

Name of Nominee: _____, RN

Area of Practice: Clinical Nurse

Years in Nursing: 33

Current Position: Clinical Nurse in Urology, Gynecology, and Orthopedics

Type of Institution
in which Employed: Hospital

Initial Degree: Diploma

Highest Degree: Diploma

Current Address:

Current Phone Work _____ Home _____

Signature of Nominee: _____

Nominating Committee Members:

I would like to nominate Ms. _____ for outstanding nurse. The criteria are addressed in the following paragraphs.

Exhibits Expertise in Professional Practice: Ms. _____ completed a 6 month course for certification in midwifery. She has been active on the task force to revise and update policies and procedures for the urology service. She has taken on this work in addition to her regular assignment. She has been very active in the community including the organization of blood drives for St. Thomas Orthodox Church, participation in Race for the Cure representing MDACC, and serving as a volunteer for Sprint for Life, in the Community Health Program of the Indian Nurses' Association, and for the Employee Charitable Campaign for the United Way. She attained a diploma from Maharashtra Nursing Council, Bombay, India and completed a 6-month certification course in midwifery. She has also completed the Team Leader, Charge Nurse, and Preceptor Courses. She has coordinated and presented seminars on urology and orthopedics for staff members on her unit and on other secondary units for those classification of patients. She coordinates the implementation of clinical research protocols in her area, assisting staff in interpreting and following the guidelines for implementation. She has participated in the development and implementation of QI projects for her area (e.g., patient satisfaction). She has coordinated the discharge planning for patients in her area and developed and coordinated the education format for her patients. This work was used to develop the current care paths for these patients.

Serves as a Professional Role Model: She is a member of ONS, national and Houston Chapter and has served on the Program Committee for two years. She coordinated two presentations for the local chapter on urinary diversion and limb salvage. She has also attended the national congress on a regular basis and presented at the 2000 Congress on the GU QI project and at the 2001 congress. She is a member of the Indian Nurses Association. In the absence of a nurse manager on her unit, she assumed the leadership, taking on the responsibility without additional compensation. In this role, she mentored the nurses in independent professional practice, assisting them in providing high quality patient care. She has submitted two abstracts for the 1999 annual ONS congress. She has regularly served as a consultant to PT, OT, Social Service, Dietary, and Case Management in managing the complex needs of the patients in her area. She has taken a leadership role in collaborating with these specialty groups.

She has served as a spokesperson for her unit on various committees within the institution including EAC, Risk Prevention, and Management Council. She has represented her unit in negotiating for staffing needs and materials management. She has completed the Preceptor Course and has served as preceptor for many of the new nurses who have been assigned to her area. She has also precepted many student nurses for UT, San Jacinto, HBU, and TWU. She has contributed to policy development through the clinical practice committee for her area, the Management Council and the Executive Advisory Council (EAC). She has participated in the development of numerous patient education materials that have been published and marketed by the institution.

Contributes to the Quality of Health Care: Ms. _____ is an active patient advocate. She assumed leadership on her unit to ensure optimum patient care during the interim between managers. She participates on the case management committee for her area. She consistently educates her peers in the provision of optimum care for these categories of patients. She implemented a project with central supply and pharmacy to improve the availability of supplies and medications in an effort to improve overall and the timeliness of medication administration. She participated in critical path development for these patients, improving the manner in which care was provided and patients were followed. She has completed a quality improvement study to improve patient satisfaction with care. She served on the EAC, a decision making body that based all decisions on current research balanced with clinical experience. She was one of a small group of staff nurses who chose to serve on this council. Her political action has been primarily through her active participation in the Houston Chapter of ONS and the Indian Nurses Association and the community programs in which she has chosen to participate (blood drives and funding for cancer research). She has enhanced patient access to care through her education of community nurses in the care of urology, gynecology, and orthopedic surgery patients. She has served on the nerve palsy QI task force and the Continuum of Care Task Force. She has also coordinated the progress of patients from outpatient to

inpatient and back by increasing communication between the centers and the unit and collaborating with the nurses to refine the process.

She consistently maintains high standards of care and encourages her peers to provide the best care possible. She saw a need for leadership on her unit and assumed the responsibility of motivating the staff through multiple transitions in leadership to maintain quality care. She constantly provides positive feedback to the staff on her unit by highlighting the significant achievements. An example is the framing and posting of poems and extraordinary letters from patients about the nursing care. She consistently follows up with patients and uses this information to modify processes for providing care on her unit. She took pictures of all of the staff and posted them with their names and titles so that patients could always know who was caring for them. The patients are consistently positive in their evaluations of her and praise her special approach to providing care. She has served on multiple institutional clinical practice committees for GU, gynecology, and orthopedics consistently working toward the highest level of care. As previously mentioned, she follows each patient and participates in the care path outcome evaluation for these patients. She also initiated a QI project on patient satisfaction using this data to improve care. Through her collaboration with the center nurses, she follows patients through their transition from the unit to the center. This endeavor is beyond what is currently expected of her.

Commitment to the Profession of Nursing: She has provided consultation regarding care of the GU, gynecology, and orthopedic patients to nurses on other units receiving these patients as back-up units. She has served as a consultant to the ancillary groups working with these patients. She has also consulted with the community groups associated with the Indian Nurses Association Community Health Program. She has been active in the local ONS chapter and recruited nurses for membership, making them aware of the activities of professional nurses. She has also served on the Program Committee and attempts to motivate her peers to serve on committees. She has represented nursing at the local, state, and national levels through attendance at conferences and congresses and presenting her opinions related to professional nursing in the seminars and discussion groups.

Ms. _____ is an exceptional clinical nurse. She voluntarily takes on whatever responsibilities are necessary to maintain quality care. She provides leadership and support for her peers and for the patients that is far beyond what is expected of her in the staff nurse role. When asked by the new manager "Whom do you look to for leadership and support?", "90% of the nurses in her area indicated Valsa. They indicated that she is always there for them and is their source for information whenever they are unsure what to do. I think that she is an excellent candidate in the clinical nurse category for this award.

Sincerely,