

NIGHTINGALE AWARDS FOR NURSING EXCELLENCE®

SAMPLE NARRATIVE EXAMPLES

For your convenience, we have included excerpts from past nominations as an example of how a successful nomination could be constructed and what information may be valuable to the reviewing committee.

ADVANCED PRACTICE NURSING

Achievement #1 (1000 character maximum):

Quality Improvement initiative: A Proactive Approach to Quantification of Blood Loss (QBL). The goal was to improve the accuracy of reported blood loss following vaginal births. Post partum blood loss was being measured by using visual estimation. This resulted in inaccurate blood loss leading to under diagnosed post partum hemorrhage. [REDACTED] implemented a QBL program to decrease maternal morbidity and mortality. Post partum hemorrhage is the number one contributing factor related to maternal morbidity and mortality with 140,000 deaths occurring annually. [REDACTED] provided education to the multi-disciplinary team. She purchased correct supplies needed for QBL. She prepared each room with the necessary supplies for the staff to be successful. With her expertise and guidance this process became a best practice among staff. It is the department's new standard of care for assessment of post partum blood loss. [REDACTED]'s work on QBL was published in Nursing for Women's Health, Dec 2019.

Leadership Contributions (1500 character maximum):

[REDACTED] is a exceptional leader and has functioned in a variety of roles. [REDACTED]'s knowledge of her specialty and outstanding communication and presentation skills are exhibited in the education she provides to the staff, physicians at a local and system level. [REDACTED]'s leadership skills have been heightened over the last two years while her unit did not have a nurse manager. [REDACTED] gracefully worked in a dual role of manager and educator. While working in a dual role, she continued to implement many new programs over the last two years. She developed an early labor walking path to align with OBI metrics to decrease primary caesarean sections. She developed and implemented a nitrous oxide program that resulted in a 58% reduction of narcotic use in laboring women. In December 2019, [REDACTED] became a published author for her work she completed on quantitative blood loss in the perinatal setting. She is highly respected by her peers as evidenced by her position with AWHONN as the Michigan Section Leader. She is also a member of the multiple nursing associations. [REDACTED] has multiple certifications related to her field. [REDACTED] is an exceptional advance practice nurse, a mentor to her peers, an advocate for nursing and she is most deserving of this award. It is a privilege to work with her and she makes everyone around her a stronger leader and a better nurse. [REDACTED] is also a wonderful, loving wife and mother to her husband and four beautiful children.

DISTINGUISHED ALUMNI

Achievement #1 (1000 character maximum):

Education for Care of Patients Affected by Violence [REDACTED] is passionate about increasing awareness for the care of patients affected by trauma, violence and maltreatment. Educational initiatives include: • Developed and administered a survey assessing baseline knowledge of nurses, revealing up to an 80% gap in formal education of nurses caring for this population. • Facilitated a CE approved training with Dr. Jacquelyn Campbell, researcher and developer of the Danger Assessment, a validated tool for lethality risk assessment in intimate partner violence. Of respondents who participated, 13.5% have attained certification. • Partnered with a FBI Special Agent to present Human Trafficking: What Healthcare Providers Need to Know, which was streamed throughout an eight-hospital system and was approved as a CE offering to nursing and social work. • Proposed a forensic nurse role to executive nursing administration to decrease the gap in care for this vulnerable population.

Leadership Contributions (1500 character maximum):

I have had the pleasure work with [REDACTED] for the past four years in the [REDACTED]. During that time, I have known her to be one of the most determined, focused, and driven people I have ever met. She holds herself to a high professional standard in all that she does and advocates the same from those around her. While her years as a nurse have made her incredibly knowledgeable in caring for our patients, it was not until she completed the Forensic Nursing Graduate Program at Oakland University that I saw her true passion. Her vision and purpose focuses on the care of patients affected by trauma, violence and maltreatment. Her mission is to heighten awareness within the organization and community through her involvement with: • HAVEN, Forensic Nurse • Oakland University, Special Lecturer • Domestic Violence Committee, Chair • Corporate Human Trafficking and Domestic Violence Taskforce • Oakland County Sexual Assault Response Team • Women's Gynecological Health, Intimate Partner Violence, chapter co-author (pending revision) • International Association of Forensic Nurses, MI Chapter – Secretary • Academy of Forensic Nursing [REDACTED]'s combination of intelligence, compassion, commitment and determination continues to serve the nursing profession well. She endeavors to improve outcomes of patient-victims through education and evidence-based practice. She is committed to bringing the role of a forensic nurse to the acute-care setting.

EMERGING LEADER

Achievement #2 (1000 character maximum):

Preoperative education of elective joint patients is necessary for ortho success. In 2018, Joint Class 201 was a once monthly offering with a 42.2% attendance rate. Over the last two years it has grown to a 3 time monthly offering with a 84.7% attendance rate of all patients scheduled for joint surgery. This accounts for over 6000 patients and their health coaches attending. Attendance has reduced LOS from 1.17 to 0.89 days and resulted in a higher home discharge rate of 93%. Enhanced recovery after Surgery has led to same day discharge for 49 patients (2019) from zero. 98% of patients affirmed "The class was informative/decreased anxiety & would recommend it". 98.7% relayed; "They felt "adequately prepared for surgery". Home discharge disposition is at 93% with a 6.7% discharge to inpatient rehab.

Leadership Contributions (1500 character maximum):

[REDACTED]'s leadership has always been linked with his desire to "do the right thing". He humbly delivers food to the needy and consistently demonstrates servant leadership passing these traits on to his family and his team. [REDACTED] is the secretary of the Catholic Youth Organization, a football coach and serves as the on-site medic at games. His commitment to safety led him to procure 60 Helmet Guardians to facilitate head trauma prevention. [REDACTED] promotes the profession through attendance at annual career day at his local high school to excite students about a career choice in nursing. [REDACTED] is highly visible on the unit meeting each patient/family at admission and rounding on them each day, calling them by name and knowing their coffee preference! He is always approachable and available leading twice daily huddles and unit rounding. [REDACTED] is consistently mentioned in HCAHPS surveys and his unit scores lead the site annually. [REDACTED] offers praise, guidance, encouragement and recognizes staff with BRAVO awards regularly. He supports his nurse's dreams to pursue their BSN, professional development and Orthopedic Certification. With his mentorship, 3 nurses on the unit are now Orthopedic Nurse Certified and 3 more are preparing to write their exam. [REDACTED] has successfully led 3 Joint Commission Orthopedic surveys earning Total Joint Replacement Program Certification. In the 2019 [REDACTED]'s visibility allowed for a Perceptyx Staff Engagement rating of 100% by his staff.

EXCELLENCE IN EDUCATION

Achievement #2 (1000 character maximum):

Health disparities within the AA community are well documented. Increasing Breastfeeding in this community will lead to health benefits for both mother and baby. [REDACTED] developed a class for every new nurse teaching them the history of breastfeeding in the AA community to help them understand best ways to help mothers be successful with breastfeeding. She has been a role model for nurses and physician. It's due of her work, [REDACTED]'s breastfeeding initiation rate increased from 30% to 70% within 2 years. She also advocated for the use of pasteurized donor breast milk in the NICU increasing breast milk feeding for our most vulnerable infants. [REDACTED] piloted a program with Michigan WIC for [REDACTED] to become the first hospital in Michigan to have a breastfeeding community liaison. She trained this community based liaison and nurses to work together educating [REDACTED] mothers and promoting breast milk as the optimal feeding for infant's first year of life.

Leadership Contributions (1500 characters maximum):

[REDACTED] feels the way to make change is by education. She knows that every mother wants the best for her baby but may not have had the same opportunities to learn. She has helped hundreds of mothers successfully breastfeed at [REDACTED] with her calm attitude and jovial manner. [REDACTED] freely offers help to her fellow staff members and their families. She has gone from Monroe to Flint and from Port Huron to Ann Arbor on her off time to help employees and their family breastfeed. She is known by many in the community for her commitment to breastfeeding and her willingness to help. She is a member of the Michigan Breastfeeding Network, USLCA, ILCA, and the Wayne County Breastfeeding Coalition of which she is a founding member serving on it's board from inception through 2019. For many years [REDACTED] was one of 2 African American(AA) Lactation Consultants in Michigan. [REDACTED] has worked to increase the number of minority Lactation Consultants in Michigan and the availability of breastfeeding help for minority women in Detroit and Wayne County. She mentored 10 WIC employees to successfully become Peer Counselors and Lactation Consultants. For this she won a national award. [REDACTED] is a proud member of Chi Eta Phi Sorority an elite nursing organization and has been awarded both a Daisy Award and a DMC GEM Award. Despite all her awards, she is most rewarded by hundreds of baby pictures she keeps when families send them with thanks.

EXECUTIVE ADMINISTRATION

Achievement #1 (1000 character maximum):

[REDACTED] served as the [REDACTED] for 5 years until [REDACTED]. During her tenure there, [REDACTED] engaged numerous nurses in teams to successfully achieve Magnet designation in 2018. [REDACTED] led her team through an unprecedented document submission that resulted in ANCC's decision to direct the process from document submission straight to site visit without any document revisions or clarifications. [REDACTED] and her team were recognized for an unprecedented 5 clinical exemplars including: 1. Outperforming national patient satisfaction benchmarks 2. Offering an exemplary stroke program 3. Providing positive examples of how resources for evidence-based, autonomous nurse decision-making is used on a daily basis 4. Using nurses on its ethics committee with best-practice standards 5. Demonstrating median time pain management for long-bone fracture patients that outperforms national benchmarks An amazing achievement for [REDACTED] and her team!

Leadership Contributions (1500 character maximum):

██████████ represents everything this award is intended to recognize and foster in an executive nurse leader. If someone should ask ██████████ if she ever intended to be the ██████████ of one of the largest hospitals in the country, my guess is that she would say no because her only intention in her role as a nurse and as a leader has and always will be to help make things better for the patients, families and nurses she serves. ██████████ leads with integrity, respect, a strong moral compass, compassion and a true caring for everyone she comes into contact with everyday. She is an authentic leader who "walks the talk" in fostering a patient care and work environment that is safe, healing, and rewarding. ██████████ has a track record for outstanding performance and has led and collaborated with her teams to achieve a culture transformation resulting in Magnet designation, improved employee/patient engagement, safety and quality outcomes. In her new role as ██████████, ██████████ has led significant efforts around improving workplace safety focused on violence in the workplace that has resulted in implementation of policies and practices that support and protect clinicians from abuse and violence. For ██████████, these accomplishments are not solely her accomplishments, they are accomplishments of her team and the many individuals she has worked with. Her work is about serving others and improving patient care and the experience of all who enter the four walls of her hospital

NURSING IN THE COMMUNITY

Achievement #1 (1000 character maximum):

██████████ is the clinical program administrator for Youth for Global Health and Social Justice (Y4GH). An initiative for the United Nations with a focus on sustainable development goal #6. To ensure clean water and sanitation to all. This past year, ██████████ developed a clinical course of study for high school and college students focused on the effects of waterborne diseases. Throughout their course of studies, the students compare symptoms of several well-known water-borne diseases. They use the symptoms and background information of the disease to explain some of the aspects in terms of immune response. To reinforce their learning, ██████████ accompanied the students to Dakar, Senegal to study water and health associated conditions and to experience the Senegalese culture. In Dakar, they visited clinics and partook in opportunities to raise awareness and advocate for clean water and sanitation as a basic human right for all.

Leadership Contributions (1500 character maximum):

██████████ was diagnosed with ██████████. Despite this diagnosis she continued her volunteer work, including a trip to Dakar, Senegal July 2019 exactly six weeks after her diagnosis. To many, a diagnosis of cancer may have served as a deal breaker for continuing with activities that one is most passionate about. But to ██████████, her diagnosis only reinforced her passion and commitment to serving others! She has always lived by the motto that each of us were meant to make a difference in the lives of others. To illustrate this point, while volunteering in the clinic in Dakar, Senegal ██████████ observed a family that was having a difficult time getting their grandmother to eat. ██████████ naturally approached the family and asked if she could help. She patiently took the food and assisted their grandmother with eating. This simple act of kindness provided such joy to this family. Locally, ██████████ has demonstrated both verbally and in action her commitment to advocate for our community. As the citizens in Flint are still fighting the effects of the lead water crisis, ██████████ continues to advocate and educate the youth on sustainable development goal #6, clean water and sanitation for all. In Flint, she regularly distributes bottled water to those in need. To sum it up, ██████████ is best described in her most favorite quote "I am a little pencil in the hand of a writing God who is sending a love letter to the world" -Mother Teresa-

POST-ACUTE CARE & SPECIALTY

Achievement #1 (1000 character maximum):

██████████ was appointed as our system ██████████ in spring of 2018. Her task was to bring together three legacy care management departments and develop a new and common structure for CM for our 8 hospitals in order to respond to the ever changing demands around reimbursement and the complexity of care coordination. ██████████ was instrumental in developing a common CM department and standardization of CM roles and staff development through the creation of a system CM Shared Governance Council. By engaging CM experts from across the system and leveraging their expertise, the council created a centralized intranet web page that all staff and physicians may access to connect them with housing resources including education, work processes as well as patient facing materials- This web page had ~9000 web hits in December 2019 alone after go-live and has proven to be an invaluable tool and resource for our clinicians in improving resource accessibility to patients and families

Leadership Contributions (1500 character maximum):

██████ is a highly creative leader who approaches a problem with optimism, curiosity and a "can do" attitude. There is never a challenge that ██████ is not ready to take on and she will always go above and beyond to find the right solution through engaging the right people in the process and always having what is right for the patient, family and/or staff involved in mind. She is passionate about and very skilled in using data to define an issue and determine innovative solutions to resolve them. ██████ is viewed as a respectful leader who is guided by strong personal integrity. She has been masterful in reshaping our care management model, changing roles, and processes while still maintaining a high level of engagement and positivity among those involved. In addition, she has been instrumental in applying her sharp knowledge around data and quality improvement in important organizational initiatives such as improving patient satisfaction and culture of safety. Her love for nursing always comes through and her passion for data analytics are reminiscent of Florence Nightingale's love for epidemiology and statistics. ██████ has also played a significant role in shaping our organization's post acute care services including home health and now pediatric hospice. She is passionate about ensuring a high quality of care for our patients and families and never takes her eye off of making sure our patients and families receive the care they need and smooth care transitions.

NURSING RESEARCH

Achievement #2 (1000 character maximum):

The unifying theme of ██████'s research is to improve the lives and care of older adults, specifically in the areas of palliative care. Her aim is to understand the healthcare goals and values of diverse groups of older adults. She has published her research numerous times in renowned journals and obtained funding to support her scholarly works. Most recently she has received an internal grant from the ██████ titled: Understanding Advanced Care Planning Practices in Older Adults Again Alone: A Pilot Study. She anticipates the results of this pilot study will lead to successful NIH funding. ██████ states "There is more to be discovered how older adults living alone engage in advanced care planning". And in 2019, she submitted another grant application to the Michigan Health Endowment Fund Health Again Initiative. While not funded, her passion to pursue these important initiatives does not waver and she will find other opportunity.

Leadership Contributions (1500 character maximum):

A significant component of ██████'s commitment to serve as a leader in the professional nursing realm is easily exhibited by her most recent appointment as the ██████. In addition to teaching, research, and service to ██████, the School of Nursing, the profession and stakeholders, her unique role as an Endowed Professor provides the opportunity to engage with a broader community partner; this cannot be undervalued. The overall aim of the Endowed Professorship is to improve nursing care for all patients. Originally established as an initiative to involve students in research and scholarly activities at the ██████, it now also serves to integrate students and hospital nursing staff in important and critically necessary program development. In the short time ██████ has been a professor at ██████, she has been afforded this role and opportunity; another outstanding accolade. Additionally, she also serves as an active member of the ██████ Ethics Committee and has been part of the team that updated the hospital policy on Non- Beneficial Medical Interventions. This is a nurse led group with the goal of leading research and evidence- based practice initiatives at all ██████. The ██████ has set a goal to develop and expand palliative care services and ██████ is contributing her expertise to these activities on the local level.

STAFF NURSE

Achievement #2 (1000 character maximum):

██████ developed the CTICU Bedside Binder information sheets specific for her unit. These "tip sheets" include troubleshooting for Impella devices, Extracorporeal Membrane Oxygenation (ECMO) care and intra-aortic balloon pump (IABP). The quick reference guides provide staff with tips and information regarding DMC policies on the new Tenet site. ██████ became an ECMO certified RN and was instrumental in the roll out of the ECMO program. She helped facilitate education focused on providing information necessary to develop strategies for safe and appropriate patient care to 30 CTICU staff members. These patients require 2:1 nursing care around the clock and are the most extremely critically ill. ██████ fostered the development of bedside skills in order to navigate common daily management challenges, as well as prepare staff for troubleshooting ECMO emergencies. Team work strategies ██████ developed are essential but very difficult to teach. She is an expert in building relationships with staff. She models emotionally intelligent behaviors and has been extremely successful with staff to ensure comfort when caring for critically ill patients.

Leadership Contributions (1500 character maximum):

██████████ is a consummate nursing leader as evidenced by the multiple initiatives and processes she leads and develops. With rapid growth in the ICU at the ██████████, ██████████ has developed and is piloting a new mentoring program. She started off by developing a leadership class for staff considering being a mentor. The goal of the mentorship program is to assist in the integration of new hires, help them have more confidence, critical thinking skills, job satisfaction and competence, as well as give experienced staff a sense of contribution to the hiring process. She has developed a formal-informal sessions between mentor and mentee that includes education topics. Mentors play a fundamental role in retaining new nurses by providing professional knowledge and skills as well as encouragement in both professional and personal realms. The new mentorship program is intended for staff that has been hired in critical care for more than six months and will serve as a template across ██████████.

██████████ viewed as an expert clinician and role model. While she is quietly charismatic and her intelligence draws you in! She is very organized given her many councils and leadership role as a preceptor. She is currently enrolled in the DNP program at ██████████. Her council work many times is completed on her day off and does not hesitate to support the education and shared decision making councils. Because of her relationship with the interprofessional teams at the hospital and system, when a concern arises she is at the forefront of communicating questions and solutions. Socially aware, she supports the Sepsis Alliance Annual 5K Walk in Rochester Hills as well as an urban based community farm in Detroit.

For any questions regarding your nomination, please contact us at
nightingale@oakland.edu

We look forward to recognizing our deserving nurses at the annual Nightingale Awards!