The one who leaves
a legacy of love
to generations that follow
has lived a life worth remembering.
The one who leaves
gentle footprints
on our hearts
has left a story worth telling.
The one who leaves
happy memories
dancing in our thoughts
has given the gift of timeless moments
worth holding in our hearts forever.

—Anonymous
Message From Our Chief Nursing Officer

To the GHS Nursing Staff,

Doing the right thing, for the right patient, at the right time—every time—is our commitment to patients and families entrusted in our care.

Booker T. Washington said, “Excellence is to do a common thing in an uncommon way.” This principle is included in the ANA Code of Ethics for Nurses and is one of the many attributes supporting the GHS care model and philosophy of Professional Excellence in Practice.

As each of us entered this profession, we pledged to a code of ethical conduct and responsibility for the quality and safety of our patients. The Nursing division at GHS lives this pledge via research, evidence-based practice, quality outcomes and interdisciplinary partnerships. Together with our physicians, we provide high-quality care with respect for human dignity and individuality of our patients.

The culture at GHS is progressive, integrated, patient-centered and innovative, and nursing is a proud leader and partner in the provision of this care with a focus on service, efficiency, value and individual accountability.

Thank you for choosing the profession of nursing, thank you for selecting GHS as your place to practice, and thank you for doing your part to transform health care with your commitment to nursing excellence through leadership, knowledge, caring and innovation.

This report summarizes our growth, accomplishments and care outcomes. Be proud, continue to serve with pride and practice uncommon excellence!

Sincerely,

Michelle Taylor Smith, BSN, MSN, RN, NE-BC, FACHE
Chief Nursing Officer

GHS Vision
Transform health care for the benefit of the people and communities we serve.

GHS Mission
Heal compassionately. Teach innovatively. Improve constantly.

GHS Values
Together we serve with integrity, respect, trust and openness.
Transformational Leadership

Nursing leaders across GHS use their vision, clinical knowledge and influence to lead and support nurses through transitions and other challenges, and to encourage innovation and professional development. Leaders work collaboratively with those around them to transform our organization as we move into the future.

Nursing Leadership at GHS

Michelle Taylor Smith, BSN, MSN, RN, NE-BC, FACHE  
GHS Chief Nursing Officer

Susan A. Bethel, BSN, MSN, RN  
Director, Nursing Clinical Programs & Research/Magnet Program

Dale Corr, BSN, MBA, RN  
Director of Nursing, Greenville Memorial Hospital Adult Critical Care, Coronary Care Unit, Supplemental Staffing Team, Direct Admit Unit, Central Patient Transport, Patient & Family Relations

Annette Dunphy, BSN, MSN, RN, OCN  
Director of Nursing, Greenville Memorial Hospital Oncology Services; Renal, Palliative Care, Pulmonary and Oncology/Transplant Units; Medical Clinics Liaison; Infusion Center and Dialysis Services; Apheresis Department; Oncology MDC; Nurse Navigation and Integrative Oncology

Beverly J. Haines, BSN, MNEd, RN  
Director, Patient Care Services, Patowood Medical Campus; Interim President, Patowood Medical Campus; Interim Director, Patient Care Services, Hillcrest Memorial Hospital

Bonne T. Johnson, BSN, MSN, RN  
Director of Patient Care Services, Greer Medical Campus; Interim Director of Patient Care Services, The Cottages at Brushy Creek

Terrie Long, BSN, MSN, MEd, RN  
Director, GHS Department of Learning and Development

Marian McVey, BSN, MSN, RN  
Director of Patient Care Services, North Greenville Long Term Acute Care Hospital

Laura A. Meister, BSN, MSN, RN, NEA-BC  
Director of Nursing, Greenville Memorial Hospital GHS Children’s Services, Peds ICU, Neonatal ICU, Pediatric Transport Team, Child Life, Epilepsy Monitoring; Children’s Emergency Department Liaison

Carol Moody, BSN, MAS, RN, NE-BC  
Senior Nursing Administrator, Greenville Memorial Medical Center; Director of Nursing, Cardiac Telemetry Units and Administrative Supervisors, Greenville Memorial Hospital

Terri Negron, BSN, MN, RN, FNP  
Director of Nursing, Greenville Memorial Hospital GHS Women’s Services—Family Beginnings, The Family Birthplace, Women’s Specialty; Vascular and General Surgery; Women’s Resources; IV Team; Family Partnership Program

Janice Smith BSN, MSN, RN, CPAN  
Magnet Coordinator

Janice Troeger, BSN, MSM, RN  
Director of Nursing, Greenville Memorial Hospital Emergency Trauma Center; GHS Emergency Services

Cynthia Bishop Trout, BSN, MSN, RN, CRRN  
Director of Nursing, Greenville Memorial Hospital Neuroscience and Orthopaedic Nursing, Wound Care Program, Roger C. Peace Rehabilitation Hospital; Marshall I. Pickens Hospital; Orthopaedic Clinic Liaison

Landace Woods, BSN, MSN, RN, BC, NEA-BC  
Director of Nursing, Greenville Memorial Medical Center GHS Home Health

Nursing Vision

Nursing supports the GHS vision and mission through our Nursing Vision: Transform health care by our commitment to nursing excellence through leadership, knowledge, caring and innovation.
Nursing Excellence Awards

Each year, the Recruitment, Recognition & Retention Council sponsors a “Nurse of the Year” award in four categories: Inpatient, Outpatient, Specialty and Leadership. Awards are based on nominations by peers and colleagues along with a blind panel review of nominators’ comments. The four nurses are recognized during Nurses Week for promoting and advancing the profession; displaying caring and commitment to patients, families and co-workers; and demonstrating leadership.

The winners are (l-r) Angela Mathews, MSN, RN, Total Health coordinator/EBM (Specialty); Sherry Gravely, MSN, RN, nurse manager/3C Vascular Nursing (Leadership); Pam Kunst, RN, CNC, staff nurse/GMH NICU (Inpatient); Cathy King, RN, nurse coordinator/BI-LO Charities Children’s Cancer Center (Outpatient).

SC Palmetto Gold Nursing Awards

The Palmetto Gold Nurse Recognition and Scholarship Program, a subcommittee of the SC Nurses Foundation, provides the vehicle through which donations to the program are received and invested. To date, $100,000+ in nursing scholarships has been awarded and an endowment established that now exceeds $100,000.

Every year, nurse employers across the state can nominate outstanding nurses to receive this prestigious award. Statewide, 100 nurses are selected as Palmetto Gold recipients for excellence in practice and commitment to the profession. In the nine years since the program was introduced, more than 65 GHS nurses have been named Palmetto Gold!

(l-r) 2012 Palmetto Gold winners from Greenville Memorial Medical Campus: Gina Franco, NP, Nurse Manager/Integrative Oncology Program; Shelley Brown, BSN, RN, Clinical Nurse Educator, Cardiology Medicine/GMH; Susan Chisholm, BSN, RN, staff nurse, Palliative Care/GMH; Lorraine Jones, BSN, RN, staff nurse, Women’s Specialty/GMH 6D.

(l-r) Greer Memorial Hospital winners Barbra Anne (Annie) Trout, MSN, RN, clinical director, Perioperative Services/Greer; Bhavini Patel, BSN, RN, staff nurse, Med-Surg Unit/Greer; Claudia Jenkins, RNC, nurse manager, The Family Birthplace & Pediatrics/Greer.
Nursing Accomplishments

Here is a sampling of recent nursing-related accomplishments reflecting Nursing’s ongoing pursuit of excellence.

• The GHS Nursing Research Council co-sponsored the Tenth Annual Nursing Research Conference, Evidence-based Practice—Stepping Stones to Excellence, with attendees from across the state.

• The Nursing Research Council published an article related to the completed Delphi study.

• Six nurses completed an Evidence-based Practice fellowship, which was sponsored by the Nursing Research Council.

• Nursing participated with other South Carolina hospitals for the SC Nursing Excellence Conference in Columbia.

• A partnership with deans and clinical nursing faculty continues with GHS educators to improve the transition of new graduates. A joint summit was planned for October 2012.

• The Nurse Extern Program for junior and senior nursing students in baccalaureate programs began its third year, with 15 students taking part.

• The simulation center hosted training for our partner colleges of nurses, with 294 nursing students participating.

• The CRNA program graduated six students in its first class in May 2012.

• Unit councils across the system focused on initiatives to improve patient outcomes in alignment with GHS’ strategic plan.

• The Nursing Education Council sponsored Professional Nursing Updates, including Failure to Rescue, Health Care Finance and Connection to Quality, Bariatric Sensitivity, and The Future of Nursing: Leading Change, Advancing Health—IOM Recommendations.

• Nursing collaborated with the Pharmacy department on several key initiatives, including reduction of turnaround times for medication delivery, improved PCA documentation and enhanced updating of OMNI stock.

2,034 GHS nurses took part in 38 different courses at the Greenville HealthCare Simulation Center. Simulation drills included precipitous delivery, preeclampsia, postpartum hemorrhage and code strategies.

More Than the ABCs – Addressing Safe Sleep in Your Community

Introduction

Every year, one in five infants (4%) dies while sleeping, with 70% of these deaths occurring in the first year of life. The rate of death is 6.6 deaths per 1,000 live births for children under age 1 in the United States. More deaths occur from Sudden Infant Death Syndrome (SIDS) or Sudden Unexpected Infant Death (SUIND) than from all other causes of death combined for children under age 1 in the United States. Source: National Center for Health Statistics

Advocacy/Upstate Cribs for Kids
– Nurse Educator, GHS Women’s Hospital and Children’s for Kids, GHS Children’s Hospital
Michelle M. Greco, RNC, BSN, BA

– Manager, Children’s Advocacy/Safe Kids® Upstate and Upstate Cribs for Kids®, GHS Children’s Hospital
Cynthia D. Fryer, MA

Facilitators/Authors for Poster

Michelle M. Greco, RNC, BSN, BA
Cynthia D. Fryer, MA

Acknowledgments:

OMNI stock.

Several poster sessions showcased and assimilated improvement ideas that might be implemented in other areas of the system.
• New journal clubs continue to be established to review evidence-based practice information and research studies.

• Nursing staff at Greenville Memorial Hospital are to be commended for their efforts, cooperation and collaboration with physician partners and information services for the successful planning and launch of the CPOE (computerized physician order entry) project.

• The nurse midwife role continues to expand.

• Women’s Hospital successfully implemented water births. Here, midwife Susan Cheek-Williams, MSN, CNM, helps soothe a laboring patient in a birth pool as the woman’s spouse offers encouragement.

• Ongoing education for new procedures was provided, such as in the CV ICU for trans-aortic repair of valves and in the EP lab for new cardiac procedures and intra-arterial embolization in Radiology.

• All Care measure scores continued to exceed the national average.

• Seventy four percent of new graduate RN hires were BSN-prepared nurses.

• Nurses in the Nurse Residency Program developed and presented numerous evidenced-based practice projects.

• Nurses participated in a successful accreditation survey by The Joint Commission.

• Nursing collaborated with the Department of Diversity to implement a staff resource on cross-cultural care that is available on the intranet.

• The Nursing Recruitment, Retention & Recognition Council continued to sponsor “What is a Nurse?” contest for elementary schoolchildren in the City of Greenville; winners were recognized during Nurses Week.

• Nurses worked with physicians to develop additional evidence-based order sets.

• Women’s Hospital continued to support and successfully integrate program components including Getting Ready for Baby and Happiest Baby on the Block.

• GHS hosted several state nursing meetings, including SC Vascular Nurses Society and SC PeriAnesthesia Nurses annual meeting. Monthly chapter meetings of several groups also took place at GHS.

• Nurses from across GHS took part in numerous community events, including health screenings and fairs, first-aid stations at events, vaccine distribution, free clinics, health walks, and collection of food for local food banks.

“I use the knowledge gained through participating in Journal Club in my practice and to educate other staff members through meetings and the unit council.”

—Heather Millsaps, HMH ICU

CNO Michelle Taylor Smith took part in one of many March of Dimes events.
• The Bryan NICU and Women's Unit purchased iPads for moms unable to travel to see and hear their baby and for the baby to hear them.

• Several units have partnered with other hospitals across the state in CUSP (Comprehensive Unit-based Safety Program) projects.

• An educational assessment identified programs of specific interest or need to staff. The assessment was conducted and classes provided in collaboration with SC AHEC (Area Health Education Center), including certification review courses.

• Nurses were instrumental in attaining several awards and recognitions, including re-accreditation of the Chest Pain Center from the Society for Chest Pain Centers. American Heart Association/Mission Lifeline Quality Achievement Award (Bronze) in 2012, and AHA/American Stroke Association Get With the Guidelines 2012 Gold Award.

• Patewood nursing and unit staff participated as one of four US hospitals in a research study project sponsored by the Agency for Healthcare Research and Quality/American Institutes for Research: Evaluation of the Implementation of a Patient Engagement Guide by 4 Hospitals.

• The Bryan NICU developed a Zero Hero Project to decrease CLABSI rates.

• **Nursing collaborated with other disciplines to develop and implement the Quiet Hospital Campaign.**

Nurse manager Kristi Coker works with medical director Robert Seigler, MD, as part of the pediatric ICU collaborative team.

• **Nurse Managers and staff unit councils, in collaboration with unit medical directors, implemented several initiatives based on unit quality indicator trends and customer service trends.**

• Pediatric Hematology/Oncology staff worked with an interdisciplinary team (physicians, pharmacists and nurses) to decrease the amount of time for antibiotic administration in neutropenic patients and to have consistent practices for CLABSI bundles between inpatient and outpatient units.


• Soarian computer documentation access expanded to Home Health nurses to enhance timely review of full patient records.

Shhh, here are photos from the Quiet Hospital Campaign.
Women's Hospital was accepted into the Best Fed Beginnings Collaborative and began the journey toward Baby-Friendly designation. Pictured is Denise Hemlinger, RN, CNE, who discusses the benefits of breastfeeding with new parents.

- Nurses in GMH’s OR achieved temperature management in 100% of patients immediate post-op.
- No ventilator-assisted pneumonia (VAP) occurred over the year in the Med-Surg ICU, Neuro-Trauma ICU, Greer ICU and Hillcrest ICU; the Pediatric ICU logged 1,366 days without a VAP.
- The Nursing Recruitment, Retention & Recognition Council sponsored a canned food drive during Nurses Week to “give back” to the community.
- Nurses in the GMH Family Beginnings Unit administered the HepB vaccine to 97% of newborns—this is a high level of compliance.
- Home Health relocated to Greenville Memorial Medical Campus.
- HMH nurses in the ER, ICU and Med-Surg became NIH Stroke Certified and implemented telemedicine monitoring to increase the quality of care for patients who had sustained a stroke.

The new Center for Integrative Oncology and Survivorship’s interdisciplinary team includes nurses Regina Franco (far left) and Patricia Leighton (second from right).
Nurses Collaborate in Many Areas

In addition to the system- and unit-level nursing councils, nurses at GHS assume leadership roles in many interdisciplinary committees and task forces to enhance quality. Here are a few examples of these interprofessional collaborations:

- Sepsis Team
- Code Chill
- Water Births
- CHF Team
- CAUTI Teams
- Nursing/Information Technology
- Baby-Friendly
- Pediatric Asthma Team
- Project RED
- Rapid Response Team
- Simulation Lab
- STEMI Team
- Stroke Team/Rapid Response
- Unit-based Nurse Manager/MD teams

**ABOVE:** Members of the Children's National Hospital Network interdisciplinary collaborative team include RNs Anne Greer (left) and Linda Lineberger (center).

**BELOW:** Baby-Friendly Task Force leadership and staff celebrate their acceptance into the Best Fed Beginnings Learning Collaborative, a competitive national project to help hospitals achieve Baby-Friendly designation. The kickoff marked the beginning of World Breastfeeding Week in August and highlighted risks of feeding infants formula, the public health impact of breastfeeding and 10 steps hospitals must follow to become Baby-Friendly.
Structural Empowerment

Structures, processes and policies provide a strong base for an innovative environment where professional practice flourishes. Staff members are provided opportunities for professional growth and development, and they are empowered to accomplish both organizational and personal goals.

GHS Nursing Councils

Nursing members of various GHS Nursing Councils are the grassroots agents for quality and change—at the system level, on each Nursing unit and in each Nursing department. Staff nurses and nurses in direct care contribute to improving outcomes by “leading from the bedside.” They are supported by structures such as our Professional Practice Model of Shared Decision Making and by other Nursing leaders.

System-level councils communicate among all levels of Nursing staff. System councils review and develop evidence-based practice policies and procedures; disseminate information and support projects to improve performance; conduct nursing research; support recruitment and retention of staff; and provide staff education and professional development opportunities.

Unit councils are led by professional nurses and address patient care and quality. Unit councils’ activities include discussing unit-specific quality data, education needs, and projects to improve performance and enhance the environment.

GHS Nursing Professional Practice Councils

Nursing Clinical Practice Council (NCPC)

Chair: Leslie Childers, RN—Neuro Trauma ICU

DON/Advisor: Beverly Haines, RN, Director of Patient Care Services/PMH & HMH

Highlights

- Assisted members in reaching personal/professional growth goals by encouraging activity according to individual interests and level of expertise/experience.

- Streamlined/structured meetings to use time efficiently when reviewing/revising policies and procedures.

- Maintained electronic mailbox to receive and address clinical practice issues.

- Consulted with other system councils and members to support goals of the organization and of the nursing strategic plan, including investigating options for electronic nursing procedure manuals.
Nursing Education Council (NEC)
Chair: Malike Myles, RN—Cardiac Telemetry/GMH
DON/Advisor: Terri Negron, RN, Director of Nursing/Women’s Services/Surgical Units

Highlights
- Developed and implemented an educational plan based on assessment needs in collaboration with GHS Department of Learning and Development, AHEC and others.
- Facilitated and evaluated quarterly Professional Nursing Updates using suggestions to improve future presentations.
- Partnered with other nursing system councils to address nursing strategic and organizational goals.
- Collaborated with CNS/CNE committee to share best practices related to nursing education.

Nursing Management Council (NMC)
Chair: Sherry Gravely, RN—Nurse Manager, Vascular/Urology Unit/GMH
Advisor: Michelle Taylor Smith, RN, Chief Nursing Officer

Highlights
- Offered a forum for interdepartmental communication to ensure effective use and support for professional nursing practice system-wide.
- Provided opportunities for networking and sharing of best practices and/or lessons learned across the system to support achievement of unit/organizational benchmarks.
- Collaborated with other councils and task forces to support the strategic plan of nursing and of the organization.

Nursing Performance Improvement Council (NPIC)
Co-chairs: Pam Kunst, RN—Bryan Neonatal ICU; Heather Krinock, RN—Greer ETC
DON/Advisor: Sue Bethel, RN, Director of Nursing Clinical Programs & Research

Highlights
1. Improved dissemination of quality improvement initiatives:
   - Continued posting council information using new NPIC SharePoint site, which includes meeting minutes and presentations that can be accessed at any time.
   - Co-supported the FISH Festival with the Magnet Champions as well as the Communication Board Contest (an initiative to improve units’ quality boards with updated information for staff).
   - Explored methods to improve dissemination of NPIC information to staff on units.
2. Integrated quality improvement projects to meet strategic goals of the organization, with a focus on improving communication with management of issues at the unit level (e.g., use of scorecards, focus on priorities, etc.).
3. Increased council membership and participation to include representation from every unit/service line; also increase satellite facility participation.
4. Sought opportunities to share performance improvement projects and new knowledge across and outside our system, such as at the SC Nursing Excellence Conference in April or the Nursing Research Conference in September.
“Journal Club articles provide me with additional knowledge to share with unit staff. Participating in many AHEC classes and advanced education through my master’s degree aids me in critical thinking skills in addition to increasing my knowledge and providing better bedside care.”

—Laura Cash, CCU

Nursing Recruitment, Retention & Recognition Council (NRRRC)

Chair: Susan Chisholm, RN—Palliative Care/GMH
DON/Advisor: Cynthia Bishop Trout, RN, Director of Nursing, Rehab/Medicine

Highlights

• Recognized quarterly system DAISY Award winners and published winners in The View.
• Planned and coordinated 2012 Nurses Week, including selection of four Nursing Excellence Award winners and community winners from elementary school contest on “What is a nurse?”
• Coordinated and evaluated the 2012 Extern Program.
• Continued to monitor and evaluate the Nursing Residency program.

Nursing Research Council

Chair: Sue Seitz, RN—Clinical Nurse Specialist, Perioperative Services/GMH
DON/Advisor: Sue Bethel, RN, Director of Nursing Clinical Programs & Research

Highlights

• Planned and implemented our Tenth Annual Nursing Research Conference in collaboration with Upstate AHEC, AnMed Health, Sigma Theta Tau chapters Gamma Mu and Mu Rho, and Greenville Technical College.
• Published an article about the Delphi Study in Clinical Nurse Specialist, an international journal for advanced nursing practice.
• Conducted the Evidence-based Practice fellowship program.
• Promoted scholarly inquiry by providing education on research and evidence-based practice; conducted journal clubs; began development of an Evidence-based Practice Toolkit.
Additional Structures for Nursing Recognition

GHS uses several structures to recognize and make visible the contributions of nurses, and to recognize the value of nursing within GHS and in the wider community.

Stellar Stars of the Month are noted in *The View*, our system-wide monthly newspaper, in addition to other publications including *Opportunities* and *Inside Health* magazines.

Stellar Stars of the Month

- **Jody Booth**, RN, Bryan NICU/GMH
- **Anna Briggs**, RN, CCU/GMH
- **Jason Collins**, RN, ETC/GMH
- **Elliott Craig**, RN, OR/Greer Memorial Hospital
- **Sharon Horrell**, RN, CCU/GMH
- **Jane Qubti**, RN, Supplemental Staffing/GMH

DAISY Winners

The nationally recognized DAISY Award for Exceptional Nurses was established by The DAISY Foundation in memory of J. Patrick Barnes, who died at age 33 of an auto-immune disease. The Barnes family was so impressed by the clinical skills, caring and compassion of the nurses who attended him that they created this award (which stands for “Diseases Attacking the Immune System”) to say thank you to nurses everywhere.

At GHS, the DAISY Award is presented to a few nurses each quarter in recognition of their extraordinary care for patients. Recipients, some of whom are pictured, are listed below and on page 15:

**January 2012**

- **Karen Ernest**, RN, OR/HMH
- **Brenda Hensley**, RN, Vascular/Urology/GMH
- **Felicia Leese**, RN, NGH-LTAC
- **Wendy Whitaker**, RN, Outpatient Mammography/Patewood
UPLIFT Coach of the Year

UPLIFT (Use Portable Lifts in Facilitating Transfers) has made a significant impact in improving staff and patient safety by lowering injury risks from patient lifting. Insurance claims from such injuries have dropped very significantly since the program’s start in 2008.

This sustained success in improved safety and decreased health costs is thanks to continued dedication of UPLIFT coaches across GHS who assess equipment, train staff and educate patients in safe patient-lifting practices.

Each year, units from across GHS nominate coaches for UPLIFT Coach of the Year. The 2012 recipient is Pamela Julian, RN/GMH 4D.

Nominated by nurse manager Ashley Jepsen, RN, Julian is the go-to person when it comes to safe patient handling. An UPLIFT coach since 2008, Julian is recognized for engaging patients and staff in discussions on how patient-lifting equipment is beneficial for everyone involved in patient mobility.

Hand Hygiene Winners

For many years, Infection Control has presented awards recognizing individuals who consistently demonstrate and practice proper hand hygiene. Recipients are selected from nominations submitted by staff and physicians from across the system.

Congratulations to the following winners:

- Sue Beswick, RN, CNS/GMH Med-Surg ICU
- Marisa Degannes, RN/GMH Med-Surg ICU
- Beth Goldizen, RN/HMH
- Crystal Metz, RN/RCP
- Kathryn Turner, RN/HMH

Writing Award

RNs Sherry Gravely, Christie Hagood-Thompson and Brenda Hensley received the 2011 Journal of Vascular Nursing (JVN) Writing Award from the Society of Vascular Nursing for their submission, “Comparison of Three Types of Diabetic Foot Ulcer Education Plans to Determine Patient Recall of Education.” The article appeared in the journal’s September 2011 issue.

The award recognizes excellence in writing; selection is based on content, originality, clarity, applicability/practicality and significance.
Nurses Showcased in GHS Publications
Greenville Midwifery Care was featured in the Summer 2012 issue of *Inside Health* magazine, GHS’ consumer publication.

**Kim Seeley**, RN, outpatient allogenic transplant coordinator, was quoted in the Summer 2012 issue of *Inside Health* magazine in an article about GHS’ Blood and Marrow Transplant Program.

**Stacey Clay**, BSN, RN, nurse case manager, was highlighted in the Summer 2012 issue of *Inside Health* magazine in an article on GHS’ total joint replacement services.

**Tammy Gladson**, RN, clinical supervisor at the Center for Pediatric Medicine, was pictured in an article noting her involvement in a statewide grant aimed at improving pediatric health care through measures in quality, promotion of health information technology and evaluation of provider-based models. The article appeared in the Summer 2012 *Focus on Pediatrics*, a quarterly GHS Children’s Hospital magazine distributed to healthcare professionals throughout the region.

RNs **Ashley Jepsen, Pamela Julian, Emily Becker** and **Kathryn Hunt** were *The View’s* “Spotlight” feature for June/July when Julian received UPLIFT Coach of the Year.

Greer Med-Surg RNs **Valerie Douglas, Mindy Brown** and **Bhavini Patel** appeared on the cover of *The View’s* November 2011 issue, “Hardwiring Is Making a Difference.” The article highlighted the unit’s PI efforts, which have resulted in higher patient satisfaction scores.

RNs **Terri Negron** and **Kristen Hauck** contributed three articles describing GHS’ Standards of Compassion for *The View*. Both are members of the Commitment to Excellence Standards team.

GHS’ Water Dogs decontamination team was profiled in February in *The View*, which mentioned **Lance Evans**, BSN, RN, CHEP.

Magnet Coordinator **Jan Smith**, MSN, RN, who also is the Nursing Student Liaison, wrote several articles for *The View* under nursing’s ongoing column, “Reflections of Excellence.”

Staff on GMH 4B were lauded in *The View’s* “Quality Circle” in March for marking 14 months with a zero CLABSI rate.

North Greenville Hospital received the National Association of Long Term Hospitals 2012 Goldberg Innovation Award for developing a three-step quality improvement process that reduced the CLABSI rate by 78%, thanks in large part to nurses. The award was featured in *The View’s* “Quality Circle” in April.

RN **Beverly Haines**, director of Patient Care Services and interim president of Patewood Medical Campus, was mentioned in the April issue of *The View* as one of the volunteers building the GHS Habitat House. A later issue showed RN **Sammie Tate** (next page) presenting a quilt made by GHS employees to the new Habitat House resident.

**Regina Franco**, MSN, ANP-C, was quoted in the Summer 2012 issue of *Opportunities*, a magazine published by GHS’ Office of Philanthropy & Partnership. The article highlighted the system’s new Center for Integrative Oncology and Survivorship.

(I-r) RNs **Valerie Douglas, Mindy Brown and Bhavini Patel**, along with **Jean Morris, CNA**, are members of the Medical-Surgical Unit at Greer Memorial Hospital.
Sammie Tate presents a quilt made by GHS employees to the new Habitat House resident.

Seven of the 27 graduates of the Emerging Leaders program were nurses.

RN Terrie Long was spotlighted in the May/June issue of The View for describing efforts the system has made to develop frontline staff into team leaders. Part of that article discussed the Emerging Leaders program, which graduated its second class in 2012. Seven of the 27 graduates were nurses.

Articles in The View emphasizing the importance of good hand hygiene contained photos of RNs Jan Lienau, Bonne Johnson and Connie Steed.

HMH’s Perioperative nurse manager Joan Cox was pictured in the May/June issue of The View alongside an award-winning technician whose collaborative efforts resulted in positive outcomes.

Several pictures of archived nurse photos from GHS appeared in the Centennial Edition of The View, which marked the system’s 100-year anniversary. In addition, system-wide centennial celebrations featured current nurses in The View’s February issue.

IAHC Scholar

Susan Bethel, MSN, RN, was selected as a Greenville IAHC Scholar. The Institute for Advancement of Health Care (IAHC) is the health services research entity for the Greenville academic campus. IAHC research and scholarly activities address issues of major concern regarding health care quality, access and cost, with the ultimate goal of improving the healthcare delivery system.

Susan Bethel
Hospital Honors Involving Nurses

• Greenville Memorial Hospital was recognized at the International Stroke Conference as a Gold Stroke Plus stroke center and as making the Target: Stroke Honor Roll.

• Hillcrest Memorial Hospital was named a QUEST 2012 High Value Healthcare Finalist for being a high-performing hospital—one of just eight among 278 such facilities.

• Greenville, Greer and Hillcrest hospitals were honored as 2012 Top Performing Hospitals in the Premier Healthcare Alliance’s national QUEST collaborative.

Nurses Have Talent

GHS Has Talent, showcasing performances and visual art displays by GHS employees, raised more than $13,000 for GHS’ Habitat House. Receiving the most votes for talent were two RNs.

Portraitist and still life painter Bobbie Rhodes, Department of Learning and Development, earned top honors; vocal artist Cynthia Bishop Trout, GMH Nursing, was runner up.

Patriot Award

Barbara Strickland, RN, clinical manager OB/GYN clinic, received the Employer Support of the Guard and Reserve (ESGR) Patriot Award for her outstanding support of her employee, Deborah Flanagan, FNP, who serves as Commander in the United States Naval Reserve. An agency of the Department of Defense, ESGR promotes a culture in which all American employers support and value the military service of their employees.

Nurses in the Community

GHS nurses serve in many ways, positively affecting the communities in which we live and work. Here are some visual examples of their selflessness and generosity.

Six-week-old Josh Jordan and his family join the Easter bunny and Nurse-Family Partnership nurses Lisa Skinner, RN (white top), nurse manager, and Samantha Brooks, RN (green top), nurse home visitor.
The GHS 2011 United Way campaign was a huge success, raising $927,165—the third year in a row that GHS has raised more than $900,000 for United Way!

Hillcrest Memorial Hospital employees demonstrated holiday spirit during the Simpsonville Christmas Parade.

The latest Children’s Hospital Radiothon raised $317,000 thanks to strong community and employee support.

Nurses helped paddle in the fight against cancer at the 2012 Dragon Boat Upstate Festival. A record-breaking $200,000 was raised for GHS’ oncology programs.
(l-r) Nadine Morris-Clark, manager, Hospital Case Management; Grace Dotson, MS, RN, CMAC, director, Hospital Case Management; Keith Frazier, director, Greenville DSS; Debra Tate, lead Social Worker/NICU. GHS Case Management sponsored “pack a sack” to benefit children served by the Greenville County Department of Social Services.

Melinda Hudson Gillispie, RN (center), Community Relations, received top honors in the Community Outreach category of GSA Business’ Health Care Heroes for promoting health awareness and education among minorities. GHS finalists included (left) NP Linda Rettew, ETC/GMH, in the Nurse category, and President and CEO Michael Riordan, for Healthcare Professional.

Katie Lovvorn works a bake sale sponsored by GHS CRNAs that raised $1,300 to benefit the GHS Habitat House. Lovvorn is a member of the first class (2012) to graduate from the GHS component of the USC School of Medicine Graduate Program in Nurse Anesthesia.
Staff from the Greer offices of The Children’s Clinic and Steadman Hawkins Clinic of the Carolinas collected hundreds of coats and blankets for Greer Community Ministries.

“Participating in Journal Club has increased my knowledge about evidenced-based care and research in the OR. These articles have increased my knowledge about patient safety and the safety of those working with me. Additionally, education in the BSN program has helped me become a more knowledgeable and better nurse, including better understanding of statistics in health care, EBP and research.”

— Kate Thomas, OR General Surgery Team

CARE Program and Recipients

GHS direct care nurses have the opportunity to participate in the Career Advancement for RN Excellence (CARE) program. CARE is a three-tiered professional ladder based on the Patricia Benner model that provides the framework for professional growth and development.

Professional development ultimately promotes high-quality patient care. The CARE program supports key strategic nursing initiatives by fostering and recognizing clinical excellence and enhancing employee satisfaction.

Participants in this self-directed program individualize their plan to earn points in a variety of ways, including Journal Club involvement, continuing education, certification, professional presentations, performance improvement, nursing research or evidenced-based practice projects, and serving as a clinical advisor, preceptor, council/committee member or community volunteer.

We are pleased to report that 47 RNs participated in 2012, either maintaining or advancing to Level II or Level II status.
Exemplary Professional Practice

A key component of professional practice and ensuring the highest standards of nursing practice is a comprehensive understanding of the role of nursing. GHS nurses apply this role to patients, families, co-workers and the communities they serve. GHS nurses focus on patient- and family-centered care, using new knowledge and evidence to ensure safety and enhance outcomes.

Performance Improvement Projects in Fiscal 2012

- **Cross Creek Surgery Center**: Improving I-STAT Monthly QC Compliance
- **GHS Employee Health**: Implementation of the UPLIFT Program, Decreasing PHI Injuries and Associated Costs
- **GHS Home Health**: Timely Initiation of Care
- **GMH Family Beginnings Unit**: Implementation of Family-centered Maternity Care
- **GMH IV Team**: Elimination of Barriers to Efficient Delivery of Services
- **GMH Cardiology Medicine**: Improving Communication Between Nurses & Unlicensed Assistive Personnel
- **GMH Peds ICU**: Reduction of Ventilator-associated Pneumonia
- **GMH Renal Unit**: Reduction of Patient Falls
- **GMH CV Monitored Surgery**: Improving Pain Control in Post-op Cardiac & Thoracic Surgery Patients
- **GMH Neuroscience Unit**: NIH Stroke Scale Compliance
- **GMH Oncology Unit**: Improving Early Ambulation in Post-op Patients
- **GMH Coronary Care Unit & Cardiac Interventional Unit**: Reducing CLABSI
- **GMH 5E & 6E Pediatric Units**: Improving Patient/Family Education for Pediatric Asthma
- **GMH Cardiac Telemetry Unit**: Improving Documentation of I&O and Carbohydrate Intake
- **GMH General Surgery Unit**: Removal of Urinary Catheter by Post-op Day 2
- **GMH Radiology Department**: History & Physical Process Improvement for Radiology Patients
- **GMH Pulmonary Unit**: Monitoring Accurate Weights for Patient Assessment
- **GMH Post Anesthesia Care Unit**: A Child-friendly PACU
- **GMH Palliative Care Unit**: Patient Satisfaction with Pain Management
- **GMH NICU**: CLABSI Reduction in the Bryan NICU
- **GMH Ortho/Trauma Surgery Unit**: Percent of Surgery Patients with Urinary Catheter Removed by Post-op Day 2
- **GMH Pediatric Hematology/Oncology Unit**: Improving Antibiotic Administration Time for Patients Admitted with Fever & Neutropenia
- **GMH Vascular Surgery Unit**: Pain Management
- **Greer Memorial Hospital ETC**: Improving Patient Safety in the Behavioral Health Population in the ED, Reducing Patient Falls in the ED
- **Greer Memorial Hospital**: Improving Overhead Paging for Emergency Codes
- **Greer Memorial Hospital Family Birthplace Unit**: Use of Point-of-Care Glucometer for Newborn Glucoses
- **HMH ED**: Improvement in Process: Drawing of Blood Cultures
- **HMH PACU**: Improvement of Pain Control and Use of the On-Q-Pump in Post-op Orthopaedic Patients
- **HMH ICU**: Compliance with Glucommander Order Set
- **MIP**: Reducing Patient Falls in the MIP Gero-Psych Unit
- **PMH Ortho/Spine Unit**: Reducing Patient Falls
Evidence-based Practice Presentations in FY 2012

These presentations were given by participants in the Nurse Residency Program:

- Elizabeth Godwin, Jeremy Horton, Kate Perry, Teresa Reich: “Reduction of CAUTI in Patients in a Long-term Care Hospital”
- Ashley Howard, Kristen Nelson, Lauren Todaro: “Sleep Apnea and Cardiac Patients”
- Chelsea Forsyth, Tiffany Goggans, Anita Miller, Christine Tull: “Low Stimuli Protocol”
- Allison Brown, Jennifer Illsley, Pamela Johnston, Holly Peery: “Family-centered Rounding”
- Becka Basanda, Ashley Decristofaro, Betsy McCart, Candace Palmer, Yvette Ombougn, Francina Taylor: “Nursing Interruptions and Medication Errors”
- Elizabeth Dosher, Karen Weaver: “Diabetic Teaching Role of Staff Nurse”
- Ruth Fleming, Tarita Patterson: “Inpatient Education of Pediatric Patients Newly Diagnosed with Type I Diabetes Mellitus”
- Jarvis Bolatete, Tasha Briggs, Tiffany Uram, Brandon Westmoreland: “Trach Suctioning”
- Matt Bridwell, Elizabeth Brown, Reuben Diachenko, Whitney Chambers, Jeff Hemmert: “Shadowing, A First-hand Look at Nursing Specialties”
- Jessica Brown, Scott Ebert, Deidra Green, James Kemp, Jackie Robertson: “Early Feeding to Prevent Postoperative Ileus”
- Elizabeth Atkinson, Sarah Baucom, Christina Garrett, Hannah Mantooth, Emily Pritchard, Brooke Stromdahl: “Hourly Rounding”
- Leann Barnes, Katie Bray, Matt Ellis: “Pain Management—An Evaluation of Nurses’ Perception of the Effectiveness of Hourly Rounding on Pain Management”
- Theresa Corbett, Jennifer Karabin, Lacey Pittman, Brandon Sprogis, Travis Threatt: “Preoperative Fasting”
- Ashley Emory, Jarrad Griffith: “OR Communication Device Contamination”
- Latonya Adams, Rachel Beale, Shayla Bishop: “Methicillin-resistant S. aureus Reduction Implementations”
- Beth Anne Champion, Desiree Feix: “Putting the Pieces Together to Provide Better Care for Patients with Autism”
- Devon Donnelly, Haley Gonick, Robin Pitts: “Breaking Their Backs: Utilization of Patient Mobility Aids in the Acute Care Setting”
- Jenna Brown, Holly Dunn, Heather Fehrman, Brigitta Jones: “Is Turning Worth Our Time?”
- Gabriela Carvahal, Natalie Gardner, Melissa Hiott, Lindsay Small: “What’s So Hot About Pediatric Fevers?”
- Vanessa Alvarez, Hannah Moughon, Allison Smith, Katie Wessinger: “ER Compliance with ‘Order of Lab Draw’”
- Jo Anne Brackle, Grant Cluxton, Kathryn Harris, Melissa Sponaugle, Hailey Sudduth: “To Tilt or Not to Tilt?”
- Erin Bell, Jill Waldon: “Pacifier Use and Breastfeeding in the Late Pre-term Infant”

Nursing has an ethical and professional responsibility to contribute to patient care, the profession and our organization. These contributions can be supported using new knowledge, innovations, and improvements and by exploring new models of care.
Professional Practice Awards

**Employee Health and Wellness** received the Pillar Award for the first quarter of FY12 by achieving a 99.5% success rate for GHS’ first mandatory flu vaccine—a major feat for any organization, but especially for GHS where the voluntary success rate was never higher than 60%. Their efforts uphold the pillar goals for People and Quality.

**Sue Boeker**, RN, Infection Preventionist II, received the Horizon Award from her professional peers in APIC’s South Carolina Chapter for outstanding service and dedication to the chapter and contributions to infection prevention.

**Bobbie Rhodes**, BSN, MS, RN, education consultant, Department of Learning and Development, was honored with the 2012 Individual Diversity Leadership Award during the GHS’ fifth annual Martin Luther King Jr. Diversity Leadership Awards. Rhodes was recognized for her mission to help people grow and be the best that they can be. Rhodes spearheads leadership development courses and teaches a Disruptive Behaviors class, which focuses on helping people get along.

**Cathy King**, RN, CPHON, Pediatric Hematology/Oncology, received a scholarship to attend the 2012 Association of Pediatric Hematology Oncology Nurses annual meeting. The scholarship was awarded by CureSearch, a national non-profit foundation that funds and supports children’s cancer research and provides information and resources to patients and families.

(S-l-r) Greg Rusnak, executive vice president and CEO; Kevin Kopera, MD, medical director of Center for Health and Occupational Services; Gina Wallace, RN, Employee Health and Wellness; Pam Billings, RN, manager of Employee Health and Wellness; and Stan Healy, administrator of Roger C. Peace Rehabilitation Hospital and chair of the Rewards & Recognition Committee

(S-l-r) Sue Boeker, RN, and Connie Steed, MSN, RN, CIC, GHS director of Infection Prevention, at the state APIC conference

Scholarship recipient Cathy King, RN
GHS Nurses Support a Culture of Safety and Satisfaction

GHS data compared to external national benchmarks validate that nurses practice autonomously to support a culture of patient safety and satisfaction. What follows are a few graphs demonstrating this commitment to excellence.

Cardiology Medicine is one of several units that has achieved significant reduction in CLABSI rates.

Active process improvement initiatives between Nursing, physicians and the Infection Prevention Department have been ongoing for several years, and resulted in successful reduction of CLABSI across GHS.

A focus on evidence-based practice to reduce the incidence of VAP in critical care units across the system has demonstrated successful improvement. The interdisciplinary VAP Team, as well as continued monitoring, sustains this improvement.

A GHS multidisciplinary collaborative focused on reduction of CAUTI across the system is in progress. The initiative includes Infection Prevention, Nursing and physicians. An improvement plan includes focused education, surveillance, improved catheter care/maintenance and reduced catheter use.
Officers in Professional Organizations

**Teresa Barnett:** Treasurer, Association of Perioperative Registered Nurses (AORN)

**Sue Beswick:** President, American Association of Critical-Care Nurses (Upstate Chapter)

**Anita DeWeese:** National Services Committee, American Academy of Pediatrics Neonatal Resuscitation Program; National Program Committee Member, Association of Women’s Health, Obstetric and Neonatal Nurses (AWHONN); Website Coordinator, AWHONN (SC Section); Conference Committee, AWHONN (SC Section)

**Grace Dotson:** President-elect, American Case Management Association (SC Chapter)

**Ana Endaya:** Chapter President, American Nephrology Nurses Association

**Christie Hagood-Thompson:** Board of Directors, Society for Vascular Nursing (Upstate Chapter)

**Brenda Hensley:** Treasurer, Society for Vascular Nursing (Upstate Chapter)

**Valerie Johnson:** Community Service Chair, AACN (Upstate Chapter)

**Marilyn Knoblauch:** Nominating Committee Chair, Association for Professionals in Infection Control and Epidemiology (APIC)

**Jan Lienau:** Director, APIC (Upstate Chapter); Board of Directors, APIC (SC Chapter); Committee Member, SC Hospitals Alliance for Infection Prevention; Advisory Committee, SC Hospitals Infections Disclosures Act

**Carol Moody:** Vice President, SC Board of Nursing Leaders

**Terri Negron:** Legislative Committee, SC Perinatal Association

**Sue Seitz:** National Nominating and Leadership Development Committee, AORN; Chair, SC AORN State Council; Board of Directors, AORN (Piedmont Chapter)

**Connie Steed:** Board of Directors, APIC; APIC Liaison, Certification Board of Infection Control and Epidemiology, Inc.

**Shannon Sternberg:** Secretary, American Association of Neuroscience Nurses (SC Upstate Chapter)

**Cynthia Bishop Trout:** President, SC Association of Rehabilitation Nurses

**Donna West:** President-elect, SC Association of PeriAnesthesia Nurses

**Helena Williams:** President, Association of Post Anesthesia Nurses (Piedmont Chapter)

**Pam Williams:** Chapter Membership Chair, Oncology Nursing Society; Breast Committee Clinical Research Associate, Southwest Oncology Group; Cancer Control Committee Nurse Oncologist Liaison, Southwest Oncology Group

**Landace Woods:** Ex-officio (President), SC Home Care and Hospice Association

*Note: This list is not all-inclusive. Information is self-reported. Multiple attempts were made to include appropriate information.*

Professional Communications

**Trudy Ackard:** (co-presenter) “The Impact of TeamSTEPPS on Medication Error Rates” for Tenth Annual Nursing Research Conference–Upstate SC in Greenville.

**Susan Bethel:** (publication) “Energize Staff to Create a Research Agenda” (co-author), *Clinical Nurse Specialist.* 2012 Sept/Oct;26(5):272-76; (poster) “Energize Research the Delphi Way and Get Staff Involved” for RSFH Nursing Research Conference in Charleston.

**Susan Chisholm:** (poster) “Improving the Care of Dying Patients & Families Through Nursing Education, Exploration and Communication”; (co-presenter) for Tenth Annual Nursing Research Conference–Upstate SC in Greenville.

**Anita DeWeese:** (poster) “Exploring the Impact of a Family-centered Maternity Care Program on Staff Attitudes and Patient Satisfaction” for Tenth Annual Nursing Research Conference–Upstate SC
in Greenville, Annual NC/SC Perinatal Partnership Conference in Myrtle Beach; and (co-presenter) for AWHONN National Convention in Washington, DC.


Michelle Farr: (poster) “¡No Comprende! Help!” (co-presenter) for Annual Society of Pediatric Nursing Conference in Houston.

Regina Franco: (presentations) “Effective Marketing and Communication” for Executive Training on Navigation and Survivorship in Washington, DC; “Survivorship Care Plans: Status Report” for Southeastern Wisconsin Medical Society in Milwaukee. Regina Franco is an integral member of the Survivorship Multidisciplinary Center.

Jennifer Franklin: (publications) “Ready or Not, Family Visitation is Coming” (co-author) and “Post Anesthesia Care Unit Staffing” in Breathline (newsletter for the American Society of Perianesthesia Nurses).

Jackie Gambrell: (presentation) National instructor for “Chemotherapy and Biotherapy” class for Oncology Nursing Society; (other) Test item writer for Oncology Nursing Certification Corporation.

Catherine Garner: (publication) Transformational Partnerships In Nursing Education (co-author), The National Academies Press, Washington, DC.

Michelle Greco: (posters) “More than the ABCs ... A Practical Discussion on How to Address Safe Sleep in Your Community” and “Beyond Back to Sleep ... Safe Sleep” for 2012 International Conference on SIDS, Stillbirth and Infant Survival in Baltimore.


Denise Hemlinger: (poster) “Nursing: After the MD M&M” for Annual NC/SC Perinatal Partnership Conference in Myrtle Beach.


Cathy King: (presentation) “Nursing Care of Children with Cancer” for Clemson University College of Nursing.

Mary Hellen Lezan: (poster) “Redesigning Preoperative Orthopaedic Patient Preparation for Surgery” for National Case Management Association Conference in Denver.
Terri Negron: (poster) “Exploring the Impact of a Family-centered Maternity Care Program on Staff Attitudes and Patient Satisfaction” (co-presenter) for AWHONN National Convention in Washington, DC.


Nina Lee-Pittman: (poster) “¡No Comprende! Help!” (co-presenter) for Annual Society of Pediatric Nursing Conference in Houston.

Jenny Leonard: (poster) “Correlates and Predictors of Provider Referral for Cardiac Rehabilitation” for Tenth Annual Nursing Research Conference–Upstate SC in Greenville.


Laura Meister: (poster) “¡No Comprende! Help!” (co-presenter) for Annual Society of Pediatric Nursing Conference in Houston.

Virginia Reeves: (publication) Co-author: “Greenville Hospital System University Medical Center Uses Easy Scan Scanners to Automate Attendance Tracking” in HealthStream Stories (online); (presentation) “Transforming Classroom Management with Easy Scan” for HealthStream Summit in Nashville.

Melanie Rose: (poster) “Improving the Care of Dying Patients & Families Through Nursing Education, Exploration and Communication” (co-presenter) for Tenth Annual Nursing Research Conference–Upstate SC in Greenville.

Megan Rushing: (presentation) “Critical Care in the Air” for Crossroads-Challenges in Critical Care in Minneapolis.

Sue Seitz: (publication) “Energize Staff to Create a Research Agenda” (co-author), Clinical Nurse Specialist. 2012 Sept/Oct;26(5):272-76; (presentations) “The Funniest Stories in Nursing” for the Eighth Annual Extreme Nursing Conference in Beaufort and “Diagnosis Stress—Treatment Humor” for the Georgia AORN Chapter meeting in northeast Georgia.

Jan Smith: (poster) “Improving the Care of Dying Patients & Families Through Nursing Education, Exploration and Communication” (co-presenter) for Tenth Annual Nursing Research Conference–Upstate SC in Greenville.


Lena Warner: (presentation) “Simulation Scenarios for Pediatric Critical Care” for Spartanburg Regional Health System in Spartanburg.


Landace Woods: (presentation) “The Impact of Telehealth on Acute Care Hospitalization and Emergent Care Rates for Skilled Nursing Patients” for National Association for Home Care and Hospice Annual Convention in Las Vegas.

Linda Yoder: (presentation) “Periop Throughput Six Sigma Project Improvement” for VHA Hospital Systems in Atlanta.

---

**Nursing Research**

**We are proud of all of our nurse researchers!**

- **Susan Ballew**, BSN, RN; **Kerrie Roberson**, MBA, BSN; co-investigators with Peggy Wagner, PhD, and Matthew Hudson, PhD: “Evaluation of a Patient Engagement Guide by Four Hospitals” (in data collection and analysis)

- **Sue Beswick**, MS, RN, CCNS, CCRN: “Capps Central Line Study” (completed)

- **Anita DeWeese**, MSN, RN: “Comparison of Normal Newborn Temperatures Following Implementation of Standardized Thermo Protocol Within The Family Birthplace” (in data collection)

- **Sherry Gravely**, MSN, RN; **Bonnie Leonard**, MSN, RN; **Cathie Osika Landreth**, MSN, RN; **Arthur Roberts**, RN: “Controlled Trial to Compare the Dwell Times and Practitioner Satisfaction of Two Peripheral IV Systems” (completed)

- **Sue Seitz**, MSN, RN, CNOR; **Linda Yoder**, MBA, RN; **Laurie Jones**, BSN, RN: “Thermal Comfort and Narcotic Use/Pain Scores” (in data collection)
Centennial Celebration

The year 2012 marked GHS’ 100th anniversary. On January 13, 1912—three days after the start of our system—an on-site school was founded to attract and train much-needed nurses. By the time this school closed in 1974, it had graduated 1,654 RNs.

GHS’ nursing school launched a culture of academic excellence that continues today with education and research and is echoed in the many honors our nurses have received for providing stellar patient care. Nurses have served millions of upstate patients over the century and will continue to focus on patient-centered care for the next 100 years and beyond.

LEFT: Michelle Taylor Smith spoke at the centennial event January 10.

RIGHT: A touring history exhibit included a life-sized cutout of long-time RN Dot Liner, who joined GHS in 1950.

Carl Howell, Greer Fire Department, and Susan Hawkins, RN, Allen Bennett Memorial Hospital’s first nursing director, reconnect with old friends during the Greer Campus celebration of GHS’ centennial.
In honor of Nurses Week and in recognition of GHS’ centennial, RNs Bhavini Patel and Angela Tunney created a poster containing sketches of the unit’s longest serving RNs: (l-r top row) Maggie Kennedy, Marilyn Shaw, Beth Young; (bottom row) Marsha Kay, Dee Morrow.

An original play about GHS’ past featured an employee portraying nurse Byrd Holmes, the system’s first supervisor (1930-43).

Nurses were among the 500 celebrants at Greenville Memorial Hospital’s centennial bash January 10, 2012.
Journal Clubs

FY2012 saw a substantial growth in journal clubs across GHS. These clubs were established in individual units to review EBP information and research studies as well as to provide insight on how to improve practices or validate that the unit currently follows best practices.

Journal clubs are open to all GHS nurses. CARE participants renewing Level II or III are required to lead a minimum of one journal club.

Participants share in their “reflections of professional practice” as to how journal clubs have impacted patient care and provided an opportunity for professional growth.

Nursing by the Numbers

Vacancy Rate ................................................................. 2.4%
Turnover Rate ............................................................... 9.2%
Staff RNs (excludes CNS, CNE, CRNA) ................. 2,898
Nursing Directors and Administrators .................. 18
Nursing Managers ......................................................... 75
Nursing Supervisors ...................................................... 77
Certified Registered Nurse Anesthetists .............. 111
Clinical Nurse Specialists ........................................... 14
Clinical Nurse Educators ............................................ 23
Nurse Practitioners ....................................................... 101
Clinical Sites (for placement of nursing students) .. 85
Clinical Nursing Student Encounters ......... 2,600
System Bed Count ........................................................ 1,268

Highest Degree Earned of Nursing Staff, FY 2012

Diploma ................................................................. 5%
Associate ............................................................... 39%
Bachelor ............................................................... 43%
Master ................................................................. 12%
Doctorate ........................................................... <1%

“The Journal Club allowed for further education to advance expertise in the clinical practice of cardiac and stroke. Through group discussions, the members were able to elaborate on topics discussed and how the staff could utilize the information presented to improve patient care.”

—Jessica Rice, 4B Cardiology Medicine

“The use of peer-reviewed articles allows opportunities to look more closely at processes in radiology. Review of articles also supports PI projects such as our medication administration project reviewing a complex process.”

—Thomas Godfrey, Radiology Nursing

“Discussion of Journal Club articles has increased my knowledge of evidenced-based practice. It has changed my practice of Dilaudid administration. Articles support work of the unit council to improve patient safety issues.”

—Jennifer Frederick, Emergency Trauma Center

“Discussion and review of journal articles has increased my knowledge of evidenced-based care and current research. I have incorporated knowledge in improving unit processes, such as patient hand-off, and patient care, including labor support, hydrotherapy and family-centered maternity care.”

—Janelle Alier, The Family Birthplace
The GHS Model of Patient Care used by nurses at GHS is based on patient- and family-centered care. The depiction developed by our staff includes hands holding a sunburst supported by a strong foundation. The GHS Vision, Mission, Values, Pillars of Excellence and Philosophy of Nursing are the strong foundation for this model.

Nursing supports this strong foundation by our Commitment to Nursing Excellence through Leadership, Knowledge, Caring and Innovation. Dr. Jean Watson’s Theory of Human Caring incorporates holistic care in a healing environment. The concepts of healing and caring are evident in our model and in our Philosophy of Nursing. We believe that caring is central to the practice of nursing and that nursing care is an integration of knowledge, skills, experience and values. Patient-centered care as defined by the Institute of Medicine is “care that is respectful of and responsive to individual patient’s preferences, needs and values.” The American Hospital Association and Institute for Family-Centered Care support “family-centered care” as an approach to planning, delivery and evaluation of health care that is mutually beneficial to partners leading to better outcomes, including patient and family satisfaction.

- Hands represent the healing-caring environment and human touch as the basis for patient care, which is integrated with the vision, mission, values and nursing philosophy.
- The patient and family are at the center of all we do. Essential members of the patient’s or elder’s life and plan of care are their care partner and/or family members.
- The nurse is closest to the patient as the coordinator of care, utilizing the nursing process. The nurse promotes, advocates for and strives to protect the health, safety and rights of the patient.
- An interdisciplinary care team with professional, caring individuals is integral to care.
- Each of the sunbursts represents factors that impact care and caregivers, including professional and regulatory standards, evidenced-based care, external environments, professional development, shared decision-making and culturally competent care.