**Our Mission**

UPMC’s mission is to serve our community by providing outstanding patient care and to shape tomorrow's health system through clinical and technological innovation, research, and education.

**Our Vision**

UPMC will lead the transformation of health care. The UPMC model will be nationally recognized for redefining health care by:

- Putting our patients, health plan members, employees, and community at the center of everything we do and creating a model that ensures that every patient gets the right care, in the right way, at the right time, every time.
- Harnessing our integrated capabilities to deliver both superb state-of-the-art care to our patients and high value to our stakeholders.
- Employing our partnership with the University of Pittsburgh to advance the understanding of disease, its prevention, treatment and cure.
- Serving the underserved and disadvantaged, and advancing excellence and innovation throughout health care.
- Fueling the development of new businesses globally that are consistent with our mission as an ongoing catalyst and driver of economic development for the benefit of the residents of the region.

**Section 1 - Values**

**Caring and Listening**

**Rating:** Top Performer (Role Model)

**Dignity and Respect**

**Rating:** Top Performer (Role Model)

**Excellence and Innovation**

**Rating:** Solid, Strong, Good Performer
### Quality and Safety

**Rating:** Superior Performer

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### Responsibility and Integrity

**Rating:** Top Performer (Role Model)

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### Values Summary

**Comments:** Fully embraces and serves to promote UPMC’s mission is to serve our community by providing outstanding patient care and to shape tomorrow’s health system through clinical and technological innovation, research, and education.

- Clinical role
- Leadership role
- Academic role

Provide leadership and oversight to the Advance Practice Providers for the Hospitalist, Critical care and Palliative Care. Developed schedule, clinical structure and policies for the new advanced practice program in critical care at UPMC Hamot.

Cameo of Caring award recipient 2013

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### Section 2 - Goals

#### Education and mentor

In the next year, the goal to mentor and provide round the clock APP services at a high level of care.

- **Due Date:**
  - **Rating:** Superior Performer
  - **Weight:** 0%

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#### Leadership: Human Resource

Effective Human resource leadership. Early identification and intervention of any APP issues or concerns.

- **Due Date:**
  - **Rating:** Solid, Strong, Good Performer
  - **Weight:** 0%

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### Quality
Provide direction to quality initiatives. Identify one quality improvement indicator/project for APP’s for the next year.

- Due Date:
  
  **Rating:** Superior Performer  
  **Weight:** 0%

### Goals Summary

**Comments:** Currently working on recruitment plan with human resources for CCM. Goal of 18-24 hr coverage of APPs in ICU.

Over the last year have I have worked with human resources on APP performance issues, and APP and physician issues.

*Member of APP system wide operations committee (setting standards for education and credentialing APPs system-wide.  
*Member of the system wide "monitoring safety" committee- evaluating safety standards system-wide.  
*Member of the RHS Governance committee (APP rep)

### Section 3 - Responsibilities

**Responsibility 1**

Oversees the on boarding process including recruiting, interviewing, and hiring new CRNP/PAs in collaboration with HR. 
Trains and orients new CRNP/PAs. 
Carries out supervisory responsibilities in accordance with the organization’s policies and applicable laws. 
Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

**Rating:** Superior Performer  
**Weight:** 0%

**Responsibility 2**

Assess selected patients. Analyze the patient’s response to disease processes and develop therapeutic interventions. Document this appropriately within the medical record. Communicate with other disciplines to formulate and implement a collaborative plan of care. 
Order medical consultations, therapeutics, directives and interventions including, but not limited to, medications, diagnostic tests and nutrition. Ensure orders are co-signed by physician preceptor or designee within 24 hours.

**Rating:** Top Performer (Role Model)  
**Weight:** 0%

**Responsibility 3**
Possesses the ability to obtain and interpret information considering age specific needs. Participate in medical team rounds daily. Present patient assessments, diagnosis and a plan of care.

**Rating:** Superior Performer  
**Weight:** 0%

### Responsibility 4

Assist with or independently perform invasive patient care procedures. Plan and implement the discharge of patients. Complete the dictation of discharge summaries and the follow-up plan of care.

**Rating:** Superior Performer  
**Weight:** 0%

### Responsibility 5

Serve as a resource to other members of the health care team to facilitate patient care delivery. Practice and promote economically effective health care delivery. Serve on interdisciplinary committees which determine policies related to the delivery of care. Participate in activities designed to promote continuous learning and updating of skills.

**Rating:** Top Performer (Role Model)  
**Weight:** 0%

### Responsibility 6

Manage Advanced Practice Provider Services utilizing sound management principles. Assist Advanced Practice Providers in meeting educational needs. Maintain budgetary control and promote cost containment. Ensure effective vertical and lateral communications.

**Rating:** Superior Performer  
**Weight:** 0%

### Responsibility 7

Ensure that the policies and goals of the hospital and the philosophy and objectives of the hospital are fulfilled. Follow appropriate infection control procedures. Recognize patient satisfaction as a priority. Demonstrates UPMC Hamot’s commitment to service excellence by understanding the needs of patients, their families, physicians and co-workers and doing what is required the first time, every time by being responsible, sensitive, accurate, timely, coordinated and thorough.

**Rating:** Top Performer (Role Model)  
**Weight:** 0%
### Responsibilities Summary

**Comments:** Provide leadership and oversight to the Advance Practice Providers for the Hospitalist, Critical care and Palliative Care.

Developed schedule, clinical structure and policies for the new advanced practice program in critical care at UPMC Hamot.

Clinically provides and manages health care of acutely ill, critically ill, and chronically ill adult patients in a wide range of clinical settings within the medical center. Performs physical exams, collects and documents data, conducts approved diagnostic and therapeutic procedures, orders and schedules laboratory studies and professional consultations, prescribes appropriate interventions and medications, and provides direct patient care services in a specific ICU. Performed advanced procedures including CVC, Arterial line, and endotracheal intubations. Served as a preceptor for new nurse practitioners and nurse practitioner students. Mentor new providers in ICU.

Functions as an Assistant Professor in The Department of Acute/ Tertiary Care, Adult- Gerontology Acute Care Nurse Practitioner program. Assisted with planning and development of an Adult-Gerontology Acute Care Nurse Practitioner cohort group at UPMC Hamot. Provides oversight for exams and classes. Clinical instructor for physical assessment and invasive procedure laboratory simulation. Rounding group facilitator for differential diagnosis. Provide students with advisement on clinical, didactic and project

*Member of APP system wide operations committee
*Member of the system wide “monitoring safety” committee
*Member of the RHS Governance committee (APP rep)
2013 Cameo of Care award recipient

Recognized by patient family by receiving angle award

### Section 4 - Overall Summary

**Summary**

**Comments:** Words I try and live and work by everyday:

“Never lose sight of the fact that the most important yardstick of your success will be how you treat other people - your family, friends, and coworkers, and even strangers you meet along the way.” B.Bush