

Rubric for Essay Questions

Name: <i>Jenika McMillan</i>	Date Graded:	Week # 3	Essay Question # 1	Due: 9/11/11 @ 11:59pm Submitted: Date: <i>9/10/11</i> Time: <i>5:15</i> AM PM	Total Score 40 / 50 <i>80</i> %
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Response	Criteria	Rating
Exemplary	Clarity of thought, complete. Shows understanding of all processes, reasonable hypothesis or thoughtful questions, conclusions supportable by data, shows creativity, may include some graphic representation of data or concepts.	50
Competent	Clarity of thought, shows understanding of major processes, includes good hypothesis or questions, draws acceptable inferences and conclusions, may have graphic representations.	40
Minor Flaws	Completes the assignment, but explanations may be slightly ambiguous or unclear, may contain some incompleteness, inappropriateness, or unclearness in representation, hypothesis, understanding of processes, or conclusions.	30
Nearly Satisfactory	Begins successfully, but omits significant parts or fails to complete, may misuse terms, representations may be incorrect or omitted, incorrect or incomplete in analysis, inferences and conclusions.	20
Fails to Complete	Assignment and explanation is unclear, or major flaws in concept mastery, incorrect use of terms, inappropriate or omitted hypothesis.	10
No Attempt	Does not begin assignment	0

Comments:

See comments attached to written paper.

*→ Increasing original grade since it was 1st essay question ~
Please correct the issues identified ~ will not continue to be lenient.*

Running heading: CARLE FOUNDATION ORGANIZATION

Rec'd & Ack'd
9/10/11 5:15am

Carle Foundation Organization

Tenika McMillan

Lakeview College of Nursing

RN 405

September 9, 2011

Missed the mark a bit in completing the assignment. The assignment was to describe the healthcare organization, and why this understanding is important to leaders within it. As a leader in this organization, how would your decisions & problem solving be affected by the type/characteristics of the organization?

Good effort to incorporate concepts, but lacked application and relationship to nurse leadership. Also lacked some other key elements ~ org. structure, accreditation, system/networks, Mission/Vision, etc.

CARLE FOUNDATION ORGANIZATION

Should be written in 3rd person not a personal account/opinion.

Why you chose was not part of assignment

When choosing to work for an organization, there are many things to take into consideration. The most important for me is the reputation that the organization carries and the quality of care patients receive. Other things such as employee satisfaction, competitive wages, convenient location, professional growth opportunities, and the type of work environment play a huge part in my decision to work for an organization. I feel that nurses have the ^{responsibility?} ~~ability~~ to be opportunity? critical when choosing a place of employment due to the need for professional nurses. Therefore, working for an organization that meets the applicant's personal views is imperative. Using these criteria, this is how I choose to work for Carle Foundation Hospital.

Great place to have incorporated Mission, Vision, Values

Carle Foundation Hospital is located in Urbana, IL; it is a 325-bed regional care hospital that has achieved Magnet designation, the nation's highest honor for nursing care. It is the area's only Level I Trauma Center as well as Level III perinatal services. Carle Foundation Hospital, "responds to the rapidly changing nature of the economic, social, and demographic environment at the national, state, and local level." (Yoder-Wise, 2011, pg.117) Carle offers an array of services to the community, from addiction recovery services to a locally recognized cancer center. Carle also has Clinics strategically placed throughout east-central Illinois for a more convenient patient experience. Carle also holds some of the top national recognized awards including Thomson Reuter's top 100 hospitals in the U.S. and Health Care's Most Wired for 2011. The Health care's most wired award is given for hospitals that continue to improve adoption of technology to manage health information and patient care. Carle is also a magnet certified hospital for the exemplary nursing care the patients receive.

Awesome Award - I read about this!!



repetitive

CARLE FOUNDATION ORGANIZATION

Carle Foundation is a known for being a teaching hospital molding future doctors, nurses, and other disciplines in the medical and administration fields. Carle provides a continuum of care including primary, secondary, and tertiary services. Carle is also listed as a private non-profit organization, described as; being controlled by voluntary boards or trustees and provide care to a mix of paying and charity patients. In these, organizations, excess revenue over expenses is redirected into the organization for maintenance and growth rather than returned as dividends to stock-holders. These organizations are required to serve people regardless of their ability to pay. (Yoder-Wise, 2011, pg. 119)

2 spaces between sentences

Leadership and management roles for nurses are proliferating in healthcare organizations that are developing or evolving in response to environmental driving forces. (Yoder-Wise, 2011, pg. 131) Carle employs an abundance of nurse leaders in management roles. According to Yoder-Wise, to be effective, nurse leaders must be not only patient-centered but also employee-centered. They also suggest that nurse leaders can use measurement tools to assess the dynamics of shared governance at the department and unit level. (pg. 132) Nurse leaders lead and set strong professional examples for the nurses that serve under them, giving them a conformation that they can achieve the same goal. Carle offers many opportunities for employees to continue their educational and professional growth, from nurse based committees to education assistance programs. The opportunity to evolve into a leadership position at Carle is another reason why I chose to work there. They also provide their employees with clean, safe, and positive work environments, ideal working conditions for me.

CARLE FOUNDATION ORGANIZATION

huh?

Incorporating problem solving and decision making are both factors in choosing to be a part of an organization. Yoder-Wise defines decision making as a, purposeful and goal-directed effort that uses a systematic process to choose among options. Problem solving, is defined as a decision-making step, is focused on trying to solve an immediate problem, which can be viewed as a gap between “what is” and “what should be”. (pg.99) My decision making was a process of looking at employee satisfaction, competitive wages, convenient location, professional growth opportunities, as well as the organizations reputation. In my decision, there was no need for problem solving on choosing the place best fit for me to work. I am comfortable in the role I hold at Carle and plan to use the opportunities they offer to increase my nursing experience.

References

Carle Foundation Hospital. (Sept. 2011) retrieved from:

www.carle.org/aboutus

Yoder-Wise, P. (2011) *Leading and managing in nursing*. (5th ed.)

St. Louis, MO: Elsevier Mosby