

Nominee Name: Barbara Sheppard



NIGHTINGALE AWARD NOMINATION FORM

Award Criteria

- Demonstrates nursing excellence in any of the award categories.
- Can be nominated by anyone (supervisor, peer, patient, friend, etc.).
- Full and part time Oakland University faculty/Board of Visitor members are not eligible.

NOMINATIONS DUE BY: February 3, 2016

THIS NOMINATION FORM MUST BE COMPLETE AND INCLUDE ALL OF THE FOLLOWING:

- 1) **SECTION A:** Nominee information
- 2) **SECTION B:** Documentation of measureable achievements in nursing within the last 2 years
- 3) **SECTION C:** Leadership characteristics or behaviors
- 4) **SECTION D:** Current membership in professional organizations or community service
- 5) One page letter of recommendation
- 6) Signed Support of Nomination form by the nominee's immediate supervisor

Items 1-6 should not exceed 6 pages! (*This page is not included in 6 page limit)

Reasons a Nomination may not be considered and/or scored low:

- a) Nomination exceeds 6 pages in length.
- b) Blank sections on Nomination form.
- c) Sending a resume instead of specific description of achievements

Questions should be directed to Ashley Samson at (248) 364-8725.

Mail completed form to: NIGHTINGALE NOMINATIONS Oakland University School of Nursing, 3057 Human Health Building, Rochester, MI 48309-4401 **OR email to samson@oakland.edu** with documentation and letter of recommendation attached.

NOMINATIONS DUE BY: February 3, 2016.

SORRY, FAXED NOMINATIONS WILL NOT BE ACCEPTED!!!

Winners and runners-up will be selected and notified during the second week of March, 2016.

Nominee Name: Barbara Sheppard

SECTION A: Nominee Information --- Please type

Nominee's Name (First, Middle, Last) Barbara Sheppard

Email Barbara.Sheppard@beaumont.org Home Address 61 Muir

City Grosse Pointe Farms State MI Zip 48236

Phone 313-330-5380 (Work) 313-473-1705

Present Position of Nominee (title) Registered Nurse

at (institution/agency) Beaumont Grosse Pointe

Nursing Education: ADN/BSN Diploma in Nursing at Mercy College of Nursing
(College or University)

MSN
(College or University)

Other
(College or University)

Supervisor Name: Patricia Heitz Phone 313-473-6505

Title: Assistant Nurse Manager Email Patricia.Heitz@beaumont.org

Nominator's Name Marisa Engel Work Phone 313-473-6060

Home Address 365 Hillcrest Home Phone 313-330-0672

City Grosse Pointe Farms State MI Zip 48236 Email Marisa.Engel@beaumont.org

Check one category that best applies.

(In order to support your nomination, we may re-categorize the nomination if appropriate.)

- ☐ *****New Category*** Emerging Leader:** champions creative strategies and management in health care service; enables efficient operation; generates enthusiasm, and fosters team work. (first line manager or supervisor)
- ☐ **Executive Administration:** a visionary in leading people and leading change; builds effective teams; develops leaders and inspires others to action (Those holding director level positions and above).
- ☐ **Education:** demonstrates innovative educational activities; contributes to quality patient care through education; develops bold alternatives.
- ☐ **Nursing in the Community:** delivers innovative nursing services in a non-hospital setting; demonstrates exemplary and compassionate care.
- ☐ *****New Category*** Specialty Nursing:** contributes to and advances a particular area of nursing such as rehabilitation, homecare, long-term care, dialysis, oncology, political or legal arenas, case management, entrepreneurial activities or military.)
- ☒ **Staff Nurse Practice:** demonstrates excellence in direct patient care delivered in a hospital, clinic and/or sub-acute care facility
- ☐ **Advanced Practice Nursing and Research:** demonstrates excellence in patient care and/or research (nurse practitioner, CNS, nurse midwife, nurse anesthetist, researcher, etc.)
- ☐ **Distinguished Alumni Award** - graduate of OU nursing program, making significant contributions to the field of nursing.

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SECTION B: EXCEPTIONAL ACHIEVEMENTS IN NURSING

Initiatives and outcomes, special projects, quality improvements, cost saving initiatives, customer satisfaction surveys which illustrate measurable achievements, etc. **Please be sure to clearly indicate the achievement as an initiative and its related outcome /impact.**

Achievement #1:

When our unit faced a problem with having a midnight staff that consisted of newly trained nurses in a high stress/high acuity area, Barb took the initiative to reinvent a process and redefine a workflow to meet the changing needs of the unit. She suggested that three more seasoned, experienced staff rotate to the midnight shift to alleviate a potential problem of losing newer nurses that were struggling. Barb enlisted the help of additional staff to go to the midnight shift and assist her with her endeavor. They agreed to work the midnight shift to support the staff and to mentor them to increase their leadership abilities as well as develop their nursing skills. During the three months that she worked the midnight shift Barb worked tirelessly to challenge the more novice nurses to identify areas where they were not comfortable and helped them to strengthen their skills.

Barb took advantage of her time working the midnight shift to review an unfamiliar skills with the staff, or would take a group of nurses into the OR to go over the process of a STAT c-section or to review OR procedures. In addition, she would take the staff into the nursery to show them where to find infrequently used equipment or to review frequently used nursery procedures. Barb also reviewed policies and procedures with the nurses, especially for those things that are not done on a daily basis. As a result, the nurses on the midnight shift have gained confidence and have improved their clinical skills.

Many of the staff, novice and experienced, were not comfortable in the role of Charge Nurse. Barb mentored them through this during her time on the night shift. She would have them carry the charge phone and they would be responsible to manage the multitude of phone calls and issues that were brought up, but with Barb there to guide them and give them pointers. They were empowered and gained confidence in their own ability to be in Charge of the unit and learned to delegate when necessary.

The midnight nursing staff and unit leaders were very grateful that Barb was willing to rearrange her schedule and take the time to help to "grow" our more novice nurses. She was there to "back them up" and was a resource for the staff caring for complicated patients and dealing with challenging clinical situations. The staff was so appreciative of her presence and willingness to help them to learn. They are a much stronger staff as a result of her having given this time to mentor and help them grow.

Achievement #2:

Another one of Barb's passions is that of the Safe Sleep Campaign. Barb is on the Wayne County Safe Sleep Coalition. She attends meetings and has input in how marketing and educational opportunities can find their way into the best hands. Barb comes back from these meetings and enthusiastically shares updates and new information with the nursing staff on the Family Birth Center. She is instrumental in educating not only the patients on our unit but has also taken this education into the community. She attends Beaumont Grosse Pointe's annual baby fair, where she set up a pack-n-play and demonstrated safe sleep practices. She understands the importance of bringing the education to prospective parents, grandparents and caregivers. She formulated a Safe Sleep competency/test that was given to all nurses who cared for infants to ensure that the same message was being given to both staff and patients. Barb's personal style is one that always displays an enthusiasm and a personal connection to her patient. She undertakes their labor and delivery experience with a goal of attaining a positive outcome for the entire family unit. Her "can do" attitude is instrumental in helping patients achieve a vaginal delivery. This type of attitude is pivotal in the nation's goal to decrease the primary cesarean rate.

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Achievement #3:

Barb embraces her mentorship and preceptorship roles and supplies the novice nurse with the necessary tools to excel in this specialty. Her preceptor role provides new employees a concrete structure, direction and policy interpretation while encouraging the new nurse to assume responsibility for the patient all the while mentoring them to ensure success. Her knowledge base extends into the role of being trained for a scrub nurse or that of a special care nursery nurse. The ability to wear these many hats makes Barb an integral part of the Family Birth Center team that has excelled in the delivery of "low tech, high touch" patient care we are known for. She consistently demonstrates compassionate, extraordinary care, a mantra that Beaumont Health System prescribes to.

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SECTION C: LEADERSHIP CHARACTERISTICS OR BEHAVIORS

Describe the nominee's personal attributes which demonstrate their contributions to the nursing profession such as exhibits respect for others, acts with integrity, goes above and beyond to get the job done, shows passion for work, brings creative solutions and translates ideas into actions, respects and encourages diverse ideas and opinions, etc. **Please provide specific examples of these characteristics.**

Barb is a natural leader on the Family Birth Center at Beaumont Grosse Pointe. She possesses excellent clinical skills and is passionate about sharing her knowledge and growing the next generation of nurses. She demonstrates this by her commitment to nursing development on the midnight shift, where she voluntarily changed her schedule for three months to address the staffing and educational challenges they were having. She worked side-by-side with the staff to develop their clinical and leadership skills, which not only increased their confidence but also improved staff morale and cohesiveness.

Barb is very successful in her mentoring role because she is respected and trusted by all of the nursing staff, nursing management and our physician partners as well. Her clinical skills are exemplary and the depth of her knowledge is impressive. Barb is someone who nurses and physicians alike know can be called on to help with a challenging clinical situation.

Barb is very influential on the unit because she has an excellent knowledge base and many years of experience, and she is confident in her skills and enjoys helping to increase others knowledge and understanding. Her passion for developing the knowledge and skills of novice nurses is unrelenting.

Barb excels at teamwork and is an integral part of the team on the Family Birth Center. She has worked to develop teamwork amongst the staff, building the confidence of the less experienced nurses and fostering reciprocal relationships between the shifts. Barb is great at prioritizing in high energy situations. As a seasoned labor nurse, nursery nurse and scrub nurse, Barb is able to assist in any area that she is needed, making her invaluable to our unit.

SECTION D: PROFESSIONAL ORGANIZATIONS & COMMUNITY SERVICE

Nursing associations, political groups, volunteer activities, etc.

Barb is an active member of her community. She volunteers her time to the Altar Society at her church. She is a cheerleader for the Beaumont Grosse Pointe campus. She markets the hospital and unit to perspective nurses and patients. Barb has a natural talent for flower design and has helped decorate our grand opening for our Natural Birthing Suite. She uses these talents at her church and in the community, she is always the first to volunteer to help facilitate a party, offering her own home for a venue. While this may seem a small area, building a cohesive unit is an important part of how nurses need to build relationships on the outside of work that will spill over to their work environment. A staff that can have fun together building experiences lends itself to a more engaged, committed and content workforce. Our unit enjoys a very low turnover rate mostly due to the actions of nurses like Barb.

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SUPERVISOR LETTER OF SUPPORT

I, Patricia Heitz, the supervisor of Barbara Sheppard,
(supervisor's printed name) (nominee's printed name)

support their nomination for the Nightingale Awards for Nursing Excellence in the category of

Staff Nurse. This nominee is currently is a licensed nurse in good
(category)
standing with their employer and has not had any disciplinary actions taken against them.

Sincerely,

(signature of supervisor)

Beaumont

Beaumont Hospital – Grosse Pointe
468 Cadieux Road
Grosse Pointe, MI 48230

January 26, 2016

To Nightingale Selection Committee:

It is with deep pride, admiration and respect that I recommend Barbara Sheppard for the 2016 Nightingale Award in the area of Staff Nurse Practice. Barbara or Barb as she is affectionately known has worked at Beaumont Grosse Pointe (formerly Bon Secours) since 1997 on the Family Birth Center Unit. I have worked with her for 16 of those years, first as a peer and later as a manager.

I have always found Barb to provide excellent compassionate care to her patients even when they have been unwilling to follow the treatment regime. She doesn't take "no" for an answer and always strive to do what is best for those in her care. She patiently explains what needs to be done and why it is so necessary to their care and recovery. Barb almost always obtains the patient's cooperation which is later followed by a "thank you for your care and assistance" and "I'm glad I followed your advice" from the patient. She is extremely knowledgeable and competent in all areas of Birth Care from labor and delivery to mother-baby care and special care nursery. She is well rounded and capable of taking the charge role as well as scrub nurse for cesarean sections.

Barb is just as passionate about her coworkers and the success of the unit. She has been a preceptor and mentor for many years. She was actually my preceptor as I trained to become a special care nursery nurse many years ago. This was a role I had always resisted and was reluctant to undertake. As always, Barb did not take no for an answer and pushed until I became knowledgeable and comfortable in that role.

Recently, Barb saw that there was a dire need to strengthen the skills and comfort level of the many novice nurses on the night shift as well as relieve the pressure on the few seasoned nurses left on the night shift. She had been a preceptor to many of the new nurses as they trained on the dayshift, but voiced concern that because of the diverse nature of the unit, the many different duties assigned to Birth Care nurses and the low ratio of seasoned to novice nurses, more mentoring was needed to improve morale, strengthen skills and comfort levels in order to retain nurses and provide optimum care to the patients. She not only recognized the need, proposed a solution but became part of that solution. She transferred to nights for three months to mentor these new nurses and introduced and trained them to new roles. This was a highly successful endeavor for which the staff was grateful.

Barb has proven herself to be a leader and mentor to her peers, a champion and advocate for her patients and above all a competent, exceptional and compassionate nurse to all in her care. For these reasons, I feel Barbara Sheppard is most deserving of the Nightingale award.

Sincerely,

Janice Davis RNC, BSN
Assistant Nurse Manager
Family Birth Center/ Beaumont Grosse Pointe