

Shanon Fucik is a Senior Nursing Director at Children's Mercy Hospital in Kansas City, where she is responsible for the operations of two Emergency Departments, Trauma Services, SANE Program, Critical Care Transport, Transfer Center, Patient Logistics, Hospital Shift Supervisors and a Staffing and Scheduling Department.

Fucik has more than 20 years of healthcare experience leading large departments and programs with expertise in team leadership, staff development, hospital operations, data analysis and organizational program management. With a passion for patient safety and performance improvement, Fucik served as the hospital's National Program Manager for the Solutions for Patient Safety, which focuses on using high reliability concepts and quality science methodologies to reduce hospital-acquired patient harm. Fucik led work to standardize nurse to nurse bedside hand-off at Children's Mercy and published the work in the Journal of Pediatric Nursing called "Standardized Bedside Hand-off: One Organizations Journey". She serves as a Senior Nurse Lean Value Stream Leader for Emergency Services who collaborates with multidisciplinary leaders to create a shared vision for utilizing LEAN principles to dramatically improve operations, staff satisfaction and the patient experience.

Fucik has an Executive Master of Business Administration degree from the University of Missouri-Kansas City, a Bachelor of Science in Nursing degree from the University of Kansas, and certifications in pediatric nursing, LEAN, and nursing executive practice. She was a member of the AONL Nurse Manager Fellowship program and is a CNO Academy Alumni. She served as treasurer on the board of the Society of Pediatric Nurses and on the Missouri Organization of Nurse Leaders Board of Directors, most recently as president. The Missouri Organization of Nurse Leaders named Fucik *A Nurse You Should Know* by and was also named the March of Dimes Nurse Leader of the Year.

STATEMENTS

1. Statement describing the significant issues facing AONL and potential strategies to address them.

Staying connected to members and creating ways to make connections between our members is fundamental to moving the needle on the challenges that we face. A significant challenge is the increase in front-line nurse leaders and their staff that are reporting low levels of resiliency which manifests in many ways. We are seeing higher rates of reported burn-out, turnover, and lower levels of engagement. A potential strategy to support our members is to meet them where they are by creating more virtual and in-person opportunities for affiliate groups to collaborate and learn from each other closer to home.

2. Statement describing the applicant's perspective of diversity, equity and inclusion and strategies AONL can take to demonstrate its commitment.

The pandemic has added complexity to an already rapid changing healthcare workplace. A workforce that is supported by a culture that values equity of team members, diversity of thought, and inclusive decision making will thrive in a rapidly changing healthcare landscape. Nursing practice is based on human-to-human interaction, nurse leaders are poised to build upon this fundamental practice of caring and lead the way in the development of inclusive teams. AONL

can support equity, diversity, and inclusion (EDI) by partnering with experts in the field and academia to certify nurse leaders that have achieved set core competencies related to EDI.