldrake, MSN, RN, CWOCA, and Maria Masonsong, BSN, RN, CWOCA, secured executive support to teach a Skin and Wound Care Associate Course to Nursing team members on inpatient units. The course was developed to address the educational needs of non-specialty caregivers interested in expanding knowledge of skin and wound care prevention and treatment. The course is aimed at meeting educational requirements for certifications in skin and wound care. Completing the 2025 Skin and Wound Care Associate Course were:

- Caitlin Cooney, MSN, RN – 6 GPU
- Rachel Fischer, BSN, RN, CRRN – 2 Rehab
- Yvette Gutierrez, BSN, RN – 7 Surgical Unit
- Julie Metzger, BSN, RN – 2 Rehab
- Shaula O’Campo, BSN, RN – 7 Surgical Unit
- Megan Powers, BSN, RN – 3 PCU
- Justin Puttick, RN – 3 PCU
- Lori Pyszko, RN, CCRN – ICU
- Amanda Reardon, RN – 4 PCU
- Divinia Schneider-Price, BSN, RN – ICU
- Robin Sprys, BSN, RN – 6 GPU
- Kimberly Taylor, MSN, RN – 5 GPU
- Jamie Thyron, BSN, RN – 4 PCU
- Maria Toscano, BSN, RN – 5 GPU



Nursing team members completed the Skin and Wound Care Associate Course to advance their wound care skills and knowledge.

## Awards and Recognitions

### Regulatory and Accreditation Achievements

In 2025, Henry Ford Wyandotte Hospital Nursing team members played a key role in these accomplishments:

- Official application for Magnet® Accreditation. The document submission goal is October 2026.
- ICU was awarded the Beacon Award for Excellence by the American Association of Critical-Care Nurses (AACN).
- Diagnostic Imaging Centers of Excellence (DICOE) with Distinction accreditation from the American College of Radiology (ACR).
- 2025 Stroke GOLD PLUS with Target: Stroke Honor Roll through the Get With The Guidelines program by the American Heart Association and American Stroke Association.
- Henry Ford Wyandotte Hospital received Silver Plus status from the American Heart Association for improving patient care and Type II Diabetes Honor Roll status.
- The Sleep Lab at Brownstown was re-accredited by the American Academy of Sleep Medicine.
- Certificate of Verification from The Joint Commission Maternal Levels of Care.
- U.S. News & World Report 2025 Best Hospital for Maternity Care.
- Awarded MI AIM (Michigan Alliance for Innovation on Maternal Health) platinum status for quality.
- Designated a Blue Cross Blue Shield Blue Distinction Center for Maternity Care.
- Implemented Pasteurized Donor Human Milk Program in collaboration with the Henry Ford Jackson Hospital milk bank.
- CHAMPS national training for exclusive breastfeeding support and training.

## ICU Beacon Award for Excellence

The ICU team earned a 2025 Silver Level Beacon Award for Excellence from the American Association of Critical Care Nurses (AACN). This national, unit-based recognition honors critical care environments that demonstrate exceptional patient outcomes, a healthy work environment, and a highly engaged nursing workforce. Achieving the Beacon Award reflects the ICU team's sustained commitment to evidence-based practice, interdisciplinary collaboration, and compassionate, high-quality care for some of the most vulnerable patients.



*The ICU team won the prestigious Beacon Award in 2025.*

## HOOR Detroit Nurse of the Year Finalist

Congratulations to Edith (Edie) English, MSN, RN, ACM, NEA-BC, FAB, for being one of 20 finalists for HOOR Detroit magazine's Nurse of the Year award, which celebrates her exceptional contributions to the nursing profession.

## Nurse of the Quarter Award

The Nurse of the Quarter award is presented by Henry Ford Wyandotte Hospital to honor nurses who demonstrate exceptional patient care, outstanding skills and foster positive relationships with physicians. The process begins with a call for nominations from the medical staff, encouraging recognition of nurses who go above and beyond in their roles.

Nominations are submitted to the manager of medical staff services, where they undergo a blinded review. The Medical Executive Committee (MEC) evaluates each nominee based on their impact on patient care and team dynamics.

The winners are celebrated in an award presentation. This award celebrates individual excellence and motivates team members to achieve the highest standards in patient care and teamwork.

## Nurse of the Quarter 2025 Winners:

- Andrea Carlson, BSN, RN, Women's and Children's Services
- Madison Hinderliter, RN, Intensive Care Unit
- Carter Plifum, BSN, RN, Wyandotte Operating Room
- Andrea Sheldrake, MSN, RN, CWOON, Wound Care
- Alicia Sollars, RN, Henry Ford Medical Center – Brownstown Emergency Department
- Batoul Tarhini, RN, Henry Ford Wyandotte Hospital Emergency Department

## DAISY and Honey Bee Awards

Nurses and nurse assistants play a meaningful role in offering skilled medical care and creating a comforting, healing experience for patients. The DAISY Award is a recognition program designed to celebrate and thank extraordinary nurses for going above and beyond the call of duty. The DAISY Award for Extraordinary Nursing Educators honors nursing faculty by recognizing and celebrating the contributions faculty make to the future of nursing. The Honey Bee Award was created by nursing leadership to honor nursing support team members who continuously strive to provide quality care for patients and their families. This award includes nurse assistants, nurse externs, unit secretaries, technicians and patient safety assistants.

From January to November 2025, Henry Ford Wyandotte had:

- **311** DAISY nominees
- **195** Honey Bee nominees
- **18** DAISY Nurse Educator nominees
- **23** DAISY Nurse Leader nominees

In July 2025, 119 nurses were nominated for the DAISY Award and 42 support team members were nominated for the Honey Bee Award, the most nominations in Henry Ford Wyandotte Hospital history.

## DAISY Awards



*Betsy Thomas,  
RN, 5 GPU*



*Gabriel Ramirez,  
RN, 4 PCU*



*Erica Schultz,  
BSN, RN, 4 PCU*



## DAISY Nurse Leader Awards



Jodie Cole, MSN, RN, AGCNS-BC,  
Nurse Manager Nursing Professional  
Development, Magnet®



Kimberly Rizkallah, BSN, RN,  
Nurse Manager, Henry Ford  
Wyandotte 2 Intensive Care Unit

## DAISY Nurse Educator



Wendy Butterfield, BSN, RN,  
Wyandotte Emergency Department



Bailey Dell, RN, 4PCU



Mong Ching, RN, 2 Rehab



Nichole Liedel, RN, Brownstown  
Emergency Department

## Honey Bee Awards



Diane Miller, PSA, Clinical Resource Center

## Honey Bee Awards (continued)



Wayne Harvey, NA, 2 Rehab



Tonya Layow, NA, 3PCU



Edith Tamlin, NA, 6 GPU



Maria Wagoner, NA, 2 ICU

## Great Work, Great People

Launched in 2025, Great Work, Great People is an investment in the team members who foster the Henry Ford Wyandotte Hospital values of Service, Excellence, Creativity and Respect. Several Nursing leaders and team members were honored for their commitment to quality healthcare and patient support.



The 5 General Practice Unit received a Great Work,  
Great People team award.



*The Wyandotte Emergency Department team was also recognized with a Great Work, Great People team award.*

## The following Nursing team members received individual Great Work, Great People awards:



*Bernadette White, DNP, MS, RN-BC, NEA-BC, FAB Director, Nursing Professional Development, Magnet®*



*Jessica Ly, BSN, RN, 6 General Practice Unit*



*Maria Masongsong, BS, RN, CWOCN, Wound Care*



*Lenora Ward, MSN, RN, Nurse Education Specialist*

## Publications, Podium and Poster Presentations

### Publications

Chief Nursing Officer Kim Meeker, MBA, BSN, NEA-BC, manuscript publication: Leadership From the Inside Out: Co-Designing a Leadership Development and Well-Being Workshop for Nurse Leaders.

### Podium Presentations

Enhancing Nurse Leader Well-Being: Implementing Jean Watson's Caritas Processes to Promote Human Caring, by Trisha Rowe, DMP, RN, OCN, and White, DNP, MS, RN-BC, NEA-BC, at the System Nursing Research and Evidenced Based Practice Symposium.

### Podium Presentations

Bridging Gaps in Suicide Prevention, by Noel Ditto-Kohler, DNP, AGCNS-BC, at the System Nursing Research and Evidenced Based Practice Symposium.

### Poster Presentations

A Quality Improvement Project to Support Birth Person's Choice to Exclusively Breastfeed Using Pasteurized Donor Human Milk (PDHM) at the Henry Ford Health Quality Expo by Faryal Durrani, M.D.; Lisa Fivecoat; Sarah Miciura, Lactation Consultant, and Mary DeSana, BSN, RN, RN-EFM.

Code Teamwork Makes the Dream Work! Staff Perception of Cardiopulmonary Resuscitative Efforts with the Integration of the CPR Coach Role During a Code in the ED, by Deb Sanders, MSN, RN, AGCNS-BC and Wendy Butterfield, BSN, RN, at the System Nursing Research and Evidenced Based Practice Symposium.

Early Risk Stratification – Improve Patient Outcomes Through Team Education by Adam Hafeez, M.D., Diane Fidler, RN, and Christian Fisher, MBA, BSN, RN, NEA-BC, FAB, at the Henry Ford Health Quality Expo.

Henry Ford Health Wyandotte Hospital's Newly Implemented Dedicated Case Management Model, by Dina Morrison, MSN, RN, CCM, Director of Integrated Case Management and Ashley Haddad, LMSW, CCM, at the American Case Management Association (ACMA) 2025 Great Lakes Chapter Conference.

Reduction of Hip Fracture after Elective Hip Arthroplasty within 90 Days, by Michael Calan, D.O., and Holly Blosser, BSN, RN, at the Henry Ford Health Quality Expo.

Safety Stop: Stop the Line for Safety, by Renee Richards, MBA, RN, FAB; Salika Devine; Brenda Vanwallaghen, MSN, RN, NEA-BC, FAB; Michelle Dolan; Jaime Gehner, MSHA, BSN, R.N, FAB; CNO Kim Meeker, MBA, BSN, RN, NEA-BC; Rand O'Leary President, Henry Ford Wyandotte Hospital; and M.D., MBA, FACS, DipABLM, Vice President, System Medical Affairs, and Ahmad Maarouf, M.D., at the Henry Ford Health Quality Expo

Stepping Through Healing: The Impact of Early Mobility in the ICU, by Kelly Miller, MSN, ACNS-BC, RN, and Kimberly Rizkallah, BSN, RN, at the System Nursing Research and Evidenced-Based Practice Symposium and Michigan State University Research Day.

Transforming ICU: Closed ICU Model Enhances Patient Outcomes and Experience Through Innovative Practices and Strategies, by Kelly Miller, MSN, ACNS-BC, RN, at the National Association of Clinical Nurse Specialists (NACNS) Conference.

### New Professional Nurse Board Certification

Hannah Banfield, BSN, RN, Critical Care Registered Nurse (CCRN)





# Henry Ford Ambulatory Care

## A Message from our Chief Nursing Officer

Dear Colleagues,

As we reflect on 2025, I want to thank every Ambulatory Care nurse and medical assistant for your remarkable work with our patients and communities. You are the foundation of Ambulatory Care, and your collective impact on quality, safety, access and the patient experience cannot be overstated.

Throughout this year, you have supported patients through prevention, chronic disease management, care coordination and access to the right care at the right time. Whether you are rooming patients, providing clinical expertise, educating families or ensuring smooth transitions across settings, your excellence directly influences outcomes and builds trust.

Teamwork is one of our greatest strengths. Our medical assistants and nurses work side by side as trusted partners, creating efficient, supportive environments where patients to feel heard, prepared and confident in their care plans.

I am deeply grateful for your professionalism, resilience, adaptability, and commitment to continuous improvement and innovation. As we look ahead to 2026, I am energized by the opportunity to continue moving the bar forward together and preparing for the future.

I am proud to serve as your Chief Nursing Officer and honored to work alongside such an exceptional community of nurses and medical assistants.



Thank you for all that you do – today and every day.

**Jeff Bechard, MSN, RN**

Chief Nursing Officer

Henry Ford Health Ambulatory Care



## Empirical Outcomes

### Targeted Pediatric Outreach

In late 2025, Pediatrics implemented a focused, data-driven outreach effort to address gaps in required patient care metrics and improve year-end performance. Through targeted identification of patients overdue for visits and rapid appointment scheduling outreach, Pediatric teams made meaningful progress toward meeting key visit-based measures, achieving notable improvements in a short timeframe.

In November, Pediatric clinics began outreach using lists tied to required well-child visit metrics for six visits by 15 months of age and two visits between 15 and 30 months of age.

**Six visits by 15 months of age metric outreach:** 106 patients were identified as overdue. Thirty-two appointments were made by calling those families, a 30% scheduling rate. Between November and December, this outreach translated into a 1.3% increase in metric completion, which was sufficient to meet the target for the first time in 2025. This milestone reflected the impact of timely intervention and coordinated clinic efforts during the final weeks of the year.

**Two visits between 15 and 30 months of age outreach:** 2,000 patients were identified as overdue. Outreach efforts led to 249 appointments scheduled, a 13% scheduling rate. As a result, Pediatrics achieved a 3.18% gain in metric performance between November and December, bringing the organization within 5% of the metric goal for the first time in 2025. While the target was not fully met, the improvement represented substantial progress in a historically challenging measure. These late-year outreach efforts demonstrated the value of targeted data, rapid action and clinic-level engagement in improving pediatric care metrics.

## Transformational Leadership

### Standardized Orientation Builds Strong Leaders

Developing strong, confident nurse leaders is critical to the success of ambulatory care. Recognizing the growing complexity of ambulatory operations and the pivotal role nurse supervisors and nurse leaders play, the team developed and implemented a standardized orientation and onboarding program for all Ambulatory Care nurse supervisors and nurse managers.

This initiative represents a deliberate investment in leadership success and ensures every nurse leader begins their role with clarity, consistency and the foundational support needed to lead effectively from day one.

#### A competency-based leadership framework

The standardized orientation was developed using the American Organization for Nursing Leadership Nurse Leader Core Competencies and the American Association of Critical Care Nurses Ambulatory Care Nurse Executive Toolkit. By leveraging these frameworks, the orientation supports the development of nurse leaders who are prepared to:

- Lead people and teams with confidence and accountability
- Navigate complex ambulatory operations and healthcare systems
- Promote quality, safety and patient-centered care
- Communicate effectively and build strong interdisciplinary partnerships
- Demonstrate professionalism, ethical leadership and strategic thinking
- Grow as effective healthcare professionals.



### Key components of the program

The standardized orientation focuses on these essential elements that prepare Ambulatory Care nurse leaders to be effective, confident and supported from the start.

- Role clarity and expectations
- Operational and systems readiness
- People leadership and workforce management
- Quality, safety and regulatory foundations
- Relationship building and support networks
- Leadership development and growth

### The goal is to set nurse leaders up for success from the very start by providing:

- Time to learn, transition and build confidence in the role
- Tools to manage people, operations and performance effectively
- Training grounded in nationally recognized nurse leader and ambulatory executive competencies
- A structured roadmap that allows leaders to focus on learning, relationship-building and understanding expectations rather than navigating inconsistencies or gaps in onboarding.

### Why standardization matters

Historically, orientation experiences for Ambulatory Care nurse leaders varied widely depending on location, service line or individual circumstances. While many leaders demonstrated resilience and adaptability, inconsistent onboarding often resulted in unnecessary delays in readiness, unclear expectations and lost time navigating systems, processes and relationships.

The standardized orientation was designed to address these challenges by creating a consistent, comprehensive, and equitable onboarding experience that prepares leaders not just to survive their first months, but to thrive in their roles. It has strengthened the Ambulatory Care nursing leadership pipeline and created consistency across clinics and service lines. It lays a strong foundation for the future of Ambulatory Care nursing leadership. As the program continues to evolve, it will remain aligned with national leadership competencies and be responsive to the changing landscape of Ambulatory Care.

## Structural Empowerment

### Ambulatory Care Nursing's Role in MSU Healthcare's Epic Implementation

The Ambulatory Care Nursing team partnered with MSU Healthcare throughout Luminare, which includes the transition to Epic, providing operational, clinical and nursing expertise to support readiness and stabilization.

Ambulatory Care leaders participated in recurring Go-Live Readiness Assessments (GLRAs), Epic collaboratives and daily go-live issue management forums, helping MSU teams navigate workflow design, training readiness and operational risk mitigation.

Ambulatory Care also facilitated pre-go-live shadowing opportunities within Henry Ford Health clinics, allowing MSU staff to observe Epic registration, scanning and front-desk workflows in a live ambulatory environment.

During go-live and Command Center operations, Ambulatory Care leaders actively supported issue triage, escalation and resolution, particularly for access, nursing workflows, referral processes, and EPCS challenges working alongside MSU, Ascension Medical Group Genesys (AMGG), Information Technology (IT), and Epic partners. Ongoing communication and transparent issue tracking strengthened collaboration and enabled rapid response to emerging needs.

This partnership reflected a shared commitment to patient safety, operational continuity and successful Epic adoption, demonstrating the value of strong Ambulatory Care leadership engagement in enterprise-level implementation.

### Knowledge Sharing on an International Scale

Chandra Wiersum, BSN, RN, and Kaylie Secord, BSN, RN, traveled to Israel to educate endoscopy staff from three East Jerusalem based hospitals – Al-Makassed, St. Joseph's and Augusta Victoria. With the assistance of Henry Ford Medical Group (HFMG) Gastroenterology Unit Educator Dawn Osenkowski, BSN, RN, CGRN, CFER, nearly 40 hours of educational material was developed and presented in this international collegial effort. It included lecture-based, case-based and observational learning opportunities.

An effort that began in October 2025 and ended with a 10-day, on-site trip in January 2026, it showcased the world-class care, quality and expertise that HFMG Gastroenterology Nursing offers by advancing education through bedside training, mentoring and knowledge sharing. The trip was possible through collaboration with the Henry Ford Global Health Initiative team under a USAID grant and supported by Gastroenterology leadership including Gastroenterology-Hepatology Division Head Sumit Singla, M.D., FASGE and Group Practice Director Megan Wharff, BSN, RN. Many thanks also to Laoma Beck of the Global Health Initiative for her assistance.



*With team members at an East Jerusalem are (back row center) Chandra Wiersum, RN, Nurse Manager, Gastroenterology, Henry Ford Medical Center – Lakeside and Royal Oak, and (front row, second from left) Kaylie Secord, RN, Nurse Manager, Gastroenterology, Henry Ford Medical Center – Plymouth and Fairlane.*



Third from left, Chandra Wiersum, RN, Nurse Manager, Gastroenterology, Henry Ford Medical Center – Lakeside and Royal Oak.



Lecture series on endoscopy with area gastroenterology team members from participating hospitals. Chandra Wiersum, RN, Nurse Manager, Gastroenterology, Henry Ford Medical Center – Lakeside and Royal Oak, leads a lecture on endoscopy in East Jerusalem.

## Exemplary Professional Practice

### Advancing Integration through Policy Standardization

In 2025, we realized significant progress in aligning local and system policies at Henry Ford Jackson Hospital, better positioning the organization to meet accreditation and regulatory requirements while improving efficiency and care consistency. Ten Henry Ford Jackson/Henry Ford Allegiance Medical Group (HFAMG) specific policies were formally archived, reducing duplication and creating space for enterprise alignment. Seven additional policies were standardized in partnership with the health system Ambulatory Care team, supporting continued integration across Ambulatory Care practices.

This work reinforces a shared governance model and reflects a strong collaboration between Ambulatory Care Nursing, operational leaders, and system partners to align policies with evidence-based practice, regulatory expectations and consistent workflows. Standardizing policies across Ambulatory Care sites strengthens clarity for frontline teams, reduces variation in practice and supports safer, more reliable care delivery regardless of location.

### Ambulatory Care Education Focuses on Communication Skills

Ambulatory Care education reached a major milestone in 2025 as 1,288 team members completed the Comprehensive Communication Workshop. This achievement reflects a shared commitment to strengthening how to connect with patients, families and one another across Ambulatory Care settings.

The workshop focused on practical, patient-centered communication skills that team members could immediately apply in daily practice. Key concepts included making strong first impressions, using clear and respectful language, active listening, empathy and managing difficult interactions with professionalism and courtesy.

Special emphasis was placed on navigating high-volume environments while maintaining compassion and clarity. A central goal of this initiative was to improve the friendliness and courtesy metric for registered nurses and medical assistants, which is a meaningful measure of how patients experience their care. Aligning education directly with this metric reinforced that every interaction matters.

### Video Remote Interpreting Advances Equitable Care

In 2025, Ambulatory Care Nursing supported the successful rollout and expansion of video remote interpreting (VRI) across Ambulatory Care settings. These efforts were grounded in a shared commitment to improving access and equity for patients with limited English proficiency while supporting front-line teams with reliable and efficient tools.

VRI equipment was placed in high interpreter-use clinics to better meet patient needs and reduce reliance on in-person interpreter services. The expansion focused on improving real-time access to language services while maintaining efficiency in busy Ambulatory Care environments. In total, 57 VRI units were rolled out across Ambulatory Care locations, including high-volume sites such as the K Building, Columbus Center and Royal Oak. Deployments were aligned with interpreter utilization data to ensure resources were placed where they would have the greatest impact on patient care and patient experience.

Ambulatory Care Nursing played a key role in ensuring operational readiness for the VRI rollout. Nursing leaders collaborated closely with Interpreter Services, Patient Safety and operational partners to support planning, device reconciliation and site prioritization for deployment. This interdisciplinary coordination helped ensure that nursing workflows were thoughtfully considered alongside patient access and responsible resource use.



# New Knowledge, Innovation and Improvements

## New Endoscopy Center Expands Access to Care

The new Endoscopy Center on the Henry Ford Hospital campus opened to patients on June 16. The Center is approximately 24,000 square feet with 11 procedure rooms and 29 recovery bays. Approximately 70 Henry Ford Medical Group Gastroenterology nurses and team members care for patients.

The Center supports clinical care and research for multiple programs, including general gastroenterology, colon cancer screening, motility, inflammatory bowel diseases, hepatology, colorectal surgery, general surgery, thoracic surgery, oncology and advanced therapeutic endoscopy.

Leadership support of the center includes: Sumit Singla, MD, FASGE, Division Head of Gastroenterology and Hepatology; Duyen Dang, MD, Director of Endoscopic Services Division of Gastroenterology; Tiffany Worthington, MHA, BSN, RN, Director, Division of Gastroenterology-Hepatology; Megan Wharff, BSN, RN, Group Practice Director Gastroenterology-Endoscopy; Anita Gary, BSN, RN, Assistant Clinical Manager; and Nicole Robinson, BSN, RN, Assistant Clinical Manager.

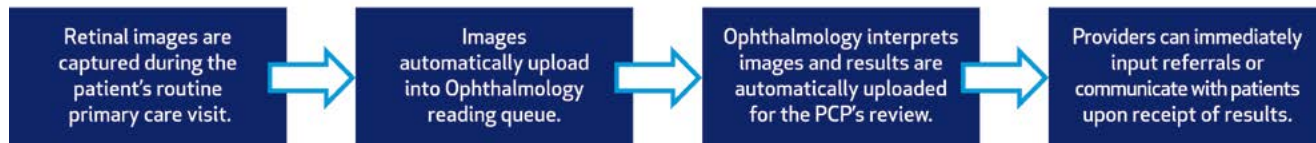


*Leaders participating in the Endoscopy Center ribbon cutting represent a commitment to exceptional care for patients.*

## Incorporating Retinal Screening into Primary Care

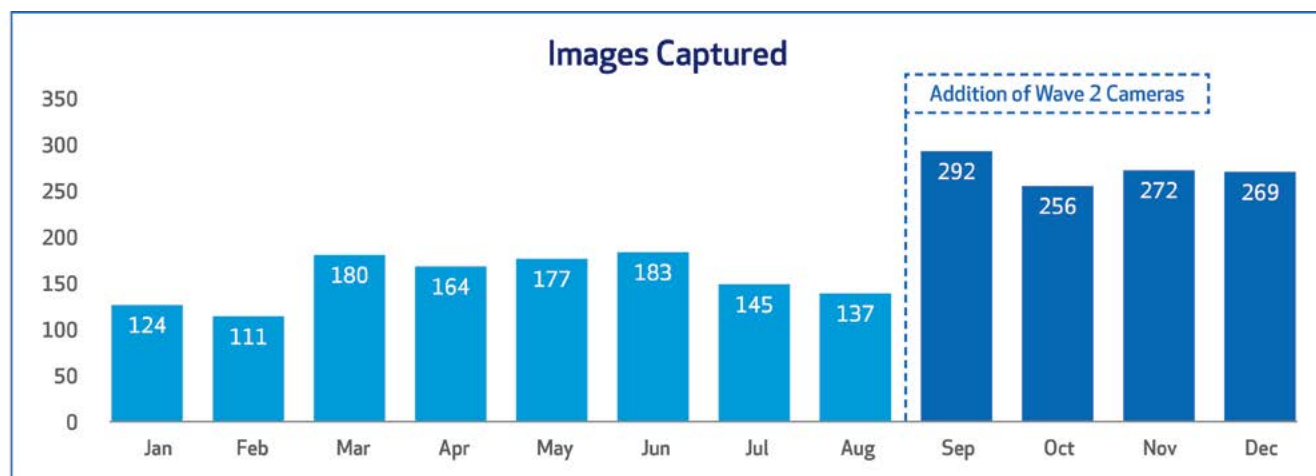
Diabetic retinopathy is a leading cause of preventable blindness, yet adherence to annual retinal screenings remains low. Embedding screening into routine primary care visits enhances access, strengthens primary–specialty collaboration and drives measurable improvement in this quality metric.

Tele-retinal cameras were incorporated into primary care clinics to increase diabetic eye exams and increase early disease detection. In coordination with the vendor, primary care began using cameras in 25 clinics. Ophthalmology interprets the images and primary care providers receive the results, then follow up with patients if referral is needed. The screening results become part of the patient's medical record.

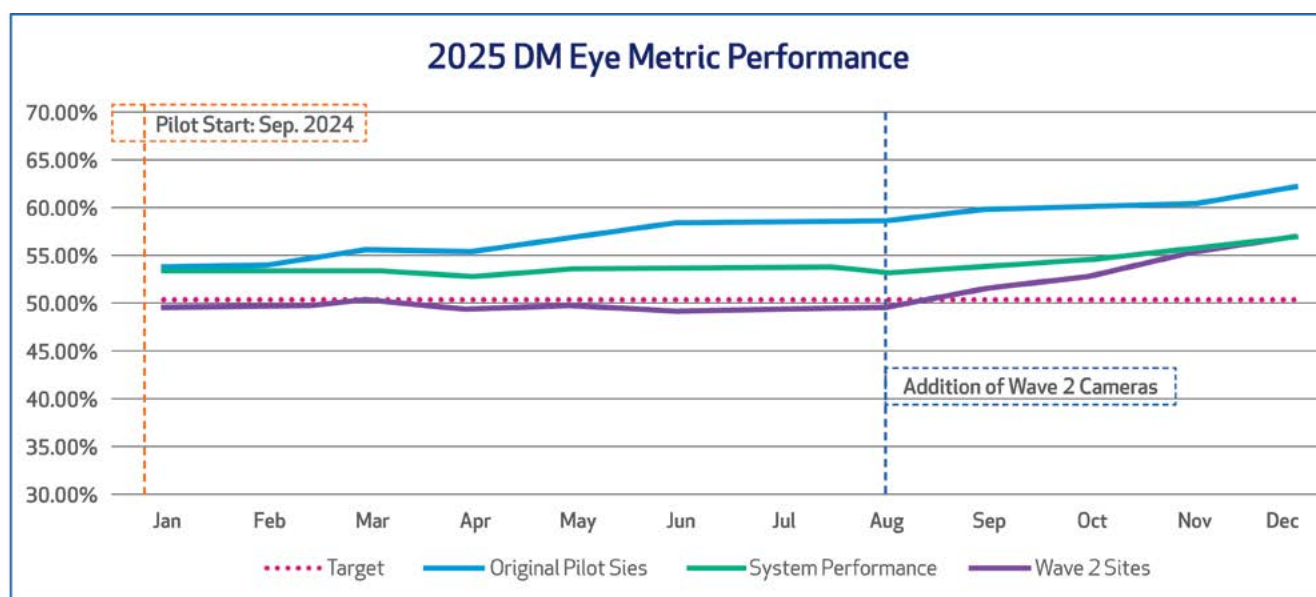


*This is the clinic workflow for using tele-retinal cameras in the primary care setting.*

## Tele-Retinal Camera Deployment in Primary Care Outcomes



*Year over year, clinics' average capture per month steadily increased. Sites averaged 15 exams per imager per month in 2025, up from 8 in 2024.*



*By using trained Henry Ford Ophthalmology readers, retinal screening captured 411 cases of disease, equal to 20% of the billable exams, as well as 303 cases of vision-threatening disease. Eye metric performance also improved.*



## Awards and Recognitions

### Ambulatory Care Nursing's DAISY Award Evolution

Building on the longstanding tradition of the DAISY Award, Ambulatory Care Nursing introduced changes designed to increase visibility and inclusivity, ensuring excellence in nursing care is recognized more often and, in more ways, than ever before.

One big shift was increasing recognition by switching from bi-monthly to monthly DAISY awards. Honoring a DAISY Award recipient each month:

- Recognizes outstanding care closer to the moment it occurs.
- Highlights more nurses across diverse Ambulatory Care settings.
- Sustains momentum and engagement around professional recognition throughout the year.

Recognizing that exceptional care is often delivered through collaboration, the DAISY Nurse Team Award was added in 2025. This new award honors teams of nurses who work together to achieve outstanding outcomes for patients and families. It acknowledges:

- Interdisciplinary collaboration within Ambulatory Care
- Shared accountability and mutual support among nursing colleagues
- Innovative, team-based approaches to patient-centered care.

These enhancements will continue to inspire pride, connection, and excellence – acting as a reminder that the work nurses do every day truly makes a difference.



Team members gathered to congratulate Heather Gibson, RN, Ambulatory Nursing Education, HFMC – New Center One, on her DAISY Award.



Elizabeth Ezell, RN, Ambulatory Surgery, Henry Ford Medical Center, surrounded by colleagues at Henry Ford Medical Center – Royal Oak.

### 2025 Ambulatory Care DAISY Awardees

- Amina Alaansi, RN, My Care Advice Line, Henry Ford Medical Center – Fairlane
- Kira Delfavero, RN, Emergency Medicine, Henry Ford Medical Center – Plymouth
- Genevieve Deschaw, RN, Oncology, Cancer Pavilion
- Elizabeth Ezell, RN, Ambulatory Surgery, Henry Ford Medical Center – Royal Oak
- Kimberly Fouche, RN, Neurology, Henry Ford Medical Center – Lakeside
- Heather Gibson, RN, Ambulatory Nursing Education, Henry Ford Medical Center – New Center One
- Haley Groteler, RN, Oncology Infusion, Cancer Pavilion
- Dakota Howard, RN, Cardiovascular Medicine, Main Campus
- Andrew Kocsis, RN, Urology, Henry Ford Medical Center – Fairlane
- Anthony Neme, RN, Bone Marrow Transplant, Main Campus
- Bonn Sotto, RN, Gastro Procedure, K-7, Main Campus
- Mikayla Spica, NP, Hematology/Oncology, Cancer Pavilion



From left, DAISY Team Award winners from Plastic Surgery, Henry Ford Medical Center – Columbus are Enkeleda Gjika, RN, Nurse Leader; Carolyn Frank, RN; Cassie Pressel, MSN, RN, Nurse Manager; Mary VanGordon, RN; and Taylor Hamilton, RN.

### Quarterly Honey Bee Award Winners

The Honey Bee Award was presented to medical assistants quarterly. Honorees in 2025 were:

- Tyesha Clemons, Henry Ford Hospital Neurology, Coordinator, Medical Assistants, who received two quarterly awards in 2025.
- Leslie Silawa, MA, Henry Ford Medical Center – Ford Road, Dermatology
- Kimberly Stecko, MA, Henry Ford Medical Center – Fairlane Orthopedics



[Click here](#) or scan the QR code to learn more about Henry Ford Brighton Center for Recovery.

# Behavioral Health Services

## A Message from our Vice President, Behavioral Health Service Line

Dear Colleagues,

Behavioral Health nursing continues to play a vital role in delivering compassionate, high quality care across Henry Ford Health. In 2025, our Behavioral Health service line was formally announced and continues to take shape. Although the formal service line is in its infancy, the tremendous amount of collaboration, cohesion, and commitment to patient care continues to be undoubtedly prevalent. Together, we made important strides to strengthen nursing practice, enhance care delivery, and create greater alignment across inpatient, ambulatory, addiction services, and specialty behavioral health settings. These efforts reflect the expertise and dedication of our registered nurses at Henry Ford Health. In 2025, our clinical delivery offerings were astonishing.

In total, the service line served over 230,000 ambulatory patients, assisted with disposition and care for over 19,000 emergency department psychiatric patients, served nearly 20,000 substance use ambulatory encounters, and added over 300 new medical records. Collectively, the inpatient footprint offers a total of 362 licensed acute psychiatric beds and 160 licensed residential substance use beds.

Furthermore, our teams outperformed the national average for nursing engagement for Behavioral Health Services (ambulatory and Maplegrove Center) and Brighton Center for Recovery, yielding impressive results of 4.44 and 4.02, respectively. Our team members also volunteered and engaged community activities, like orchestrating a behavioral health team for the National Alliance on Mental Illness (NAMI) Walk.

As a registered nurse myself, it is an honor to lead this newly identified service line. I continue to be impressed by each team member throughout the variety of service line offerings. The commitment to our patients, visitors, and each other is unmatched. This is an exciting time for the Behavioral Health Service Line, and our team is ready to lead the industry in nursing excellence and patient outcomes across the care continuum.



With gratitude,

**Courtney McIntosh, DNP, MBA, RN, CEN**

Vice President, Behavioral Health Service Line





[Click here](#) or scan the QR code to learn more about Henry Ford Maplegrove Center.



[Click here](#) or scan the QR code to learn more about Henry Ford Addiction Medicine.



## A Message from our Chief Nursing Officer Addiction Services, Henry Ford Health System

Dear Nurses,

This was another exceptional year of quality addiction nursing care at Henry Ford Maplegrove Center and Brighton Center for Recovery. In 2025, we remained steadfast in our commitment to excellence while continuing to grow and evolve as part of Henry Ford Health. During a year of significant transition, including a successful Joint Commission survey, our Nursing team demonstrated resilience, professionalism and an unwavering dedication to high-quality care.

As addiction rates continue to rise, access to treatment remains crucial. Our team remained focused on removing barriers to care and expanding access to vital addiction services for individuals and families. Through close collaboration with our medical and clinical partners, our nurses consistently deliver safe, evidence-based and compassionate care, reinforcing our mission to support recovery and healing.

In 20225, we prepared for major technological advancements, including the transition to Epic and the upgrade of our Pyxis system. These initiatives further enhance patient safety, care coordination and clinical efficiency. Our team navigates these changes with the same commitment to teamwork, quality improvement and excellence that defines our practice.

I am deeply honored to lead this dedicated Nursing team and look forward to the opportunities and accomplishments ahead.



Sincerely,

**Venetra L. Darnell, Ph.D., MBA, RN**

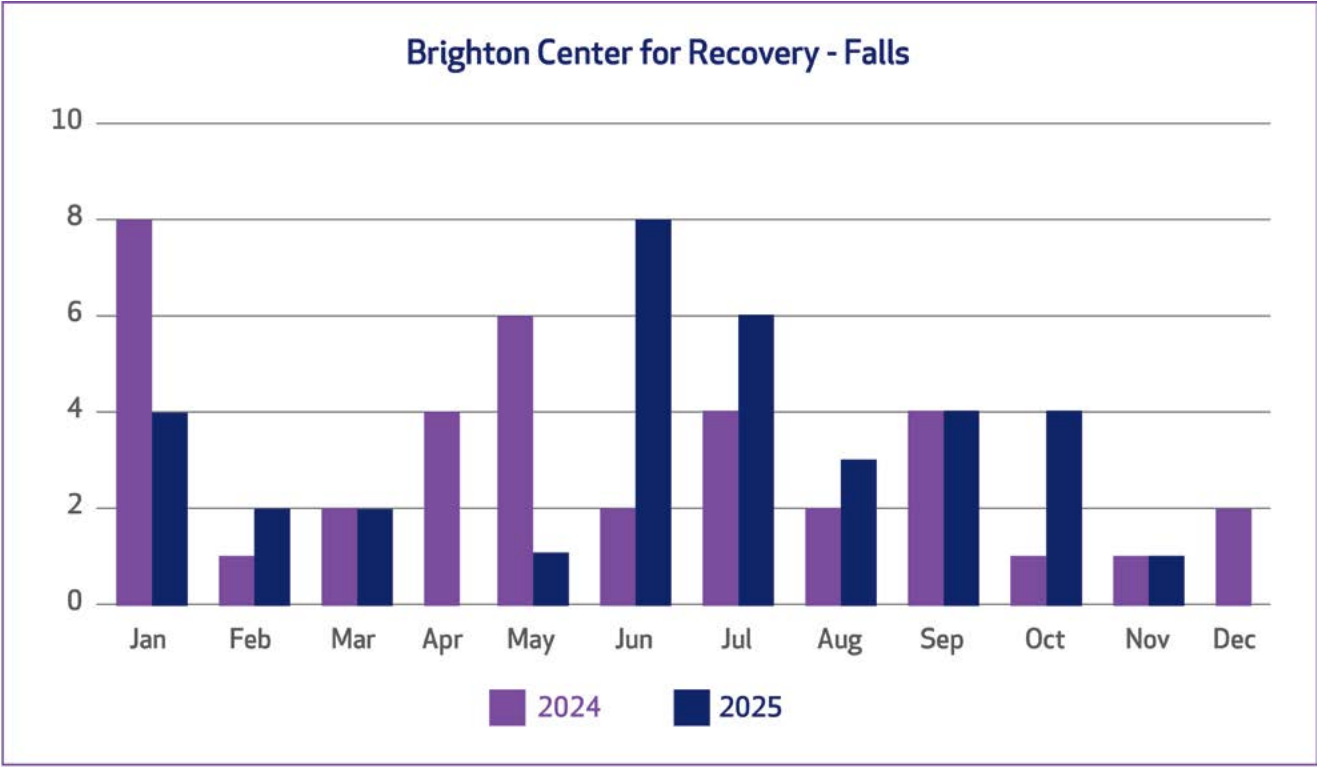
Chief Nursing Officer, Addiction Services, Henry Ford Health System

# Empirical Outcomes

## Multidisciplinary Team Decreases Falls

Fall prevention remains a multidisciplinary performance priority at Brighton Center for Recovery and a continued focus of structured process improvement efforts. We are the only substance use disorder treatment center in the area that provides residential services and accepts Medicare. As such, we serve a higher-acuity population with elevated clinical complexity and associated fall risk. Ensuring patient safety while maintaining access to care remains central to our mission.

In 2025, Brighton Center for Recovery recorded 35 falls compared to 37 falls in 2024, representing a 5.4% reduction. While several individual months in 2025 reflected a higher incidence compared to the same months in 2024, the overall annual trend demonstrates measurable improvement in fall prevention. We will continue to monitor monthly patterns, evaluate contributing factors, and refine interdisciplinary prevention strategies to further reduce fall risk while maintaining access to care for medically complex patients.



# Transformational Leadership

## Service Line Barbecue Brings Team Members and Families Together

In September, Brighton Center for Recovery hosted the inaugural Behavioral Health Service Line barbecue, bringing team members, providers and their families together from across Henry Ford Health. The event was an opportunity to strengthen cross-functional relationships and reinforce alignment across the Behavioral Health service line.

Attendees enjoyed family-friendly activities, games, food and prizes, fostering engagement and camaraderie beyond the clinical setting. Behavioral Health Services team members had the opportunity to tour the Brighton Center for Recovery campus, enhancing familiarity with the residential program environment and deepening understanding of the services provided. This inaugural event reflects Behavioral Health's commitment to collaboration, culture-building, and integration across the broader health system.



# Structural Empowerment

## Strengthening our Community Partnerships

For the first time, Brighton Center for Recovery sponsored the Face Addiction Now (formerly known as Families Against Narcotics) Annual Fall Festival Gala in October. Participation in this signature community event reflects an ongoing commitment to advancing recovery advocacy and strengthening community partnerships.

Several team members attended, representing Henry Ford Health and Brighton Center for Recovery. The event provided meaningful opportunities to engage with families, individuals in recovery, community leaders, and other key stakeholders dedicated to destigmatizing addiction, supporting families, and expanding recovery and educational resources. The team's sponsorship and presence at this event underscore the commitment to community collaboration and to advancing a compassionate, recovery-oriented system of care.

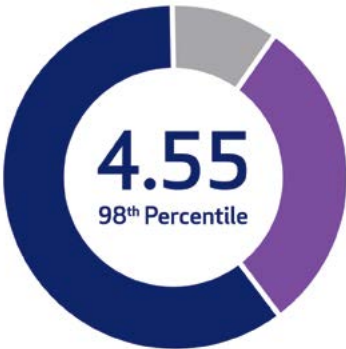
## Engaging our Nursing Team Members

Maple Grove Center Nursing achieved 97% participation and an engagement score of 4.55, placing the team in the 98th percentile and demonstrating an exceptionally high level of commitment and engagement. The team's collaboration, dedication and shared commitment to supporting individuals struggling with addiction are evident. Their strong sense of teamwork and mutual support is reflected in our outstanding engagement results.

The engagement score provides insight into the emotional and personal connection to the organization as influenced by work experience.

### Mean Score and Distribution

- Disengaged (0%)
- Neutral (10%)
- Engaged (30%)
- Highly Engaged (60%)



### Comparisons

| Benchmark                                   | Difference |
|---------------------------------------------|------------|
| vs. Overall Org Avg                         | +0.49      |
| vs. National Healthcare (Employee) Avg 2025 | +0.58      |

### Historical Performance

| Benchmark            | Difference |
|----------------------|------------|
| 2025 February Result | —          |
| 2024 Results         | +0.15      |

## Team Enthusiasm Flourishes during Spirit Week

Team members at Brighton Center for Recovery and Maple Grove Center actively participated in Henry Ford Health Spirit Week in November, reinforcing a culture of engagement, collaboration and organizational pride. Participation was strong across departments and reflected the team's commitment to fostering a positive and supportive workplace environment. Several team members further demonstrated creativity and enthusiasm by expanding "Twinning Day" into "Tripling Day," exemplifying the camaraderie and unity that contribute to the center's strong organizational culture.

# Exemplary Professional Practice

## Excellence Exemplified through Successful Joint Commission Survey

In May, Henry Ford Brighton Center for Recovery successfully completed its 2025 Joint Commission survey. The surveyor recognized the organization's unwavering commitment to clinical excellence in patient care and safety, noting: "I would send any of my family members here for treatment."

This exceptional endorsement serves as a powerful testament to the professionalism, clinical expertise and compassion demonstrated by our team. Achieving this outcome reflects the dedication of team members, providers and leaders who consistently uphold the highest standards of care. We extend our sincere appreciation to all who contributed to this outstanding accomplishment, which underscores our ongoing commitment to excellence and patient-centered care.

## Innovative Care Delivery Initiatives

Behavioral Health Nursing was central to several innovative care delivery initiatives in 2025. The service line piloted the use of the virtual nursing platform in Jackson to assist in redesigning psychiatric consult models to support timely access to psychiatric expertise, improve coverage, and enhance interdisciplinary collaboration. Nurses played a critical role in piloting workflows, supporting new technology and ensuring patient centered implementation across inpatient settings. These initiatives demonstrate how nursing leadership and adaptability continue to shape the future of behavioral health care.

# Awards and Recognitions

Jessica Hull, PMH-NP, was recognized as one of Jackson Magazine's Health Care Angel Award recipients. She also received the Trailblazer Award for her efforts related to expanding perinatal psychiatric services in Jackson.

Courtney McIntosh, DNP, MBA, RN, CEN, received the 2025 Clara Ford Nursing Award for Nursing Leadership.



# Community Care Services

Henry Ford Health Community Care Services ensures patients receive appropriate services after returning home from a hospital stay or for their next stage of life. Working in collaboration with the system's medical experts and specialists, the Henry Ford Medical Group (HFMG), Community Care Services team members offer a wide range of services, including eye care, end-of-life care, dialysis, home care, pharmacy services and home medical equipment and supplies. Our team continues to remain strong in its mission of providing these services seamlessly under one umbrella.

## Greenfield Health Systems



Greenfield Health Systems Greenfield Health Systems (GHS), Henry Ford Health's provider of dialysis services, helped establish Community Care Services in 1983. GHS supports patients 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 450 team members serve nearly 1,700 patients a week. GHS also offers education and training for health care professionals.

## Retail Pharmacies

### Pharmacy Advantage

Pharmacy Advantage is a specialty pharmacy serving patients across the country who require complex medication therapies for acute and chronic conditions.

### Inpatient Pharmacy

Pharmacy services is essential part of care for many hospitalized patients. Henry Ford Health has developed and implemented innovations in pharmacy practices to improve the quality and economy of patient care.

### Pharmacy Care Management

The Pharmacy Care Management division ensures pharmaceuticals are used appropriately, maximizing affordability and quality care. With 450 team members, including more than 100 pharmacists and nurses, Pharmacy Care Management has 30 pharmacies throughout Henry Ford Health, including a 25,000-square-foot central facility in Rochester Hills, Mich.

## Henry Ford OptimEyes



## Henry Ford Employer Solutions







### Henry Ford at Home

Henry Ford at Home is Michigan's largest home health group and offers a comprehensive network of services, including Henry Ford e-Home Care, Extended Care/Private Duty, Home Health Care, Hospice, and Home Infusion.

### Henry Ford e-Home Care



### Henry Ford Home Health Care



### Henry Ford Extended Care/Private Duty



### Henry Ford Home Infusion



### Henry Ford Hospice



## Empirical Outcomes

### 2025 CAHPS® Survey Scores

Results of Home Health Care's 2025 Consumer Assessment of Healthcare Providers and Systems Survey (HH-CAHPS®) for patient satisfaction demonstrated:

- 88% of respondents gave Henry Ford Home Health Care a top box overall patient satisfaction score (9 or 10).
- 78% of respondents provided a top box score, indicating they would "definitely recommend" Henry Ford Home Health Care to family and friends.

Results of Hospice's 2025 Hospice-CAHPS® patient satisfaction surveys demonstrated:

- 85% of respondents gave Henry Ford Home Health Care a top box overall patient satisfaction score (9 or 10).
- 80% of respondents provided a top box score, indicating they would "definitely recommend" Henry Ford Home Health Care to family and friends.

Results of Home Infusion's 2025 HI-CAHPS® patient satisfaction surveys demonstrated:

- 70% of respondents gave Henry Ford Home Health Care a top box overall patient satisfaction score (9 or 10).
- 65% of respondents provided a top box score, indicating they would "definitely recommend" Henry Ford Home Health Care to family and friends.

### Greenfield Health Systems In-Center Hemodialysis Exceeds National Average

Greenfield Health Systems' Spring In-Center Hemodialysis Consumer Assessment of Healthcare Providers and Systems (ICH-CAHPS®) patient satisfaction results exceeded the national average by more than 12%. Nearly 73% of respondents awarded Greenfield Health Systems a "top box" overall care and operations satisfaction rating, compared to the national average of 65%. Additionally, Greenfield Health Systems outperformed national benchmarks across all composite measures.

## Transformational Leadership



### New Leader joins Greenfield Health Systems Team

Jenny Beesley, RN, Regional Administrator, left, joined Greenfield Health Systems in 2025.

## Henry Ford SandCastles Camp

### SandCastles Grief Support Camp

Together with year-round programming, the Henry Ford Sandcastles Grief Support Program includes an annual summer camp for grieving children who have experienced the loss of a loved one.



The weekend camp is a unique interactive experience with activities that create a team building environment, normalizing the grieving process. 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. In 2025, 80 children and 70 volunteers attended camp. Activities allowed campers to experience a normal camp experience with other children who have lost a parent or close person. Children learn mechanisms to normalize their grief and work through the process in positive and productive ways. The camp is 100% free for all children.



### Inaugural Henry Ford+ MSU Innovations Symposium

Mike Ellis, RN, Vice President – Henry Ford at Home, right, presented at the inaugural Henry Ford + MSU Innovations Symposium on the topic, "Care of the Future." In his presentation, he detailed current Henry Ford at Home and Community Care Services products and services and discussed the home as the default care setting of the future.





## Community Care Services Leaders Present in the Community

On June 10, **Staci Perman**, from Abbott Nutrition, presented to over 100 Home Health Care clinicians on how Abbott Nutrition can help support the nutritional needs of Henry Ford Home Health Care patients. At the end of the presentation, she sent attendees her presentation slides and a patient compliance tracker that provides a Juven \$20 off code and high-level information about Juven ingredients. Both resources were shared with branch leaders to forward to team members.

On July 10, **Ryan Gauthier, DAOM, LAc, LMT**, Doctor of Acupuncture and Oriental Medicine, and Kathryn Glad, LMT, BCTMB, MBA, Licensed Massage Therapist, both on the Henry Ford Center for Integrative Medicine team, presented to more than 120 Home Health Care clinicians about Henry Ford Center for Integrative Medicine Functional & Lifestyle Medicine. They included information about services, clinic locations and how to access services for patients and team members. The presentation was followed by an active question-and-answer session.

On Nov. 18, **Yara Khalifeh, M.D.**, Henry Ford Health Pulmonology fellow, presented to over 70 Home Health Care clinicians about chronic obstructive pulmonary disease (COPD). The presentation included information about COPD epidemiology, pathophysiology, assessment based on 2025 gold standards, pharmacological and non-pharmacological management, the importance of proper inhaler technique, pulmonary rehabilitation and take-home points. Attendees participated in a question-and-answer session after the presentation.

## Structural Empowerment

### Family Medicine Residents Observe Home Health Care

Henry Ford Home Health Care hosted nine Henry Ford Medical Group Family Practice residents for a one-day Home Health Care nurse and patient observation. This collaboration helps these physicians learn the role of Home Health Care and the necessary communication and collaboration for safe, high-quality Home Health Care services.

### Cipher Calls

Home Health Care launched the use of Cipher Calls to improve patient engagement scores in the first part of August. Cipher initiates a call to all joint replacement patients five days after the “start of care” visit; all other patients receive a call on the tenth day after our start of care visit. The Cipher information is being used to find clients and families who are not 100% satisfied with service and collect information that can be used to improve. Follow ups will also be made in an attempt to resolve the issue of concern and data will be used for future improvements.

## In-Home Phase 1 Cardiac Rehab program

Henry Ford Home Health Care and Cardiac Rehabilitation kicked off a process improvement initiative to develop an In-Home Phase 1 Cardiac Rehab program to prepare patients for Outpatient Cardiac Rehab Phase 2 and improve conversion and capture rates for Phase 2 Cardiac Rehab.

### Doximity Dialer

Henry Ford at Home implemented the use of Doximity Dialer to allow team members in the community to call patients through Doximity and have the recipient’s caller ID show the call is coming from Henry Ford Health. In addition, if the patient does not answer, the team member can send a secure text to the patient with a call back number that is routed directly to the team member’s phone. This allows team members to maintain privacy of their own cell phone number and easily communicate with patients. The result is that patients and caregivers are answering calls much more frequently, and team member and patient engagement has improved.

### Building our Nursing Teams

Greenfield Health Systems emphasizes dialysis nursing as a rewarding specialty, highlighting opportunities for skill development, certification and professional growth within a supportive team-based environment. Recruitment efforts include in-person job fairs, employee referrals, and internal career advancement opportunities. Greenfield Health Systems provides structured onboarding for new nurses and technicians entering dialysis care that includes a preceptor and mentorship program, ongoing competency and validation to ensure safe and consistent practice, continuing education opportunities and in-service training.

### Enhancing Nursing Student Education

Henry Ford Home Health Care and Hospice proudly hosted 35 nursing students for their community health clinical placements, including 11 from Oakland University, 11 from Madonna University, eight from Michigan State University, and five from the University of Detroit Mercy, supporting their progress toward bachelors’ degrees in nursing.

### Retaining our Valuable Team Members

Henry Ford at Home senior leadership conducted five townhall listening sessions in 2025. More than 500 team members participated in the virtual sessions. Leaders shared the Henry Ford at Home operating plan and results, held open question-and-answer sessions, and discussed why team members remain employed at Henry Ford at Home. The team expressed a high degree of satisfaction with the open discussions on goals, outcomes and opportunities for continued improvement. Team members reported feeling that leadership listened to their opinions, responded to their concerns and cared about retaining team members.

## Helping Keep First Responders Safe and Healthy

The Henry Ford Employer Solutions team conducted on-site services to provide medical care for people at high risk for cardiac, pulmonary and skin issues, as well as other health conditions. Health risk appraisals, physical exams, EKGs, laboratory studies and biometric screens are some of the services provided. The Canton, Armada and Detroit fire departments took part in screenings along with other departments throughout the state of Michigan. Excellent clinical care has helped save lives by preventing disease and improving overall health. The team has received a 97% satisfaction rate from customers. Many times clients have come back in person to share their stories, provide recognition for the lifesaving care and thank the team for their outstanding work.



## American Heart Association Heart Walk

Throughout 2025, Henry Ford at Home team members raised money for the American Heart Walk. Over 30 team members, their friends and families participated in the walk. The "Hearts at Home" team raised over \$9,300 for the American Heart Association.



*The Henry Ford at Home Heart Walk team raised over \$9,300 for the American Heart Association.*

## World Medical Relief Receives Donations

More than \$780 was raised by Henry Ford at Home for World Medical Relief to purchase items for hygiene kits and baby blankets for people who are unhoused. With the donations, World Medical Relief bought and distributed bath towels, washcloths, toothpaste, toothbrushes, soap, shampoo, deodorant, combs and baby blankets.

## Collecting Hygiene Items for Health Emergency Lifeline Programs (HELP)

Henry Ford at Home collected and delivered hygiene items to the Health Emergency Lifeline Programs (HELP) and their Corktown Health Center. Their HIV programs serve more than 1,600 people annually, 1,500 for primary care, cancer screening, aging services and a range of preventive programs.

## Gleaners Food Bank Drive

Greenfield Health Systems held a virtual Fundraiser in November 2025 to support Gleaners Food Bank. A collective donation of \$1,262 was made from Greenfield Health Systems team members, which provided 3,786 meals to the metro Detroit community.

## Supporting National Kidney Foundation of Michigan Events

Greenfield Health Systems proudly supports the National Kidney Foundation of Michigan and sponsors annual events including the Kidney Walk at the Zoo and the Kidney Ball. Proceeds from the events help fund innovation in kidney disease research, advocacy, patient support programs and transplants. In 2025, Greenfield Health Systems raised and donated a total of \$48,383.



*Kris Lula (retired), Senior Administrative Secretary Henry Ford at Home, left, and Kathy Bronikowski, Associate Vice President Henry Ford at Home, at the Kidney Walk.*



*Holly Riley, Social Work Manager, left, and Beverly Gable, Sr. Financial Analyst, were part of the Greenfield Health Systems Kidney Walk at the Zoo team.*



## Assisting the Capuchin Soup Kitchen

Nine team members and family members from Henry Ford Hospice Wayne County volunteered to assist the Capuchin Soup Kitchen. Over almost three hours, they assisted with organizing and sorting clothing for the food and clothing center in Detroit. Their efforts were a valuable resource for the soup kitchen in their mission to provide clean, safe and dignified space for clothing and food distribution and resources for the community of Detroit.

## Supporting Game on Cancer

Henry Ford Home Infusion team members dedicated time and effort to support the Game on Cancer Leprechaun Baseball Game, where they helped sell 50/50 tickets to boost donations. Their presence and energy contributed directly to the event's success and reinforced our team's commitment to service. Henry Ford Home Infusion also held a Detroit Lions preseason game raffle to raise funds for Game on Cancer. Together, Home Infusion raised over \$3,800.

## Detroit Water Main Break

In response to a massive water main break that flooded over 400 homes in southwest Detroit and resulted in residents being placed in hotels and temporary shelters, Henry Ford at Home took up a collection of toiletries, diapers, paper towels, toilet paper and other essentials. They delivered over 1,400 items for volunteers to distribute to affected people.



## 'We are Plarners' turns Plastic into Comfort

Through the efforts of Quality Coordinator Deb Harmon, RN, Henry Ford at Home partnered with "We are Plarners," a not-for-profit organization that processes clean used plastic bags into workable plastic yarn, called "Plarn" short. Plarn is crocheted into sleeping mats and other comfort items people who need them. Henry Ford at Home's donations were converted into 208 sleeping mats for people who are unhoused. In addition, team members supported the organization in a lightly used shoe drive, donating 204 pairs of shoes that were shipped to a village in Malawi.

## Adopt-a-Family Programs Reach Community Members in Need

### Henry Ford at Home

Henry Ford at Home adopted 11 families with a total of 37 family members. The team provided 120 gifts and gift cards through donations reaching more than \$5,600. Each family received several hundred dollars in gift cards to purchase food.



### Greenfield Health Systems

For the eighth consecutive year, Greenfield Health Systems partnered with the National Kidney Foundation of Michigan, as part of community-based partnerships with departments throughout Henry Ford Health. Together, they offered support for dialysis families during the holidays. Through generous donations, 43 families received clothes, household essentials, toys, gift cards and cleaning supplies. More than 2,000 gifts were purchased from family wish lists, wrapped and delivered to the corporate office where the team presented them to the families. A total of 183 people of all ages enjoyed a brighter holiday season as a result of the program.

## Henry Ford at Home Employee Recognition Committee

The Henry Ford at Home Employee Recognition Committee dedicated 2025 to raising funds through various fundraisers and using proceeds to recognize and appreciate team members. The committee is made up of 26 dedicated members who coordinate efforts and activities to consistently acknowledge and recognize team members, fostering a culture of appreciation and teamwork.

Throughout the year, fundraisers included selling mums, Hungry Howie's pizza kits, bundt cakes and more. These efforts funded numerous activities such as kindness cards, a Detroit Tiger's pre-opening day luncheon, ice cream socials, spirit weeks, appreciation breakfasts, Henry Ford Health calendars, an award luncheon and various gift cards.

## Exemplary Professional Practice

### Caring for Men's Health

Greenfield Health Systems team members, in partnership with the Henry Ford Health Community Health, Equity and Wellness (CHEW) department, volunteered at a Men's Health and Wellness event in August. Team members provided information and screenings related to kidney health to community members in Detroit.

### Student Health Data Tracking System

At Henry Ford Employer Solutions, we make a difference not only in hospital and ambulatory settings, but in the health and well-being of our communities by extending compassionate, innovative, and community-focused care to children, families, and schools. In 2025, Melinda Trnjanin, BSN, Occupational Health, developed and implemented a comprehensive student health data tracking system. She analyzed three years of trends to enhance emergency response, deliver personalized health education to students, their families, and staff, and strengthen care coordination and referrals within Henry Ford Health.

The on-site health clinic has managed approximately 2,500 nurse visits, averaging 25 to 45 visits daily. In 2026, they are projected to exceed the 2025 total with more than 4,000 visits.

This increase reflects expanded access to care and meaningful program growth. To better serve students and staff, Trnjanin has completed the American Lung Association Open Airways for Schools® program, Henry Ford Health's Stop the Bleed training, and actively engaged with the National and Michigan Associations of School Nurses to strengthen regulatory compliance, implement standardized medication safety processes, and expand emergency preparedness.

## New Knowledge, Innovation, and Improvements

### Reading of the Regs

Greenfield Health Systems nurse managers and nurse supervisors participated in the day-long "Reading of the Regs" educational program in January. This event included using interactive technology, enabling participants to engage with our interpretive guidelines and discuss safety and survey preparedness. Conversations led to clarification of processes and sharing of best practices between units. Feedback was positive, with many attendees inquiring about another session. Reading of the Regs has been expanded by its hosts, nurses in Education and Compliance, to be formatted for role-specific guidelines affecting social workers, biomedical equipment and in-home programs to allow for continued education and preparation across the dialysis spectrum.

### Annual Renal Care Symposium

The annual Renal Care Symposium was hosted by Greenfield Health Systems in October to create a memorable day of learning and networking for nurses and further their efforts to achieve professional and personal goals. Nearly 175 registered nurses from Henry Ford Health and other local organizations attended the event.

*Registered nurses from Henry Ford Health joined the Renal Care Symposium, hosted annually by Greenfield Health Systems.*



### CCS Showcase of Champions Highlights Improvement Projects

Quality Champions is an annual Community Care Services (CCS) program that supports staff at all levels in leading quality improvement projects across CCS divisions. Participants meet monthly for 10 – 12 months to learn improvement methods and tools, then apply them by facilitating a real project within their work team. Launched in 2003, the program is a core part of CCS's Performance Excellence culture and concludes with project displays and recognition at the annual Showcase of Champions, with projects also featured at the Henry Ford Health Quality Expo.

#### Enhancing Timeliness in Hospital Discharges

Hospice's Emily Langford, RN, Inpatient Manager, developed a Quality Champions project, "Enhancing Timeliness in Hospice Discharges." The initiative centered on helping patients transition from the hospital to hospice care sooner and more smoothly, while supporting sustained growth in patient census, improving community admitting capabilities, and closely monitoring customer service feedback. Through targeted improvements and strong interdisciplinary coordination, the team successfully reduced the average discharge timeline by one full day compared to previous years. In addition, the initiative succeeded in:

- Maintaining the highest patient census in five years.
- Achieving a successful Community Health Accreditation Partner reaccreditation survey.
- Earning a 10 out of 10 on the Hospice Quality Index Scorecard, surpassing state and national averages.
- Receiving Community Health Accreditation Partner customer service overall composite scores higher than state and national benchmarks.
- Improving our CMS rating from 3 to 4 stars (out of 5) for the next three reporting periods.



**Improving Timely Initiation of Home Care after Discharge**  
Henry Ford at Home's Caryn Kucyk, RN, and Brian Metzger, RN, led a Quality Champions project focused on improving Timely Initiation of Care (TIC). Timely Initiation of Care ensures patients are admitted to home care within 48 hours of discharge from a hospital or skilled nursing facility, or within 48 hours from the date of referral. Improvements in the TIC process led to increased patient satisfaction, reduced readmission rates and better overall patient outcomes by ensuring timely and efficient care delivery. Henry Ford Home Health Care completed 2024 with a TIC rate of 95.8% and through the continued efforts of the Home Health Care team, improved performance to 97.5% by the end of 2025.



*Caryn Kucyk, RN, and Brian Metzger, RN, Henry Ford at Home, led the Quality Champions project focused on timely initiation of care.*

### Nursing-Led Scheduling Innovation

The Greenfield Health Systems nursing team played a key role in the implementation of ScheduleWise across all outpatient dialysis units, supporting more efficient and transparent scheduling practices. Nursing leaders and frontline team members collaborated to support system adoption, provide feedback and help ensure the tool aligned with unit workflows and staffing needs. This effort was led by Kathy Bernardelli, RN, Tanisha Franklin, RN, Ken Vergara, RN, and Marissa Toia, CCHT. The initiative enhanced scheduling consistency, improved visibility of staffing patterns and supported proactive workforce planning. By engaging nurses in the implementation process, Greenfield Health Systems reinforced shared ownership and strengthened operational efficiency while maintaining a focus on safe, high-quality patient care and improving patient satisfaction.

*From left, Mary Marchwinski, RN, and Marissa Toia, Technical Leader, at St. Joseph Dialysis, where Nursing-led implementation of ScheduleWise created more efficient and transparent scheduling practices.*



## Awards and Recognitions

### Clara Ford Awards for Nursing Excellence

Community Care Services is proud to have three Clara Ford Award for Nursing Excellence winners in 2025. Please see the Clara Ford Awards section of the 2025 Nursing Report to learn about them.

### Michigan Home Care and Hospice Association Spirit of Caring Award

Hospice chaplain Steven Woodcock received the 2025 Michigan Home Care and Hospice Association Spirit of Caring Award honoring his exceptional compassion, innovation and commitment to patients and families. He consistently goes above and beyond to provide guidance, comfort, and peace during life's most difficult moments. Families frequently share that their loved ones felt calmer and more at peace after Woodcock's visits.

Last year, when a hospice patient learned she would not live long enough to be at her son's wedding, Woodcock volunteered to perform the marriage ceremony at the patient's bedside, creating a cherished memory for the family. Known for his gentle, flexible and patient-centered approach, he meets each family where they are in their grief. Beyond hospice, he and his wife volunteer extensively and support many humanitarian efforts.

### Oakland University Nightingale Award for Nursing Excellence

Oakland University's Nightingale Nursing Award is a prestigious annual honor recognizing exceptional nurses across Michigan. Named in memory of Florence Nightingale, it celebrates excellence in leadership, innovation, and compassionate patient care, honoring nurses whose work advances the profession and positively impacts patients, families and communities.

**Colleen Wojtala, RN, Supervisor, Henry Ford at Home, Home Health Care,**

is a leader of leaders whose 40+ year career has made her a mentor, advocate, and innovator across our organization. As a founding member of the Employee Recognition Committee, her ideas continue to enhance work-life balance for her colleagues. She pioneered the direct admit program, using her strong business acumen and community relationships to improve patient safety and access to care. Her dedication to exceptional customer service is further reflected in her leadership on the Home Health Care 2025 Consumer Assessment of Healthcare Providers and Systems Survey (HH-CAHPS®) improvement team, where her work supports both high-quality care and success in value-based reimbursement.



## Hour Detroit Nurse of the Year Award

Hour Detroit Magazine's Nurse of the Year Award honors exceptional registered and practical nurses across metro Detroit who demonstrate outstanding patient care, professionalism, leadership and community commitment. Nominated by their direct supervisors and selected by a distinguished panel of judges, recipients are recognized for consistently going above and beyond the call of duty and making a meaningful impact on patients, families, and the health care community.

### Nurse of the Year Award Winner Dawn Stone, RN

Dawn Stone, RN, Henry Ford at Home Home Health Care Downriver, is a deeply committed home health nurse serving Detroit with exceptional care and compassion. Her thorough case management, tireless work ethic, and strong communication make her a trusted choice for complex cases. As a member of specialty teams like Orthopedic Pathway and Advanced Home Health, she consistently delivers outstanding outcomes, including significantly lower readmission rates and top-tier self-care improvement scores. She also plays a vital role in palliative care, guiding patients and families through end-of-life transitions with empathy and expertise. Her impact is felt not only in clinical results but in the heartfelt gratitude of those she serves.



### Nurse of the Year Finalist Jeri Howard, RN

Jeri Howard, RN, Clinical Manager, Henry Ford Hospice, is a dedicated nurse leader whose advocacy for patients and families has driven meaningful improvements across Henry Ford Health. She founded the Patient and Family Advisory Council, developed educational tools to reduce anxiety and improve symptom management, and led initiatives to streamline clinical documentation and medication processes. Her leadership during the COVID-19 pandemic helped transition terminal patients home with compassionate care, and her work continues to enhance clinician support, patient satisfaction and organizational efficiency.



## Employee Recognition Awards

Henry Ford at Home held its fourth annual Employee Recognition Award program in November. More than 50 team members were nominated for recognition with the following team members receiving awards:

- **Customer Service Award:** Kathy Waun, RPh, Home Infusion
- **Above and Beyond Award:** Jennifer Jozefowicz, PT, Home Health Care
- **Teamwork Award:** Steven Woodcock, Lois Vaughn, Gus Flaherty, Hospice, and San Williams, Home Health Care
- **Rising Star Award:** Michelle McClintic, CPhT, Home Infusion
- **Caught in the Act of Caring:** April Nagy, RN, Home Health Care



*Employee Recognition Award winners, back row, from left: Jennifer Jozefowicz, PT; April Nagy, RN; Steven Woodcock; and Gus Flaherty. Front row, from left: Michelle McClintic, CPhT; Kathy Waun, RPh; San Williams; and Lois Vaughn.*

## DAISY Award, Community Care Services

- Ashley Metzger, RN, Henry Ford Home Health Care
- Joshua Markell, RN, Henry Ford Home Health Care
- Dianna Touqan, RN, Henry Ford Home Health Care
- Lizette Berant, LPN, 1-2 Acute Dialysis, Greenfield Health Systems



*Ashley Metzger, RN, Henry Ford Home Health Care, received a 2025 DAISY Award.*



*Dianna Touqan, RN, and Joshua Markell, RN, both from Henry Ford Home Health Care, with their DAISY Awards.*

## Henry Ford Macomb Hospital Great Catch Award

- Dennis Crawford, Dialysis Biomedical Technician, Greenfield Health Systems, St. Joseph Acute Dialysis



To learn more about Henry Ford Health,  
please click [here](#) or scan the QR code.

