



Transformational Leadership Award Nomination Form

Nominees Name: Rebecca Sartini, DNP, RNC-NIC

Title: Assistant Director of Nursing, NICU Unit: NICU

Nomination Questions

1. How do you know this nursing leader?

I have worked with Becky in several roles. I have worked as her direct report, her Advanced Practice Partner for the NICU, and alongside her as a teammate on the Women and Infants Service Line team as their staff educator.

2. What is the role/position this nursing leader holds?

Becky is the Assistant Nursing Director of the Neonatal Intensive Care Unit

3. Why should this nursing leader be nominated for this award?

Becky exemplifies what it is to be a transformational leader. She always has a positive outlook and attitude, she is 100% professional and doesn't let any barriers affect her ability to motivate her team to do the best that they can do. Although Becky is responsible for the largest number of direct report bedside nurses, she can still recognize the talent and ability of every single person and she inspires them and encourages them to use their talents to develop and their nursing career, improve patient care and the patient and family experience. I think it's pretty obvious if you look to the NICU and the amazing things the staff have accomplished and the bar of excellence in nursing that is set, you can see that their leadership is very strong and that is because of what Becky Sartini has brought to the NICU and to UAMS.

4. Provide specific examples from at least 3 of the 4 core components of Transformational Leadership and discuss how those examples have resulted in a positive outcome such as improved satisfaction, quality improvement, professional development or patient safety.

From my own personal experience, Becky Sartini saw potential in me from a very early start in our professional relationship. I was still a relatively new nurse, and she still relatively new to UAMS, but she noticed that I took an interest in quality improvement for our neonatal population, especially when it came to skin care for these fragile



neonates. She approached me one day on the unit and encouraged me to think about pursuing a role as the skin resource nurse for the NICU. With her mentorship, coaching, and encouragement, I served as the Skin Resource Nurse for two terms before she encouraged me to continue with my professional development and serve the NICU as their Advanced Practice Partner. I would have never considered, or even attempted, to serve in that role had it not been for her instilling the confidence in me that I needed to step out of my comfort zone and try something new and exciting. I feel that together, we made a difference in the lives of our patients by implementing new education, new protocols, and new products for the neonatal population at UAMS.

Becky Sartini has also been the spearhead for many quality improvement achievements in the NICU and Women and Infants Service Line at UAMS. Under her direction, in 2016 UAMS became Arkansas' first hospital Certified Gold for Infant Safe Sleep Practice (one of only 44 hospitals in the nation!) Becky Sartini is also a member of the Healthy Active Arkansas committee and has implemented a community service project to improve literacy in the state of Arkansas by facilitating library cards for babies, given to the parents when they are discharged home. Just recently, UAMS achieved Baby Friendly Hospital designation with Becky Sartini being one of the nursing leaders responsible for this projects success.

You can judge the measure of a leader by looking at those that follow. With the number of RNIVs that the NICU has, you can see that her staff is inspired, engaged, and involved. Becky has, from day one, had an open door policy that anyone can come talk to her at any time about anything. You can tell when you speak with her that she has the passion to make UAMS NICU the number one NICU in the state and so great that if parents must have a child in a NICU, they would want it in ours vs. others in the area. She has put the UAMS NICU on the map and when you ask her staff what they do for a living they will tell you with pride that they are a NICU nurse AT UAMS.

5. Is there anything else we should know about this nursing leader?

She's a wonderful human, an amazing nurse, and an incredible leader (and also a pretty fantastic dancer!)

Nominator's Signature (Please print and sign):Amy L. Garrett, BSN RN

Amy Garrett, RN

SAP:29148

Title:Instructional Development Specialist

Date:03/16/2018