

Dear WOCNCB,

It is our team's pleasure to nominate our employer for the WOCNCB 2021 Employer Recognition Award. This nominee has a long history of commitment to the WOCNCB certification, beginning with our inaugural RN attending ET school in 1981 and launching the practice of Enterostomal Therapy from within the nominee's organization. Since that time, the facility has built another patient tower, expanded its outpatient clinics, and since grown its WOC staffing to three full time and one per diem full scope CWOCNs. In addition to supporting every inpatient unit of the facility as well as its outpatient Wound and Ostomy clinic, the nominee supports Ad Hoc same-day WOC nursing consultations for every specialty outpatient clinic regardless of appointment.

In 2018, the nominee recognized the importance of an extended wound care and pressure injury prevention presence. The program development and financial approval was obtained for 60 existing employees (RNs and Respiratory Therapists) to receive the WOCN Society WTA curriculum which the facility termed the participants as "Skin Champions." The nominee purchased a program license, paid for each individual employee to register for the curriculum, and had their education performed on company time while providing reimbursement through the nominee's education fund. Since its inauguration, the Skin Champion program has led to a 67% reduction of hospital acquired pressure injuries.

Following the completion of the WTA curriculum, the nominee offered to reimburse all participant exam fees needed to take and pass the WTA-C certification. Regardless of sitting for the exam, the participants continued to receive education from the WOC nurse team on a monthly basis which was paid for and allocated by the nominee's education fund.

The nominee supports reimbursement for a specialty practice exam which includes all WOCNCB certifications. Additionally, the nominee awards a one-time bonus for successful completion of a specialty exam of which, any WOCNCB certification is named in this policy for eligible bonus award.

The nominee continuously recognizes the benefit and value of the WTA curriculum-trained Skin Champions by publishing their accomplishments on the nominee's company intranet and in their printed publication that is distributed tri-annually.

To recognize the achievement, practice, and maintenance of the WOC certification, the nominee maintains a job classification and salary scale separate than the institution's RN career ladder designation. This salary scale is utilized when a WOC RN is directly hired into the institution. In the event of an internal RN transitioning into the WOC RN role, their role designation also transitions into the increased salary range – recognizing the hard work and financial strain that is placed on WOC RNs to obtain and maintain their certification.

The nominee has been, and continues to be, dedicated to training a new generation of WOC nurses. The nominee maintains clinical agreements with two WOC educational institutions and is pending a third clinical agreement. The nominee continues to accept WOC students to be precepted – even during the pandemic.

Over the last five years, the nominee has recognized the importance of tri-certified WOC RNs and has doubled the size of their team. Additionally, the nominee supported all nurses on the WOC team who were not full scope at their time of hire to become full scope Wound Ostomy Continence RNs. Due to the unique patient population and specialties that this nominee serves, all scopes of the discipline are

utilized frequently by specialty outpatient clinics as well as inpatient nursing units. The nominee recognizes and supports the unique patient population that their WOC nursing team serves and encourages and provides opportunities for the team to provide education to external facilities when requested.

To help refine and include WOC RN presence in the nominee's multidisciplinary colorectal clinic, the nominee helped financially support one of our team's CWOCNs to travel to a national conference for pediatric bowel management. In addition to specialized conferences, the nominee provides financial support for their WOC RNs to attend the annual conference of the Wound Ostomy Continence Nurses Society to continue to grow and elevate their practice and continue to provide gold-standard services to the patients they serve.

The members of the nominee's Wound Ostomy Continence team thank the WOCNBC for the opportunity to recognize the commitment and dedication the nominee shows to its patients by its continued dedication to recognition, appreciations, encouragement, and advancement of the WOCNCB credentials.