



Nurse Educator of the Year Nomination Form

Nurse nominated/title:	Richard Milam, RN, BSN, CCRN
Unit:	H4
Manager's Signature:	Allison Lord <i>Allison Lord</i>
APP's Signature (if applicable):	Gina Boshears <i>Gina Boshears</i>

Nominated by/SAP number and Title:	RNs: April Verver (43477), Adrian Begay (54369), Tiffany Earls (46426), Don Onyeokeziri (38823), Amanda Carmichael (40698), Jennifer Boyd (33670), Latoria Hall (46863), Toby Brown (58881)	
Unit:	H4	
Telephone Number	501-526-3400	
Nominator's Signature	Click here to enter text	Date: 3/19/2018

Provide a summary two (2) paragraphs only of why nurse is being nominated including education, span of those impacted, quality and consistency of educator.

Richard is one of the most dedicated educators known to both H4, the Trauma/CVICU, and the hospital at large. In addition to his leadership role as H4 charge nurse, RN IV, H4 Unit Based Council Chair, PNO role, and RRT (rapid response team) commitment, Richard is instrumental in coordinating and teaching ICU hemodynamics and IABP (IntraAortic Balloon Pump) classes, consistently takes the lead role in organizing the Critical Care Skills Fair, and incorporates the latest and most sophisticated technology in Critical Care Nursing. For the past three years Richard has been a key TNCC (Trauma Nurse Core Course) instructor, an imperative Emergency Nursing Association course that prepares our ED, ICU, trauma unit, and PACU nurses to be ready for all traumas (motor vehicle accidents, head injuries, gunshot wounds, spinal cord injuries, etc.) brought to UAMS, the only adult level-one trauma center in the state of Arkansas.

Not only is Richard known across the hospital for his approachability, skill level, and energetic teaching style, he is highly revered on his home unit. Richard often comes in on his days off to provide education to our H4 staff, was selected to be preceptor for six ICU nurses, and played a pivotal role in organizing and coordinating the ICU residency program, teaching countless courses each time a new group comes through. His role as Superuser of the Edwards Lifescience EV1000 equipment has helped our staff better understand the principles of hemodynamics. Not only is Richard a great mentor and leader on our unit, he handles stressful situations with grace, calmly teaching less experienced staff while he stabilizes patients. He's one of the most professional and competent educators we've ever known.



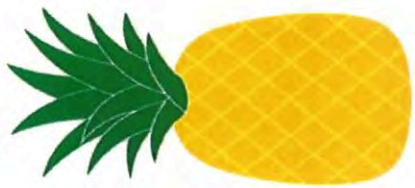
In addition, provide two (2) additional "Supportive" statements (one-two paragraphs only) to include a specific example from individuals/s who have been educated by nominee within the past 12 months. If unknown, nominee's direct supervisor will be contacted to submit.

Toby Brown (58881):

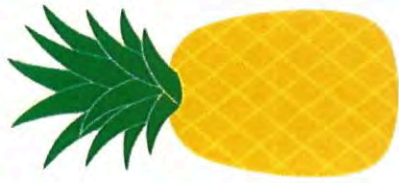
"During my orientation as a new graduate ICU nurse, I was asked who I wanted to orientate with after completing the residency program, and I mentioned that I would like to orient with Richard. I really didn't expect that to happen since he is one of the main charge nurses on H4 night shift. However, Richard changed his shifts around to work with me, and I am very thankful for that. One of the main reasons I choose to work on H4 was because of how Richard would seek my classmates and I out to teach us different things about nursing and patient care.

While Richard was my preceptor, he challenged me to continue to develop my critical thinking skills, to see the big picture while also looking for the small details of patient care. One of his main talents is being able to explain things in a way that you can actually understand and apply to your patient care immediately. He's very good at asking questions about your patient to guide you in the direction you should be going with your care of the patient and not making you feel stupid for not knowing something. As a new nurse, I am very thankful to have someone like Richard as a charge nurse. His knowledge of disease processes, treatments, and general nursing is a huge asset to H4 and every nurse under his supervision. Even now that I am off orientation, Richard is still willingly available to answer all of my questions and walk me through things that I need help with. I don't think I could've had a better preceptor."

Allison Ford, Allison Lord, 3/20/2018



Mahe



Richard Milam

Thank you for teaching

IntraAortic Balloon Pumps & EV1000

at the

Critical Care Skills Fair!

THURSDAY, MARCH 1ST, 2018

0700-1200 AND 1500-2100



Critical Care Division Skills Fair Stations- Thursday, March 1, 2018

Station	0700-0900	0900-1200	1500-1830	1830-2100
All Units Floaters: Allison, Elizabeth, Jami, Dees				
Sign-In Table	AA	AA	AA	AA
Documentation- Pain, Restraints, Mod Sedation	Quality	Quality	Quality	Quality
Documentation- Stroke	Caitlin	Caitlin	Caitlin	Caitlin
Progressive Patients	Gina Boshears	Gina Boshears	Gina Boshears	Gina Boshears
Waived Lab	Lab/	Lab/	Lab/	Lab/
Fit Testing	OHS	OHS		
Fire Station (optional)	Jeff	Jeff		
E4 and H4				
Pulmonary Artery/ Swan	Gordon Allison	Gordon Allison	Gordon Allison	Gordon Allison
Flo-Trac/ EV1000	Victoria	Victoria	Victoria	Victoria
IABP (H4)	Richard Milam	Richard Milam	Richard Milam	Richard Milam
CRRT/ Peritoneal Dialysis	Deb/Lori	Deb/Lori/Nancy W	Deb/Lori/Nancy/Don	Deb/Lori/Don
EZ-IO	Martha Shannon	Stephanie Miller	Martha Shannon	Martha Shannon
F4 and H8				
Chest Tubes	Jaron Furgerson	MaryLil Burroughs	MaryLil Burroughs	Kayla Walters
PCA/ Epidurals/ Drips	Jami Travis	Shalonda Williams	Suzette Dillard	Megan & Lindsey
Home vents/ Trach Care/ Non-Standard Airways	RT	RT	RT	RT
Traction	John Keaton	John Keaton	John Keaton	John Keaton
Crash Carts/ Code Blue	Julie Stephens	Julie Stephens	Julie Stephens	Julie Stephens
Fall Prevention	Emma McCullough	Sonia & Erin	Emily & Morgan	Cindy George
Removal of Drains and Non-Tunneled Catheters	Leah Cruthis	Connie & Becky	Nicole Hausmann	Starr Pridmore
E4, H4 & H8				
Lumbar Drains/ Liquiguard	Dana/ Rep	Dana/Rep	Dana/Rep	Dana/Rep
EVD/ Camino	Terry Brown	Terry Brown	Terry Brown	Terry Brown





LETTER OF RECOMMENDATION FOR
TNCC INSTRUCTOR POTENTIAL
7th Edition

Dear Richard Milam Date: 04/29/15

Based on your performance at a recent Trauma Nursing Core Course (TNCC), you are being recommended as a potential TNCC Instructor. The criteria to be considered for Instructor Potential is:

- a. Achievement of at least 90% on the multiple-choice examination. Your score 90%
- b. Achievement of at least 85% of total points in the tested skill station. Your score 98%
- c. Recommendation of the Course Director and Instructors.
- d. Experience in trauma nursing
- e. Experience in teaching

When applying to attend an TNCC Instructor course, you must submit the following to the Course Director:

- a. THIS LETTER.
- b. A curriculum vitae (2-page maximum) that indicates 2 years' experience in the nursing care of the trauma or pediatric patient.
- c. A letter expressing your commitment and interest in teaching TNCC courses.

TNCC Provider Course No: 20150428-04A

Location: UAMS - Little Rock, AR 72205

Course Director: Kelly Urban

Should you have any questions about attending an TNCC Instructor course, please contact your State



This is your ENA TNCC Instructor verification card.

Please detach and retain.



915 Lee Street • Des Plaines, Illinois 60016-6699

Instructor Verification No.

TNCC - 785360

Richard L. Milam
1422 Point West Dr
Little Rock, AR 72211-4160

has successfully completed all instructor course requirements
for the ENA Trauma Nursing Core Course (TNCC).

Congratulations on the successful completion of the TNCC Instructor requirements. Attached is your TNCC Instructor verification card with your verification number.

The Emergency Nurses Association is committed to improving emergency nursing practice and trauma care. Your successful completion of the TNCC Instructor demonstrates your professional commitment to improving trauma nursing care.

SEND A COPY

August 15, 2017

To Whom It May Concern:

Richard Milam, played a pivotal part in organizing and coordinating preceptor orientation in order to prepare them for our 20 new graduate ICU RN Residents. They held two classes in which folders were provided with materials that covered topics such as different learning styles, different teaching styles, how to give feedback or have crucial conversations, what are the expectations of being a preceptor, and generational differences in nursing. It was also explained that the Residency Program is a twelve week program in which 20 new graduate nurses will orient on both ICUs and on both day shifts and night shifts for three weeks at a time. After the 12 weeks of orientation, the Residents will match to their perspective units after which they will orient for an additional 4 weeks. This preceptor orientation was very important and really laid out what was expected of the preceptors, how they can communicate and what to do if an issue occurs with their resident.

Sincerely,

Heather Moseby, MNsc, RN, CCRN

Advanced Practice Partner II

H4 – Trauma, Surgical, Cardiovascular ICU

UAMS
MEDICAL
CENTER

UNIVERSITY OF ARKANSAS
FOR MEDICAL SCIENCES

December 4, 2017

Richard Milam, RNIV
UAMS – H4
4301 West Markham Street – Slot 526
Little Rock, AR 72205

Dear Richard,

Thank you for teaching the multiple EV 1000 Flo Trac/Clear Sight Hemodynamics classes on November 17th, 2017. Being not only a super user for this device, but also an instructor is an invaluable resource to H4. The 18 nurses that you trained that day will be able to better care for our critical care patients because of this knowledge. Thank you again for your dedication to H4.

Sincerely,

Heather Moseby, RN

Heather E. Moseby, RN, MNsc, CCRN
Advanced Practice Partner, H4 T/SICU & CVICU
4301 W. Markham St. #526
Little Rock, AR 72205-7199
Cell: 501-687-7200
Fax: 501-526-3449

UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES

Certificate of Appreciation

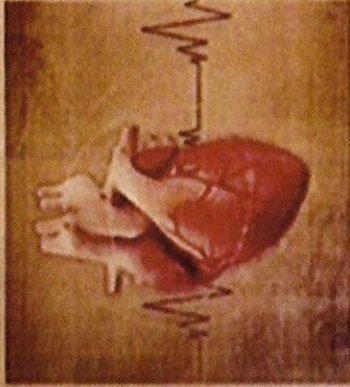
is hereby granted to

RICHARD MILAM

for outstanding performance and lasting contributions to

CARDIOVASCULAR OVERVIEW

September 18th, 2017



A handwritten signature in black ink that reads "Heather Moseby, RN". The signature is written in a cursive style and is positioned above a horizontal line.

Heather Moseby, MNSc, RN, CCRN

Thank You

Richard Milam

for your invaluable contribution
to the

Critical Care 4th FLOOR FOCUS

March 9, 2017

UAMS
MEDICAL
CENTER
UNIVERSITY OF ARKANSAS
FOR MEDICAL SCIENCES

June 30th, 2017

Richard Milam, RNIV
UAMS – H4
4301 West Markham Street – Slot 526
Little Rock, AR 72205

Dear Richard,

Thank you for teaching the Intra-aortic balloon pump class on June 22nd, 2017. Being not only a super user for this device, but also an instructor is an invaluable resource to H4. The 4 nurses that you trained on Monday will be able to better care for our cardiac patients because of this knowledge. Thank you again for your dedication to H4.

Sincerely,

Heather Moseby, RN

Heather E. Moseby, RN, MNSc, CCRN
Advanced Practice Partner, H4 T/SICU & CVICU
4301 W. Markham St. #526
Little Rock, AR 72205-7199
Cell: 501-687-7200
Fax: 501-526-3449



August 16, 2017

**Richard Milam, RNIV
UAMS – H4
4301 West Markham Street – Slot 526
Little Rock, AR 72205**

Dear Richard,

Thank you for teaching didactic and skills stations for four of the TNCC courses at UAMS Medical Center this past year. By sharing your knowledge with the RNs at UAMS that care for our trauma patients, they will be able to provide the best in evidence-based care. Thank you again for your dedication to the trauma patients and trauma team at UAMS Medical Center.

Sincerely,

**Kelly Urban, MEd, BSN, RN, CCRN-K, TCRN
Education, Outreach, and Injury Prevention Coordinator
Trauma Program
UAMS Medical Center
4301 West Markham Street
Slot 746
Little Rock, AR 72205
Office: 501-686-8785
Cell: 501-416-3895
Fax: 501-686-7942**

Note Evaluator Comments

Richard fulfills all leadership roles. He is currently the only RNIV for the unit. He fulfills the charge nurse role, RRT, chair of UBC, attend PNO council, teaches TNCC, IABP, and new grad education. He designed the IV fluid chart and assisted in streamlining the orientation process for new hires.

Note Employee Comments

I am the most senior RN on my unit's night shift. I am the most senior and most frequent CDF for my unit/ shift. I am on one of the NPO councils. I am the chair of the units UBC. And I try my very best to set a great example for the other RNs on the unit and to always be available to them.

Professional Practice and Development

Participates in unit/ department based organizational activities/ committees such as the Professional Nursing Organization (PNO) • Demonstrates commitment to professional nursing, development and growth. • Evaluates personal performance based on professional practice standards. • Uses constructive feedback from peers and supervisors to improve practice and performance. • Maintains clinical competencies specific to area of practice/ responsibility.

Weighting

0.150

Performance Score

4 Exceeds Standards

Employee Self Score

4 Exceeds Standards

Note Evaluator Comments

He attends PNO council and is chair of UBC. He has is CCRN and is an instructor for TNCC and IABP.

...procedures and standards. The RN practices within the standards of the American Nurses Association (ANA) including: Scope and Standards of Practice, Code of Ethics for Nursing, Nursing's Social Policy Statement and Specialty Nursing Standards for his/her area(s) of clinical practice.

Performance Score 4

Note Overall Evaluator Comments

Richard's peers report: "Richard is a charge nurse and RNIV at UAMS. He leads our Unit Based Council, participates in training new staff, and also makes himself available to lead new aspects of care". "Richard always comes in on his days off to provide education to our H4 staff. He is a great communicator and role model for all staff members. He provides excellent patient care at bedside and always gives a good report when he serves as our charge nurse. I appreciate all he does for our unit and his positive approach for teamwork". "Richard is a great leader and mentor on H4. He handles stressful situations with grace. He's one of the best nursing professionals I have ever met".

JAMS Core Competencies (30%)

This tab is worth 30% of the overall score

Weighting 0.075

Performance Score 4

Treats others with dignity and respect.

Weighting 0.330

Performance Score 4 Exceeds Standards

Pyxis Super-User Training

F8 Conference Room

Tuesday, April 18

0800-0900 PHARMACY ONLY	1030-1230 <ul style="list-style-type: none"> • Cristin Neal, ED • Megan Greathouse, F9 • Tara Lamm, F9 • Helen Etheridge, F9 • Lynne Landis, PO • Sherry Searcy • Patricia Maynes • Jill Warner, H6 • Terri Richardson, H6 • Scott Gilham, RR
1300-1500 <ul style="list-style-type: none"> • Kelly Castleman, ED • Suzanne Lake, ED • Tany Adams, H6 • Kay House, RR • Nancie Watts, Pre-op • Lisa Stacey, OR • Shannon Hankins, OR • Terry Cooper, E6 	1500-1700 <ul style="list-style-type: none"> • Donna Bohra, IR • Robin Banks, IR • Michelle Lee • Jodi Luker, OR

Wednesday, April 19

1300-1500 <ul style="list-style-type: none"> • Lauren Thomas, F9 • Denise Storey, AAA • Rita Skipper, RR • Lori Berry, OR • Natalie Smith, E6 	1500-1700 <ul style="list-style-type: none"> • Tiffany Edwards, OR • Keith Moll, E6
1800-2000 <ul style="list-style-type: none"> • John Brewczynski, F9 • Patti Kinder, RR 	2000-2200 PHARMACY ONLY

Thursday, April 20

1300-1500 <ul style="list-style-type: none"> • Nate Bartle, ED • Amanda Badgett, H6 • Ashely Long, RR • Connie Brawley, OR • D'Anna Williams, F9 • Mary Hill, E6 • Richard Milam, H4 	1500-1700 <ul style="list-style-type: none"> • Barbara Hart, F9 • Gary Speed, ED • Lori Anderson, E6 • John Green, E7
1800-2000 <ul style="list-style-type: none"> • Joanna Rankin, F9 • Kim Walters, H6 • Lisa Hirsch, RR • Keith Moll, E6 	2000-2200 PHARMACY ONLY

Friday April, 21

0900-1100 <ul style="list-style-type: none"> • Medea Thomas, F9 • Brandi Tindall, H6 • Caty Bussey, ED • Erin Fisher, RR • Heather Alverson, E7 • Amy Hiegle, E7 • Brian Davis, H6
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In the past year I have been a preceptor for multiple nurses new and experienced alike including:

Olen Cossey RN on 11/14/16 7p-7a

Adrian Beygay RN on 11/29/16 7p-7a

Anna McCarron RN on 3/21/17 7p-7a

Sarah Cunningham RN on 6/6/17 7p-7a

Toby Brown RN on 6/12, 6/13, 6/20, & 6/25/17 7p-7a

Megan Archer RN on 8/22 & 8/28/17 7p-7a

I was not able to precept as much this year due to having to perform CDF more often. The following letter was written by one of the nurses I oriented.