

Past EPV example: low 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: Nursing leadership requires the ability to transform people and spaces in a way that brings others along with you. As a leader, you have to revisit processes to allow others to continue to reimagine how care is delivered. My vision is to produce a nursing leadership structure that is inclusive and creates health equity for all individuals seeking care in the U.S. Healthcare system.
 - b. Evaluator Comments: N/A
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: COVID-19 was the biggest challenge for me and other healthcare leaders across the globe. One shining light was the novel idea of bringing LPNs back into the healthcare space to assist with staffing. Under the leadership of our CNO, I was able to welcome LPNs to two of the units that I oversaw during COVID-19. This was very successful, and RN agency was reduced by 20% during the first six months of having LPNs back in the acute care setting at Stoneybrook Hospital.
 - b. Evaluator Comments: Very good and succinct.
3. Nominator, give an example of how the nominee approached achieving a professional goal within the past 5 years.
 - a. Response: Decreasing Observation Hours - decreased by over 20% within one month by working collaboratively with physician partners, IT, clinical service lines, and care management. This was huge cost savings for the hospital and resulted in better patient satisfaction and outcomes.
 - b. Evaluator Comments: This a lack luster narrative. Data is important, but understanding how you got to the outcome is vital.
4. Nominator: Give an example of how the nominee drove results and improved outcomes within the past 5 years.
 - a. See the above response.
 - b. Evaluator Comments: Understated narrative. This would have been a great opportunity to expound on the work and the outcomes.
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.)

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- a. Response: The nominee was responsible for implementing the virtual nurse on two of their units. The virtual nurse resulted in just under 15K hours being given back to the bedside nurses.
 - b. Evaluator Comments: Should have expounded on this narrative.
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 just completed a poster board presentation for their organization looking at the use of technology as a recruitment tactic for nursing research. Their research found that there are additional layers of support and technology to support online recruitment methods; prevention of fraud. Their research found that a lot of bots were completing applications, which equates to fraud.
 - b. Evaluator Comments: The narrative is unfocused. There is no surety if the focus is on research, fraud, or the topic of influence.
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 created an educational plan to be more inclusive of new graduate nurses which increased new grad turnover by 30%. In addition, they led a campaign welcoming LPNs back to the acute care setting and promoting comradery with the RNs, LPNs, and CNAs on their unit.
 - b. Evaluator Comments: Good examples of inclusion. Clarity is needed if the nominee wanted to increase or decrease turnover. As the narrative is written, an increase of new grad turnover occurred.
8. Nominator, is there anything else important for us to know about the nominee? (optional)
 - a. Response: This nominee is an emerging nurse leader who leads by example. They are accessible, agile, informative, and self-motivated. They lead with empathy and compassion and are laser-focused on creating an environment that promotes nursing advancement and psychological safety. The nominee consistently finds ways to advance their knowledge base and share knowledge via research and publications.
 - b. Evaluator Comments: The narrative had some good points but more that needed clarity or more information to understand if the nominee met the criteria. Some narratives were lacking.