CELEBRATING NURSING EXCELLENCE

2017 A YEAR IN REVIEW

Bronson Healthcare
2017 Nursing Outcomes Book
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A Message From 
the Chief Nursing Officer

2017 was a great year for Team Bronson! We kicked off the year by welcoming Bronson South Haven to the system, making us a four hospitals health system. As the year continued, we kept up the positive momentum and continued to provide an exceptional healthcare experience for every person, every time. Bronson Methodist Hospital (BMH) was once again the recipient of the Healthgrades Patient Experience Award and Bronson LakeView Hospital (BLH) received recognition with the Governor's Award of Excellence for Improving Patient Safety and Quality of Care in a Critical Access Hospital Setting.

2017 was also a year of change for the healthcare industry. As change was thrown our way, our nursing teams pulled together to evolve and grow. It is with the great professionalism, creativity and expertise of our teams that we have been able to continue down our path toward excellence and advance the health of our communities. BMH was once again accredited as a level I Trauma Center and the hospitals’ MICU received the Silver-Level Beacon Award. Additionally, The American College of Surgeons’s National Accreditation Program for Breast Centers (NAPBC) granted the Bronson Battle Creek Cancer (BBC) Care Center with another three-year accreditation.

As the leading healthcare system in southwest Michigan, our teams continue to work together, not only within the walls of each individual hospital, but across our 80-plus outpatient and practice settings. The work the teams have accomplished on decreasing harm events has been outstanding. An improvement in CAUTIs was achieved throughout the system. BMH had a 50 percent reduction, BBC had a 33 percent reduction, and BLH had no CAUTIs throughout the entire year!! We kept it going with CLABSI reductions of 24 percent at BMH and a 50 percent at BBC. Falls were reduced by 14 percent at BMH with multiple units going 100+ days without a fall. And, the BLH ED reduced mislabeled specimens by 50 percent. The focus on our quality and professional practice made a real difference in 2017 for our teams across our system.

Our core values of respecting all people, promoting a healthy workplace, building trusting partnerships and raising the bar continue to guide our decision making and will lead us into another successful year at Bronson. I am proud of all our accomplishments in 2017, and I look forward to all that our teams will do in 2018 to provide exceptional healthcare experiences, and exceptional quality, for every person, every time!

Denise Neely
Vice President, Chief Nursing Officer (CNO)
Bronson Healthcare, Bronson Methodist Hospital
About Bronson Healthcare

Bronson Healthcare is a not-for-profit, community-governed health system serving nine counties in southwest and south central Michigan. With 9,000 employees, more than 2,000 nurses and 812 licensed beds, Bronson is the largest employer and leading healthcare system in southwest Michigan. It offers a full range of services from primary care to critical care across more than 70 locations. Key member organizations include: Bronson Methodist Hospital, Bronson Battle Creek, Bronson LakeView Hospital, Bronson South Haven Hospital, Bronson Medical Group, Bronson at Home, Bronson Commons, Bronson Lifestyle Improvement & Research Center and the Bronson Health Foundation.

About Bronson Battle Creek

Bronson Battle Creek (BBC) is a community-based hospital that provides a full range of outpatient and inpatient acute care services. The Commission on Cancer of the American College of Surgeons recognizes it as a Community Hospital Comprehensive Cancer program, the only hospital in Michigan to be a recipient of that distinction three years in a row. The hospital is also the recipient of the Healthgrades five star stroke certification.

About Bronson LakeView Hospital

Bronson LakeView Hospital (BLH) is a critical access hospital located in rural Paw Paw, Michigan. BLH offers a wide range of inpatient and outpatient services to provide care to the community, close to home. This includes 24/7 emergency care. BLH is the recipient of the Governor’s Award of Excellence for Improving Patient Safety and Quality of Care in a Critical Access Hospital Setting. This is a recognition of the hospitals’ dedication to medication safety, AMI transfer and effective reporting and measurement.

About Bronson Methodist Hospital

Bronson Methodist Hospital (BMH), located in downtown Kalamazoo, Michigan, is a Magnet recognized, Level I Trauma Center and a regional destination for adult and pediatric care. BMH is nationally recognized for its performance in quality, safety and service excellence. The hospital serves the largest percentage of Medicaid patients in the area and provides a substantial benefit to the community through outreach and charitable care.

About Bronson South Haven Hospital

Bronson South Haven Hospital (BSH) joined the Bronson Healthcare System on January 1, 2017. The critical access hospital, located in South Haven, Michigan, offers a wide range of inpatient and outpatient services to those living in and visiting the community. The hospital-owned wellness and fitness facility, Bronson Wellness Center, partners with the hospital to offer rehabilitation services, group exercise classes, personal training, massage therapy and wellness programs for employees and community members.
The Bronson Nursing Professional Model of Care is based on our belief that patients and families are partners in care. The model embraces the core principles of patient and family centeredness: dignity and respect, participation and collaboration, and information sharing in daily practice. The principles are brought to life through behaviors that value the individual, build relationships and engage high performing teams. The model is founded on the nursing attributes of leadership, expertise, pride, respect and compassion. These attributes work together to result in impact. Key components within the model must be evident to achieve an environment for excellence.

Professional nursing incorporates aspects of the American Nurses Association and Standards of Nursing Practice. At Bronson, the standards are operationalized through the nursing professional model of care. Patient care delivery focuses on the relationship between the nurse, patient and family. To ensure resource-driven practice, the nurse partners with the patients and family to determine the priorities most essential in care.

Outcomes are measured through nursing scorecards that track and trend nursing sensitive indicators. Impact is the result of the synergistic elements of the model working together to meet the needs of Bronson’s patients and families.
2017 Bronson Battle Creek Highlights

Collaboration Helps Emergency Department Make Improvements
Nursing leadership in the Bronson Battle Creek (BBC) emergency department (ED) guided nurses toward several meaningful improvements related to patient care, satisfaction and safety in 2017. Thanks to a Kaizen event in collaboration with the Bronson pharmacy and environmental services departments, as well as local law enforcement, the ED:

- Reduced unnecessary stock and adjusted high-frequency medications in the Pyxis® MedStations
- Exceeded the national benchmark for percentage of medication dispensed from a controlled medication dispensing system
- Improved left-without-being-seen times by implementing an electronic tracking system for bed cleaning
- Reduced falls by 25 percent
- Reduced mislabeled specimens by 25 percent
- Created a standard trauma education program
- Adopted new trauma call-down criteria
- Conducted mock trauma simulations
- Increased ED police presence to 20 hours per day
- Partnered with the Bronson Fieldstone Center for help with behavioral health patients
- Initiated a room flagging system to make staff aware of patients/visitors with potential for violence
- Six nurses completed Advanced Trauma Care for Nurses (ATCN) certification

Postoperative Multimodal Pain Management
A new multimodal pain management guideline and order set was first trialed with the orthopedic population on the C2 Ortho Surgical Unit (OSU). C2 nursing staff worked collaboratively with the anesthesia team and orthopedic surgeons to ensure patients had adequate pain management without hindering postoperative recovery. Effective pain management allows for earlier ambulation and discharge. Since the successful roll out of this best practice on C2, all surgical patients are now cared for using multimodal pain management.

Reducing the Incidence of Catheter-Related UTIs
In 2017, a catheter-related urinary tract infection (CAUTI) reduction team met monthly. The teams’ goal was to investigate CAUTI causes and plan strategies to reduce CAUTI numbers. The team sent quarterly education on CAUTI reduction to all hospital units. Other strategies to reduce CAUTIs included:

- Use of external male urinary device to reduce the number of urinary catheters used in male patients
- Bard Pericare wipes which are used daily on all patients who have an indwelling urinary catheter
- Bard SureStep Superuser class for reviewing catheter insertion, maintenance and CAUTI reduction strategies

As a result of this sustained nursing focus on infection prevention, only two CAUTI infections (rate 0.34 per 1,000 foley days) developed at BBC during 2017.
2017 Bronson LakeView Hospital Highlights

Emergency Department Improvements
In 2017, Bronson LakeView Hospital (BLH) nursing leadership helped staff develop standardized work to decrease the number of mislabeled lab specimens. In doing so, the ED decreased their number of mislabeled lab specimens from 24 to 11!

Focused Multidisciplinary Rounding for Discharge on the ACU
In an effort to reduce readmissions for COPD patients, nurse leaders on the BLH Acute Care Unit (ACU) adopted focused multidisciplinary rounding 24 hours prior to patient discharge. As a patient nears discharge, each discipline has the opportunity to go over the specific care they have provided to the patient, as well as how the patient and/or patients’ caretakers can continue to provide care when they leave the hospital. Education from multiple disciplines (physical therapy, occupational therapy, respiratory care, nutrition, pharmacy, etc.) is provided to the patient and/or caregiver during this crucial period to prepare for discharge and a safe transition home.

Surgery Patient Satisfaction on the Rise
Nursing leadership in the BLH surgery department implemented a new teach-back process in 2017 that boosted patient satisfaction. Nursing staff verified not only that patients received instructions, but also verified that they understood them. The results speak for themselves.
2017 Bronson Methodist Hospital Highlights

**MICU Recognized With the Beacon Award for Excellence**

In 2017, the American Association of Critical Care Nurses (AACN) honored the BMH Medical Intensive Care Unit (MICU) with the silver-level Beacon Award for Excellence. The award recognizes MICU caregivers for successfully improving patient outcomes while maintaining a healthy work environment. According to Christine Schulman, AACN president, “Units that receive this national recognition serve as role models to others on their journey to excellent patient and family care.” The Beacon Award for Excellence offers a road map to help guide exceptional care through improved outcomes and greater overall patient satisfaction.

**Recognition for Cardiac Rehabilitation**

In 2017, the BMH Cardiac Rehabilitation program received recertification by the American Association of Cardiovascular and Pulmonary Rehabilitation (AACVPR). AACVPR-certified programs are recognized as leaders in the field of cardiac rehabilitation because they offer the most advanced practices available. This stands as yet another example of Bronson’s commitment to providing exceptional healthcare experiences for every patient, every time.

**Trauma & Emergency Center**

**Violence Prevention**

The Trauma & Emergency Center (T&EC) can be a dangerous area for nurses, so fostering a culture of safety is essential. Nurses in the Bronson Methodist Hospital T&EC saw a need to improve communication about potentially violent patients. According to Sarah Reardon, RN, “All of our system emergency departments (BBC, BLH and BMH) worked together to develop criteria for flagging patients who exhibit violent behaviors. It was a wonderful collaboration of ideas and processes focused on improving patient and staff safety. I’m so proud to have been a part of this.” As a result of this collaborative effort, a visual cue or “flag” on patient doors now alert staff when patients and/or family members have exhibited the potential to be violent or aggressive. Safety awareness has been significantly enhanced by this measure, in turn improving the T&EC culture of safety.

“*Together We...*” are Grateful for Each Other in the T&EC

Andrea Barrows, BSN, RN, found an effective way to recognize the T&EC nurses for going above and beyond. She created a weekly thank you video that gets emailed out to department staff and is played on rotation in the break room. Andrea says, “Staff are able to fill out a little note to thank a peer and place it on our huddle board. Each week, I collect the tickets and make a PowerPoint presentation for everyone to enjoy.” Andrea presented her project to the Kalamazoo Leadership Team (KLT) and received a lot of positive feedback. A sample presentation was placed on the Bronson employee intranet for others to use in their own department!
Divisional Nursing Shared Leadership Council

The Divisional Nursing Shared Leadership Council (DNSLC) is a forum for information sharing, staff education, issue identification and input. On a monthly basis, DNSLC brings together nursing unit representatives from across the organization, as well as representatives from the Patient and Family Advisory Council. The council is responsible for coordinating, communicating and facilitating the practice of nursing.

Clinical Quality Council — The Clinical Quality Council (CQC) supports and develops quality initiatives to improve patient outcomes.

Professional Practice Council — The Professional Practice Council (PPC) supports professional nursing practice and provides an infrastructure to assist Bronson nurses in achieving their professional goals. The PPC recognizes and celebrates nursing success.

Highlights from the 2017 DNSLC are listed below.

BBC Divisional Nursing Shared Leadership Council Highlights (including CQC and PPC)

• Attended system shared leadership meetings
• Coordinated Nurses’ Week celebration
• Promoted Nursing Excellence Awards throughout the year, each month using a special flier to highlight a different award
• Selected and recognized eight DAISY Award winners
• Selected and recognized four PCA Sunshine Award winners
• Reviewed and provided input for the newly updated Bronson Professional Model of Care
• Assisted with policy and procedure updates as needed
• Provided education on critical incident stress management (CISM), multimodal pain management and workplace violence prevention
• Reviewed safety moments and the nursing practice calendar at each meeting
• Provided input for system ID band policy
• Participated in the system clinical handover policy

BLH Divisional Nursing Shared Leadership Council Highlights (including CQC and PPC)

• Attended system shared leadership meetings
• Coordinated Nurses’ Week celebration
• Selected and recognized two DAISY Award winners
• Selected and recognized a PCA Sunshine Award winner
• Awarded first nursing professional advancement ladder (NPAL) recipient
• Introduced committee to National Database of Nursing Quality Indicators (NDNQI) system
• Reviewed safety moments and the nursing practice calendar at each meeting
• Reviewed scorecards and patient safety reports to identify opportunities to improve patient safety
• Provided continuing education on pain management
• Reviewed and provided input on issues between departments related to medication reconciliation
• Provided education related to medication reconciliation
• Collected hats, mittens and scarves for area schools
• Assisted with annual Skills Fair
• Assisted with annual Safety Day
• Provided input for System ID band policy
• Shared presentation on the Bronson Critical Incident Stress Management (CISM) team
• Provided continuing education opportunity “I’m Out of Empathy: How to Cope with Compassion Fatigue”
• Coordinated food drives for local food bank, Eleanor’s Pantry
• Participated in the Walk to End Alzheimer’s in Kalamazoo

BMH Clinical Quality Council Highlights

• Provided input to the pharmacy regarding Carpuject use
• Reviewed and provided input for the Bronson Professional Nursing Model of Care
• Standardized use of armbands and updated the policy across the Bronson system
• Reviewed and provided input for the bedside handover policy
• Assisted with policy and procedure updates as needed
• Provided input and feedback regarding Smartweb paging challenges
• Recommended changes to the order set for diabetic ketoacidosis (DKA) patients and conducted audits for effectiveness
• Lab workgroup
  – Developed policy and procedure to standardize blood bank specimen draws
  – Worked on problem solving errors related to coagulation tubes
• Medication error workgroup
  – Performed literature review regarding tube feedings and blood sugar checks, as compared to Bronson’s current policy
  – Developed communication to reeducate staff about the tube feeding policy
  – Adjusted order sets for PEG/PEJ/KEO feeding tube medications to include enteric tube route
  – Worked with a pharmacy representative to define meaning of TKO/KVO
  – Reviewed and revised policy regarding KVO
• CAUTI workgroup
  – Updated policy for Foley maintenance care according to best practice recommendations
  – Continued to work toward decreasing CAUTIs at Bronson, creating prep work for alternatives to urinary catheters; trials will be held on several units in 2018
• Skin/wound workgroup
  – Updated Bronson’s policy and intranet resources according to National Pressure Ulcer Advisory Panel (NPUAP)
  – Adjusted CBL to reflect changes by NPUAP
  – Began work to decrease medical adhesive related skin injuries (MARSIs)
BMH Professional Practice Council Highlights

- Hosted Nurses’ Week Celebration in May
- Reviewed 125 DAISY Award nominations, selecting and recognizing 15 winners
- Reviewed 54 Nursing Excellence Award nominations, selecting and recognizing seven winners
- Promoted Nursing Excellence Awards throughout the year, each month using a special flier to highlight a different award
- Selected and recognized four PCA Sunshine Award winners
- Hosted a PCA recognition breakfast during PCA week in June
- Reviewed and led a system-wide update of the Nursing Professional Model of Care
- Initiated system-wide nursing meetings in April and November, in an effort to collaborate with other hospitals and operate as one division of nursing
- Created traveling poster and fliers to spread the word and provide resources for nurses seeking certification
- Reviewed and updated PPC bylaws
- Reviewed and updated Nursing Professional Advancement Ladders (NPAL) guidelines
- Reviewed and approved 10 NPAL binders
- Created and presented information about the Back to School blog, nursing certification and NPAL posters during the annual Skills Fair
- Completed monthly education sessions in partnership with the hospital’s Center for Learning
- Maintained subcommittee workgroups to organize and carry out targeted initiatives
- Participated in community service projects including:
  – Collecting items to donate to the hospitals’ new Hospitality House
  – Ringing bells for the Salvation Army

BMH Night Shift Council Highlights

- Met with the hospital security coordinator to identify safety/security issues at night
- Offered a pain continuing education course (training led by Alisha McKay and Michelle Smith)
- Offered CISM training and education, and offered staff the opportunity to become part of the team (training led by chaplin Heather McDougall)
- Reviewed the Center for Learning’s purpose and functions with Josh Fitzgibbon, director of the Center For Learning
- Volunteered for Nurses’ Week activities
- Reviewed the strategic plan, ways to increase retention, shift differential and tuition reimbursement (presented by Denise Neely, CNO)
- Reviewed CMS penalty programs and readmissions (presented by Jane Janssen, system director of quality and safety)
- Provided continuing education opportunity “I’m Out of Empathy: How to Cope with Compassion Fatigue”
- Reviewed NDNQI performance and Magnet redesignation requirements
BMH Advanced Practice Nursing Council Highlights

- Developed a five-year strategic plan, including goals for:
  - Professional development
  - Practice/quality
  - Advanced practice nurse (APN) engagement
  - APN advocacy
- Monitored and communicated information to Bronson nursing leadership related to the passing of Michigan Public Act 499
- Took initial steps to clarify and standardize APN student placements (work will continue in 2018)
- Reorganized the council structure, so that in 2018 APNs will be represented by named individuals based on the advanced practice specialties (NP, CNM, CRNA, CNS)

BSH Divisional Nursing Shared Leadership Committee Highlights

- Formed Nursing Shared Leadership committee in October 2017
- Selected Jessica Potter as chair and Amy Flessner as co-chair
- Attended system Shared Leadership meetings
- Educated committee with regards to the history, purpose and definition of the nursing Shared Governance Committee
- Selected and announced the DAISY Award in December 2017 which included reviewing nominations, voting for the winner and hosting a winner celebration
- Participated in the review of the new system policy for nursing — clinical handover policy
Community Engagement

**BBC Surgery Team Walked for Breast Cancer Awareness**

In October, a team from the Bronson Battle Creek surgery department participated in the 2017 Making Strides Against Breast Cancer Walk. Together, they raised $927! The event took place October 24 at Mill Race Park in Battle Creek. The event is an annual celebration of survivors and an opportunity to remember loved ones lost. Money raised for the event was donated to fund innovative research, provide free information and support, and help people reduce their breast cancer risk through early detection.

**March of Dimes March for Babies**

BBC BirthPlace nurse Casie Corser, RN, was the 2017 Battle Creek March of Dimes for Babies Ambassador. She assembled a team of staff nurses from the Bronson BirthPlace in Kalamazoo and Battle Creek to participate in the fundraiser.

At the walk, Casie spoke to attendees and shared her story of her own baby who was born premature. Additionally, the Bronson team hosted a checkpoint in the Binder Park Zoo and a tent outside the zoo. Funds raised were dedicated to ensuring every baby gets a healthy start.

**Bronson Children’s Hospital Run & Walk 2017**

Several nurses joined the community to participate in the 2017 Bronson Children’s Hospital Run and Walk. The annual family-friendly race raised more than $176,000! Team fundraising highlights include:

- The team from Bronson Lakeview Hospital raised $650
- Team Bronson Battle Creek raised $670
- Bronson Women’s Services raised $1,030

Additionally, a number of other Bronson individuals and teams participated and raised money for the cause — helping to fund programs and services for ill and injured children in southwest Michigan.
**Bronson South Haven Sponsored National Blueberry Festival Run/Walk**

Saturday, August 12 was a beautiful day for the National Blueberry Festival Run and Walk in South Haven. The annual event is sponsored by Bronson South Haven. In 2017, the event drew nearly 1,100 community members and visitors to the Lake Michigan shoreline for the 5K and 10K races. Many Bronson nurses and other employees volunteered to help out with the health fair, packet pick-up and race-day activities. It was great to see Bronson Positivity in action along the lakeshore.

**BLH Food Drive**

During Nurses’ Week in May 2017, Bronson LakeView Hospital nurses and staff collected non-perishable food items outside the local Family Fair supermarket. Food donations were then donated to Eleanor’s Pantry, a community food bank that serves low-income families in the Paw Paw and Lawton areas. The group collected over 20 large boxes of food and personal care items.

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**BMH Hosted Distracted Driving Mock Trauma Simulation**

As a collaborative effort between Bronson’s trauma services and the Kalamazoo Department of Public Safety, BMH nurses helped organize a community mock trauma simulation at Kalamazoo’s Mayor’s Riverfront Park. The goal of the simulation was to raise awareness of the perils of distracted driving.

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**Did You Know?**

Of all distractions, according to the National Highway Traffic Safety Administration (NHTSA), “Texting is the most alarming distraction. Sending or reading a text takes your eyes off the road for approximately five seconds. At 55 mph, that’s like driving the length of an entire football field with your eyes closed.” Distracted driving is blamed for increasing numbers of fatal traffic accidents nationally.
Nursing Certifications Earned

Nurses validate mastery of skills, knowledge and abilities through certification. Due to the complexity of healthcare, assuring the public that their caregivers are competent is vital. Research has shown that nurses who obtain certification:

- Demonstrate increased autonomy and empowerment
- Experience better career advancement and marketability
- Possess higher self-esteem and confidence in their ability to detect early signs and symptoms of complications with their patients
- Report enhanced collaboration

The following nurses obtained certifications in 2017:

**RN CERTIFICATIONS**

<table>
<thead>
<tr>
<th>Nurse Name</th>
<th>Nursing Unit</th>
<th>Certification(s)</th>
<th>Specialty Unit</th>
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<tbody>
<tr>
<td>Jasmin Alexander, BSN, RN, CMSRN</td>
<td>BMH General Medical Unit</td>
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<tr>
<td>Jessica Arnold, BSN, RN, CMSRN</td>
<td>BMH Admission Unit</td>
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<tr>
<td>Valerie Beekmans, BSN, RN, CCRN, SCRn</td>
<td>BMH Neuro Critical Care Unit</td>
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<td>Jill Buckley, BSN, RN, CMSRN</td>
<td>BMH VIP Float Pool</td>
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<td>Eileen Burke, BSN, RN, ITEP</td>
<td>BMH Education Services</td>
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<tr>
<td>Karen (Diljak) Collet, BSN, RN, CEN</td>
<td>BBC Emergency Department</td>
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<tr>
<td>Dana Druetzler, BSN, RN, SCRN</td>
<td>BMH Neurovascular Critical Care Unit</td>
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<tr>
<td>Patty Ernst, MSN, RN-BC, NPD</td>
<td>BLH Education Services</td>
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<tr>
<td>Dawn Grimsley, RN, CMSRN</td>
<td>BMH General Surgical Unit</td>
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<tr>
<td>Katharine Gross, BSN, RN, SCRN</td>
<td>BMH Neurovascular Critical Care Unit</td>
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<tr>
<td>Michelle Harper, BSN, RN, CMSRN</td>
<td>BBC C2/Neurovascular Unit</td>
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<tr>
<td>Natalie Harper, RN, CMSRN</td>
<td>BMH General Medical Unit</td>
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<tr>
<td>Amber Harter, BS, RN, CMSRN</td>
<td>BMH General Medical Unit</td>
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<tr>
<td>Heather Hartman, RN, EMT</td>
<td>BBC Emergency Department</td>
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<tr>
<td>Rebecca Heidarisafa, BSN, RN, CCRN</td>
<td>BMH Cardiac Surgery Unit</td>
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<tr>
<td>Rachel Hinton, BSN, RN, OCN</td>
<td>BBC C5/Oncology</td>
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<tr>
<td>Julie Holmes, RN, CEN, TCRN</td>
<td>BBC Emergency Department</td>
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<tr>
<td>Ruth Johnson, MSN, RN, CPPS, CPHQ</td>
<td>BMH Quality and Safety</td>
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<td>Sarah Jones, RN, CMSRN</td>
<td>BMH C3/General Medical Unit</td>
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<tr>
<td>Ann Killman, BSN, RN, CMSRN</td>
<td>BMH Education Services</td>
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<tr>
<td>Beth Koperdak, BSN, RN, CPAN</td>
<td>BMH Post-Anesthesia Care Unit</td>
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<td>Heather Kusmack, RN, CMSRN</td>
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<td>Mike Louisell, RN, CNOR</td>
<td>BMH Inpatient Surgery</td>
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<tr>
<td>Jennifer Luykx, RN, CMSRN</td>
<td>BLH Acute Care Unit</td>
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<td>Tsana Mattice, RN, CCRN</td>
<td>BMH Education Services</td>
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<td>Shannon McBride, BSN, RN, ITEP</td>
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<tr>
<td>Amber Milton, RN, CMSRN</td>
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<td>Tony Newberry, BSN, RN, CMSRN</td>
<td>BMH C2/Neurovascular Unit</td>
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<tr>
<td>Peter Olsen, RN, CRNFA, CNOR</td>
<td>BMH Inpatient Surgery</td>
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<td>Jen Pearson, RN-BC</td>
<td>BMH Adult Medical Unit</td>
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<tr>
<td>Shauna Quick, BSN, RN, CMSRN</td>
<td>BMH C2/Neurovascular Unit</td>
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<tr>
<td>Jennifer Rhodes, BSN, RN, CMSRN</td>
<td>BMH General Medical Unit</td>
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<tr>
<td>Brandy Rice, BSN, RN, HNB-BC</td>
<td>BMH Medical Intensive Care Unit</td>
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<td>Carol Ross, RN, CMSRN</td>
<td>BLH Acute Care Unit</td>
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<td>Ethel Serunjogi, BSN, RN, CMSRN</td>
<td>BMH Orthopedic Surgical Unit</td>
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<td>Rose Sinclair, BSN, RN, CEN</td>
<td>BBC Emergency Department</td>
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<td>Kelsey Steinikraus, BSN, RN, SCRN</td>
<td>BMH Neuro Critical Care Unit</td>
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<td>Kathy Stoll, MA, BSN, RN-BC, CPHQ</td>
<td>BMH Quality and Safety</td>
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<td>Samantha Swiger, BSN, RN, NHB-BC</td>
<td>BMH Adult Float Pool</td>
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<tr>
<td>Leann VanderWaal, RN, CMSRN</td>
<td>BLH Adult Float Pool</td>
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<td>Nathaniel Waterbury, RN, TNCC</td>
<td>BBC Critical Care Unit</td>
<td></td>
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<tr>
<td>Pamela Weddle, BSN, RN, CMSRN</td>
<td>BMH C2/Neurovascular Unit</td>
<td></td>
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<tr>
<td>Laura Wells, MSN, RN-BC</td>
<td>BMH Education Services</td>
<td></td>
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<tr>
<td>Crystal Williams, BSN, RN, CPAN</td>
<td>BMH Post-Anesthesia Care Unit</td>
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<tr>
<td>Stephen Wohlfeld, BS, RN, CMSRN</td>
<td>BMH Admissions Unit</td>
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<tr>
<td>Kristen Workman, RN, CMSRN</td>
<td>BMH General Surgery Unit</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mary (Christa) Wright, BSN, RN, CMSRN</td>
<td>BMH General Surgery Unit</td>
<td></td>
<td></td>
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<tr>
<td>Kathy Young, BS, RN, CMSRN</td>
<td>BMH Neurovascular Unit</td>
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</table>
**Nursing Degrees Completed**

The Institute of Medicine report, “The Future of Nursing: Leading Change, Advancing Health,” was published in October 2010 and recommends 80 percent of nurses hold a BSN or higher nursing degree by 2020. “Future of Nursing Progress Report” was published in 2015. In addition, the American Association of Colleges of Nursing fact sheet, “The Impact of Education on Nursing Practice,” was updated in October 2012 and provides a summary of numerous articles discussing nursing education and the impact to patient care quality and outcomes.

### NURSING BACHELORS DEGREES

<table>
<thead>
<tr>
<th>Name</th>
<th>Degree</th>
<th>Unit</th>
<th>Name</th>
<th>Degree</th>
<th>Unit</th>
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</thead>
<tbody>
<tr>
<td>Tameika Jordan</td>
<td>BSN, RN</td>
<td>BSH Emergency Department</td>
<td>Kevin Smith</td>
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<td>BMH Extended Medical Care Unit</td>
</tr>
<tr>
<td>Breanna Adams</td>
<td>BSN, RN</td>
<td>BMH Neurovascular Unit</td>
<td>Erica Laudenslager</td>
<td>BSN, RN</td>
<td>BBC C3/General Medical Unit</td>
</tr>
<tr>
<td>Paul Bodenberg</td>
<td>BSN, RN</td>
<td>BBC C2/Neurovascular Unit</td>
<td>Sarah Lennon</td>
<td>BSN, RN</td>
<td>BBC BirthPlace</td>
</tr>
<tr>
<td>Jennifer Centers</td>
<td>BSN, RN</td>
<td>BBC C2/Neurovascular Unit</td>
<td>Hope Looney</td>
<td>BSN, RN</td>
<td>BSH General Care Unit</td>
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<tr>
<td>Samara Champion</td>
<td>BSN, RN, CPN</td>
<td>BMH Pediatric Intensive Care Unit</td>
<td>Ashley Lucha</td>
<td>BSN, RN</td>
<td>BMH General Pediatrics Unit</td>
</tr>
<tr>
<td>Nicole Conway</td>
<td>BSN, RN</td>
<td>BBC C3/General Medical Unit</td>
<td>Dave Magoon</td>
<td>BSN, RN</td>
<td>BMH Neurovascular Unit</td>
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<tr>
<td>Jody Daly</td>
<td>BSN, RN</td>
<td>BBC C2/Neurovascular Unit</td>
<td>Mariclare McCann</td>
<td>BSN, RN</td>
<td>BBC C3/General Medical Unit</td>
</tr>
<tr>
<td>Britt’Ni Davis</td>
<td>BSN, RN</td>
<td>BMH Neuroscience Center</td>
<td>Angela Newman</td>
<td>BSN, RN</td>
<td>BBC Emergency Department</td>
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<tr>
<td>Liza Davis</td>
<td>BSN, RN</td>
<td>BMH Neuroscience Center</td>
<td>Caroline Oeftger</td>
<td>BSN, RN</td>
<td>BBC Emergency Department</td>
</tr>
<tr>
<td>Layne Fairly</td>
<td>BSN, RN</td>
<td>BBC C5/Oncology</td>
<td>Jeaneen Orbeck</td>
<td>BSN, RN</td>
<td>BLH Surgery</td>
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<tr>
<td>Nikki Gale</td>
<td>BSN, RN</td>
<td>BBC C5/Oncology</td>
<td>Kimberly Oswalt</td>
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<td>BMH Neurovascular Unit</td>
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<tr>
<td>Sue Guritz</td>
<td>BSN, RN</td>
<td>BBC Emergency Department</td>
<td>Michelle Owens</td>
<td>BSN, RN</td>
<td>BMH Neurovascular Unit</td>
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<tr>
<td>Erin Hale</td>
<td>BSN, RN</td>
<td>BMH Cardiac Surgery Unit</td>
<td>Shauna Quick</td>
<td>BSN, RN</td>
<td>BBC C2/Neurovascular Unit</td>
</tr>
<tr>
<td>Melissa Hecht</td>
<td>BSN, RN</td>
<td>BBC Critical Care Unit</td>
<td>Michelle Sabo</td>
<td>BSN, RN</td>
<td>BBC C5/Oncology</td>
</tr>
<tr>
<td>Rachel Hinton</td>
<td>BSN, RN, ONC</td>
<td>BBC C5/Oncology</td>
<td>Kisha Schrad</td>
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<tr>
<td>Linda Hughes</td>
<td>BSN, RN</td>
<td>BLH Post-Anesthesia Care Unit</td>
<td>Cory Shaw</td>
<td>BSN, RN</td>
<td>BBC Emergency Department</td>
</tr>
<tr>
<td>Heather Jacobs</td>
<td>BSN, RN</td>
<td>BMH Neurovascular Unit</td>
<td></td>
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</tr>
</tbody>
</table>

**CELEBRATING NURSING EXCELLENCE**
NURSING MASTERS DEGREES

Cris Carpenter, MSN, RN
BMH Information Technology

Meredith Corr, MSN, RN
BMH Neurovascular Critical Care Unit

Shilohe Deming, MSN, RN
BMH Admission Unit

Denese Doyle, MBA, MSN, RN
BBC Surgery

Brilsary Essex, MSN, RN
BBC Pre/Post-Surgery

Patricia Hisler, MSN, RN
BBC Bed Utilization

Katie Hood, MSN, RN
BBC Critical Care Unit

Priscilla Lobretto, MSN, RN
BMH Quality & Safety

Jacquulynn Maher, MSN, RN
BMH Nursing Professional Practice

Mark Messer, MA, BSN, RN
BMH General Surgery Unit

Amy Plierman, MSN, RN
BMH Case Management

Jessica Ponzini, MSN, RN
BMH Outpatient Surgery Center

Jill Siefert, MSN, RN
BBC Pre/Post-Surgery

Stephanie Wagner, MBA, MSN, RN
BMH Nursing Professional Practice

Stephanie Wank, MSN, RN
BMH Case Management

NURSING PHD DEGREE

Kristina Grimm, PhD, RN-BC
BMH Education Services

Nurses Recognized With Scholarships

Congratulations to the Bronson Nursing Scholarship recipients! Eight registered nurses (RNs) were selected to receive the awards. Of all applicants from across the Bronson Healthcare system, five RNs who are pursuing Bachelor of Science in Nursing degrees received $3,000 each, and three RNs who are pursuing Master of Science in Nursing degrees received $5,000 each.

The scholarships are made possible through the Bronson Health Foundation’s Margaret H. Varney Scholarship Endowment. Varney was a graduate of the Bronson School of Nursing and an employee of BMH.

BSN Award Recipients:

• Kirsten Scott, RN  
  BMH Trauma & Emergency Center
• Mikaela Gordon, RN  
  BBC Bed Utilization
• Melissa Snyder, RN  
  BMH General Medical Unit
• Sari Deters, RN  
  BMH Mother Baby Unit
• Susan Rudolph, RN  
  BBC C2/Neurovascular Unit

MSN Award Recipients:

• Kari Blair, BSN, RNC  
  BMH Neonatal Intensive Care Unit
• Sarah Bilkey, BSN, RN  
  Bronson at Home
• Shannon McBride, BSN, RN  
  BMH Education Service
TRAP RN Improves T&EC Patient Experience

In June 2017, the T&EC created a new role: triage reassessment and patient experience nurse. The nurse in this role is also identified as a TRAP nurse. The TRAP nurse works two times per week and provides hourly reassessments on patients in the waiting room. He/she also provides service recovery as needed. When there is not a wait in the T&EC, this nurse acts as a secondary triage nurse. When all these functions are covered, the TRAP nurse can assist with patient discharges.

The goal of creating the new TRAP nurse role was to increase patient safety and satisfaction while decreasing patients who left without being seen (LWBS). In addition to meeting this goal, the TRAP nurse has also made a positive impact on the patient experience in the waiting room.

<table>
<thead>
<tr>
<th>Date</th>
<th>Baseline</th>
<th>Intro TRAP RN</th>
<th>Post-Intervention</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of patients LWBS</td>
<td>week of 3/25/17</td>
<td>weeks 4/1/17-6/17/17</td>
<td>week of 6/24/17</td>
</tr>
<tr>
<td>Rate of patients LWBS</td>
<td>91</td>
<td></td>
<td>45</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2.44%</td>
</tr>
</tbody>
</table>

Patient Satisfaction Ratings

Throughout the Bronson system, units strive each and every day to provide exceptional patient experiences. Press Ganey® is the company that measures patient satisfaction and Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) scores for Bronson. Congratulations to the following units that scored in the top 10 percent or higher of the Press Ganey® database during one or more quarters in 2017.

Care Transitions
- BMH: NICU, Obstetrics, Pediatrics

Communication with Nurses
- BLH: ACU
- BMH: NCCU

Communication with Doctors
- BBC: BirthPlace
- BMH: Obstetrics

Discharge Information
- BBC: BirthPlace, CCU, C2, C3, C5
- BLH: ACU
- BMH: AMU, Cardiology, GMU, GSU, NICU, NCCU, NVU, Obstetrics, OSU
- BSH: SCU

Hospital Environment
- BBC: Birthplace
- BMH: NICU, Obstetrics, TCU
- BSH: SCU

Pain Management
- BMH: NICU, OSU

Responsiveness of Hospital Staff
- BLH: ACU
- BMH: NICU, Obstetrics
- BSH: SCU

Rate Hospital
- BMH: NCCU, OSU

Recommend the Hospital
- BMH: NCCU, NICU, Obstetrics, OSU
CELEBRATING NURSING EXCELLENCE

- BLH ACU
- BSH SCU
- BMH OSU
- BMH NCCU
- BMH Mother-Baby and Antepartum
- BMH NICU
- BMH Labor & Delivery
- BBC BirthPlace

19 CELEBRATING NURSING EXCELLENCE
Bronson Management System

The Bronson Management System (BMS) is an approach to running our organization. It supports the concept of continuous improvement and strengthens the alignment to our strategic plan and purpose. The approach systematically seeks to achieve small, incremental process changes in order to improve value to patients throughout every level of the organization. It is supported through a system of visual boards and daily team huddles from a leadership level all the way down to the frontline staff. During 2017, nursing units throughout the system experienced outstanding success in implementing and utilizing BMS. Collectively, these teams decreased the number of patient falls, medication errors, specimen errors and hospital acquired pressure ulcers.

2017 Exemplary Professional Practice Highlights

Bronson Battle Creek

BBC inpatient units C2 and C3 outperformed the Press Ganey® NDNQI mean for catheter associated urinary tract infections (CAUTI) for the entire year in 2017.

![BBC CAUTI Chart](chart.png)
BBC inpatient units C2, C3 and C5 outperformed the Press Ganey® NDNQI mean for central line associated bloodstream infections (CLABSI) for the entire year in 2017.

**BBC CLABSI**

![Graph showing CLABSI rate per 1,000 central line days for BBC units C2, C3, and C5 from January to December 2017. The graph indicates no CLABSI cases for the entire year with a star symbol.]

<table>
<thead>
<tr>
<th>Month</th>
<th>C2</th>
<th>C3</th>
<th>C5</th>
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<tbody>
<tr>
<td>Jan</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Feb</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Mar</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
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<tr>
<td>Apr</td>
<td>0.00</td>
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<td>0.00</td>
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<tr>
<td>May</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
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<tr>
<td>June</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>July</td>
<td>0.00</td>
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<tr>
<td>Aug</td>
<td>0.00</td>
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<tr>
<td>Nov</td>
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<tr>
<td>Dec</td>
<td>0.00</td>
<td>0.00</td>
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</tr>
</tbody>
</table>

Bronson LakeView Hospital

BLH outperformed the Press Ganey® NDNQI mean for CAUTI for the entire year in 2017.

**BLH CAUTI**

![Graph showing CAUTI rate per 1,000 Foley days for BLH from January to December 2017. The graph indicates no CAUTI cases for the entire year with a star symbol.]

<table>
<thead>
<tr>
<th>Month</th>
<th>BLH</th>
<th>NDNQI Mean</th>
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<tbody>
<tr>
<td>Jan</td>
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<td>0.74</td>
</tr>
<tr>
<td>Feb</td>
<td>0.00</td>
<td>0.74</td>
</tr>
<tr>
<td>Mar</td>
<td>0.00</td>
<td>0.74</td>
</tr>
<tr>
<td>Apr</td>
<td>0.00</td>
<td>0.74</td>
</tr>
<tr>
<td>May</td>
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<tr>
<td>June</td>
<td>0.00</td>
<td>0.74</td>
</tr>
<tr>
<td>July</td>
<td>0.00</td>
<td>0.74</td>
</tr>
<tr>
<td>Aug</td>
<td>0.00</td>
<td>0.74</td>
</tr>
<tr>
<td>Sept</td>
<td>0.00</td>
<td>0.74</td>
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<tr>
<td>Oct</td>
<td>0.00</td>
<td>0.74</td>
</tr>
<tr>
<td>Nov</td>
<td>0.00</td>
<td>0.74</td>
</tr>
<tr>
<td>Dec</td>
<td>0.00</td>
<td>0.74</td>
</tr>
</tbody>
</table>
Bronson Methodist Hospital
BMH outperformed the Press Ganey® NDNQI mean for patient falls for the entire year in 2017.

BMH outperformed the Press Ganey® NDNQI mean for CAUTI for the entire year in 2017.
2017 DAISY Award Recipients

The DAISY Award is supported by the not-for-profit DAISY (Diseases Attacking the Immune System) Foundation. Bonnie and J. Mark Barnes created this foundation and award as a way to remember their son, J. Patrick Barnes, who suffered from an autoimmune disease that kept him in the hospital for an extended period. His nurses did such a great job with him that the Barnes family created an award that continues to recognize the excellent work nurses do every day.

Bronson Battle Creek 2017 DAISY Award Winners

Jenessa Smith, RN  
BBC C5/Oncology  
“She made my mom feel comfortable in the last stages of her life … She made my mom’s final days better and our time with my mom better.”

Amy Babcock, MSN, RN, FNP-BC  
BBC CCU  
“I was almost on my deathbed. Amy made me feel human again … She made me feel dignified when I was at my worst … [She’s] an angel like no one else.”

Dawn Moore, BSN, RN  
BBC ED  
“While working in triage with every room in the ED full, Dawn rapidly assessed and initiated the chest pain protocol on a patient with chest pain and difficulty breathing. The immediate response initiated by Dawn was life saving for the patient.”

Pamela (Klein) Nellis, RN  
BBC C5/Oncology  
“Pam took care of our dad when he was dying and she also took care of us, making sure we knew what was going to happen next. She made sure we were comfortable, rested and able to spend quality time with him. She made a difficult situation a special memory.”

Kathleen Madden, RN  
BBC C3/GMU  
“I had the pleasure of having Kathy as my nurse for two days. During this time she advocated for me to the doctors. She showed me genuine care and concern and that means a ton! Kathy’s love and care for her patients shines. She truly is an asset to the Bronson team.”

Kimberly Black, RN  
BBC CCU  
“Kim took care of my father-in-law as he was dying. She was very caring with him and made sure he was comfortable. She communicated openly and honestly with our family. We are very thankful for her.”

Jenna Burgess, BSN, RN  
BBC C5/Oncology  
“During my stay in the hospital, Jenna made the difference. She was always smiling and made sure I always had everything I needed. Her devotion to her profession was palpable and the compassion she showed toward her patients was seen through her commitment.”

Pamela (Klein) Nellis, RN  
BBC C5/Oncology  
“I have never met such a wonderful and caring lady. She would always encourage my mom and give her the strength of words she needed to hear. Pam was not only a blessing to myself and my mom but to my whole family.”
Bronson LakeView Hospital 2017 DAISY Award Winner

Jeaneen Orbeck, RN
BLH Case Management

“God bless her for caring and being willing to help me because I had given up.”

Bronson Methodist Hospital 2017 DAISY Award Winners

Sue Fern, RN
BMH GSU

“Sue stood out to both me and my husband. She went beyond our expectations and ‘WOWed’ us. Her outstanding professional care completed our Bronson Positivity experience.”

Corrie McArthur, BSN, RN
BMH Pre/Post-Op

“After being at the hospital for 9 1/2 hours, I was stressed and worried for my mother, and I was worn out too. Corrie was constantly checking on the status of when a room would be available and kept me informed of what was going on.”

Marti Nuyen, RN, CEN
BMH T&EC

“[Marty could] understand my pain and give me unexplainable comfort during one of the most painful times in my life … She was an example of true nursing excellence in action.”

Laurie Smith, RNC-LRN
BMH NICU

“When she was my daughter’s nurse, Laurie helped me not feel so lonely and made the time go by more quickly. She was always patient, understanding, positive and smiling.”

Tracy Day, RN
BMH L&D

“The subtle pat on the shoulder or ‘you’ve got this,’ is what got us through a stressful time. She was comforting to my daughter from start to finish and encouraged her along the way.”

Judi Jackson, BSN, RN
BMH Cardiac Rehab

“She goes above and beyond. She teaches new patients and makes them feel safe and comfortable. She is always working and concerned about her patients. She is an experienced nurse and it shows in her care and work.”

Kristen Kausrud, RN
BMH GSU

“When faced with a difficult situation with a patient, she stuck to her gut and advocated for a patient who wasn’t able to advocate for themself. It’s nurses like Kristen who are willing to stand up for their patients that help create the best possible patient outcomes.”
Kristina Lombardi, BSN, RN  
BMH MICU

“She was very attentive and did everything in her power to make sure that all the [team members] caring for me had the [information] they needed. She also double checked my discharge information to make sure everything was correct and ready for me to leave.”

Katie Comer, BSN, RN, CCRN  
BMH TCU

“Katie always is a great charge nurse... There were numerous events that took place that were very stressful, but Katie remained calm, articulate and problem solved.”

Sue Boot, RN-BC  
BMH VIP Med/Surg

“Sue seemed to understand what was going on and communicated that information to me in a manner I could fully understand in my current situation. I felt comfortable with her in the room.”

Robert Weaver, RN  
BMH NICU

“Zoey is home now, four weeks before her due date. A lot of that is Zoey’s stubborn personality that comes out more every day, but I can say without a doubt that she wouldn’t be here with us if it wasn’t for the type of care she received from faithful nurses like Rob.”

Chelsea Hill, BSN, RN-BC  
BMH EMCU

“She goes above and beyond. She’s super kind, very attentive, funny and great with family as well. She’s always willing to help. She makes you feel like any and all requests are fine.”

Patty Katje, RN  
BMH OP Surgery

“My daughter had surgery last month on her birthday. Patty made sure she felt extra special even before she knew it was her birthday. A little while later she came back with cake and a present wrapped in surgical paper. It meant the world to my daughter.”

Ashley Leduc, BSN, RN  
BMH TCU

“She was pivotal in helping to stabilize the patient and never once missed a beat. Her teamwork, positivity and clear communication was exemplar. Her hard work and dedication is commendable.”

Amanda Santman, BSN, RN  
BMH PICU

“Mandy was able to interact with our family in a lighthearted way that made us feel at home. All of the PICU nurses were exceptional, but Mandy was with us when things were the worst. She was caring, compassionate and empathetic. We will never forget her support during those dark days.”

2017 DAISY Team Award BMH TCU (patient wedding)

Going far and above the call of duty, the BMH Trauma Care Unit (TCU) staff quickly made arrangements to host a wedding in a patient room. When an elderly patient had fallen gravely ill the previous day, her son and his fiancée arranged to be married ahead of schedule, ensuring the patient could be present during the ceremony.

According to the patient’s daughter-in-law, “The TCU staff worked like secret elves over-night to get ready, and during the ceremony the smile on my mother-in-law’s face was the biggest I had ever seen. I cannot tell you how impressed and touched I was.” Later, the daughter-in-law went on to explain “[My mother-in-law] passed just a few short days later. I am eternally grateful the TCU staff helped us include her in our special day.”
**Bronson South Haven DAISY Award Winners**

Amanda Quinn, BSN, RN  
BSH ED

“She is emotionally connected and professional at the same time. Patient safety is always her top priority. She always makes sure things run smoothly, but isn’t afraid to ask for help when she needs it.”

Lisa Follman, RN  
BSH Care Coordinator

“She has the ability to remain calm and kind during difficult conversations. To me it was complicated, but Lisa was a big help.”

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**2017 Nurses’ Week Award Winners**

Every year during Nurses’ Week, awards are presented to nurses at BMH and BBC who have been selected by their peers as individuals who exemplify the attributes illustrated in the Nursing Professional Model of Care. The 2017 Nursing Excellence award winners include:

**Bronson Battle Creek Nurses’ Week Award Winners**

**Leadership**

Pam Weddle, BSN, RN  
BBC C2/NVU

“She leads by example and would not expect her peers to do something she would not be willing to do.”

**Respect**

Kathy Wieas, RN  
BBC Preadmissions

“Kathy advocates for her patients and goes above and beyond to ensure they have the safest, highest quality surgical experience possible.”

**Impact**

Mary Vaughn, RN  
BBC C2/NVU

“Her relentless pursuit to keep patients at the center of our decisions, enhance their experience, and provide a safe environment is truly inspirational.”

**Expertise**

Wendy Todd, BSN, RN, WTAC  
BBC C5/Oncology

“We use her as a resource … She seeks out co-workers and new staff to mentor.”

**Compassion**

Doris McGann, MSN, RN  
BBC Case Management

“Doris’ act of kindness and love shows how she genuinely cares for her patients.”
Bronson Methodist Hospital Nurses’ Week Award Winners

Leadership
Kelsey Steinkraus, BSN, RN
BMH NCCU
“She is someone I truly admire and aspire to be like.”

Expertise
Michelle Henderson, RN
BMH TCU
“She’s a master at thinking critically and practicing in an evidence based manner.”

Rising Star
Brandy Rice, BSN, RN
BMH MICU
“She seizes a moment and creates special connections.”

Compassion
Mary Westrate, RNC
BMH OB-MBU
“Mary is the epitome of what a nurse should be.”

Respect
Jennifer Erwin, BSN, RN, CCRN
BMH TCU
“Jennifer is a kind, beautiful soul.”

Pride
Alisha McKay, MSN, RN, AGCNS-BS
BMH Nursing Professional Practice
“Pride just might be her middle name!”

Impact
Shellie Bush, BSN, RN, CWOCN
BMH Stomal Therapy
“She is instrumental in improving skin care for all patients.”
Nursing Research Council
The Nursing Research Council supports nursing research with a focus on ensuring high quality and ethical research is being conducted. Specifically, the Nursing Research Council:
- Provides support, guidance and mentorship for nurse researchers
- Promotes use of evidence-based nursing practice
- Facilitates nurses’ understanding and use of the research process
- Reviews proposals for all nursing research and nursing-related clinical studies conducted at BMH

Nursing Research Council Highlights
During 2017, the NRC provided support and/or participated in the following projects:
- 2017 Nursing Research Conference
- Research education sessions
- Reviewed and provided feedback on five nursing related study proposals
- Assisted with development of an EBP project in BBCs OR and prepared a research proposal for the aspiration risk assessment tool

Nursing Research Presented in New Orleans
Congratulations to Bonnie Birdsall, MSN, RN, Khristina Grimm, PhD, RN-BC, and Linda Rus, MSN, RN-BC, on presenting their research at the Association for Nursing Professional Development’s annual conference in New Orleans:
- Effective Evaluations: Reforming Processes Beyond Satisfaction
- Preceptor Utilization of Learning Style Assessment: Perception Versus Reality
- Developing the Instructor: An Enduring Approach to Their Orientation

Bronson Held Nursing Research Conference
Bronson’s biannual Nursing Research Conference was held on March 23, 2017 at Kalamazoo Valley Community College. Over 70 nurses heard Michigan experts speak on the following topics:
- Innovation and improvement
- Pain management
- Mental health
- Gender violence
- Integrative therapies
- Changes in nursing practice through the years
- The beginning of nursing research with Florence Nightingale
- A staff nurse’s experience in conducting research
- Moving ideas into action

The conference provided the opportunity to gain new knowledge, network with others and embrace a spirit of inquiry to improve patient care.
Prior Healthcare Experience is Best Predictor of New Nurse Self-Efficacy

Khristica Grimm, PhD, RN-BC, Bronson’s system manager of education services, completed her PhD in Nursing with a focus in education from Walden University in May 2017. Grimm’s study examined the relationship between the type and amount of pre-licensure employment and self-efficacy in nursing practice of southwest Michigan student nurses’ in the final semester of college. While many students are employed during college, little was known about how pre-licensure effects self-efficacy in nursing practice.

The dissertation study found no significant relationships between the type or amount of pre-licensure work experience and the self-efficacy scores. However, healthcare experience was the best predictor of positive self-efficacy in the management of a three or four patient care assignment. Subsequent review of the data identified working as a nurse extern or as a licensed practical nurse (LPN) to be the best predictor of positive self-efficacy. Khristica’s research study will be published in an upcoming issue of the Journal for Nursing Professional Development.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
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<tbody>
<tr>
<td>92.8%</td>
<td>Worked during academic prep</td>
</tr>
<tr>
<td>81.9%</td>
<td>Healthcare experience</td>
</tr>
<tr>
<td>58%</td>
<td>Multiple jobs in a year</td>
</tr>
<tr>
<td>24.7%</td>
<td>Average hours worked per week</td>
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Nursing Research 2017 – Presentations

Quality Improvement Poster Presentations

<table>
<thead>
<tr>
<th>Nurses</th>
<th>Title/Date</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>Bonnie Birdsall, MSN, RN;</td>
<td>Effective Evaluations: Reforming Processes Beyond Satisfaction.</td>
<td>Association of Nurses in Professional Development Annual Convention, New Orleans, LA</td>
</tr>
<tr>
<td>Khristica Grimm, PhD, RN-BC;</td>
<td>July 20, 2017.</td>
<td></td>
</tr>
<tr>
<td>Linda Rus MSN, RN-BC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Khristica Grimm, PHD, RN-BC;</td>
<td>Developing the Instructor, an Enduring Approach to Their Orientation.</td>
<td>Association of Nurses in Professional Development Annual Convention, New Orleans, LA</td>
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</table>

Research Podium Presentations

<table>
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<tr>
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<th>Location</th>
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</thead>
<tbody>
<tr>
<td>Ashley Wright BSN, RN</td>
<td>Anticipatory Rounds: Perspectives of Postpartum Patients, Staff Nurses, and Nursing Leadership.</td>
<td>Association of Women’s Health, Obstetric and Neonatal Nurses (AWHONN) National Convention, New Orleans, LA</td>
</tr>
<tr>
<td>Jessica Slates, BSN, RN;</td>
<td>Predicting Nurses’ Intention to Take Meal Breaks: An Application of the Theory of Planned Behavior.</td>
<td>Nursing Leadership Meeting, Bronson Methodist Hospital, Kalamazoo, MI</td>
</tr>
<tr>
<td>Donna Moyer, PhD, RN, PCNS-BC</td>
<td>October 2, 2017.</td>
<td></td>
</tr>
<tr>
<td>Khristica Grimm, PhD, RN-BC</td>
<td>Newly Licensed Nurses’ Stages of Transition and Self-Efficacy.</td>
<td>Nursing Grand Rounds Bus Trip, Bronson Methodist Hospital, Kalamazoo, MI</td>
</tr>
<tr>
<td></td>
<td>November 16, 2017.</td>
<td></td>
</tr>
<tr>
<td>Nurses</td>
<td>Title/Date</td>
<td>Location</td>
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<tr>
<td>Ashley Wright, BSN, RN (PI); Marshe Remynse, MSN, RN, FNP-BC; Donna Moyer, PhD, RN, PCNS-BC; Heidi Wheeler, MS, RN, ANP-BC; Khris Grimm, PhD, RN-BC; Karen Morin, PhD, RN, ANEF, FAAN (Co-Pi's)</td>
<td><em>Anticipatory Rounds: Perspectives of Postpartum Patients, Staff Nurses, and Nursing Leadership.</em> May 5, 2017.</td>
<td>Michigan Association of Women’s Health, Obstetric and Neonatal Nurses (AWHONN) Spring Conference, Frankenmuth, MI</td>
</tr>
<tr>
<td>Khristina Grimm, PhD, RN-BC</td>
<td><em>The Relationship Between Pre-Licensure Employment and Student Nurse Self-Efficacy.</em> July 14, 2017.</td>
<td>Walden University’s Research Symposium, Minneapolis, MN</td>
</tr>
<tr>
<td>Donna Moyer, PhD, RN, PCNS-BC; Grace Lopez, BSN, RN</td>
<td><em>Nursing Meal Breaks.</em> October 2017.</td>
<td>ANCC National Magnet Conference, Houston, TX</td>
</tr>
<tr>
<td>Khristina Grimm, PhD, RN-BC; Linda Rus, MSN, RN-BC</td>
<td><em>Preceptor Utilization of Learning Style Assessment: Perception Versus Reality.</em> July 20, 2017.</td>
<td>Association of Nurses in Professional Development Annual Convention, New Orleans, LA</td>
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Scholarly Publications


2017 | A YEAR IN REVIEW