Cleveland Clinic

Maria and Sam Miller
Nursing Excellence Awards

Nursing Excellence Awards Nominations

Process: Any caregiver, patient or visitor may submit a nomination. Submissions will be scored through a double-blind review based on evidence provided in the nomination questions. Honorees will be announced by the end of Nurses Week.

Instructions: Please **DO NOT** use the nominee's name when writing details but rather address as the **NOMINEE**. Answer each question completely, providing at least 2 specific examples as requested, including patient and other caregiver comments. When possible, provide quantitative data to support examples. **Click Here** to submit a nomination.

Award	Eligible Role	Min. CC Emp.
Local Level Awards		
Nightingale Physician Collaboration Award	Physician	1 yr.
Novice Nurse Award	Direct Patient Care Nurse	N/A
Nursing Alliance Award	Non-Direct Patient Care Nurse or APRN	3 yrs.
Nursing Excellence Award	Direct Patient Care Nurse	3 yrs. as an LPN/RN
Nursing Leadership Award	Nurse Leader	1 yr. in role
Outstanding Nursing Support Award	Nursing Support Caregiver	N/A
Zielony Nursing Team Excellence Award	Nursing Team	N/A
Hannah Boland Award for Pediatric Clinical Excellence	Pediatric Nurse (any location)	1 yr. in Peds
Enterprise Level Awards		
Carolyn T. Nieman APRN Excellence Award	APRN	3 yrs.
Excellence in Nursing Ethics Award	Nurse	1 yr.
Nancy M. Albert Excellence in Nursing Research Award	Nurse	1 yr.
Nathan Hurle Award for Continuous Improvement in Nursing	Nursing Institute Caregiver or Team	1 yr.
Professional Practice Model Award for Professional Practice and Development	Nurse	3 yrs.
Professional Practice Model Award for Quality and Safety	Nurse	3 yrs.
Professional Practice Model Award for Relationship-Based Culture	Nurse	3 yrs.
Professional Practice Model Award for Research, Evidence-Based Practice and Innovation	Nurse	3 yrs.
Lifetime Achievement Award	Nurse	5 yrs.
Samuel H. Miller Art of Nursing Award	Direct Patient Care Nurse	5 yrs.

Local Level Awards

Nightingale Physician Collaboration Award

Purpose: Presented in recognition of a physician who collaborates with nurses in a professional and positive manner to achieve a common goal of excellence in patient care.

Eligibility: Any physician with privileges at Cleveland Clinic for at least one year. The nominee must have had no FPPEs in the last two years. Past NEA honorees are eligible in the same award category after 10 years. CNOs may make exceptions.

1. Provide an example of how the nominee shares clinical expertise and shows respect and appreciation for the expertise of their nurse colleagues when collaborating on a common goal.

2. Provide an example showing how the nominee demonstrates a high degree of excellence and standards (honesty, integrity, trust, respect and transparency) and achieves them by continually measuring and improving outcomes in their area of expertise. Include an example of how nursing is positively impacted by this physician's high standards of care.

3. Provide an example showing how the nominee implements change with a positive demeanor.

4. Describe how the nominee's attitude, behavior and interpersonal skills enable them to respond to the needs of patients, families and fellow caregivers in a positive manner beyond expectation (e.g., H.E.A.R.T., active listening, engages the patient and family in dialogue, shared decision-making, provides a caring and supportive environment). The response should show how the nominee acknowledges and respects individual and cultural differences.

Novice Nurse Award

Purpose: Presented in recognition of the exceptional talents, commitment and enthusiasm to deliver outstanding direct patient care in the beginning of a nursing career.

Eligibility: Any nurse employed at Cleveland Clinic who received their first nursing license (LPN or RN that did not already have an LPN license) after May 1, 2024. The nominee must have earned "commendable/achieving" or higher on their last annual performance review and have no corrective action in the last two years. Caregivers are only eligible to receive the Novice Nurse award once. Past NEA honorees in other categories are eligible for this award after 5 years. CNOs may make exceptions.

1. Describe how this nominee demonstrates excellent performance and functions as an integral part of our health care team.

2. Give examples of how this nominee embraces the Relationship-Based Culture (e.g., provides comfort and shows empathy to patients/families, practices cultural sensitivity, promotes wellness and a healthy work environment).

3. Describe how this nominee participates in a collaborative effort with a team to achieve a common goal.

4. Provide an example showing how this nominee has been open to change and improves efficiencies that meet quality and patient safety goals.

Local Level Awards Cont.

Nursing Alliance Award

Purpose: Presented in recognition of the specialized skills, knowledge and support that contribute to the delivery of excellent patient care.

Eligibility: Any nurse in a non-direct patient care role or an advanced practice nurse in a direct or non-direct patient care role (CNP, CNS, etc.) at Cleveland Clinic for at least 3 years. Areas may include but are not limited to quality, education, informatics, program/project management, hospice/home health, care coordination/management, etc. The nominee must have earned “commendable/ achieving” or higher on their last annual performance review and have no corrective action in the last two years. Past NEA honorees are eligible in the same award category after 10 years and in other award categories after 5 years. CNOs may make exceptions.

1. Describe how this nominee demonstrates commitment to service by sharing their specialized expertise with other nurses and providing support services that enhance patient satisfaction and clinical outcomes.

2. Describe how this nominee demonstrates excellent performance and promotes collaboration with other members of our health care team to maximize efficient, well-coordinated patient care.

3. Provide an example showing how this nominee demonstrates superior interpersonal skills with patients, families and fellow caregivers.

4. Provide an example showing how this nominee demonstrates innovation and utilizes problem-solving techniques to improve patient care efficiency and outcomes.

Nursing Excellence Award

Purpose: Presented in recognition of the exemplary skills, talents and dedication in the delivery of outstanding direct patient care.

Eligibility: Any caregiver in a direct (hands-on) patient care, nurse role (excluding advanced practice nurses) at Cleveland Clinic for at least three years. The nominee must have earned “commendable/ achieving” or higher on their last annual performance review and have no corrective action in the last two years. Past NEA honorees are eligible in the same award category after 10 years and in other award categories after 5 years. CNOs may make exceptions.

1. Describe how this nominee demonstrates excellence in the performance as an integral part of our health care team.

2. Describe how this nominee has embraced the Professional Practice Model (e.g., provides comfort measures to patients and families, prevents potential complications, negotiates multiple priorities in care, informs and educates patients, communicates effectively with other caregivers).

3. Provide an example showing where this nominee has elevated the professional image of nursing (e.g., journal clubs, creates patient education materials, professional nursing organizations, certifications, coach/mentor, presentations, publications, health/community fairs, participates in patient care rounds).

4. Provide an example where this nominee has made a change in nursing practice using evidence-based information and made a difference in patient care (e.g., demonstrates a spirit of inquiry, shares journal articles, collaborates with nursing management to identify a practice gap, generates/evaluates a "Best Practice" idea, enlists peers to trial the idea).

Local Level Awards Cont.

Nursing Leadership Award

Purpose: Presented in recognition of the exemplary leadership skills exhibited in a nursing administrative position, focusing on Cleveland Clinic Values.

Eligibility: Any nurse in an official Cleveland Clinic Nursing Institute leadership position for at least one year (e.g., NOM, ANM, manager, director). The nominee must have earned "commendable/achieving" or higher on their last annual performance review and have no corrective action in the last two years. Past NEA honorees are eligible in the same award category after 10 years and in other award categories after 5 years. CNOs may make exceptions.

1. Describe how this nominee has modeled outstanding leadership aligned with the Cleveland Clinic Values.
2. Provide an example of how this nominee has been identified by their peers, subordinates and fellow caregivers as an excellent leader.
3. Provide an example of how this nominee has demonstrated leadership in interprofessional collaboration resulting in performance/process improvement.
4. Provide an example detailing how this leader has elevated the professional image of nursing.
5. Describe how this leader supports and leads quality/strategic initiatives that align with the Professional Practice Model.

Outstanding Nursing Support Award

Purpose: Presented in recognition of exceptional service and collaboration in a nursing support role while demonstrating a positive attitude, professional standards and true concern for patients, families and fellow caregivers.

Eligibility: Any clinical caregiver providing direct (hands-on) patient care, excluding LPNs, RNs & APRNs, in Cleveland Clinic's Nursing Institute (e.g., nursing assistants, BH/ED/OR/nurse technicians, health unit coordinators, unit secretaries, medical assistants). The nominee must have earned "commendable/achieving" or higher at their last annual performance review with no corrective action in the last two years. Past NEA honorees are eligible in the same award category after 10 years and in other award categories after 5 years. CNOs may make exceptions.

1. Provide an example showing how the nominee participates in a collaborative effort of a group/team to achieve a common goal.
2. Provide an example showing how the nominee is open to change and looks for more efficient means of meeting goals. Describe how they implemented a new or improved service, process or practice.
3. Describe how the nominee demonstrates excellence in interpersonal relationships through empathy, compassion, respect and true concern for patients, families and fellow caregivers that provides a caring and supportive environment.
4. Provide an example showing how the nominee serves as a role model by adhering to high moral principles and professional standards through positivity, honesty and integrity.

Local Level Awards Cont.

Zielony Nursing Team Excellence Award

Purpose: Presented in recognition of the collective skills, contributions and achievements in the delivery of excellent patient care.

Eligibility: Any official nursing team of two or more individuals at Cleveland Clinic (e.g., inpatient units, ambulatory areas, shared governance teams, specialty care teams, etc.). Past NEA honorees are eligible in the same award category after 10 years and in other award categories after 5 years. CNOs may make exceptions.

1. Provide an example showing how the nominated team demonstrates excellence through the effective management of patient care (e.g., increased patient satisfaction scores, evidence of nurse satisfaction and retention, quality improvement projects, ongoing collaborative practice).

2. Provide an example showing how the nominated team demonstrates excellence through efficient management that utilizes a team approach to optimize patient care (e.g., utilizing budget, positive productivity/financial data, scheduling, staffing practices, provides physical environment conducive to patient care).

3. Provide an example showing how the nominated team demonstrates excellence through leadership of their nursing team (e.g., demonstrating collegiality, staff initiatives, recruitment and retention efforts, shared governance, participation in ERGs or community activities).

4. Provide an example showing how the nominated team demonstrates nursing skills and knowledge through creativity, problem-solving and on-going educational activities (e.g., number of employees with specialty certification, membership to professional organizations, frequency of educational opportunities provided on the unit, quality improvement or research projects).

Hannah Boland Award for Pediatric Clinical Excellence (1 honoree for all CCF)

Purpose: Presented in recognition of special knowledge, talents and compassion in the delivery of excellent pediatric patient care.

Eligibility: Any nurse providing direct patient care in a pediatric department at Cleveland Clinic for at least one year. The nominee must have earned “commendable/achieving” or higher on their last annual performance review and have no corrective action in the last two years. Past NEA honorees are eligible in the same award category after 10 years and in other award categories after 5 years. CNO may make exceptions.

1. Describe how this nominee demonstrates commitment to pediatric patients and families by providing excellent service that enhances patient satisfaction and positive clinical outcomes.

2. Describe how the nominee participates in a collaborative effort of a group/team to achieve a common goal in the care of pediatric patients and families.

3. Describe how the nominee demonstrates excellence in interpersonal relationships through empathy, respect, integrity and true concern for patients, families and fellow caregivers that provides a caring and supportive environment.

4. Describe how the nominee implemented a new or improved service, process or practice in the care of pediatric patients and families.

Enterprise Level Awards

Carolyn T. Nieman APRN Excellence Award

Purpose: Presented in recognition of excellence in clinical care, support and promotion of the APRN role and interprofessional collaboration.

Eligibility: Any APRN, employed at Cleveland Clinic for at least three years. The nominee must have earned "commendable/achieving" or higher on their last annual performance review and have no corrective action in the last two years. Past NEA honorees are eligible in the same award category after 10 years and in other award categories after 5 years.

1. Describe how this nominee has demonstrated clinical excellence as an APRN (e.g., manages patients with complex care needs, provides patient centered care, diagnosis and treats acute and chronic diseases, prevents potential complications, negotiates multiple priorities in care, informs and educates patients, provides compassionate end of life care).

2. Provide an example of how this nominee has contributed to the development and support of APRN practice through role modeling, mentorship, education and/or other leadership activities (e.g., journal clubs, creating patient education materials, professional nursing organizations, presentations, publishing, committees).

3. Describe how this nominee embodies the principles of teamwork and collaboration through interprofessional initiatives (e.g., leads interdisciplinary rounds, group continuous improvement or research projects).

Excellence in Nursing Ethics Award

Purpose: Presented in recognition of the exemplary skills of providing and influencing an ethical patient care environment that promotes patient values and goals.

Eligibility: Any nurse employed at Cleveland Clinic for at least one year. The nominee must have earned "commendable/achieving" or higher on their last annual performance review and have no corrective action in the last two years. Past NEA honorees are eligible in the same award category after 10 years and another award category after 5 years.

1. Drawing upon Provisions 1-3 of the American Nurses Association Code of Ethics, please describe how the nominee has provided outstanding ethical patient care and mention how these align with the Cleveland Clinic values. Examples might include taking steps to ensure patient understanding of complex healthcare information or facilitating engagement of family or surrogate decision-makers in the plan of care (https://codeofethics.ana.org/provisions).

2. Drawing upon Provisions 5, 6, and 8 of the American Nurses Association Code of Ethics, please describe how the nominee has contributed to influencing an ethical environment and mention how these align with the Cleveland Clinic values. Examples might include developing strong interprofessional collaborative processes or relationships to optimize ethical patient care.

3. Drawing upon Provisions 4, 7-10, of the American Nurses Association Code of Ethics, please describe how the nominee has demonstrated commitment to other nurses or the profession of nursing and mention how these align with the Cleveland Clinic values. Examples might include addressing moral distress, mentoring or educating others, or engaging in other professional activities.

Enterprise Level Awards Cont.

Nancy M. Albert Excellence in Nursing Research Award

Purpose: Presented in recognition of excellence in conducting, translating, and/or disseminating Cleveland Clinic-led research and raising awareness of the value of evidence-based practices that result from nursing research.

Eligibility: Any nurse employed at Cleveland Clinic for at least one year. The nominee must have earned "commendable/achieving" or higher on their last annual performance review and have no corrective action in the last two years. Past NEA honorees are eligible in the same award category after 10 years and in other award categories after 5 years.

1. Provide examples of how the nominee has contributed to nursing's body of knowledge through the development (of research ideas or proposals) and/or through the implementation (conducting) of Cleveland Clinic-based nursing research. Include title(s) of nursing research study(ies) and study status (in-process, completed, published, presented).

2. Provide examples of how the nominee has guided, supported or influenced other Cleveland Clinic nurses' research activities in meaningful, measurable ways through the art of mentorship and/or through collaborative support.

3. Describe the nominee's contributions to the dissemination of completed Cleveland Clinic-based nursing research through oral/poster presentations (e.g., content development, preparation/formatting). Provide details (meeting name, presentation name, site presented, oral/poster and date(s)). Enter N/A if not applicable.

4. Describe the nominee's contributions to the dissemination of completed Cleveland Clinic-based nursing research through publication in peer-reviewed journals (e.g., content development, writing, formatting) and the nominee's role (first author, co-author, senior author). Provide details (title of the paper & name of the journal). If disseminated in a Cleveland Clinic forum (Consult QD, Notable Nursing, etc.), describe the reference. Share the importance of implications of the research findings, when known. Enter N/A if not applicable.

5. Provide specific examples of the nominee's efforts to secure internal (Cleveland Clinic) or external funding to support research activities (e.g., literature reviews, implementing a study, developing a manuscript) when applicable. Enter N/A if not applicable.

6. Provide at least three examples of how the nominee aligns with the Cleveland Clinic Values.

Nathan Hurle Award for Continuous Improvement in Nursing

Purpose: Presented in recognition of excellence in the pursuit of process improvement and innovation while demonstrating the key attributes of integrity, respect, teamwork and accountability.

Eligibility: Any nursing team or individual caregiver employed in the Cleveland Clinic's Nursing Institute for at least 1 year. The nominee must have earned "achieving" or higher on their last annual performance review and have no corrective action in the last two years. Past NEA honorees are eligible in the same award category after 10 years and in other award categories after 5 years.

1. Describe and provide an example of how the nominated team/individual has demonstrated excellence in continuous improvement in Nursing and fostered a culture of improvement at Cleveland Clinic.

2. Describe how the nominated team/individual has demonstrated the key attributes of integrity, respect, teamwork and accountability during the improvement process.

3. Describe how clinical, operational or caregiver engagement outcomes have been positively impacted by the continuous improvement efforts of the nominated team/individual.

Enterprise Level Awards Cont.

Professional Practice Model Award for Professional Practice and Development

Purpose: Presented in recognition of embracing life-long learning and continuous professional growth to advance the professional practice of nursing.

Eligibility: Any nurse employed at Cleveland Clinic for at least three years. The nominee must have earned "commendable/achieving" or higher on their last annual performance review and have no corrective action in the last two years. Past NEA honorees are eligible in the same award category after 10 years and in other award categories after 5 years.

1. Describe how the nominee demonstrates excellence in educating patients, families and fellow caregivers.

2. Describe how the nominee shares their superior knowledge of nursing with students, academic organizations and the community (e.g., precepting, school advisory boards, health fairs or community events).

3. Provide examples of how the nominee serves as a role model by continuing to improvement their professional practice and development (e.g., professional ladder, certifications, involvement in professional organizations).

4. Provide examples of how the nominee supports and encourages their fellow caregivers in improving their own professional practice and development (e.g., mentor, resource in the work environment, clinical leadership).

Professional Practice Model Award for Quality and Safety

Purpose: Presented in recognition of significant work in providing safe care where patients and caregivers achieve high-quality outcomes.

Eligibility: Any nurse employed at Cleveland Clinic for at least three years. The nominee must have earned "commendable/achieving" or higher on their last annual performance review and have no corrective action in the last two years. Past NEA honorees are eligible in the same award category after 10 years and in other award categories after 5 years.

1. Describe how the nominee demonstrates leadership in projects associated with nurse quality indicators: CLABSI, restraints, falls, pressure ulcers, CAUTI, ambulatory quality projects, etc.

2. Describe how the nominee serves as a role model in the practice of safe clinical care, prevention and health promotion.

3. Describe how the nominee contributes to continuous improvement initiatives that lead to positive changes in safety and quality outcomes.

4. Provide an example of an action taken or an innovative solution developed/implemented by the nominee to address a quality/safety issue.

Enterprise Level Awards Cont.

Professional Practice Model Award for Relationship-Based Culture

Purpose: Presented in recognition of significant contributions to build and promote strong relationships with patients, families, fellow caregivers and the community.

Eligibility: Any nurse employed at Cleveland Clinic for at least three years. The nominee must have earned "commendable/achieving" or higher on their last annual performance review and have no corrective action in the last two years. Past NEA honorees are eligible in the same award category after 10 years and in other award categories after 5 years.

1. Describe how the nominee demonstrates leadership in providing patient-family centered care with empathy, respect and compassion.

2. Describe how the nominee demonstrates the ability to positively influence the patient experience through shared decision-making.

3. Describe how the nominee promotes wellness and a healthy work environment for their fellow caregivers.

4. Describe how the nominee uses their interpersonal skills to improve nursing's relationship with the community.

Professional Practice Model Award for Research, Evidence-Based Practice and Innovation

Purpose: Presented in recognition of the utilization of research, evidence-based practice & innovation which transforms healthcare to provide the best outcomes for patients.

Eligibility: Any nurse employed at Cleveland Clinic for at least three years. The nominee must have earned "commendable/achieving" or higher on their last annual performance review and have no corrective action in the last two years. Past NEA honorees are eligible in the same award category after 10 years and in other award categories after 5 years.

1. Describe how the nominee contributes to the advancement of evidence-based practice and/or nursing research (e.g., projects, research lead or support role, best-practices).

2. Describe how the nominee promoted/shared clinical knowledge based on research and/or evidence-based practice to peers, patients and the community (e.g., posters, presentations, in-services, journal/book clubs).

3. Provide an example of how the nominee has served as a role model in the implementation of evidence-based practice initiatives that influenced positive patient outcomes.

4. Give an example of a time when the nominee used innovation to make improvements in providing the highest level of care.

Enterprise Level Awards

Lifetime Achievement Award

Purpose: Presented in recognition of the significant accomplishments made throughout a career that advanced the practice of nursing, improved patient outcomes, enhanced the work environment and promoted interprofessional teamwork.

Eligibility: Any nurse of 25 years or more and employed at Cleveland Clinic for at least five years. The nominee must have earned "commendable/achieving" or higher on their last annual performance review and have no corrective action in the last two years. Caregivers are only eligible to receive the Lifetime Achievement award once. Past NEA honorees in other categories are eligible for this award after 5 years.

1. Describe how this nominee has advanced the profession and practice of nursing. Provide examples of the visionary, innovative work the nominee has done in the role of change agent.

2. Give specific examples of the superior knowledge and expert skills the nominee has applied in ways that have measurably impacted quality of care and improved outcomes of patients.

3. Describe the nominee's contributions to shaping the environment of care and examples that demonstrate their ability to positively influence fellow caregivers (e.g., mentoring, role-modeling, promoting/supporting wellness).

4. Provide examples of how the nominee has contributed to nursing's body of knowledge (e.g., research, publishing, presentations, journal clubs, charity/community involvement, shared governance, boards, committees).

5. Give specific examples of how the nominee has led and promoted interprofessional teamwork.

6. Provide at least three examples of how the nominee aligns with the Cleveland Clinic Values.

Samuel H. Miller Art of Nursing (CNO Selection Only)

Purpose: Presented in recognition of the distinguished expertise, talents and dedication that promote and support caring for patients, families and fellow caregivers.

Eligibility: Any nurse providing direct patient care at Cleveland Clinic for at least five years. The nominee must have earned "commendable/achieving" or higher on their last annual performance review and have no corrective action in the last two years. Past NEA honorees are eligible in the same award category after 10 years and in other award categories after 5 years. CNOs may make exceptions.

Process: Selection process will be determined at the local level with CNOs making the final selection. Honorees will be announced by the end of Nurses Week.

Instructions: A short write-up (1-2 paragraphs) describing why the honoree was selected should be submitted by the CNO.