

March 6, 2008

Dear Friends and Colleagues,

Seeking: CNO (Chief Nursing Officer) for NCH Healthcare System

Must be compassionate, competent, charismatic, quality-focused, value-driven and dedicated to leading 1,000 high-quality nurses, in concert with another 2,500 committed colleagues. The CNO will help NCH attain the values of shared governance, Magnet status – a voluntary program that recognizes excellence in nursing care; and the Baldrige Award – a knowledge-based distinction of performance excellence. Only the highest caliber candidates need apply.

Well, maybe that's not precisely what the official internet posting for our CNO position says:
<http://www.flacareers.com/flacareers/renderpage.asp?pageid=5202&jobId=138003&adId=48>

But when we ask ourselves what is best for NCH, this is the description that springs to mind. And we're optimistic that the CNO candidate we select will embody that description.

Over the next few weeks, we will be interviewing and escorting external CNO candidates around the NCH campuses. Interview teams comprised of Board members, medical staff, executives, department heads, as well as staff nurses, will be meeting with candidates to learn more about them and the expertise they would bring to this dynamic and important leadership role. Nurses who have been asked to serve on our interview team represent those who have been duly recognized for their contributions to NCH – among them, past Nurses of the Year, Nurses of Excellence, or key participants in our Clinical Advancement Pathways.

CNO candidates will tour both hospitals, with time allotted to talk to and learn from employees. This is a wonderful opportunity for you to meet the candidates for this key post. And we would welcome your feedback. Please email Renee Thigpen or Brian Settle in Human Resources with your observations and impressions on these candidates.

Once these onsite interviews with external candidates are completed, we will decide on next steps in the process. All our internal candidates already have completed confidential interviews and are under consideration.

We have been fortunate in the recent past to have augmented our leadership team with valuable additions, including Vicki Hale, Aurora Estevez, Phil Dutcher and Mike Riley. All have brought fresh eyes and new thinking, as well as years of experience, to NCH management.

We are confident that with this kind of thoughtful and inclusive selection process, we will secure the perfect CNO to help take us to the next level.

Respectfully,



Allen S. Weiss, M.D.
President & CEO