



**Michelle Devore
BSN, RN**

Michelle Devore, BSN, RN is a Sparrow Hospital nurse who works on the Neonatal Intensive Care Unit and is a member of the Michigan Nurses Association (MNA). Michelle is committed to identifying and implementing new evidence to improve nursing care. One of her noteworthy contributions is helping lead a team of Sparrow nurses to reduce the incidence and severity of interventricular hemorrhage (IVH). This is a serious condition that is most often seen in babies born prematurely. The team developed a specific Small Baby Protocol for infants born at less than 30 weeks gestation. To accomplish this, they reviewed literature related to each of the targeted interventions, developed the protocol, and trained nurses on the Neonatal Intensive Care Unit in their use. The result of this work was a more than 40% reduction in IVH! A video of their work was created and presented at the Vermont Oxford Quality Congress in Chicago, IL where it was named a top 10 video.