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2019 Sparrow Nurses Annual Report

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Sparrow Nursing Leadership would like to thank all of our academic partners, especially Michigan State University and Lansing Community College. A special thank you to our nursing union partners: Michigan Nurses Association (MNA), International Union of Electrical, Electrical, Electric, and Electronic Workers-Carriers and Allied Workers of America (IUE-CWA), and Healthcare Michigan Service Employees’ International Union, Nursing Unit (SEIU).
PROFESSIONAL PRACTICE COMPONENT

"Being a member of committees, like the Nursing Practice Council and recently Medication Safety, as well as chairing the URC, keeps me involved and active in having a voice in what I do daily as a nurse at Sparrow Clinton Hospital."

REGINA RUSH, RN
Sparrow Clinton Hospital, Infusion/Cancer Center

"Being a Nurse Champion on my unit allows me to work with other nurses so we can come up with ideas to give each patient the best care possible!"

MARCI STEIN, RN
Mary Free Bed at Sparrow

TRANSFORMATIONAL LEADERSHIP

"Serving on the Nursing Council is important because it allows you to help with positive change in the hospital."

JILL TRAVIS, RN
Sparrow Cameron Hospital, Emergency Department Nursing Council; Unit-based Council for the ED

"Shared governance is having a good team, and communication is key to excellent care and patient/staff safety."

COURTNEY PETT, BSN, RN
Sparrow Ionia Hospital Surgery Department

"Shared Governance increases engagement in problem solving to allow for the safest and best quality care, as well as nurse satisfaction."

KATHLEEN M. BABYAN
Clinic Of Nurse, Sparrow Ionia Hospital – Outpatient Oncology

"Shared Governance is seen when the nurses work together to accomplish many great things for our patients!"

SHARON JOHNSON, RN
Sparrow Carson Hospital, Surgical Services
I have my masters in Nursing Education. I believe that this allows me to be more “marketable”, and I am able to be a resource to the team that I am a part of. I am able to educate others and serve as a regular preceptor for new caregivers and nursing students. I have an impact on the quality of nursing practice.

MARIA MCCULLOCH, MNS, RN
Mary Free Bed at Sparrow, Nursing Unit

Disseminating evidence-based practice changes and innovations is the final and essential step in most practice change frameworks. Sparrow nurses have made that happen this year through the publication of their innovative projects in professional journals.

DEBRA L. SCHUTTE, PhD, RN
Nurse Researcher
EVIDENCED-BASED PRACTICE

Being a Nurse Champion on my unit has been a rewarding experience. It has allowed me to work on a problem that directly impacts our patient population and make a positive change. It also helps me stay up to date on the most relevant evidence-based practice techniques, which only enhances my own nursing practice.

JAMIE DEVILIN, RN
Sparrow St. Joseph Hospital

I am fortunate to work in a department where every discipline on our team works well together with the goal of safe and excellent patient care.

TERRI RYLOWE, RN
Sparrow Iora Surgery

Being a Sparrow Clinton Hospital sepsis champion allows me to participate in saving lives and patient safety. The numbers reflect that the protocol work and save lives.

CHRIS POTT, RN
Sparrow Clinton Hospital

Providing quality care is important to provide excellent care to each and every patient, every time. To take care of them as if they were your own family because you never know when it will be you or your family.

LACEY Baman, RN
Sparrow Eaton Rapids Hospital, Emergency Department

PROFESSIONAL DEVELOPMENT

Having autonomy and the opportunity to do many different things is great. Working in a Critical Access Hospital allows me to be a generalist and because of that, I am a resource for many.

BETTY LUTZ, MSN, RN
Sparrow Clinton Hospital, RN Nurse Educator

2019 MAGNET CONFERENCE

Sparrow was proud to receive its third designation as a Magnet Hospital for Nursing, placing it in an elite group nationwide for extraordinary nursing care.

Providing quality care means that I act timely and adhere to current standards of practice. This allows for safe, quality patient care and increases nurse and patient satisfaction.

LUCY RYLOWE, RN
Mary Free Bed at Sparrow

Attending the 2019 Magnet Conference was an incredible experience. I was honored to represent Sparrow Hospital and Mary Free Bed amongst some of the top hospitals in the nation and the world. I met some remarkable nurses from Sparrow that I would probably not have met otherwise and was able to appreciate their passion for nursing, which further ignited my own. Since the conference, I believe I have elevated my nursing practice to the level of what I consider to be exemplary of a Magnet facility and that recognition continues to guide my actions on a daily basis.

MATT SCHULTZ, RN
Mary Free Bed at Sparrow, Charge nurse
"I became certified in Gerontological Nursing. I am committed to the safe care and dignified care of the elderly patients in our hospital. I am proud to lead a group of dedicated caregivers, community and boards members in the Age Friendly Initiative. We are committed to a focus on what matters most to the elder regarding their healthcare goals and the role that medications, mobility and mentation play in achieving that goal."

CATHERINES. BREEN, MS, RN-BC, CNS
Sparrow Hospital Nursing Education, Gerontological Clinical Nurse Specialist

"I became certified as a Certified Medical Surgical Registered Nurse (CMSRN) in 2018."

TABITHA KEEFIER, MSN, CMS-RN
Sparrow Cancer Hospital, ICU/Adult Med Surg Unit

"The most exciting thing about going back to school is learning new ways to be a better nurse."

JUDE NORDEN, RN
Sparrow Cancer Hospital, Emergency Department

"Having my bachelor’s degree in nursing means giving a higher level of care to our patients."

AMANDA BOSCH, RPN, RN
Sparrow Cancer Hospital, ICU/Med Surg

"The most exciting thing about going back to school was being able to easily relate my clinical experience to the stuff that was being taught to us. I felt that I had a good understanding of the information that we were writing papers on because I had been dealing with a lot of the issues we were getting education on for the last 5 years."

CARRIE SHEROCH, RPN
Sparrow Specialty Hospital
Strategic Outcomes Component

2019 Sparrow Hospital

- VTE prophylaxis 98.4%
- Dysphagia screening 83%
- Stroke education 93.2%
- CAUTI rate = 0.56/1000 foley days
- HAPU rate = 0.90%
- Injurious Fall rate = 0.389%
- CLABSI rate = 0.58/1000 line days

NATIONAL LEADER IN QUALITY & PATIENT EXPERIENCE

Sparrow Hospital

- Sparrow Hospital earned the nation’s most prestigious honor for nursing achievement and excellence — recognition as a Magnet Hospital by the American Nurses Credentialing Center. It’s Sparrow’s third designation as a Magnet Hospital, placing it among only a relatively few in the country.
- Considered the “gold standard” for nursing care in hospitals, Magnet status is held by only about 4 percent of hospitals nationwide.
- Sparrow Hospital Inpatient Pediatrics and Sparrow Hospital Regional Neonatal Intensive Care Unit were recognized by Professional Research Consultants, Inc. with 5-Star awards.
- Cyndi Duewek, BSN, RN, CCRN, a Sparrow Critical Care Float Nurse, was named Sparrow’s 2019 Nurse of the Year.
- Amy Brown, MSN, RN, NE-BC, led Sparrow Nursing’s quality and patient experience efforts as Vice President of Nursing.
- Elizabeth Anderson, MSN, AGACNS-BC, recognized as our 2019 APRN of the Year.

Sparrow Carson

- Sparrow Carson Hospital was recognized by Professional Research Consultants, Inc. with a 4-star rating in the category of “Overall Hospital Rating” and the Sparrow Carson Emergency Department received a 4-star rating in “Overall Quality of Care.”
- Nursing Education Initiatives:
  - In 2019, 54% of Sparrow Carson nurses held a BSN or higher degree and 44% of nurses had completed certifications.
  - 2019 HCAGPS Nursing Satisfaction Score — 84.34% (Inc. Increase from 2018)
  - 2019 HCAHPS Score for Medication Safety/Education improved 8%.
- 2019 Nursing Leader Initiatives:
  - Developed our Special Care Unit and helped increase our average daily census by nearly 50%.
  - Sparrow Carson’s RN-led Emergency Department attained Level 4 Trauma Certification reflecting the hospital’s level of expertise in providing advanced trauma life support prior to transferring patients to a higher-level trauma center.
  - Nursing leadership guided Sparrow Carson through its initial joint Commission certification and earned TC’s Gold Seal of Approval and commendation for continuous quality improvement efforts in patient safety and quality of care.
- DAISY Award: January 2019 Christine Hensey, RN, Emergency Department.
Sparrow Carson

DAISY Award June 2019 Kelly Husted, RN, Infusion Center

Kellie Smith, RN, Sparrow Carson 2019 Nurse of the Year

Sara Hagerman, RN, Sparrow Carson 2019 Nurse Manager of the Year

Sparrow Clinton

Sparrow Clinton Hospital received the Michigan Fair Review Organization’s (MIFRO) Governor’s Award of Excellence for Effective Reporting and Measurement for Critical Care Hospitals. The award recognizes outstanding achievements in improving the quality of health care.

Sparrow Clinton Hospital received American Nurses Credentialing Center Pathway to Excellence re-credentialing 2019-2022 (the first hospital in Michigan to obtain re-credentialing).


Sparrow Clinton Hospital Nurse leader Dawn Smith, MSN, RN, CEN, was selected to give a poster presentation on “Mitigating Violence” in the Workplace at the Emergency Nurses Association national conference.

Sparrow Clinton celebrated 365 days (and counting) without any inpatient falls in 2019 (for running total of 2019 and 2020 of 475 days fall free).


Nursing Education Initiatives
Throughout 2019, seven nurses earned Bachelor of Nursing or Master of Nursing degrees, and seven nurses completed advanced certification programs.

In 2019, 10% of nurses held a BSN in higher degrees, and 70% of nurses had completed certifications.

2019 was highlighted by multiple DAISY Awards.

Sparrow Clinton Nurses presented Beth Daugherty, BSN, RN, MPH, CRNI, Vice President of Patient Care Services and Chief Nursing Officer, with a DAISY Lifetime Achievement Award.

Beth Huls, BSN, RN, was recognized by a patient family and her peers with the DAISY Award for her compassionate care in 2019.

Sparrow Clinton Nurses also recognized Marcy Snyder, MSN, RN, CRNA in a time-out event at Sparrow Clinton with more than 30 years of experience, as the 2019 Nurse of the Year for her unwavering, sincere, and compassionate advocacy on behalf of her patients and fellow nurses.

Sparrow Clinton Hospital Annual state of Nursing: Kelli Inscho-Rhodes, DNP, APRN, NNP-C, Sandy Ward BSN, RN, and Natalie Longoria of SMG-St. Johns

Sparrow Clinton Hospital nursing leaders, Natasha Karel BSN, RN and Adrienne Sanders MSN, RN, graduated from Sparrow Aspiring Women in Leadership.

Sparrow Nurses | 2019 Nurse’s Annual Report

Sparrow Nurses | 2019 Nurse’s Annual Report
Sparrow Eaton
- In 2018, the Eaton Campus of Sparrow Health System underwent a major renovation.
- Sparrow Eaton Hospital received its first-ever Silver Quality Achievement Award from the Joint Accreditation Committee on Ambulatory Care and Joint Commission.
- Sparrow Eaton Hospital achieved a five-year accreditation for its nursing program.

Sparrow Ionia
- Sparrow Ionia Hospital received a three-year accreditation for its nursing program.
- Sparrow Ionia Hospital received a three-year accreditation for its respiratory therapy program.
- The hospital received a three-year accreditation for its physical therapy program.

Sparrow Specialty Hospital
- Sparrow Specialty Hospital is a 50-bed, acute-care hospital.
- The hospital has a five-year accreditation for its physical therapy program.
- The hospital has a five-year accreditation for its respiratory therapy program.

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Kathleen Ruby, RN, Oncology
- Sparrow Ionia Hospital has a strong oncology program with a dedicated oncology unit.
- The unit has a five-year accreditation for its oncology program.
- The unit has a five-year accreditation for its chemotherapy program.

DAISY Award June 2019 Cassie Lambert, RN, Med-Surg
- Cassie Lambert, RN, Med-Surg, was honored with the DAISY Award at Sparrow Eaton Hospital.
- The award recognizes her outstanding contributions to patient care.
- The award includes a $1,000 bonus and a DAISY pin.

DAISY Award December 2019 Kat Greene, RN, Emergency Dept.
- Kat Greene, RN, Emergency Dept., was honored with the DAISY Award at Sparrow Eaton Hospital.
- The award recognizes her outstanding contributions to patient care.
- The award includes a $1,000 bonus and a DAISY pin.

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Sparrow Specialty Hospital continued

Mary Free Bed at Sparrow Hospital

Professional Research Consultants, Inc. – Excellence in Healthcare Awards
Mary Free Bed at Sparrow was recognized by Professional Research Consultants, Inc. as the top performer in the nation for “Overall Quality of Care” for Inpatient Rehabilitation units (second year in a row).

Awards 2019

Sparrow Hospital
American Nurses Credentialing Center
Sparrow Hospital earned the nation’s most prestigious honor for nursing achievement and excellence – recognition as a Magnet® Hospital by the American Nurses Credentialing Center. Considered the “gold standard” for nursing care in hospitals, Magnet status is held by only about 6 percent of hospitals nationwide. It’s the third time Sparrow has received the honor.

Professional Research Consultants, Inc. – Excellence in Healthcare Awards
Sparrow Hospital Inpatient Psychiatric and Sparrow Hospital Regional Hospital Intensive Care Units were recognized by Professional Research Consultants, Inc. with 5-star ratings.

Sparrow Carson Hospital
Professional Research Consultants, Inc. – Excellence in Healthcare Awards
Sparrow Carson Hospital was recognized by Professional Research Consultants, Inc. with a 4-star award in the category of “Overall Hospital Rating” and the Sparrow Carson Emergency Department received a 4-star rating in “Overall Quality of Care.”

Michigan Department of Health and Human Services
Sparrow Carson is designated as a Level IV Trauma Facility by MDHHS reflecting the hospital’s level of expertise in providing advanced trauma life support prior to transferring patients to a Level I trauma center.

Sparrow Clinton Hospital
American Nurses Credentialing Center Pathway to Excellence re-designation 2019-2023

Professional Research Consultants, Inc. – Excellence in Healthcare Awards
Sparrow Clinton Hospital was recognized by Professional Research Consultants, Inc. with a 5-star award in the category of “Overall Hospital Rating” and the Sparrow Clinton Emergency Department received a 4-star rating in “Overall Quality of Care.”

Michigan Peer Review Organizations (MPRO)
Sparrow Clinton Hospital received the MPRO Governor’s Award of Excellence for Efficiencies Reporting and Measurement for Critical Care Hospitals. The award recognizes outstanding ongoing performance demonstrating the quality of health care.

Sparrow Medical Group St. Johns received the MPRO Governor’s Award of Excellence in Diabetes Management, Asthma, Emergency Department and Heart Health.

The Joint Commission
Sparrow Clinton Hospital received TJC’s Certificate of Distinction for Medical Excellence based on compliance with national standards, clinical guidelines, and outcomes of care.

Sparrow Medical Group St. Johns is the first in practice in the United States associated with a critical access hospital to earn TJC’s Gold Seal of Approval® for Primary Care Medical Home (PCMH) Certification.

Sparrow Nurses | 2019 Nurses Annual Report
**Sparrow Ionia Hospital**

Centers for Medicare & Medicaid Services (CMS)
Sparrow Ionia Hospital Medical Surgical Unit achieved the CMS 5-Star Rating for “Patient Satisfaction.”

**Michigan Department of Health and Human Services (MDHHS)**
Sparrow Ionia Hospital is designated as a Level IV Trauma facility by the MDHHS.

**Michigan Peer Review Organization (MPRO)**
Sparrow Ionia received the 2019 Governor’s Award of Excellence for Outstanding Achievement in Effective Reporting and Measurement.

**National Organization of State Offices of Rural Health (NOSORH)**
Sparrow Ionia received a 2019 NOSORH Performance Leadership Award for Customers.

**The Joint Commission**
Sparrow Ionia Hospital received JC: Medication Compending accreditation with core recommendation for improvement.

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**Sparrow Medical Group**

- **Michigan Peer Review Organization (MPRO)**
  - Sparrow Medical Group Ionia and Sparrow Medical Group Lansing received 2019 MPRO Governor’s Awards of Excellence for Outstanding Achievement in Improving Health Outcomes.
  - Sparrow Medical Group Ionia and Sparrow Medical Group Mid received 2019 MPRO Governor’s Awards of Excellence for Outstanding Achievement in Improving Diabetes Management.

- **Sparrow Specialty Hospital**
  - Sparrow Specialty Hospital received the highest ranked Sparrow Affiliates for Caregiver Engagement in 2019 with Patient satisfaction ratings in the top decile. Overall Quality of Care at the 81st percentile and Quality of Nursing Care at 96.6th percentile.

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**Mary Free Bed at Sparrow**

- Professional Research Consultants, Inc. – Excellence in Healthcare Awards
- Mary Free Bed at Sparrow was recognized by Professional Research Consultants, Inc. as the top performer in the nation for “Overall Quality of Care” for Inpatient Rehabilitation units (second year in a row).