



# Nursing Career Paths

At Mercy Health — Clermont Hospital

# My Why

“Every nurse was drawn to nursing because of a desire to care, to serve, or to help.”

When I was in high school, I fell in love with nursing while my paternal grandmother battled brain cancer. I spent many days in the hospital with her and I was so impressed by the knowledge, compassion and expertise of the nurses caring for her. It was then that I knew I wanted to be a nurse. I was very fortunate to be accepted to Methodist Hospital School of Nursing, a diploma RN program, in Memphis, TN.

I started nursing school while working as a Unit Secretary at Methodist Healthcare. I felt like I was already making a difference in the lives of patients by helping to run a smooth operation on a very large neuro unit. Whether it was putting orders in on a patient, checking charts, placing lab results, or contacting physicians for the nurses, I felt like what I did was important, and it was helping people who were very ill and needed help, just like my grandmother. I truly was in love with nursing.

Upon graduating from nursing school in December of 1984, I went to work on a Cardiac Unit. It was challenging and I was learning every shift I worked. I worked on a 24-bed telemetry unit from 11 p.m. until 7 a.m. with only an aide and an LPN. I had to learn quickly as I was in charge the very first night out of orientation. My LPN was a great mentor and “grew me up” well. My night supervisor rounded every shift and one night she asked me if I ever thought about working in the Cardiac Critical Care Unit. I just laughed since I had only been out of school for six months and considered myself ‘still new.’ However, she saw something in me and encouraged me to apply. I started working in the CCU just 6 months after graduating from nursing school. I wanted to further my education. So, I applied and was accepted into a BSN program.

After working in Critical Care for 10 years, the CNO at my hospital asked me to develop a new role, Clinical Resource Nurse. In this position, I would take care of critical patients in the ED or on a floor that was awaiting an ICU bed. I would respond to all Code Blues and facilitate the code. I became the expert IV starter and would have nurses calling me to take a look at their patients. They would say “I think something’s not right, but I’m not sure.” I had never thought about setting up a new role or functioning as a subject matter expert for new nurses. However, my CNO saw something in me, and I took off running. Two years later, the same CNO came to me and stated that she needed a strong leader to be the ICU manager. I had never really thought about going into leadership, but I was intrigued by this opportunity. The ICU Manager position was very exciting and challenging. However, I knew I needed to further my education and acquire business, management, and operations skills. I went back to school to get my MSN. While completing my master’s degree, I had the opportunity to be the Chief Nursing Officer at a 200-bed hospital. Just as I had fallen in love with nursing, I was now in love with nursing leadership.

# Fulfilling the Mission...

Over the last 20 years, I’ve served as CNO at several hospitals across Tennessee, West Virginia, and now here at Mercy Health — Clermont Hospital in Batavia, Ohio. It is Mercy Health’s Values that attracted me to the organization: Human Dignity, Integrity, Compassion, Stewardship, and Service. These Values match my personal philosophy of nursing along with the mission that all people deserve great, compassionate health care.

Clermont Hospital is like a family; small enough to know everyone’s name but large enough to provide great opportunities and high quality, excellent patient care. Clermont Hospital has been named 10 times on the Watson Health 100 Top Hospitals list and recently ranked #1 in Ohio for Social Responsibility on the Lown Institute Hospitals Index. Presently, Clermont is on a journey to apply for Magnet in the fourth quarter of 2022.

I’m so proud to be part of the Mercy Health — Clermont Hospital family where I am able to follow my passion of providing awesome compassionate care to those in need. I hope you find this tool helpful as you explore nursing opportunities with our Clermont team.

This is what I was meant to do.

**Sandra Hugueley, MSN, NE-BC**  
Vice President of Nursing



# Nursing Positions

**Patient Care Tech (PCT)** helps coordinate the delivery of care to the patient under the direction and supervision of the registered nurse. This role is a vital part of the health care team and supports patient care initiatives to meet quality driven outcomes of patient care delivery. The PCT aids the patient and health care team by supporting the activities of daily living care needs for patient care delivery. This role would help support further development into the RN role if individuals chose to pursue further career growth.

**Staff Nurse** delivers patient-centered care utilizing the nursing process through data collection and assessment, identifies and determines the priority of patient's problems/needs, and evaluates the process and outcome of nursing care. The nurse incorporates the professional practice model into care delivery. Nurses are a key team member of the interdisciplinary team working collaboratively to ensure delivery of quality care. The nurse acts as a patient safety advocate by participating in ongoing quality improvement initiatives. The staff nurse coordinates and promotes communication with patient families, nursing, ancillary services, and physicians to provide safe and effective care. The nurse serves as a point of contact for patients' care coordination throughout hospital departments.

**Clinical Coordinator** is a nurse that functions as a clinical expert and support to the nursing staff throughout an assigned shift. The Clinical Coordinator serves as on-site leadership to facilitate communication between and among patient care providers, physicians, and support staff associates. The Clinical Coordinator also serves as a customer service representative and acts as a liaison to the leadership team regarding issues related to the nursing personal safety and public relations. The Clinical Coordinator ensures safe, patient centered care delivery through our professional practice model. The Clinical Coordinator reports to the Clinical Nurse Manager.

**Nurse Professional Development Associate** is responsible for the implementation of education plans and programs based off the annual educational needs' assessment. This role utilizes the nursing strategic plan and key performance indicators to provide guidance and support to staff. Some job role functions of the Nurse Professional Development Associate includes orientation, nurse residency, and education.

**Unit Clinical Nursing Supervisor** works in conjunction and collaborates with the Clinical Nurse Manager to provide clinical and administrative managerial oversight and direction for clinical day-to-day operations of the unit. The Unit Clinical Nursing Supervisor models and develops patient-focused culture with an emphasis on patient safety and satisfaction, maintains positive and collaborative relationships within the clinical environment, and fulfills responsibilities and expectations by coaching, developing, and empowering clinical staff. Acts as a clinical and administrative liaison for clinical staff to ensure smooth, efficient clinical operations as well as a collaborative team environment.

**House Nursing Supervisor** assists with patient flow, codes, and provides staff support. The Nursing Supervisor plays a key role in hospital bed flow and admission and transfer process. Acts as a clinical and administrative liaison for clinical staff to ensure smooth, efficient clinical operations as well as a collaborative team environment.

**Clinical Nurse Manager** provides 24/7 operational leadership responsibility to the nursing services provided on their unit. The Clinical Nurse Manager is an integral partner with the bedside care team in developing performance improvement in areas such as but not limited to patient experience, employee engagement, financial performance, and clinical quality outcomes. They serve as a key leader in assisting the clinical team with employee career development, building physician relationships, and connecting shared service partnerships to enhance the outcomes of the patients we serve.

**Director of Nursing** provides 24/7 leadership oversight responsibility for their designated areas ensuring safe, effective, and evidence-based care delivery. Nursing directors evaluate operational workflow design, resource management, and organizational needs that align with system wide measures to meet patient care needs. Nursing directors are responsible for the planning, implementation, and evaluation of nursing care delivery to ensure efficient outcome driven patient care.

**Chief Nursing Officer (CNO)** is the nursing leader who oversees the implementation of patient care within an organization ensuring high quality of nursing services. The ever-changing healthcare environment challenges CNOs to find methods to provide excellent care while overseeing the quality and efficiency of our patient care. This is an administrative and strategic planning role that involves maintaining standards of care, monitoring nursing staff improvements, and ensuring compliance with state and federal regulations.

**Nurses gain an exposure to a variety of different disciplines while making a positive impact on the lives of a diverse patient population.**

At Clermont Hospital, nurses learn from dedicated health care professionals every single day and do something incredible – for oneself and for others. Nurses are patient advocates, championing patient rights while exceeding expectations. Nurses also benefit from interactions with patients, families, and colleagues with diverse cultural backgrounds, ensuring a complete, well-rounded, and fulfilling career. Our Accredited Nurse Residency Program offers mentorship and provides nurses with the opportunity for advancement and involvement within our units. Nurse Residency programs are offered in Med-Surg/Telemetry, Critical Care, Peri-op, and Emergency departments.

## **Interventional Radiology**

Our hospital features a state-of-the-art Interventional Radiology (IR) suite. We have the capability to utilize advanced imaging and techniques to complete a wide range of procedures to assist patients' needs. We provide services to patients on a scheduled outpatient, inpatient, and emergent basis, depending on the type of procedure. Our collaborative IR team is made up of specialty trained nurses, radiologic technologists, and interventional radiologists. Our IR nursing role includes sedating and monitoring the patient during these minimally invasive procedures. Our multi-faceted nurses are an integrated part of the patient's visit from the point of scheduling to follow-up, post procedural phone calls.

## **Float Pool**

Our Nursing Float Pool supplements staffing throughout Clermont Hospital based on need. Nurses who work in the pool can float between multiple areas. Float Pool nurses do more than support other nursing units, they serve as collaborative consultants who share lessons across teams and help to advance the practice of nursing throughout the organization. Float Pool Registered Nurses are expected to demonstrate motivation and creativity while striving to improve nursing at the unit, division, and organizational levels.

## **Progressive Care Unit (PCU)**

Our PCU is a 26-bed stepdown/transitional care unit with the ability to convert 6 beds into ICU overflow. Our unit supports a positive learning environment, giving nurses the clinical judgement and skillset needed to care for high acuity patients. The patient population consists of cardiac and pulmonary illnesses, cardiac drips, bipap, vapotherm, vented tracheostomies, chest tubes, ENT surgical post care, renal and peritoneal dialysis, continuous EEG, and COVID-19 cohort.

## **2 West**

2 West is a medical surgical/telemetry unit with 35 beds. This unit supports a positive learning environment, giving nurses the clinical judgement and skill set needed to care for a wide variety of patients. The patient population consists of CHF, COPD, sepsis, peritoneal and hemodialysis, COVID-19 as well as other various post-operative procedures.

## **Intensive Care Unit (ICU)**

Our Intensive Care Unit is a 16-bed mixed specialty ICU. Our unit supports a positive learning environment, giving nurses the clinical judgement and skill set needed to care for high acuity patients. Nurses in our ICU can grow both clinically (by obtaining unique and valuable skills) and professionally through shared leadership, as well as, the Nurse Residency and Fellowship programs. The patient population consists of Medical patients.

## **Adult Behavioral Health Unit**

Our Adult Behavioral Health Unit is a state-of-the-art, 24-bed facility staffed by highly trained professionals, including psychiatrists, board-certified nurses and highly trained licensed social workers and counselors. Treatment modalities includes group psychotherapy, medication management, psycho-educational groups, relapse prevention strategies, art therapy, music therapy and recreational activities. Our Behavior Health Department has partnerships with several community groups, including but not limited to National Alliance on Mental Illness (NAMI), AA and Clermont Recovery Center (CRC). Mercy Clermont Behavioral Health Adult Unit serves patients 18 and older, that present for varying mental health conditions and strives to stabilize our patients and provide a discharge plan that is tailored to their individual needs to set them up for success once they return to the community for ongoing treatment.

## Senior Behavioral Health Unit

Our Senior Behavioral Health Unit is a state-of-the-art, 18-bed facility staffed by highly trained professionals, including psychiatrists, board-certified nurses and highly trained licensed social workers and counselors. Treatment modalities are the same as the adult unit but are tailored to meet the specific needs of the patients in attendance. These groups include psychotherapy, medication management, psycho-educational groups, relapse prevention strategies, art therapy, music therapy and recreational activities. Our Senior Behavioral Health Unit serves patients diagnosed with psychiatric disorders, behavioral disturbances and/or dementia. The average patient population is age 55 years and older with psychiatric disorders and or dementia. However, the Senior Behavioral Health Unit can accommodate younger patients that require a higher level of assistance with their daily activities. Treatment provided includes psychiatric and physical assessments, medication management and education, physical and occupational therapy, nutritional therapy including selfcare and wellness, recreational therapy including music, art and dance movement.

## Clermont Hospital Emergency Department (ED)

Clermont Hospital ED has 23 patient beds and treatment rooms with trauma bays. Additionally, there are four patient rooms in the ED dedicated to our Behavioral Access Center for behavioral health patient needs. We provide evidence-based care to our community in their hour of need. Clermont Hospital has obtained Acute Stroke Ready Certification through the Joint Commission and we provide all levels of emergency care, ranging from lifesaving interventions for critically ill patients to essential care to those in the community who are underserved. We provide care for patients of all ages from infant to geriatric. Our ED serves as one of the few teaching facilities in a community setting by providing the opportunity to work side by side with our Emergency Department residents, Attending Physicians, Nurse Practitioners, and Physician Assistants.

## Mt. Orab Medical Center Emergency Department (ED)

Mt. Orab Medical Center Emergent Center is a freestanding emergency facility that is viewed as an extension of the main Clermont Hospital campus. The ED has 15 patients beds and care rooms. Mt. Orab Medical Center ED has obtained Acute Stroke Ready Certification through the Joint Commission. Mt. Orab Medical Center ED is a full-service emergency department and can treat anything from minor care to serious life-threatening injuries/illnesses, focused on providing excellent and compassionate care to patients and families.

## Same Day Services (SDS)

Clermont Hospital SDS unit is a 15-bed private room unit. We provide pre-op assessments, post-operative care, and pre-admission assessments. Same day services provides care to those requiring surgery, endoscopy procedures, and interventional radiology procedures as well as CT, and MRI's under anesthesia.

## Operating Rooms (OR)

Clermont Hospital Surgical department includes 4 OR Suites. Our surgical specialties include surgical oncology (general and gynecologic), robotic-assisted surgeries and complex orthopedic procedures. In addition, we also perform general, GYN, thoracic, orthopedic (sports medicine and total joints), urological, ENT, and podiatry. The teamwork and collaboration amongst our surgeons and surgical staff truly set us apart. This is an excellent place to either begin your career as a surgical nurse or grow and expand your surgical nursing skills.

## Post-Anesthesia Care Unit (PACU)

Our PACU is a 7-bay unit offering nurses the total range of post anesthesia care. We recover patients having undergone a variety of procedures. We also recover endoscopy patients and interventional radiology patients that have been under general anesthesia. In this environment patients are waking up from general anesthesia which provides numerous opportunities to expand your nursing capabilities, as you navigate the various levels of anesthesia recovery with the patients.

## Endoscopy

Our Endoscopy unit offers 3 procedural rooms and 3 inpatient holding bays. Procedures performed range from those such as a general colonoscopy and esophagogastroduodenoscopy to more complex Endoscopic Retrograde Cholangiopancreatography's. We perform all bronchoscopes and the more complex endobronchial ultrasound bronchoscopies. Clermont Endoscopy uses innovative technology and performs robotic-assisted bronchoscopies to help diagnose lung nodules earlier by using Auris Health's Monarch Platform. We have also recently added the MONARCH® Platform. In this very high paced department, there are many opportunities to sharpen and expand nursing skills and experience.







Career Pathway: \_\_\_\_\_

