**Nicotine-free**

**New Associate health and wellness efforts announced**

Effective May 1, Sparrow Health System instituted a nicotine-free hiring policy, which prohibits anyone from being hired at Sparrow or its affiliates if they test positive for tobacco or nicotine use. The policy reflects the leadership role Sparrow has taken with wellness issues for our Associates and the mid-Michigan community when it comes to promoting healthy habits.

Under the policy, job applicants will be tested for nicotine as part of the pre-employment screening process. Applicants who test positive will be able to reapply for a position 90 days after their initial screening date, if they are nicotine free. The policy does not apply to current Sparrow Associates, but they are strongly encouraged to utilize the smoking cessation benefits afforded to them.

“Sparrow is implementing this new policy in order to further our goal of being a role model for health improvement in Michigan. We believe it is vital to promote a safe, clean, healthy and healing environment for our patients and Associates,” said Dennis Swan, President and Chief Executive Officer.

The policy applies to all Sparrow affiliates, including Sparrow Hospital, Sparrow Clinton Hospital, Sparrow Ionia Hospital, Sparrow Specialty Hospital, Sparrow Medical Supply, Sparrow Medical Group practices, the Michigan Athletic Club and Physicians Health Plan of Mid-Michigan. It also includes physicians and medical residents.

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**New initiative will advance patient care, empower nurses**

The Medical Intermediate Care Unit at Sparrow Hospital was selected by the American Organization of Nurse Executives’ (AONE) for the Center for Care Innovation and Transformation initiative. Sparrow, along with 50 other hospitals nationwide, will participate in sessions to stimulate bedside nurses to change how they care for patients. By participating in this initiative, nurses will feel rewarded and empowered in their roles to improve the quality of patient care, explained Kim Alexander, Director of Critical Care Services at Sparrow.

“Sparrow continuously strives to do the right thing at the right time for patients. Nurses are closest to the patient 24/7, which gives them insight and the ability to enact change to address clinical quality outcomes,” Alexander said. “This initiative will help us identify systems and processes at the bedside, and we will be able share that information with other units here at Sparrow, as well as with other organizations nationally.”

This initiative builds upon the basic tenets of AONE’s Transforming Care at the Bedside program, which is aimed at improving quality and safety of patient care on medical and surgical units, while addressing the needs of nurses, cultural change and health care reform implementation. AONE is a subsidiary of the American Hospital Association.
The Board of Water & Light Chili Cook-off is on Saturday, June 4, from 4 p.m.-9 p.m., at the Adado Riverfront Park. Tickets purchased before June 4 are $5 for adults and $3 for children, ages 6 – 12. At the gate, costs for tickets are $10 for adults and $5 for children. To purchase tickets or volunteer, e-mail shela.dubenion-smith@sparrow.org or call 517.364.5696. A portion of the proceeds will benefit Sparrow.

Construction continues with IT upgrades

Crews are busy on the South, Foster and Neumann wings of the hospital as they work to upgrade Sparrow’s data network. New or expanded communication rooms are being built to support additional network equipment as implementation of the iSparrow Electronic Medical Record (EMR) initiative moves forward.

New network cabling will be installed once communication rooms are completed. The installation of cabling will impact all corridors and most rooms, including those of patients. Small HEPA tents to control dust and other particles will be used in patient areas as workers install cable in the ceilings. That will cause congestion in some spots. Construction will continue over the next several months.

Referral bonus available for RN recruitment efforts

Do you happen to know a registered nurse who would make a great Sparrow Nurse? Well, pass the word that Sparrow is inviting licensed, registered nurses with a minimum of at least one year of experience to apply for open positions at Sparrow’s main campus hospital.

“We know talent when we see it, and we want high-performing RNs to join our team. In particular, we have exciting opportunities for RNs on the night shift,” said Carol Dwyer, Vice President of Patient Care Services.

For every referral that is hired at the main campus hospital, an Associate or Volunteer will receive a $1,000 bonus for day-shift RNs and $2,500 for night-shift RNs. Referral awards will not be paid for referring current Associates, new graduates or RNs currently working on a temporary or contractual basis.

For information on Sparrow’s Referral Guidelines, visit the Intranet > Human Resources > RN Referral Program (upper right-hand corner), or contact Gina Brick at gina.brick@sparrow.org or 45817.

News hits

John Lux, longtime editor of the Sparrow News, retired on April 29, while Communications Specialist Anthony Martinez Beven joined the Marketing team on April 11. Most recently, Beven served as Internal Communications Lead for Winn-Dixie Stores, Inc.

The Histology department moved from the Sparrow main lab on 1 Foster to the Professional Building on the 3rd floor, suite 255. The main Histology number is 45302.

Larry Wilhite, Vice President of Legal & Risk Services, was recently named Boss of the Year by the Lansing chapter of the NALS, the association for legal professionals.
Sparrow honors 2011 Physician of the Year

Sparrow Clinton Hospital surgeon Donald L. Porter, M.D., received the Sparrow 2011 Physician of the Year award. He, along with four others inducted into Sparrow’s Physician Hall of Fame, were honored during the 2011 Physician Recognition Dinner on April 30 at the Country Club of Lansing. The annual dinner is hosted by the Sparrow Women’s Board of Managers and sponsored by PNC Bank.

Porter has been an integral part of Sparrow Clinton for 31 years. He has served as a general surgeon at Clinton for more than 30 years, and held several physician leadership positions, including chief of staff, service chief of Surgical Specialties, and a member of the Clinton’s Board of Directors.

Porter was selected by an internal health system committee consisting of members from administrative leadership, the women’s board of managers and hospital board of directors. Candidates for this award, which has been given annually since 2006, can only be nominated by fellow physicians. Nomination forms are sent out in the fall.

Four inducted into Sparrow Physician Hall of Fame

Ronald Horowitz, M.D., » a pathologist and Medical Director of Sparrow Regional Laboratories.

« L. Rao Kareti, M.D., a general surgery physician.

Ronald Rhule, D.O., » an emergency and family medicine specialist.

« Harry Wise III, M.D., (posthumously). He was the former chair of Sparrow’s Ob-Gyn Department, Medical Director of the Sparrow Antepartum Testing Center and staff physician at the Perinatal Center.

» Bring Your Child to Work Day is Monday, June 20. Children ages 10–14 are encouraged to attend a variety of activities, which will expose them to careers in the health care field. Pre-registration for the event is required, and forms can be picked up in Human Resources on the second level of SPB.

» The Sparrow Health Classic is scheduled for Tuesday, June 28, at the Eagle Eye and Hawk Hollow Golf Courses in East Lansing. To find out more about volunteer opportunities for this event, e-mail shela.dubenion-smith@sparrow.org or call 517.364.5696. All proceeds will benefit Sparrow.

» We welcome Rev. Steve Sutterer as Hospital Chaplain and attorney John Pirich as new Chairman of the Sparrow Foundation Board of Directors. Most recently, Sutterer served as chaplain at St. Joseph’s Hospital in Marshfield, Wis.

Simon Rieffer » is the April Volunteer of the Month. He is the president of the Patient Ambassadors group.

Larry Martinez, RN, and Carol Banfield, a Chef in the Food and Nutrition department, have retired after 26 and 21 years, respectively. We wish them both well.

Don’t forget to » “like” Sparrow Health System on Facebook, and “follow” us on both Twitter and LinkedIn.com. By staying in touch with us “socially,” you be the first to get health system news.
Time to get into the ‘swing’ of things

Summer is just around the corner, and who doesn’t enjoy a good game of tennis? Well, if you enroll for membership at the Michigan Athletic Club you will receive a $10 discount off private tennis lessons with Cindy Hollenbeck, the MAC’s very own tennis professional. Hollenbeck was named the U.S. Tennis Professional Association’s Women’s Open Player of the Year 2010 in January, and she was selected to play on the 2009-2010 Women’s 35 Intersectional Team.

Hollenbeck, who has taught tennis at the MAC since 1996, currently gives private lessons ($55 for MAC members, and $65 for non-MAC members) and helps with tournament management for members. For those who are interested in taking lessons with Hollenbeck or utilizing all of the other offerings at the MAC, call 517.364.8888 for a zero enrollment fee. Give us a try!