

Past EPV example: high scoring

Nomination Questions

1. Nominee, describe your vision of nursing leadership (Nominator, please work with the Nominee to get their statement for submission)
 - a. Response: The nominee's vision of nursing leadership revolves around fostering a collaborative, patient-centered care environment where every team member is empowered, valued, and motivated to contribute to the highest standards of patient care. The nominee believes in leading with integrity, empathy, and a commitment to continuous improvement and professional development. The nominee's leadership aims to create a culture of excellence, safety, and innovation, ensuring that both patients and staff thrive in a supportive and respectful atmosphere.
This vision translates by fostering collaboration and teamwork. As the Assistant Nursing Director at Stoneybrook Hospital Center, the nominee oversees patient care, ensuring that all team members work cohesively to provide optimal care. The nominee establishes and maintains interdisciplinary relationships, promoting a collaborative approach to healthcare delivery. The nominee empowers and values the team members; hiring and coaching new employees in collaboration with the nursing director, ensuring that they are well-integrated into the team and understand their value. By conducting staff evaluations, coaching, and counseling to help team members realize their potential and grow professionally. The nominee is also invested in the onboarding of their fellow peers and has trained multiple nursing leaders within the division of nursing and remains as a mentor for many.
 - b. Evaluator Comments: Vision provides examples of how this nominee operates and support other nurses grow professionally.
2. Nominee, give an example of how you faced and responded to a significant professional challenge within the last 5 years. (Nominator, please work with the Nominee to get their statement for submission)
 - a. Response: Understanding our unit geriatric population has many barriers that impacted timely discharges, the nominee focused on creating a cohesive team approach with interdisciplinary team members. Nominee focused on identified opportunities of timeliness and breakdown of communication as barriers within the many teams. Nominee implemented a structured approach on timely rounds throughout the day focused on discharge planning. The nominee spearheaded and sustained a multidisciplinary process involving case management, providers, unit secretaries, nurse leaders, resource nurses and bedside nurses to enhance patient throughput and achieve early discharges by 11 AM. In this process, discharge patients are identified the day before or by 9 AM on the day of discharge, with goal to complete discharges before 11 AM. This initiative significantly increased our discharge rate before 11 AM. Despite uncontrollable barriers such as facility acceptance, ambulance service availability, and unforeseen challenges in the geriatric population, our unit maintained one of the

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highest discharge percentages within the medical-surgical divisions. This practice has now become the cultural norm for the unit and has been sustained over time.

- b. Evaluator Comments: Great detailed example.
3. Nominator, give an example of how the nominee approached achieving a professional goal within the past 5 years.
 - a. Response: The nominee completed a Bachelor of Science and Master of Science in Nursing. The nominee obtained their gerontology nurse practitioner certification and gerontological nursing certification in 2016 that solidified their experience in the field. The education at Lokum University emphasized both clinical and leadership skills, preparing the nominee to take on advanced practice roles and contribute significantly to patient care and outcomes in diverse healthcare settings. The nominee applies their expertise in gerontology nursing to support bedside staff in critical thinking, clinical application, and any additional learning needs. The nominee is a member of several hospital committees including Divisional Shared Governance Council, Unit Based Shared Governance Council, Research Council, Infection Prevention, and Hand Hygiene. Nominee is also part of the Professional Development Expansion Taskforce, a Division of Nursing strategic goal committee workgroups. In this group their focus is on resource availability to support leaders, nurses, and patient care associates (nursing assistants, clinical support, medical assistants, respiratory therapists, physical therapist, and occupational therapists) throughout the organization. Nominee is not only invested in their own professional goals but has participated in many initiatives to support other associates' goals and unit outcomes.
 - b. Evaluator Comments: Goal that helps lead by example showing this nominee's achievements are attainable.
4. Nominator: Give an example of how the nominee drove results and improved outcomes within the past 5 years.
 - a. The nominee leads quality audits and in-services driving continuous improvement initiatives that enhance patient care standards. The nominee is involved in many quality metrics improvement projects, such as reducing patient falls, hospital-acquired infections and improving patient satisfaction scores. One notable initiative focused on reducing patient falls, was the implementation of a fall prevention program. During this program, specific times were identified for implementation, and two assigned staff members would round on the high-risk patients to audit the fall prevention measures in place and correcting any gaps identified. This program led to a significant reduction in the falls compared to the previous fiscal year. The nominee sits on the hospital's infection control committee with their focus on providing staff education to support infection prevention initiatives. With such efforts, the unit has achieved zero CAUTIs for the past two years. The nominee increased hand hygiene compliance by empowering the staff to choose a code word to remind their peers to watch their hands and a unit hand hygiene committee for just in time coaching. The nominee goes above and beyond

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to ensure patient satisfaction through leader rounding improving patient satisfaction scores.

- b. Evaluator Comments: Great detailed examples.
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5. Nominator, give an example of how the nominee has innovated in their role and/or has promoted a culture of innovation in their organization within the past 5 years. (Innovation does not have to be something that has never been done before, but should be done in a new way, and can be demonstrated through individual work or as part of a group/team.)
 - a. Response: The nominee took the lead in the reinstatement and currently leads the unit's collaborative governance council, empowering staff to identify and tackle projects and areas of opportunity as a cohesive unit. The latest project initiated by the council focused on enhancing RN and PCT collaboration through a process that includes multiple checkpoints during the shift to ensure patient throughput and closing communication gaps between the two disciplines. Additionally, the nominee serves as the co-chair of the Medicine Behavioral Collaborative Governance Council. In this role, the nominee has co-led multiple projects, including the development of a bedside guide to help orient patients to the hospital. This divisional project was endorsed by senior leadership and has been implemented house-wide with expectation that patient receives guide at point of admission or transfer. The council also established a streamlined process to facilitate efficient transfers from the Emergency Department to inpatient units. One of the council's ongoing evidence-based project is the Comfort Cart initiative, which provides patients with items such as puzzles, coloring papers, a deck of cards, or a teddy bear, among other items helping to alleviate the stress of hospitalization by offering comforting distractions. This initiative has been well received by patients.
 - b. Evaluator Comments: This nominee's committee involvement showcases how one must be a part of the change they want to see take place.
 6. Nominator, give an example of how the nominee has demonstrated influence within the past 5 years. Describe the outcomes and provide metrics if available. (Does not need to be in a formal leadership capacity, can be in a peer-to-peer or "influencing up" capacity. Examples include leading organizational committees, influencing research, engaging staff, publishing and community engagement.)
 - a. Response: The nominee is part of the research committee and has played a pivotal role in planning the annual Research Conference that is open for all hospitals within the system to attend. As a facilitator of the Research Council, the nominee guides and supports various research activities, ensuring they align with clinical goals and improvement of patient outcomes. This involves coordinating with interdisciplinary teams to identify research opportunities, design studies, and implement evidence-based practices. The nominee's responsibilities include organizing and moderating research discussions, ensuring that all team members are actively engaged and that their contributions are valued. By fostering a collaborative environment, the nominee

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encourages innovative thinking and the adoption of best practices based on the latest research findings. The nominee's leadership in research planning and moderating not only advances nursing practice but also cultivates a culture of continuous learning and evidence-based improvement within the organization. The nominee is the lead of the research council's Evidence-Based Practice (EBP) subcommittee, with a focus on supporting nurses who are working on EBP projects.

- b. Evaluator Comments: Good examples with details.
7. Nominator, give a specific example of how the nominee has created a healthy environment through the promotion of reduced health care disparities, professional accountability, respect and support in their practice within the past 5 years. (Healthy environments allow all team members to feel accepted and respected.)
 - a. Response: The nominee has been instrumental in fostering a healthy environment through the promotion of respect and support. By leading the unit's Collaborative Governance Council, the nominee has empowered staff members from differing backgrounds to identify projects and areas for improvement, ensuring that every voice is heard and valued. They have an open-door policy for their staff to share their opinions, concerns and challenges.

The nominee has been proactive in creating an environment that prioritizes well-being and respect for staff members. One of their innovative projects is the creation of a quick self-care activity box, which offers associates one to three-minute activities to improve their well-being during shifts. Additionally, the nominee introduced an orientation graduation ceremony to celebrate nurses and patient care associates who complete their orientation with light refreshments and a celebratory atmosphere where peers can congratulate the new graduates.

The nominee also fosters an environment of respect by conducting activities through food potlucks and facts sharing about their regions. This activity not only celebrates the backgrounds of the team but also promotes appreciation within the unit where everyone feels respected, valued, and welcomed.
 - b. Evaluator Comments: Multiple examples.
8. Nominator, is there anything else important for us to know about the nominee? (optional)
 - a. Response: As an Adjunct Nursing Faculty at Lerrick University, the nominee teaches medical-surgical clinicals to BSN students, instilling in them the knowledge and skills needed to excel in their careers. As a dedicated mentor, the nominee has profoundly impacted the careers of many nursing students and new nurses. They have mentored students who were struggling and on the verge of quitting nursing school, guiding them through their challenges and helping them achieve success. Thanks to the nominee's support and encouragement, these students not only graduated but are now flourishing in their nursing careers. Their dedication to mentorship goes beyond academic support; they foster resilience and confidence in their mentees, empowering them to overcome obstacles and realize their full potential.

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Furthermore, the nominee's teaching and mentorship have also served as an effective recruitment strategy for their organization. They has inspired many to join their organization after graduation, contributing to a highly skilled and motivated workforce. The nominee leads with integrity and empathy. The nominee's leadership style is rooted in honesty, ethical behavior, and a deep sense of empathy. The nominee strives to be a role model for the team, demonstrating the importance of compassion, integrity, and dedication to patient care.

- b. Evaluator Comments: Very involved. Very present.