



Review Period:

From (Effective Date)	
To: (Evaluation Date)	

Employee Name			
Job Title:	Chief Nursing Officer/Chief Regulatory Officer	Dept Name	Executive Administration
Supervisor's Name			
Employee's Signature and Date			
Supervisor's Signature and Date			
Dept Head's or AD's Signature and Date			

*Acknowledges receipt of Performance Evaluation

**Date copy received

*** To initiate appropriate HR transaction.



Performance Program

Performance Program

Job Duties & Responsibilities

List the specific duties/responsibilities and define the expectations for the evaluative period:

Duties & Responsibilities	Expectations
Plans, implements and directs a comprehensive Nursing strategy at Stony Brook University Hospital and provides leadership that drives superior patient centered care and service, evidence-based clinical decision making and continuous improvement in quality and safety for patients.	Ensures all nursing policies and practices are aligned with applicable laws, regulatory requirements and the mission, vision and values of SBUH.
Continually assesses the organizational structure, work processes and service level of the Nursing Division	Collaborates with the hospital's leadership team, executive team of the physician practices, HSC and other organizations within SBU to promote best practices across the enterprise. Recommends, and implements sound changes to best meet organizational needs.
Oversees all areas of Nursing, providing guidance, direction and support to the Nursing Leadership team.	Develops the leadership skills of Nursing leaders through effective role modeling and coaching.
Works closely with union leadership to effect positive relationships, workforce development and an environment that supports continuous change and adaptability as the healthcare marketplace continues to evolve.	Models creative and collaborative problem solving. Ensures the implementation of any agreed upon changes or remedies to problems.
Reviews employee compliance metrics (annual physicals, annual required education, flu vaccination/declination, performance programs, performance evaluations, etc) with individual Nurse Leaders and Regulatory Leaders on an ongoing basis and guides leaders as needed to achieve ongoing compliance.	Consistently achieves compliance rates of 95% or above.
Develops models of care that allows clinicians to practice at the top of their license in delivering high quality care.	Defines and ensures adherence to standards of care based on research and/or evidence-based practice.
Develops and implements an integrated professional practice model for patient care that supports the unique attributes of each professional discipline and results in a cohesive, collaborative, interdisciplinary patient care team that focuses on the needs of the patient and the family.	Advances an interdisciplinary-shared governance structure that supports effective clinical decision making and high performing teams.
Builds and maintains an effective relationship with the hospital leadership team, physician leaders and staff.	Fosters a multidisciplinary approach to quality improvement work and proactively identifies strategies that will improve the quality of care and the patient experience
Plans, implements and directs a comprehensive Regulatory strategy at Stony Brook University Hospital and oversees the development and revisions of policies and practices that are aligned with applicable laws, regulatory requirements and the mission, vision and values of SBUH.	Continually assesses the health system's state of readiness related to all regulatory affairs including but not limited to the Joint Commission, Department of Health, OMH and the Justice Center. Analyzes data, develops plans, systems and protocols, which are aligned with ongoing compliance and readiness.
Oversees all investigations related to regulatory issues.	Ensures the thorough, accurate and timely response to all inquiries.
Monitors hand hygiene/handwashing data for organization, addresses opportunities for improvement and holds parties accountable, as appropriate.	Works with leadership to ensure proper hand hygiene compliance.
Oversees the timely and thorough review of Culture of Safety/Employee Engagement Survey data.	Collaborates with other members of the leadership team to develop appropriate solutions and/or interventions to opportunities identified in the survey, placing the highest priority on any safety related issues. Ensures timely implementation of solutions and/or interventions. Ensures survey results, response plans and implementation efforts are communicated to all staff, as appropriate.
Works with the leadership team and appropriate team members to address organizational sustainability efforts.	Follows Practice Greenhealth guidelines, as identified by organizational sustainability goals and Executive Steering Committee.

Continually assesses the organizational structure, work processes and service level of the Quality Division, recommends, and implements sound changes to best meet organizational needs.

Collaborate with the hospital's leadership team, executive team of the physician practices, HSC and other organizations within SBU to promote best practices across the enterprise.

II. Goals for Upcoming Review Period

Indicate goals related to the development of programs, projects or services, professional development, participation in University activities, committees, etc.

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IV. Secondary Source Consultation

Indicate the degree to which individuals in other offices or agencies shall be consulted as part of the evaluation process and whom will be involved with the performance of the employee.

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