



# Be yourself, change the world.

## The Nursing Innovation Council of Excellence ➤

This interactive document provides an overview of NICE's accomplishments for 2018 and goals for 2019+.

The document begins with a summary page that serves as a high level overview, followed by a page for each of the four focus areas:

- Culture of Inclusion
- Talent Acquisition, Onboarding & Development
- Insights/Marketplace
- Community Impact

Click on the ➤ to navigate throughout the document.

Click on the ⊕ to view information that resides outside of the document (e.g. websites, videos, etc.).



## 2018 Accomplishments

### ③ Culture of Inclusion

Formulated pool of nursing expertise for the businesses to leverage. First time nursing expertise identified enterprise-wide through Expert Connect communication, leading to 75% growth in membership, including global colleagues.

### ③ Talent Acquisition, Onboarding & Development

Provided a forum for members to connect and network across the J&J enterprise. The NICE membership were active mentors in engaging others in career planning and development.

### ③ Insights/Marketplace

The membership provided valuable voice of customer experience as clinical experts to the business and provided our customers with knowledge on best practices and standards of care in the clinical setting.

### ③ Community Impact

The NICE membership were active at the local, regional, and national levels in both giving back to the communities and supporting organizations with their knowledge and clinical expertise.

## Mission

**We are a diverse group of nurses, caregivers, and others focused on Our Credo responsibilities to improve health care.**

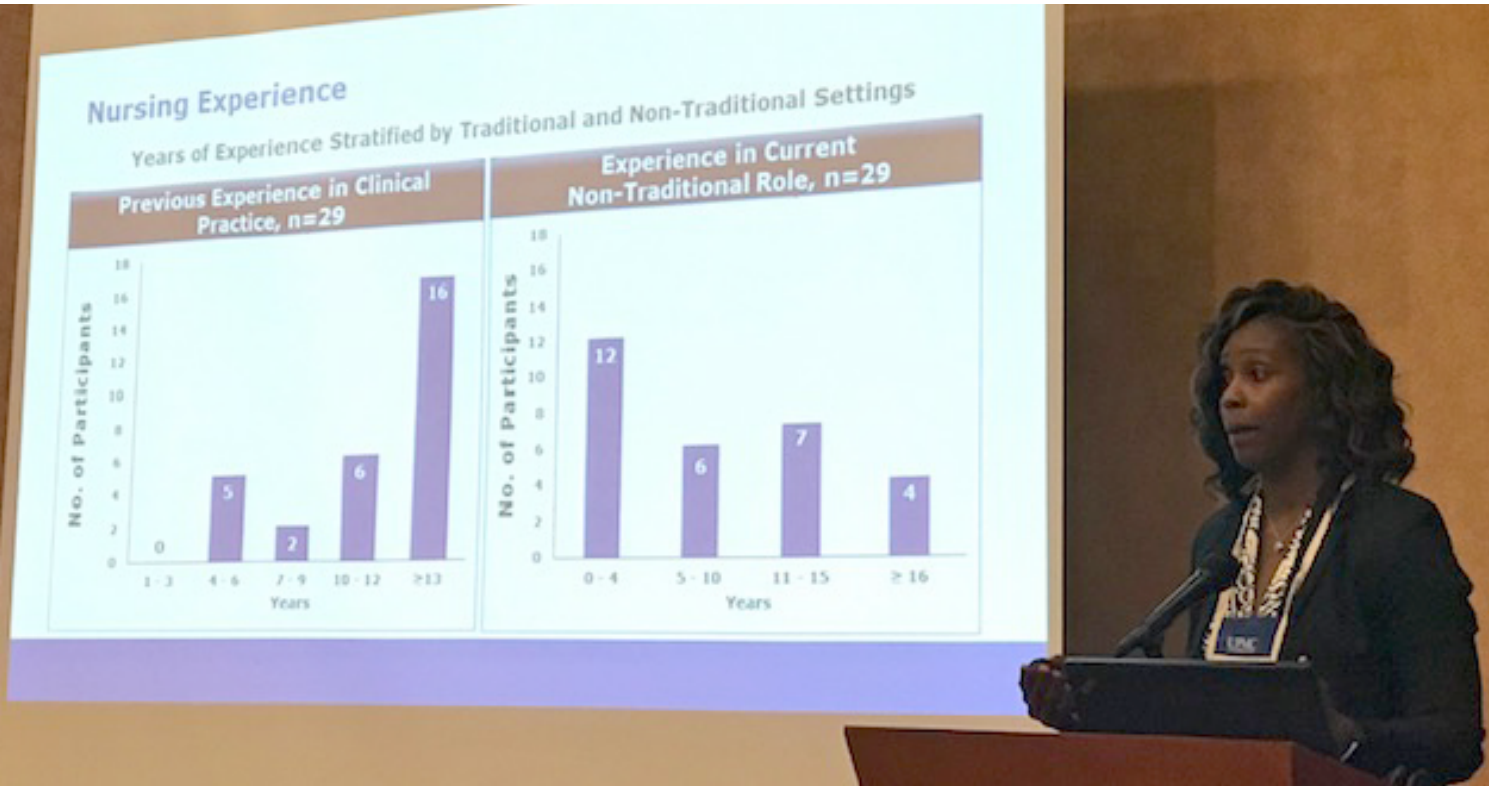
**NICE provide members with a forum to exchange knowledge and clinical and scientific insights while facilitating opportunities across the J&J enterprise for partnerships and professional growth.**

## 2019 Goals

- Continue to be a valued partner, providing nursing expertise and voice of the customer to both our internal and external colleagues
- Increase engagement in J&J Nursing, community outreach programs, and other ERG's initiatives
- Collaborate with WiSTEM2D programs to involve NICE ERG membership
- Increase networking opportunities for membership to promote development and talent acquisition

# Culture of Inclusion

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## Participated in forum that ensures access to highest quality of healthcare for persons of color

Two members presented at the 2018 National Black Nurses Association Congress on their research project titled, 'Investigating the Interprofessional Relationship among Oncology Nurses on Accountability of Oral Adherence in the Outpatient Setting'.

## Supporting the development of inclusive behaviors



- NICE members attended seminars and participated on diversity and inclusion seminars, specifically **Unconscious Bias** in 2018
- Members active in **Inclusion Council** at various sites
- Members of **Culture & Engagement Team**
- Active participation on **J&J Nursing Blog**

# Talent Acquisition, Onboarding & Development

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## Connecting J&J nurses for networking and development

- Organized Medical Affairs Lunch & Learn to provide insight on various ways to develop within the company
- Led initiative to assist Medical Science Liaisons (MSLs) in utilizing available J&J tools and resources to enhance career development
- Organized MSL Forum to share best practices across therapeutic areas
- Hosted annual Nurses Day event and cross-organization networking opportunity (Titusville J&J Nursing team)
- Served as Field Learning Advisors to assist in new hire training and onboarding for new sales colleagues

## Contributing to mentoring for nurses and beyond

- Participated in mentor programs including:
  - Women's Leadership & Inclusion
  - Operations leadership development program
  - J&J WINGS program
- Provided mentorship to new Medical Science Liaisons to help understand the J&J business and MSL role



↑ Increased membership  
**by 75%**

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## Advocates for patients

- Attended the Oncology Nursing Society Capitol Hill Day to meet with political officials to ask for their support on four bills that will enhance the care and quality of life of oncology patients
- Optimized medical safety review process to enable commercial partners to begin fielding of market research sooner to gain consumer/patient insights
- Members recognized with Encore Awards for their engagement and collaboration for providing voice of customer to their business partners

**“I am a constant advocate for patient experience within our clinical trials and work closely with our colleagues in the Investigator and Patient Engagement group to ensure the customer experience stays in the forefront.”**

## Valued business partners

- Created a database of nursing expertise at J&J in partnership with Expert Connect, our internal crowdsourcing platform, to leverage internal nursing and clinical experience
- Supported J&J nursing strategy
- Represented J&J MD as part of the strategic account management team
- Provided training and education to various business partners on disease state and best practices in the surgical and oncology environment
- Selected to create specific ABS education due to experience and expertise

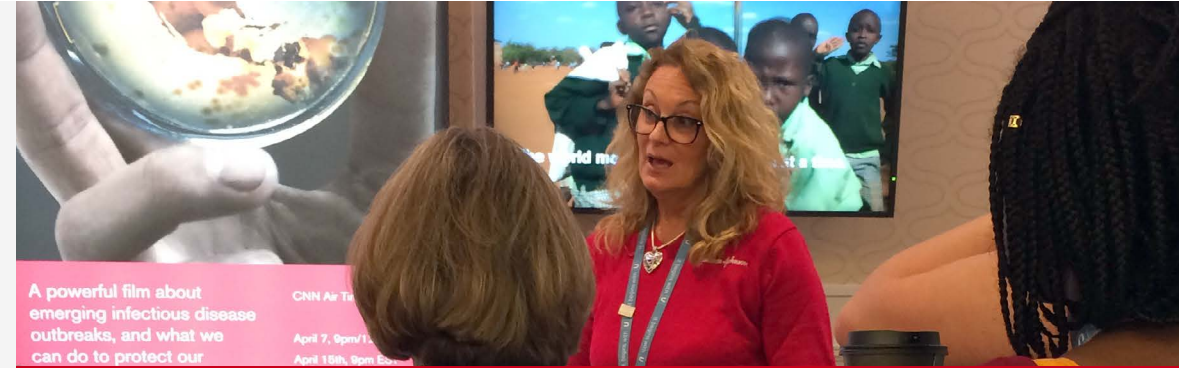
# Community Impact

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## Sharing nursing expertise with our communities

- Facilitated a biweekly **Breast Cancer support group** providing a forum to share their experiences and gain a new perspective on their new life
- Participated in medical missions with **Operation Smile** and to Haiti
- Volunteered at **The Center for Great Expectations** to engage women in arts and crafts activities
- Annual volunteer on the Medical team for the **SMART Ride** –2 day bicycle ride from Miami to Key West to raise awareness and money for 7 HIV agencies in Florida. **Over 1.3 million raised this year**
- Monthly volunteer at **Crisis Pregnancy Center** to offer counseling and screening for sexually transmitted disease to improve health outcomes for women and children



## Professional influencers

- Active members in many nursing and professional organizations:
  - National Black Nurses Association
  - Association of Perioperative Nurses
  - American Psychiatric Nurses Association
  - Association of Nurses in AIDS Care
- NICE members hold leadership positions in many nursing organizations (e.g. Oncology Nurses Society, American Psychiatric Nurses Association and Association of Nurses in AIDS Care); academic appointments and local community organizations (e.g. Center for Great Expectations)
- A NICE member was profiled by *Thomas Edison State University Alumni Magazine* for their work with J&J and their nursing degree from TESU
- CPR instructors