

**PHILOSOPHY: WHAT WE BELIEVE**

WE, The Nurses of UCDMC **Believe** that our mission is to provide science-based, technologically precise, compassionately delivered nursing care; **Define** nursing as a scientific discipline that takes a holistic approach to the diagnosis and treatment of potential and actual responses to illness with a goal of lessening the effects of illness, promoting comfort and healing, and assisting patients to achieve an optimal level of self-care; **Practice** in a dynamic university medical center that promotes ongoing learning for all health professionals; **Strengthen** our practice through a commitment to innovation and nursing research; **Accept** professional accountability to patients, families and the community; **Recognize** the uniqueness of each person, and respect, protect and advocate for the individual's right to self-determination, self-expression, confidentiality and dignity; **Believe** that we best serve through collaboration with other health care professionals who join with us in treating and advocating for those who need our nursing care; **Believe** that the relationships we build have an inherent capacity to promote health, healing, and wholeness; **Commit** ourselves to support, acknowledge and nurture one another, thereby creating an environment of mutual respect and caring.

**MISSION: WHY WE ARE HERE**

Provide science-based, technologically precise, compassionately delivered patient care.

**LOVE**

**COMPASSION**

**COURAGE**

**INTEGRITY**

**VALUES: HOW WE SHOW UP *Extraordinary Love, Compassion, Courage, Integrity, in Every Situation***

We build relationships grounded in inclusivity, patience, kindness, and gratitude. In our teams and work, we bring our whole selves in an authentic and caring spirit and encourage others to do the same.

We provide empathetic and compassionate care of ourselves and others through attunement, wondering, following and holding, maintaining dignity and value while developing human relationships.

We stay true to our values, even in the face of risk or loss. We speak up. We do this all in the service of personal and organizational integrity.

We work to make decisions and meet challenges with integrity, working together to resolve issues and maintain trustworthiness, goodness, decency, honor, and respect.

**BEST PEOPLE & PRACTICE ENVIRONMENT**

**BEST PATIENT EXPERIENCE**

**BEST QUALITY**

**BEST FINANCIAL STEWARDSHIP**

**4 Bs (STRATEGIC OBJECTIVES): HOW WE DO IT**

Our work and practice environment attracts & retains the best people

We deliver exceptional, patient centered care with each patient interaction

We have exceptional clinical and performance outcomes

We have the resources to pursue the fulfillment of our Mission & Vision

**PROFESSIONAL GOVERNANCE GOALS: HOW WE GET THERE**

Strengthen structural empowerment through advancing our professional governance and nursing professional practice

Focus on issues and support of valuing diversity, equity and inclusion as integral to the care to our colleagues, patients and their families

Recognize all members of the interprofessional team for their collegiality and contributions to their practice, the team, the patient, the hospital, and community

Increase the percentage of eligible staff with specialty certifications

Engage staff in competency management design process

Collaborate with interprofessional colleagues on organization-wide workplace violence prevention initiatives

Accreditation of APP Fellowship

Elevate nursing practices related to patient and family centered care and staff engagement leading to a patient centered experience

Enhance role of patients and families in decision making

Engage patients and families in bedside report, plans of care, and through purposeful nurse leader rounding

Outperform national benchmarks relevant to patient experience indicators

Host patients and/or families to share their experience at department meetings

Develop and refine nursing's strategic outreach with external partners

Advance age friendly care delivery to older adults through implementation of evidenced based practices

Increase participation in substance use navigator program

Enrich exemplary professional practice by advancing our relationship-based culture and culture of safety

Build an evidence-based collaborative network designed to support safe patient transitions throughout the care continuum

Increase the number of departments with national award recognition

Utilize data and evidence to support decision making, drive practice and achieve empirical quality outcomes

Outperform national benchmarks of select nurse sensitive indicators

Reduction in medication administration errors

Reduce severe sepsis related mortality

Reduce surgical site infection rates

Grow palliative and hospice programs

Optimize evidence-based capacity management through a person-centric approach to patient throughput

Focus on sustainability by reducing waste via nursing workflow and green materials-management practices

Optimize the capture of reimbursable services by APPs

Increase all interfacility tertiary & quaternary transfers

Increase percentage of patients DC by 2pm

Maintain 84% of patients transferred within 1-hour of orders and ready bed assignment

Reduce the average Length of Stay

Partner with Health Sciences Development to build a culture for philanthropy, catalyzing gratitude as the key ingredient in financial support for staff and programs improving patient health

**UNIT BASED PRACTICE COUNCIL GOALS: HOW WE SUPPORT PERFORMANCE EXCELLENCE**

**VISION: WHERE WE ARE HEADED**

The highest quality of patient care provided through the advancement of nursing practice.