

Douglas Dascenzo, DNP, RN, CENP

BIO

Doug Dascenzo is a healthcare executive focused on innovation, creativity, and health equity. He specializes in care experience improvements for patients and clinicians through evidence, Caritas, implementation science, and teamwork.

Doug is the Regional Chief Nursing Officer at Trinity Health-Michigan and Chief Nursing Officer at Trinity Health Oakland, roles he has held for 9 years. He holds a Bachelor of Science in Nursing from Wayne State University, a Master of Science in Nursing from Madonna University, and a Doctor of Nursing Practice from the University of Detroit Mercy. He also has Certification in Executive Nursing Practice from the American Organization for Nursing Leadership.

Doug is the past President of the Michigan Organization for Nursing Leadership and Sigma Kappa Iota. He serves on several boards, such as the Michigan Organization for Nursing Leadership, Michigan State University's master's in healthcare management, and the American Assembly for Men in Nursing. He is affiliate faculty at the University of Detroit Mercy and adjunct faculty at Madonna University, as well as a member of the editorial board of the On-line Journal of Issues in Nursing.

STATEMENTS

1. **Provide a statement describing the biggest issue facing AONL and potential strategies to address the issue.**

The primary challenge AONL faces is the recruitment and retention of direct care workers. To effectively involve nurse leaders, I aim to gather diverse perspectives, explore promising strategies, and engage with state legislators whose support is often crucial for securing funding. We can identify and implement innovative solutions to tackle this urgent issue by fostering open dialogue and collaboration. With over 40 years of experience in the profession and as a former President of the Michigan Organization for Nursing Leadership, I address these challenges through inclusivity, evidence-based decision-making, and a commitment to excellence.

2. **Describe your actions to increase engagement/belonging within your organization or community.**

Increasing staff engagement is an ongoing effort. I formed a CNO Advisory Council to align with Hospital Professional Governance, focusing on important issues for frontline workers, including nurses and collaborators. Additionally, I established monthly rounds with the Chief Medical Officer to ensure all caregivers are heard and problems can be resolved. I also created a "Traffic Light Report" as a communication vehicle to summarize issues and their status. I recently hired a social worker to assist frontline staff with social issues affecting their job performance, including transportation, childcare, and finances.

3. **Illustrate the unique perspective or skills you would bring to the AONL Board.**

During the past decade, I have gained significant experience serving on the Michigan Organization for Nursing Leadership board. My roles included Member-At-Large, former Board President, and various positions on several advisory boards. I actively engage in state-level advocacy and have been acknowledged as a Grassroots Champion by the Michigan Hospital & Health Association. Furthermore, I contributed to the establishment of two practical nursing programs, aimed at creating career pathways for underrepresented community members. I am focused, hardworking, and

consistently meet deadlines. I excel at utilizing the strengths of others and fostering their self-actualization.

4. **Describe your actions to improve health outcomes through advocacy.**

Over the past two years, I have been involved in discussions with legislators in Lansing regarding healthcare legislation. I successfully demonstrated the benefits of not implementing mandated nurse staffing ratios by presenting a care delivery model that included licensed practical nurses, virtual nurses, and nurse assistants, along with direct care RNs. This model led to improved RN turnover, satisfaction, and clinical outcomes compared to the pre-pandemic period. Additionally, I recently testified in support of the nurse licensure compact to help increase the pool of RNs in the state.