

# 100 great iowa nurses

courage, competence, commitment

## about

The 100 Great Iowa Nurses program identifies 100 outstanding nurses every year whose courage, competence, and commitment to patients and the nursing profession stand out above all others. These nurses go above and beyond to contribute significantly to the profession of nursing.

This program was initiated in 2005 by Melanie Dreher, who served as Dean of the University of Iowa College of Nursing at that time. At the 2006 celebration, Victoria Hertko, chair of the Iowa Nurses Foundation, announced that the sponsorship money remaining after covering the cost of the celebration event would fund a new financial assistance program. Today, the 100 Great Iowa Nurses program promotes professional nursing in Iowa by financially supporting the continued education of future nurse leaders.

The 100 Great Iowa Nurses program has entered into a partnership with the Iowa Nurses Foundation for nomination review, administrative support, promotion of the program, and coordination of student award programs.

## what

The 100 Great Iowa Nurses award recognizes nurses that have made meaningful, lasting contributions to their patients, colleagues, and the nursing profession, and are viewed as mentors to other nursing professionals.

## purpose

- Recognize nurses in all practice areas and across all 99 Iowa counties
- Support the nursing profession and provide patients, coworkers, industry professionals, friends, and family members the opportunity to recognize nurses in their own communities
- Provide current and future nurses across the state with scholarship opportunities to complete or continue their nursing education
- Honor nurses who exemplify the highest concern for humanity and dedication to the profession, and who are the best role models to others
- Support the IOM's Future of Nursing report, which calls for 80% of Iowa's nurses to have their bachelor's degrees by 2020 and double the number of doctoral-prepared nurses
- Raise awareness about the contributions of nurses to patient care in Iowa

## the selection process

Once all nominations are collected, they are "blinded" (names of individuals, organizations, cities, etc. are blacked out or abbreviated for anonymity). Nomination materials are then sent to a panel of reviewers – all past 100 Great Iowa Nurses honorees – from all around the state. Every attempt is made to geographically separate nominees from the reviewers in order to preserve anonymity. Each nomination is initially read by three reviewers.

The nominations are given a score of 1 (do not select), 2 (consider for selection), or 3 (definitely select). Reviewers look for very specific examples of qualities that demonstrate efforts beyond those expected of a nurse within his/her normal duties:

### Concern for humanity –

- Tireless work efforts
- Creative initiatives to promote health and comfort of others
- Beating horrendous odds and demands

### Contribution to profession –

- Dynamic impact on practice or community outcomes through innovation and a high level of extraordinary care
- Implementation of hospital-wide, cost-effective policy changes
- Life-saving experience (physically or psychologically)
- Impact on a number of people

### Leadership & mentoring –

- Actively seeks to support nurses within the institution
- Acts in a leadership role within the community
- Serves as a role model for other health professionals
- Promotes and advances the profession of nursing in a positive way

## final selection

The scores from the initial review are then averaged; those scoring 3s from all three reviewers are automatically selected as honorees. All nominees scoring below an average score of 2 are removed from consideration. The remaining nominations are reviewed by the 100 Great Iowa Nurses review committee, consisting of members from the Iowa Nurses Association, the Iowa Nurses Foundation, the Iowa Hospital Association, and the University of Iowa College of Nursing. This committee selects the remaining honorees from the pool of nominees who received average scores of between 2 and 3 in the first review.



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