

JOY PARCHMENT, PHD, RN, NEA-BC

BIOGRAPHY

Joy Parchment, PhD, RN, NEA-BC, serves in the role of Nursing Faculty in the Department of Nursing Systems, University of Central Florida (UCF) and as an Executive Nurse Leader Coach, Speaker, and Consultant with a Leadership Consulting Firm.

She is a member of the editorial board for Nursing Administration Quarterly, a Reviewer for the Journal of Nursing Management, Nursing Management, Journal of Continuing Education, Nursing Forum, Nursing 2022, is the author of nursing articles, and a nursing leadership book chapter. Her published work spans the areas of professional nursing practice, work environment, nurse manager role, leadership competencies, diversity, equity, and belonging, and nursing leadership science research strategic priorities.

Dr. Parchment holds board certification as an advanced nurse executive from the American Nurses Credentialing Center (ANCC), a patient safety officer certificate from the Institute for Healthcare Improvement (IHI), a Fundamentals of Magnet® certificate through ANCC, Leadership certification from Maxwell Leadership, certification as a Virtual Presenter and Virtual Host through eSpeakers and is completing her Diversity Coaching certification.

In addition to her academic experience, Dr. Parchment has practiced in ambulatory and acute care settings with extensive system-level acute care experience leading governance activities and leadership development programs; creating structures and processes that transform nursing work cultures and driving outcomes that resulted in the attainment of Magnet® designation for two hospitals.

Under her leadership, while in the acute care setting six hospitals successfully implemented an electronic patient acuity system which achieved a 95% nursing documentation completion rate. Seven hospitals adopted an electronic patient education platform that continues to meet the educational needs of patients. Clinical nurses from seven hospitals participated in system-wide decision-making councils that improved quality and safety metrics. After a 3-month implementation of a nursing conference scholarship program, thirty-two clinical nurses received scholarship funds totaling \$50,000 to attend national nursing conferences.

Dr. Parchment is an appointed board member with the American Organization for Nursing Leadership (AONL), the Chair of the AONL Diversity, Equity and Belonging Committee, a board member with the National Speakers Association Central Florida Chapter (NSACF), Chair of the NSACF Diversity, Equity, and Inclusion Committee, an active nurse leader blogger, and thought leader. She is the recipient of the 2020 UCF College of Nursing Noble Knight Award in Leadership, the Florida Organization of Nurse Executives 2020 Excellence in Nursing Leadership Award, the American Organization of Nurse Executives 2019 Mentor Award, the Florida Nurses Association 2007 Nurse Excellence Award, the National Speakers Association Central Florida Chapter Speaker's Academy 2021 Achievement Award, is profiled in the July/August 2018 *Onyx Magazine* and also in the February 2022 issue of *Nurse Leader* as the Nurse Leader to Watch.

Dr. Parchment earned her Doctor of Philosophy degree in Nursing from UCF where she explored the work environment of nurse managers and contributory factors that put nurse managers at risk for workplace bullying. She obtained her Master of Science degree in Nursing with emphasis in Nursing Management and Patient Education from Anna Maria College and her Bachelor of Science degree in Nursing from Andrews University.

STATEMENTS

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

The most significant issue is the nursing workforce shortage, which negatively impacts leaders, clinical nurses, patients, and specifically rural hospitals. Strategies (1) Build pathways with other nursing organizations that result in increasing the pipeline of nurses, nurse leaders, and faculty with all diversity qualities (2) Lead the development of nursing leadership role redesign that result in equitable workloads and exemplary practice environments (3) Create partnerships with nurse leaders from all settings to embed sustainable health/wellbeing standards within their practice cultures (4) Strengthen the affiliate pipeline using technological platforms that allow for cross-affiliate collaboration.

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

Throughout my career I have been impacted by overt and covert racism. But my DEI perspective of everyone seen, heard, and understood are the catalyst for my actions. For I believe all humans are given unique attributes and abilities to benefit humanity. Though DEI has taken on greater notoriety, many leaders are not "onboard" with ensuring equitable, inclusionary structures and processes are available for all individuals. AONL can lead the DEI leadership conversation by developing and disseminating specific resources to advance inclusionary structures and processes while also building sustainable belonging communities through AONL's social media platforms and ongoing educational events.