



## St. Luke's Patient Care Excellence Award Program 2023 Official Awards Application



St. Luke's Patient Care Excellence Award Program recognizes healthcare providers who demonstrate outstanding achievement in their chosen field. Funding for these awards is provided through charitable individuals. Their generosity allows employees an opportunity to enhance their knowledge and clinical abilities. Funding may be used for:

- State, regional, or national conferences, which can be used with St. Luke's Bridges to Excellence Program
- Webinars
- Continuing Education Classes
- College Tuition and/or Books
- Professional Organization Subscription
- Professional Journal Subscription
- Specialty Certification
- Specific department need/request if approved by department manager, foundation and donor

### To Be Eligible

- Be nominated by a peer, manager, director or physician
- Be employed in an eligible St. Luke's Hospital-based department (see page 11)
- Candidate is considered to "exceed expectations" or be a "role model" in their most recent Annual Performance Assessment
- Complete the Official Awards Application

### Timeline & Reminders

- **Nomination Form** – This was completed by your manager and will be attached to your application by the Foundation.
- **Application and Essay** – May be submitted as hard copy or electronically.
- **February 20, 2023** – Application due.\*
- **May 10, 2023** – Award ceremony

\*Ronald L. Mahany Award application due date will be determined in August 2023.

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### Questions regarding the application and selection process should be directed to:

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**AWARD PROGRAM (For specific award criteria and departments and staff eligibility, see pages 6-11)**

**Indicate Award Program for which you have been nominated**

- |   |   |
|---|---|
| <input type="checkbox"/> Anna Purna Ghosh Oncology Nursing Award                | <input type="checkbox"/> Nancy Lamb Skogsbergh and Edna Lamb Clinical Leadership Award                          |
| <input type="checkbox"/> Carroll H. & Lena Nelson Critical Care Award           | <input type="checkbox"/> PHIL Award   |
| <input type="checkbox"/> Dale & Ruby Morgan and Mable Ray Award                 | <input type="checkbox"/> Ron Mahany Award – Licensed Staff  |
| <input type="checkbox"/> Darrell Dennis Pulmonary Medicine Award                | <input type="checkbox"/> Smulekoff Family Award for Nursing Excellence  |
| <input type="checkbox"/> Elaine Young Leadership Award                          | <input type="checkbox"/> Social Worker Award  |
| <input type="checkbox"/> Excellence in Behavioral Health Award – Nursing        | <input type="checkbox"/> Dr. Stephen & Peg Vanourny Award for Excellence in Obstetrical & Gynecological Nursing |
| <input type="checkbox"/> Gail Stork Emergency Medicine Nursing Award            |   |
| <input type="checkbox"/> Karma Smith Healthcare Pioneer Award                   |   |
| <input type="checkbox"/> LaMorgese Award for Excellence in Neurological Nursing |   |

**APPLICANT INFORMATION**

Name (Last, First, Middle Initial)		Current Job Title		
Date of hire at St. Luke's Hospital	Current Department	Current Manager		
Mailing Address		City	State	Zip
Email	Phone			

**EDUCATION**

Degree required for your current position		Do you have a higher level of education than is required for your job? (ie: BSN vs. RN; Masters vs. RN or BSN)		
College/University attended and location		Degree Earned	Graduation Date	
College/University attended and location		Degree Earned	Graduation Date	
College/University attended and location		Degree Earned	Graduation Date	



**PROFESSIONAL WORK EXPERIENCE**

Organization

Department

Manager

Job Title

Years Of Employment (e.g.: Jan. 2010-May 2017)

Organization

Department

Manager

Job Title

Years Of Employment (e.g.: Jan. 2010-May 2017)

**COMMITTEE INVOLVEMENT**

How many **UNIT** committee(s) do you ACTIVELY participate on that are not part of your job?

Please list the names of each of these **UNIT** committees.

How many **HOSPITAL** committee(s) do you actively participate on that are not part of your job?

Please list the names of each of these **HOSPITAL** committees.

How many **SYSTEM** committee(s) do you actively participate on that are not part of your job?

Please list the names of each of these **SYSTEM** committees.



### LEADERSHIP ROLES

In the past 12 months, how many different team members have you oriented for more than 40 hours?

In the past 12 months, how many students have you precepted, one-on-one, for more than 40 hours?

In the past 12 months, how many hours have you been a charge nurse?

In the past 12 months, how many classes have you taught?

Please list the subject/class title you taught.

### ADDITIONAL CERTIFICATIONS

Please list the certifications you have that are NOT required for your current job.

### VOLUNTEER ACTIVITIES

Please list your current (within the past 12 months) involvement in volunteer activities and your monthly time commitment for each.

### PROFESSIONAL ACTIVITIES

Please list the professional organizations in which you are a current member.



## ESSAY QUESTIONS

*The criteria for each Award is listed on pages 6-10. You may use the space provided below or attach a separate one-page, typed statement.*

Please explain how you meet the requirements of the Award. If possible, provide an example(s).

What FOCUS Value is easiest for you to role model and why?

## SUBMIT COMPLETED APPLICATION

**St. Luke's Foundation is located at 810 1<sup>st</sup> Ave NE, 2<sup>nd</sup> floor, Cedar Rapids, Iowa 52402.  
Applications may be mailed via U.S. Post Office, hand-delivered or submitted via inter-office mail.**



**2022 PATIENT CARE EXCELLENCE AWARD PROGRAM CRITERIA**

**ANNA PURNA GHOSH ONCOLOGY NURSING AWARD**

– recognizes an excellent oncology nurse who exemplifies the following characteristics:

- Places an emphasis on human caring and compassion, demonstrating the ability and willingness to comfort and console patients in time of physical and emotional need.
- Demonstrates excellent clinical assessment skills, monitor the patient's chief clinical problem and watch for subtle changes in condition. In addition, they will assess the whole person for the ability to physically and emotionally cope with the illness and treatment. This includes a complete systems physical assessment, combined with active listening to the patient's feedback and concerns.
- Places an emphasis on the application of the most current science in her/ his bedside practice.
- Recognizes that hospitalization is an episode of care along a continuum and facilitates smooth transitions between levels of care and providers.
- Places an emphasis on good corporate citizenship.

*Eligible Staff:* St. Luke's Hospital nurse working in the oncology field.

**DALE & RUBY MORGAN AND MABLE RAY AWARD**

– recognizes an RN who contributes significantly to the pediatric or psychiatric nursing care of children (infants or teenagers). The candidate:

- Places an emphasis on science, that is, demonstrates affection for sound principles based on the scientific method and medical research.
- Places an emphasis on human caring and compassion, that is, demonstrate the ability and willingness to comfort and console patients in time of physical and emotional need.
- Showcases good corporate citizenship, that is, demonstrate a willingness to work effectively with others and promote the ideals of St. Luke's Hospital.

*Eligible Staff:* The team member should be an RN working a minimum of 32 hours a pay-period.

**CARROLL H. & LENA NELSON CRITICAL CARE AWARD**

– is presented annually to two St. Luke's Hospital team members (RN, LPN, respiratory therapist or paramedic) below the level of manager who contribute to the care and treatment of the critically ill patient. The candidate:

- Goes above and beyond a normal job performance and has made significant contributions to the care of the critically ill patient.
- Places an emphasis on human caring and compassion and demonstrates the ability and willingness to comfort and console patients in times of physical and emotional need.
- Places an emphasis on leadership, continued learning, that is, demonstrates affection for sound principles based on the scientific method and medical research.
- Showcases good corporate citizenship, that is, demonstrates a willingness to work effectively with others and promote the ideals of St. Luke's Hospital.
- Exhibits leadership qualities, that is, knowledge of the profession, high quality record of work attendance, in-servicing and meeting attendance, goal-driven and has a demonstrated record of quality and performance improvement. The individual should contribute to the unit, division and hospital goals and show flexibility in meeting these outcomes.

*Eligible Staff:* The team member should be an RN, LPN, respiratory therapist or paramedic working a minimum of 32 hours a pay period, working in their role for more than six consecutive months and is below the level of a manager. The recipient must not receive the Smulekoff Award in the same year; and they may win more than once but no more than every three years.

*Critically ill is defined by team members working in the following locations: 3West, 4West, 6Center, Cardiac Cath Lab, CCFP/IV Therapy, Emergency Department/LifeGuard, EP Lab, Heart Holding, Intensive Care Unit and Respiratory Therapy.*



**DARRELL DENNIS PULMONARY MEDICINE AWARD**

– recognizes an individual who contributes to the care and treatment of the critically ill and/or pulmonary medicine patients. The candidate:

- Goes above and beyond a normal job performance and has made significant contributions to the care of the critically ill and/or pulmonary medicine patient.
- Places an emphasis on human caring and compassion as a role model for St. Luke's FOCUS Values.
- Places an emphasis on leadership and continued learning, that is, demonstrate affection for sound principles based on the scientific method and medical research.
- Showcases good corporate citizenship, that is, demonstrate a willingness to work effectively with others and promote the ideals of St. Luke's Hospital.
- Exhibits leadership qualities, that is, a knowledge of the profession, high quality record of work attendance, in-servicing and meeting attendance, goal-driven and has a demonstrated record of quality and performance improvements.
- Contributes to the unit, division, and hospital goals and shows flexibility in meeting these outcomes.

*Eligible Staff:* The team member should be working part-time, full-time or an average of 32 hours per period; worked in pulmonary medicine or critical care for greater than six months. The team member must not have received the Carroll H. & Lena Nelson Critical Care Award or Smulekoff Family Award for Nursing Excellence in the same year; and they may win more than once but not more than every three years.

**EXCELLENCE IN BEHAVIORAL HEALTH AWARD** –

recognizes team members who demonstrate excellence in Behavioral Health.

*Eligible Staff for Nursing Award:* An RN working a minimum of 32 hours a pay-period. These nurses are involved in special projects or programs within their unit or division, participate in unit or division committees, demonstrate clinical expertise, seek further nursing education and are “team players” within the Behavioral Health Division.

*Eligible Staff for Mental Health Professional Award:* A therapist, recreation therapist, youth counselor, mental health worker, social worker, and/or certified alcohol/drug counselor working a minimum of 32 hours a pay-period.

*Eligible Staff for Behavioral Health Support Staff Award:* Clerical staff including unit secretaries, department secretaries and techs working a minimum of 32 hours a pay-period.

**ELAINE YOUNG LEADERSHIP AWARD** – recognizes a team member in a leadership role. The candidate:

- Places an emphasis on science, that is, demonstrates a passion for sound principles based on evidence-based practices.
- Demonstrates the art of patient care excellence through human care and compassion.
- Places an emphasis on leadership and continued learning.
- Is an outstanding mentor in the development of their staff to pursue high-quality patient care.
- Demonstrates significant contributions to quality patient outcomes.
- Places an emphasis on good corporate citizenship, that is, demonstrates a willingness to work effectively with others to promote the strategic goals of St. Luke's Hospital.

*Eligible Staff:* The team member must have been in a leadership position for a minimum of three consecutive years. The award is for all front-line supervisory staff through middle managers (directors excluded). An individual may win more than once but not more than every three years.

**KARMA SMITH HEALTHCARE PIONEER AWARD** –

recognizes a team member who is instrumental in developing and/ or changing the delivery of healthcare at St. Luke's Hospital. This award aims to honor a team member who is constantly focused on improving the delivery of healthcare through innovative evidence-based models of care. This healthcare pioneer, like Karma Smith, RN is willing to change the status quo and is not afraid to propose and try new, innovative ideas.

*Eligible Staff:* This Award is open to any St. Luke's team member who demonstrates Karma's philosophy for care of the patient and family.



**GAIL STORK EMERGENCY MEDICINE NURSING AWARD**

– recognizes an RN who demonstrates excellence in Emergency Medicine Nursing. This nurse is involved in special projects or programs within their unit or division, participates in unit or division committees, demonstrates clinical expertise, seeks further nursing education and is a “team player” within the Emergency Medicine arena. This Award will recognize an excellent RN who exemplifies the following characteristics:

- Places an emphasis on science, that is, demonstrates affection for sound principles based on the scientific method and medical research.
- Demonstrates excellent clinical assessment skills, monitors the patient’s chief clinical problem(s) and watches for subtle changes in condition. In addition they will assess the whole person for their ability to physically and emotionally cope with the illness and treatment. This includes a complete systems physical assessment, combined with active listening to the patient’s feedback and concerns.
- Consistently communicates with patients/families and staff to create an exceptional patient experience and consistently utilizes the FOCUS Values in daily practice serving as a role model to others.
- Demonstrates human caring and compassion, that is, demonstrates willingness to comfort and console patients in a time of physical and emotional need and is a role model for St. Luke’s FOCUS Values.
- Places an emphasis on good corporate citizenship, that is, demonstrates a willingness to work effectively with others and promote the ideals of St. Luke’s Hospital.
- Active participation in unit, division, house-wide, state-wide and/or UnityPoint Health committees.
- An active participant in special projects or programs within the unit and/or division.
- Actively seeks to further their education through structured coursework, certifications and/or evidenced based projects or research.

*Eligible Staff: The team member should be a front line staff member, working part-time (averaging 32 hours per pay-period) or full-time and worked in the ED or LifeGuard for 12 consecutive months.*

**LAMORGESE AWARD FOR EXCELLENCE IN NEUROLOGICAL NURSING**

– recognizes an RN who contributes significantly to the care and treatment of neuroscience patients. The LaMorgese Award is intended to recognize excellent registered nurses who:

- Places an emphasis on science and demonstrates an affection of sound principles based on scientific method and medical research.
- Demonstrates human caring and compassion and demonstrates the ability and willingness to comfort and console patients in time of physical and emotional needs.
- Places an emphasis on good corporate citizenship and demonstrates a willingness to work effectively with others and promote the ideals of St. Luke’s Hospital.

*Eligible Staff: Registered Nurse*

**NANCY LAMB SKOGSBERGH AND EDNA LAMB CLINICAL LEADERSHIP AWARD**

– recognizes a Manager or Director leading a St. Luke’s Hospital patient care unit or department who embodies the spirit of servant leadership. This leader, like Ms. Skogsbergh, will exhibit undying commitment to St. Luke’s mission, vision, and values. The award seeks to give accolades to a leader who is an outstanding ambassador in the community. The leader’s work is constantly focused on patients and their families and makes all decisions accordingly. This leader will emphasize the mentoring of emerging leaders and will make this a priority. The award winner will have mastery in the three critical elements of clinical leadership:

1. Managing the business
2. Leading the people
3. The Leader Within – personal and professional accountability

*Eligible Staff: Directors or Managers of a St. Luke’s Hospital Patient Care Area*



**PHIL AWARD** – recognizes ‘unsung heroes’ in the respiratory therapy profession who understand that each breath matters. This award will recognize an outstanding respiratory therapist who provides care and treatment for patients with respiratory illnesses and who exemplifies the following characteristics:

- Places an emphasis on human caring and compassion as a role model for St. Luke's FOCUS Values.
- Places an emphasis on leadership and continued learning, that is, demonstrates affection for sound principles based on the scientific method and medical research.
- Showcases good corporate citizenship, that is, demonstrates a willingness to work effectively with others and promote the ideals of St. Luke's Hospital.
- Exhibits leadership qualities, that is, a knowledge of the profession, high quality record of work attendance, in-servicing and meeting attendance, goal-driven and has a demonstrated record of quality and performance improvements.
- Contributes to the unit, division, and hospital goals and shows flexibility in meeting these outcomes

*Eligible Staff:* The full-time or part-time team member who is a licensed Respiratory Therapist.

**RON MAHANY AWARD** - recognizes three licensed team members working within St. Luke's PM&R Division who have contributed significantly to the care and treatment of rehabilitation patients. A licensed team member includes physical, occupational, speech and recreational therapist; nurse (LPN, RN or BSN); social worker; physician and psychologist. The award also recognizes one non-licensed team member working within St. Luke's PM&R Division who consistently provide support and assistance to patients, families and any members of the healthcare team. A non-licensed team member includes a patient care technician, therapy technician and clerical staff. All nominees should exemplify St. Luke's FOCUS Values, which includes:

- Foster Unity - Enable great teams, collaborate across the organization, seek to understand and be open to diverse thoughts and perspectives.
- Own the Moment - Connects with courtesy, compassion, empathy and respect to all individuals, enthusiastically engaged in work, accountable for individual actions and team performance.
- Champion of Excellence - Committed to best outcomes and highest quality, a relentless focus on exceeding expectations, belief in sharing results, learning from mistakes and celebrating successes.
- Seize Opportunities - Embraces and promotes innovation and transformation, creates partnerships that improve care delivery in communities, exhibits the courage to challenge the status quo.

*Eligible Staff:* To be eligible for this award, the licensed and non-licensed team member must be employed within St. Luke's PM&R Division for a minimum of two consecutive years and at least in a part-time position. An individual may win more than once but not more than once every three years.



**SMULEKOFF FAMILY AWARD FOR NURSING EXCELLENCE**

– recognizes nurses who have demonstrated exceptional leadership skills and the ability to communicate in a positive and therapeutic manner with patients, families, and other staff. The candidate:

- Demonstrates excellent nursing practice skills, functions as a patient advocate, shows flexibility in meeting unit needs and achieves certification and/or advanced education in a specialty area.
- Participates in unit improvement activities, volunteers to participate on unit/hospital committee/projects, show commitment to ongoing clinical education is a member of a professional nursing organization and is familiar with current literature and presents evidence-based practice options to the work group.
- Possesses knowledge of and ability to delegate responsibility, functions as a resource and role model for other nurses, participates in leadership roles such as charge nurse, preceptor and represents their department positively to the organization.
- Consistently communicates with patients/families and staff to create an exceptional patient experience and consistently utilizes the FOCUS Values in daily practice serving as a role model to others.

*Eligible Staff: The full-time or part-time team member must have five consecutive years of employment at St. Luke's as a RN/LPN. Lead nurses are eligible but supervisors and managers are not eligible.*

**SOCIAL WORKER AWARD** - is presented to a social worker who exhibits excellence in the practice of Social Work. The philosophy behind this award is to recognize a social worker who exhibits a commitment to St. Luke's Mission, Vision and Values. The candidate:

- Exhibits kindness, respect, compassion and dignity to the people he or she serves.
- Is valued and respected by his or her coworkers and contributes to the department's, division's or hospital's goals.
- Demonstrates leadership qualities and is considered a mentor for other social workers.
- Consistently goes the extra mile for the patient, family and coworkers as well as advocating for the people he or she serves.
- Is involved in community activities.
- Actively participates on department/hospital committees or projects.

*Eligible Staff: The full-time or part-time team member must have worked as a social worker for at least one consecutive year in a St. Luke's department. He or she is a graduate of an accredited Social Work education program with a BSW or MSW degree and is licensed in the State of Iowa (LBSW, LMSW or LISW).*

**DR. STEPHEN & PEG VANOURNY AWARD FOR EXCELLENCE IN OBSTETRICAL & GYNECOLOGICAL NURSING**

– recognizes a nurse who contributes significantly to the care and treatment of obstetrical or gynecological patients. The candidate:

- Places an emphasis on science, that is, demonstrates affection for sound principles based on scientific method and medical research.
- Demonstrates human caring and compassion, that is, demonstrate the ability and willingness to comfort and console patients in time of physical and emotional need.
- Places an emphasis on good corporate citizenship, that is, demonstrates a willingness to work effectively with others and promote the ideals of St. Luke's Hospital.

*Eligible Staff: Most typically this would be a nurse from Labor and Delivery, Post-Partum or Gynecology but could be a team member other than a nurse from another area if, in the view of the selection committee, the associate made a significant contribution to the care of obstetrical and gynecological patients. An individual may win more than once but not more than every three years.*



**St. Luke's Hospital-Based Departments**  
Eligible for the Patient Care Excellence Award Program

**ELIGIBLE Departments**

• **Administration & Nursing Services**

- Clinical Informatics
- Nursing Support
- Performance Improvement
- ALL Nursing Float Pools
- Skin Care Services (IP & OP)
- Staff Development

• **Behavioral & Mental Health**

- 1 West
- 2 East
- 3 East
- Behavioral Health Access Center
- Chemical Dependency
- Child Protection Center
- Children's Day Treatment
- Employee Assistance
- Family Counseling Center
- OP Behavioral Health Clinic
- Partial Hospitalization
- Recreational Therapy

• **Breast and Bone Health**

• **Cardiology Clinic**

• **Case Management**

• **Dental Health Center**

• **Dialysis**

• **Emergency Department & Lifeguard**

• **Employee Health**

• **Imaging Services**

• **Infusion Center**

• **Inpatient Units**

- 3 SSU
- 4 Center
- 4 West
- 5 Center
- Pulmonary Specialty Unit (6 Center)
- Ed & Joan Hemphill IP Hospice Unit (6 East)
- Intensive Care Unit (ICU)
- Medical Intensive Care Unit (MICU)

• **Laboratory/Pathology**

• **Medical Admissions Center**

• **Nassif Heart Center**

- Diagnostic Cardiology/Heart Holding
- Cardiac/Pulmonary Rehab
- Cardiovascular Lab
- Echocardiology
- Electrocardiology (EKG)
- Electrophysiology Lab
- Interventional Vascular Lab

• **Nassif Center for Women's and Children's Health**

- Birth Care Center
- Neonatal Intensive Care Unit (NICU)
- Pediatrics

• **Nassif Community Cancer Center**

• **Nassif Radiation Center**

• **Pharmacy**

• **Physical Medicine and Rehabilitation**

- 6 West
- Hospital Therapy Departments
- Neurodiagnostic Lab
- Neuropsychology
- Psychology
- PMR Clinic
- Rehab Administration
- Therapy Plus
- Witwer Children's Therapy

• **Respiratory Care**

• **Surgical Services**

- Digestive Health Center (4 East)
- Operating Rooms
- Post-Anesthesia
- Surgicare
- STAR
- Pain Clinic

• **Work Well Solutions**

**INELIGIBLE Departments**

• **Abbe Center**

• **Jones Regional Medical Center**

• **Living Centers East and West**

• **Surgery Center Cedar Rapids**

• **Transitional Care Center**

• **UnityPoint Clinics, including Hospitalist Program and Gastroenterology Clinic**

• **UnityPoint at Home - Outpatient Hospice & Home Care**