

Prisma Health Nursing

May 2021

PRISMA
HEALTHSM

*Inspire Health.
Serve with Compassion.
Be the Difference.*

Prisma Health Forward in Nursing

Through our commitment to nursing excellence by leading and empowering an innovative team and advancing the nursing profession, we will:
Inspire health. Serve with compassion. Be the difference.

Forward

Excellence in Nursing

Prisma Health Nursing Strategic Plan For Fiscal Years 2020 – 2022

Through our commitment to nursing excellence by leading and empowering an innovative team and advancing the nursing profession, we will: *Inspire health. Serve with compassion. Be the difference.*

Forward
Excellence in Nursing

Leadership	Quality and Patient Experience	Nursing Education	Nursing Research	Staffing and Finance
<p><i>To develop superior transformational leaders who inspire and advance the nursing profession in an environment and culture of professionalism, compassion, and nursing excellence.</i></p>	<p><i>Create a patient-centered experience by cultivating highly reliable performance by achieving and sustaining zero harm through the relentless pursuit of excellence.</i></p>	<p><i>Create a learning environment for nurses to apply evidence based practice to ensure safe, timely, and exceptional nursing care.</i></p>	<p><i>Create a culture of inquiry and curiosity with research/evidence based practice and advance the nursing profession with the generation of new knowledge.</i></p>	<p><i>Optimize workforce models to:</i></p> <ul style="list-style-type: none"> • <i>Recruit, engage and retain top talent.</i> • <i>Achieve optimal balance between quality and cost.</i> • <i>Become nationally recognized "Best Place to Work".</i>
<ul style="list-style-type: none"> • Promote diversity and inclusion of leadership abilities for decision making and engagement of staff • Implement and encourage use of leader learning opportunities to expand leadership development and experience through the use of learning labs and mentoring opportunities 	<ul style="list-style-type: none"> • Ensure utilization of evidence based practice (EBP) • Understand the impact of nursing care in the prevention of patient harm • Improve patient experience through use of hourly and nurse/physician rounding, bedside shift report, and connection to purpose • Integrate/interpret data to conduct process improvement at the unit level • Incorporate unit-specific quality data in service line shared governance councils 	<ul style="list-style-type: none"> • Standardize practice • Utilize data to inform decisions/create curriculum • Commit to growth and development of current and future nursing generations through clinical training and mentorship 	<ul style="list-style-type: none"> • Mentor and empower clinical nurses to: <ul style="list-style-type: none"> ○ Enhance their understanding of nursing research ○ Knowledgeably critique and synthesize EBP and nursing research ○ Participate in and/or conduct EBP nursing research • Support nurses in the implementation and dissemination of EBP through poster/ podium presentations and publications • Provide infrastructure and support necessary to encourage and support EBP research as well as the implementation of EBP research findings 	<ul style="list-style-type: none"> • Meet productivity and financial goals for nursing and the organization • Implement patient acuity tool for staff assignments • Educate and engage team members regarding budget and finance process to develop strong financial stewards

Meet Your CNOs

PRISMAHEALTHSM
UPSTATE NETWORK

Senior Vice President and
Chief Nursing Officer
Prisma Health

Carolyn Swinton

MN, RN, NEA-BC, FACHE

[Carolyn Swinton Video](#)



Pidge Lohr, DNP, RN, CENP

Vice President

Acute Care Nursing

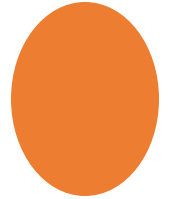
Prisma Health



Baptist Easley Hospital

Angela Neeley

DNP, MSN, RN, CEN



Baptist & Parkridge Hospitals

Tina Ralyea

DNP, MBA, MS-NP, NE-BC,
CNL, OCN, CCRN





Greenville Memorial Medical Campus

Lori Stanley

DNP, RN, NEA-BC, CENP



Greer Memorial Hospital

Bonne Johnson

DNP, MSN, BSN, RN, CENP



Hillcrest Memorial Hospital

Rachael Drake

MSN, RN, NE-BC



Laurens Memorial Hospital

Kay Swisher

MSN, RN, RN-C



Oconee Memorial Hospital

Connie Spykerman

DNP, MBA, RN, NEA-BC, CNOR



Patewood Memorial Hospital

Annie Trout

DNP, RN, NE-BC, CNOR



Richland Hospital

Janet Cunningham

RN, MHA, CENP



Tuomey Hospital

Levi Campbell MS, RN

Professional Practice Council Shared Decision Making

- The purpose of the PPC is to foster an environment that allows nurses to make their optimal contributions toward positive patient outcomes.
- The quality of patient care and collaborative professional relationships are the hallmark of this approach to clinical dialogue and decision making.


Shared Governance

- **Unit-based Councils** – foundation of shared governance; frontline team members driving practice on unit
- **Campus Councils** – drive campus initiatives; communication channel between units and organization
- **System-level Councils** – frontline team members at decision-making tables
 - **Coordinating Council** – guides shared governance councils, provides connection to Nurse Executive Council
- **Nurse Executive Council** – Campus Chief Nursing Executives



Quality and Patient Safety

- Improve quality & patient safety through review of data and continuous improvement
- Nurse Sensitive Indicators
 - Patient Falls / Falls with Injury
 - Central Line Associated Bloodstream Infection (CLABSI)
 - Catheter Associated Urinary Tract Infection (CAUTI)
 - Hospital Acquired Pressure Injury (HAPI)
 - Clostridium difficile (C. diff)

 FY 2020 Acute Inpatient Quality Measures																	
Greenville	Top Quartile	Top Decile	Rolling 12 month	FY20 YTD	FY20 Target	Oct 2018	Nov 2018	Dec 2018	Jan 2019	Feb 2019	Mar 2019	Apr 2019	May 2019	Jun 2019	Jul 2019	Aug 2019	Sep 2019
Outcomes																	
Mortality Observed/Expected (O/E) (excludes hospice)	0.67	0.49	1.12		1.09	1.11	1.06	1.31	0.96	1.27	1.12	1.14	1.29	1.03	0.94	1.05	1.22
Readmission Rate (30 day all-cause, all-payer)	9.4%	6.4%	11.4%		11.06%	11.5%	11.7%	10.9%	12.1%	12.3%	11.4%	10.6%	11.0%	11.9%	11.0%	11.6%	11.5%
Infections																	
Catheter Associated Urinary Tract Infections (CAUTI) Standard Infection Ratio (SIR)	0.37	0.32	0.86		0.83	0.49	1.53	1.32	0.89	0.26	0.52	0.86	0.49	0.26	0.94	1.69	0.83
Central-Line Associated Blood Stream Infections (CLABSI) SIR	0.55	0.47	0.59		0.57	1.39	0.67	1.23	0.24	1.23	0.72	0.83	0.24	0.49	0.93	0.73	0.78
C.difficile SIR	0.42	0.36	0.544		0.53	0.593			0.620			0.212			0.741		
Patient Safety																	
PSI-90 Composite	0.78	0.66	1.10		1.07	1.22	0.94	1.30	1.06	0.86	1.11	1.04	0.82	0.79	1.19	1.09	0.95

Nursing Education

- Clinical Education
- Department of Learning and Development

Opportunities for Continuing education:

- 1) AHEC-free classes
- 2) Tuition assistance for degree advancement
- 3) Clinical Ladder Program for Nursing
- 4) Academic partnerships
- 5) Certification assistance available



Nursing Research

- Clinical nurses are encouraged to engage in clinical inquiry
- Support is provided
 - to help clinical nurses enhance their understanding of nursing research
 - to clinical nurses in the implementation and dissemination of EBP
 - to assist nurses with preparation of research proposals and guidance through the Institutional Review Board (IRB) application process

Professional Nursing Organizations

- American Nurses Association:
 - ANA is at the forefront of improving the quality of health care for all and the strongest voice for the profession.
- American Nurses Credentialing Center:
 - Promotes excellence in nursing and health care globally through credentialing programs
 - Promotes nursing excellence and quality patient outcomes, while providing safe, positive work environments
- Other discipline specific organizations (national and local chapters included). Examples:
 - Emergency Nurses Association, American Psychiatric Nurses Association, Oncology Nursing Society, Association Women's Health, Obstetrics, and Neonatal Nurses and Academy of Medical-Surgical Nurses.

ANCC Journeys of Excellence

- Magnet Recognition Program®
 - The most prestigious distinction a health care organization can receive for nursing excellence and quality patient outcomes
- Pathway to Excellence®
 - Recognizes a healthcare organization's commitment to creating a positive nursing practice environment.

Professional Practice Models

**Greenville Memorial
Hospital and
Patewood Hospitals:**

Greer Hospital



**COMMITMENT TO
NURSING EXCELLENCE**

THROUGH CARING, LEADERSHIP, KNOWLEDGE & INNOVATION

Professional Practice Models

Baptist, Baptist
Parkridge, Richland and
Tuomey Hospitals

Baptist Easley, Hillcrest,
Laurens County, North
Greenville and Oconee
Hospitals

Prisma Health–Midlands nurses deliver patient and family centered, team-based care



- We collaborate with all disciplines.
- We distinguish ourselves as professionals.
- We provide safe, high-quality patient-centered care.
- We are driven to improve patient outcomes.
- We use evidence-based practice.
- We have a voice through shared decision making.



Prisma Health's Intranet: Connect



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Organization update

Mark O'Halla discusses our COVID-19 response, recent quality improvements and what's ahead

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Nursing Department page

 Connect



Departments and Locations ^

Departments

Locations



Nursing

