Augusta University Medical Center Provides patient services across inpatient and outpatient settings based upon a special commitment to excellence as evidenced through Patient-Family Centered Care, integrated practice, education and research. Nursing is central to this mission. The Nursing Clinical Ladder provides an opportunity for professional growth, increased quality of patient care and recognition for performance. AU’s Clinical Ladder is based on Patricia Benner’s Novice to Expert theory, which recognizes expertise in nursing practice based on experiential learning. The four levels include the novice, competent clinician, proficient clinician, and the expert clinician.

CN I - Novice
Entry level Registered Nurse primarily focused on applying newly gained skills and knowledge. The learner utilizes knowledge, experience, and mentorship to provide safe patient care at a basic level. (Unit Level Assessment)

CN II - Competent
Registered nurse responsible and accountable for safe clinical practice, focused on expanding knowledge and skill. At this level the clinician is task focused and is moving towards the development of goals and plans of care for patients. (Unit Level Assessment)

CN III – Proficient
Registered nurse responsible and accountable for advanced clinical practice and serves as a professional role model. At this level the Clinician begins to build effective relationships and hone leadership skills among the interdisciplinary team. (Portfolio Required)

CN IV – Expert
Registered nurse who has demonstrated expertise in their clinical area and serves as a professional role model and staff/community educator. The Clinician practices with intuition and skill, grounded in a thorough knowledge base and experience. (Portfolio Required)

For more information and to apply for the Clinical Ladder please visit the Clinical Ladder webpage in the Nursing Portal.
Clinical Ladder Updates

Maintain CNIII
Kunjumole Abraham
Margaret Allen
Janis Arnold
Kathy Asbelle
Maura Bailey
Erica Barfield (Broadbelt)
Carmen Burdette
Myra Calzado-Norman
Tamara Collier
Janet Crowley
Megan Dean
Leah DiRenzo
Lacy Dorn
Lauren Dye
Emily Fleming
Carolyn Ford
Kristin Franklin
Annette Frazier
Sharon Freeman/Byers
Hugo Goddard
Desiree Hare
Belinda Harrison
Erika Heaton
Kelli Holder
Virginia Hopper
Clovalyn Jeffrey-McGann
Linda Jones
Shikara Jordan
Lutricia Jordan
Daison Joshua
Charles Kelly
Brooke King
Rita Kitcey
Shawn Kneece
Jeana Lauderdale
Denise Lyda
Mary Mantone
Andrea Mathis
Shanna McBride
Tia Mode
Madeline Moyer
Kimberly Musolf
Melinda Noe
Karen O’Brien
Patricia O’Neill
Shirl Palmer
Josephine Panes
Katie Pritchard
Jessica Reynolds
Carlesa Rinker
Teresa Salter
Rachel Savoy (Lloyd)
Lisa Marie Sconyers-Smith
Berkley Shields
Leticia Smith
Traci Talman
Amy Terry
Brie Tucker (Wells)
Chenise Turman
(Sampson)
Makenzie Vick
Connie Walters
Jane Williams
Brandy (Hope) Wilson
(Hutto)

CNIV Maint
Alicia Alvarado
Ida Blackstone
Melanie Bowen
Sara Curry
Carrie Dellinger
Leslie Edney
Dawn Faircloth
Ann Gadia
Charmaine Garner
Angela Gifford
Susan Gurley
Angela Henry
Jason Herold
Susan Hood
Amanda Loper
Cynthia Mandarino
Gloria Moxley
Patricia Parker
Andrea Putzier
Daniel Rowland
Bobbie Sconyers
Linda Talledo
Latoya Tyler (Cann)
Deborah Wall
Kimberly Whitfield
Linda Wise
Kimberly Wood
Catrina Crawford (Bostic)
Cara Collins (Jones)
Angela Hornsby
Kimberly Kirkbride
Janice Wilson

NEW CNIII
Kimberly Aiello
Kristina Anderson
Emily Bowden
Aubrey Buenaventura
Teresa Cadle
Kevin Cassedy
Tina Chrisman
Heather Clarke
Courtney Corley
Jessica Coursey
Karen Cunningham
Lauren Dimmick
Britany Effinger
Tracey Evans
Constance Frazier
Kimberly Green
Whitney Greene
Ashton Griffith
Lisa Hart
Katie Hebbard
Stephanie Holder
Christina King
Veronica Lack
Audrey Lown
Haymans (Rachel) Mallard
William Mathis
Cynthia Mitchell
Peggy Moyer
Thao Nguyen
Cynthia Norris
Jacqueline Nunnery
Snatha Philip
Shelley Prichard
Kristi Prosser
Catlin Pye
Brittany Raborn
Lynda Roach
Carla Ryans
Patricia Salley
Mollie Samaha
Tod Schneitzler
Samantha Skadan
Melanie Slieter
Melissa Thorpe
Traci Todd
Sarah Willey
Ricka Williams
Deborah Crew

NEW CNIV
Mildred Barber
Tammie Barnard
Stephanie Bowden
Mary Clark
Theta Coker
Lisa Count
Shonda Crawford
Shengji Cui
Toni Curry (Hall)
Brenda Dunn
Marsha Fox
Chanda Howard
Elisa Jenks
Barbara (Bobbi) Johnson
Vijaykumar Nair
Veena Patel
Lisa Prince-Clark
Katie Stephens (Danner)
Teresa Thompson
Godeharda Torda-Valencia
Abigail Tribble
Nursing Shared Governance

Nursing Education Council—
Purpose: The Nursing Education Council defines, implements, evaluates and maintains educational standards that promote professional, growth development and ongoing clinical competency for staff.
Date: Wednesday on the 4th week of every month
Time: 1000-1200
Location: Cardiac Conference Room
Contact Information: 2016 - 2017
Chair – Janice Wilson janwilson@augusta.edu
CoChair – Jennifer Gillooly jgillooly@augusta.edu

The Nursing Education Council has been active in participating with implementing the Restructuring of our Shared Governance by promoting and educating our staff nurses concerning the reasons for the restructure and our goals for achievement. Our new Shared Governance Restructured Model is designed and fashioned from the Magnet Model of Global Issues in Nursing and Healthcare. The Nursing Education Council will be listed as one of the committees along with the Clinical Ladder Council under Structural Empowerment. We eagerly invite other staff nurses to join us in this new growth and development experience. Our upcoming 2017 topics will focus on topics of interest and concern for Augusta University Hospital. We encourage you to take pride and actively participate.

Nursing Informatics Council
Purpose: The purpose of the Nursing Clinical Informatics Council is to create, implement, evaluate, and maintain the clinical documentation used by nursing staff at AU Health. Additionally they will serve to provide input to projects throughout the organization which have an impact on nursing and require IT support.
Date: Thursday 4th week of every month
Time: 1000-1200
Location: BP 3306
Contact Information: 2016 - 2017
Chair – Karen Wilson kawilson@gru.edu
CoChair – Amber Godsey agodsey@augusta.edu

In the December meeting, the Nursing Informatics council placed the “Ticket to Ride” design as a high priority and a workgroup was tasked with the design. Once this goes live with Cerner, this will take the place of the SBAR sheets we are currently using. There will be a button on the SBAR page that you can click and your patients’ information will print real time for transport within the hospital. This is exciting news as it will save nurses time. The informatics council also had Michelle Sweat and Jennifer Detchemendy speak about the Urinary Catheter Nurse Driven Protocol that went live with Cerner on January 10th and the Early Progressive Mobility Protocol that went live January 17th. Education roll-out and full implementation will be ongoing.

Clinical Ladder
Purpose: The purpose of the Clinical Ladder is to recognize and reward expertise in clinical practice for the registered nurse employed as a staff nurse at AU Health. It is designed to ensure quality patient care as well as to promote recruitment and retention of experienced nurses through salary incentives and opportunities for professional growth. CNIII and CNIV nurses may serve as portfolio reviewers and mentors related to the Clinical Ladder.
Date: Wednesday on the 4th week of every month
Time: 0800—1000
Location: Cardiac Conference Room
Contact information: new_clinical_ladder_council@augusta.edu
Chair: Joshua Randall
Co-Chair: Latoya Tyler
Special Projects
Purpose: The purpose of the Nursing Special Projects Council is to inspire and engage nursing staff to celebrate their achievements. We encourage increased participation in shared governance and also contribute to our community through benevolence.
Date: Thursday 4th week of every month
Time: 0800-1000
Location: BP 3306
Contact Information: 2016 - 2017
Chair - Kim Wood kwood@augusta.edu
CoChair – Katie Stephens kstephens@augusta.edu

The Special Projects Committee would like to thank everyone in the hospital who participated in the Basket Raffle we held in December. If you won congratulations! There were some amazing and yummy looking baskets given out! We also want to let everyone know to be on the lookout for another Chick-fil-A sale coming in late February or early March.

Evidence Based Practice Council
Purpose: The Nursing Evidence Based Practice Council assists nurses with the implementation of evidence based practice as well as mentoring staff to understand, evaluate, and conduct nursing research.
Date: 4th Tuesday of every month
Time: 0800 - 1000
Location: BP3306
Contact information: 2016 - 2017
Chair- Linda Wise lwise@augusta.edu

In the evidence based practice meeting this month we plan to re-send a letter to pharmacy stating our concerns related to potential insulin changes. We had a discussion about how we as RNs should be double checking insulin. Lastly, we plan to look into appropriate communication models for RN-to-administration and administration-to-RN discussions.

Exemplary Professional Practice Council
(Formerly Nursing Performance Improvement and Nursing Professional Practice Council)
Purpose: The Exemplary Professional Practice Council monitors the appropriateness and effectiveness of the care provided by the nursing staff while assessing and ensuring compliance with established standards of care and practice. This Council also implements and maintains standards of clinical nursing practice and patient care consistent with evidence-based practice and requirements of regulatory agencies.
Date: 4th Tuesday of every month
Time: 1000-1200
Location: BP 3306
Contact Information: 2016 - 2017
Chair – Angelique Vowell avowell@augutsa.edu
CoChair – Erica Broadbelt ebraodbelt@augusta.edu

This new council will have their first meeting starting in February.
Nurse Recognition for AU Medical Center
You Make the Difference!

Vickie Griffis, RN, BSN, CCRN, Assistant Nurse Manager, MICU was presented the Rising Star Award for the 2nd Quarter 2016. Vickie has 15 years of nursing experience. She is the Assistant Nurse Manager in MICU; serves on the Rapid Response Team, a member of the Unit Education Committee and serves as a member of the Quality/Safety Operations Committee. In 2014, Vickie earned her Certification in Critical Care Nursing as well as completing the GR Health’s Clinical Ladder CNIV.

Kim Basso, Director of Women’s and Childrens, was presented the Patriot Award Certificate from the Department of Defense, Georgia Committee for Employer Support of the Guard and Reserve for her support of our service men and women. The Patriot Award nominations are submitted to the GA ESGR by service members to recognize their employer’s support.

Laura Brower, CNO; Vickie Griffis, Rising Star Recipient; Sandra Clay, Nurse Manager, MICU

Laura Brower, CNO presenting Kim Basso, the Director, Women’s and Children, the Patriot Award for supporting the Armed Services
What’s New in Education!

Charge Nurse: The Novice Level 1: January 12, 8:00am – 12:00pm  
Preceptor Class: February 9, 8:00am – 12:30pm  
Vizient/AACN Facilitator Training Class: February 16, 8:00am -10:00am & 3:00pm-5:00pm and February 17, 8:00am-10:00am & 3:00pm-5:00pm  
Charge Nurse: Advanced Level 2: February 23, 8:00-12:30pm

Please sign up for the above classes online at https://www.trainingcentertechnologies.com/GeorgiaHealth/CourseEnrollment.aspx

For any questions, please feel free to call Mary Kennedy, 706-446-5502 or email makennedy@augusta.edu

2017 CCRN REVIEW  
CAROL A RAUEN, RN-BC, MS, CCRN, PCCN, CEN

The CSRA Chapter of AACN is proud to sponsor this dynamic educator and nationally known speaker. This two-day review will help you prepare for that important CCRN/PCCN Certification exam or review for recertification!

We hope to see you there!

February 23-24, 2017  
7:30A-4:30P  
Location: Evans Library  
Classroom B&C

Cost (includes lunch both days)-  
$175 for current CSRA Chapter AACN Members if postmarked by January 23rd  
$185 Early Bird Registration for non-members postmarked by January 23rd  
$225 for current CSRA AACN Members if postmarked after January 23rd  
$250 for non-members after January 23rd  
$250 for all "at the door" registrations

For more information email: CSRAChapterAACN@gmail.com

Make check payable to: CSRA Chapter AACN  
Mail to: Madeline Moyer, PO Box 561, Evans, Georgia 30809

American Heart Association

Looking for BLS, ACLS, PALS, NRP, or S.T.A.B.L.E classes. This link also proveied dates for instructor classes. This is your link for all of your certification and recertification needs. Directions are attached for how to pay for classes.

https://www.trainingcentertechnologies.com/GeorgiaHealth/CourseEnrollment.aspx

Then hit the drop down box and choose show all courses. In the payment area pick "pay day of course" Please make sure you do not choose a course that says NO DISCOUNT FOR GRU EMPLOYEES. You will have to pay for this course. For employees just hit save.
Augusta University Medical Center has a long and rich history as the first state designated Level 1 trauma center receiving this distinction more than 30 years ago. AU Medical Center has been a recognized state leader in trauma care paving the way in quality, education and commitment to patient and family centered care. AU Medical Center is actively involved in state system development with staff serving and leading many statewide committees.

AU Medical Center’s trauma program encompasses a large multidisciplinary health care team. It has been compared to a symphony orchestra, each instrument must be well tuned in order to achieve beautiful music. This analogy reflects the complex and varied roles of a trauma program. Nursing plays a prominent role in the trauma program. Nurses touch trauma patients across the continuum of care from ED arrival through reintegration back into the community and follow up clinic care.

With this rich history as our foundation, AU Medical Center has made the commitment to seek national recognition for its trauma program. We are embarking on a journey to seek The American College of Surgeons (ACS) Verification as a Level 1 Trauma Center. ACS verification provides validation from national peers that our program meets the standards established by the Verification Review Committee (VRC). The ACSVRC utilizes the Resource for Optimal Care of the Injured Patient: 2014 to disseminate the standards verified trauma centers must meet and maintain. This document is a living document and continues to evolve and change as the VRC continues to refine and update the standards. Each month a clarifications document is published on the ACS website along with a change log.

AU Medical Center's Trauma Program encompasses both an adult and a pediatric component. The adult program provides care for those injured patients age 13 and up and the pediatric program provides care for those injured patients age 12 and under. The program is led by Regina Medeiros as the administrative trauma program director and Drs. Colville Ferdinand and Robyn Hatley as the adult and pediatric trauma medical directors. Working in conjunction with this leadership team are two program managers, Amanda Wright and Kyndra Holm. Amanda works primarily with the adult program and Kyndra the pediatric program.

In pursuit of ACSVRC Level 1 verification we need to align our services with the standards. For nursing, we are beginning by ensuring that all our staff possesses a minimum knowledge base from which to provide trauma patient care. About a year ago we began this process and identified the areas that treat trauma patients and identified the tool we would use as our core base trauma education. The education is web based and contains sixteen modules focusing on the continuum of care. Developed by the Society of Trauma Nursing, each module is evidence based and includes an assessment tool to validate understanding of key content. A course evaluation is administered after program completion so that we may continually refine the program to best suit the needs of the staff.

The self-paced program will launch February 1, 2017. All nurses working on the units identified will be required to complete the modules assigned. The modules will be available through the same platform that is used for the annual competency training. Staff will have several months to complete the modules. Documentation of completion will be kept in the main trauma administrative offices. Continuing education credit will be awarded for modules completed.

This is just the beginning of our journey; the trauma team will be working closely with nursing to assist in preparing AU Medical Center for the ACS verification visit. The first major milestone in this journey will be the completion of our ACSVRC consultation visit. The target time frame for the ACS Consultative visit will be late summer early fall of 2018. This visit is a “practice run” for the full verification visit. The ACS brings in a team and conducts a full visit providing a summary of our programs strengths, weaknesses and opportunities for improvement. They provide a roadmap for us to use to help us to be successful in obtaining full verification. From this feedback, the AU trauma program will develop action plans to track progress and ensure a successful ACS verification visit.

It takes all of us working together, all instruments being in tune, in order for us to be successful.
Florence Nightingale will be forever remembered for her vision of nursing from a domestic service to that of a profession. Her ideas of advocacy, leadership, and nursing practice in the 19th century is still an important part of our everyday practice. Nightingale’s ideas of advocacy for patients as well as the nursing profession changed the face of nursing forever. Her concepts and ideas have stood the test of time in an every changing industry that we know as health care today. Nightingale not only fought to implement advocacy for her patients but also for the profession of nursing. We as nurses must take what she started and continue to fan the flame. In an every changing industry nurses function everyday as patient advocates. We strive to give our patients and families the best care possible with every interaction. We need to remember that we must also be advocates of our profession. In order to do this it is imperative that we speak up and let our voices be heard! Nightingale proved that advocacy equals power to caring nurses. Use this power to help better your nursing practice. From bedside nurses to nursing management we must all be advocates for our profession to make changes that will better our practice as a whole. Better nursing practice will yield better patient outcomes.

This section of our newsletter will be entitled Frankly Florence. We want to hear from you. What are your questions, concerns, or ideas about nursing practice at AU Health? What can we do to improve our nursing practice? We will be answering your questions monthly in our newsletter. Your feedback is crucial to molding our nursing practice just as Florence Nightingale did in the 19th century. Please email your questions to NURSETONURSE@augusta.edu.
Welcome to the Team!

Christine Eraldi 5C Pediatric Surgery Care Coordinator
Nancy Fulmer MICU
Hanah Manboah-Rockson MICU
Renee McCabe Safe Kids
Bethany McLeary ED & Critical Care
Randall Rasch Float Pool
Jennifer West-Moody 5C Pediatric Surgery
Robert Arnold Psych ED Suite
Brooke Baxley 4C Peds Medicine
Amy Buckley Emergency Med
Ashley DuPree Float Pool
Margreth Ergle SICU
Karen Gibbons 3C PICU
Lauren Green 6N Cardio
Kristen Hennen NICU
Kyndra Holm Trauma Coord
Nathaniel Lever 3 West Neurology
Bethany McLeary ED & Critical Care
Hallie Ritz CHOG OR
Leah Rosenbauer 6S Intermed Cardio
Mindy Selby Float Pool
Patrice Striggles 6S Intermed Cardio
Sara Hopkins NICU
Jorden Davis ED & Critical Care
Kerline Chery Jordon Davis
Katherine Corcoran Jorden Davis
Jorden Davis Jorden Davis
Lara Dockery Kimberly Hekl
Sara Hopkins Kathryn Kennedy
Jenifer Pohlmans Jeffrey Liu
Sidney Llorance Sidney Llorance
Emma Macuch Jennifer Pohlmans
MacKenzie McDaniel Jennifer Pohlmans
Bethany McLeary Jordan Quinonez
Kelley Peal Jennifer Pohlmans
Jennifer Pohlmans Whitley Sowell
Craig Taylor Burton Whitley Sowell
Wayne Yost Wayne Yost

5C Pediatric Surgery 5S Stem Cell
6S Intermed Cardio 6N Cardio Intermed
NICU 3 West Neurology
Emergency Med SICU
CHOG ICU 7 South
5N Oncology 7 South
ED & Critical Care MICU
7P Perinatal Oper 5 West Medicine
7P Perinatal Oper Emergency Med
7 South 3 West Neurology
7 South 3 West Neurology
7 South 3 West Neurology
# Shared Governance Council Meeting Schedule

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**Key**
- Nurse Executive Council (NEC) - TBD
- Nurse Coordinating Council (NCC) - BP3306
- EBP 0800-1000 BP3306
- EPP 1000-1200 BP3306
- CL 0800-1000 Cardiology Conf Room
- NE 1000-1200 Cardiology Conf Room
- SPC 0800-1000 BP3306
- NI 1000-1200 BP3306

**2017 Chair Contact Information**
- NCC - Kathryn Mathis - kmathis@augusta.edu
- EBP - Linda Wise - lwise@augusta.edu
- EPP - Angelique Vowell - avowell@augusta.edu
- CL - new_clinical_ladder_council@augusta.edu
- NE - Janice Wilson - janwilson@augusta.edu
- SPC - Kim Wood - kwood@augusta.edu
- NI - Karen Wilson - kawilson@augusta.edu