

Deborah Ann Clickner, DNP, RN, NE-BC

PERSONAL STATEMENT AND CAREER SUMMARY

Dr. Clickner has served as a Senior Nursing and Patient Care Services Executive demonstrating a sustained record of significant achievements and cultural transformation spanning twenty years of progressive leadership experience. A highly visible and transformational leader serving in an academic affiliated medical center is recognized for producing results, promoting innovation through engaged work teams and establishing collaborative relationships with internal and external stakeholders. Departmental and organizational strategic planning development, execution and evaluation are strengths yielding positive results. Responsibilities have included aspects of operations and professional development with special emphasis leadership development, building professional capacity, promoting innovation, financial stewardship, academic partnerships and performance improvement. Demonstrates a leadership style embracing empowerment, change and excellence fostering a culture and environment resulting in the organization receiving Pathway To Excellence® (PTE) designation. Provided vision and leadership to establish a VA Nursing Academic Partnership (VANAP) program and a Post Baccalaureate Nurse Residency (PBNR) program that is accredited by the Commission on Collegiate Nursing Education (CCNE). These programs were established in partnership with Rhode Island College, School of Nursing. As the chief nursing officer worked collaboratively with the Dean of the affiliated school of nursing in establishing the funded VANAP and PBNR programs and managing the preparation, self-study, and the CCNE accreditation site visit. The PTE® and PBNR programs required fulfillment and evidence of satisfying established standards; as the CNO, these standards guided the establishment of the vision, goals, strategies and evaluation. As a CNO using standards to direct change and improvement has been inherent in the role, for example The Joint Commission accreditation survey process requires satisfying many standards related to organizational and clinical processes. Academic experience includes serving as faculty and adjunct faculty.

Dr. Clickner's involvement with the National Nurse Practitioner Residency and Fellowship Training Consortium (NNPRFTC) is to serve as site visitor and serve as a member of the NNPRFTC Accreditation Commission. In preparation to serve as a site surveyor, the NNPRFTC Site Visitor Training orientation program was completed. This program developed a richer knowledge and mastery regarding the content and intent of the accreditation standards. Visits to the NNPRFTC website to review the Accreditation Commission policies and procedures are useful to remain current regarding the commission's activities. The Accreditation Commission meetings are attended.