



# **2024 MHA WORKFORCE INNOVATION AND QUALITY AND SAFETY AWARDS**

*Recognizing excellence in health care innovation,  
workforce development, and leadership among  
Minnesota hospitals and health systems*

## **Nominator information packet**

# About the awards

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Thank you for your interest in the Minnesota Hospital Association's (MHA) 2024 Workforce Innovation and Quality and Safety awards. We are excited to hear about your organization's innovations, workforce development initiatives and leadership, the staff who support these areas, and the positive impact they have on your patients, workplaces, and communities.

MHA is recognizing the outstanding work happening at Minnesota's hospitals and health systems. Due to a variety of broad economic trends and the lingering effects of the COVID-19 pandemic, health care organizations are continuing to face unprecedented challenges. These awards will celebrate achievements despite a difficult and changing landscape.

The awards will be presented at the MHA interdisciplinary conference - Where Disciplines Meet: Putting Patients First, on Tuesday, May 14, 2024. Register for the conference [here](#).

## Award categories

Awards will be presented in a variety of categories. Learn more about categories in the award descriptions. You may nominate as many teams, initiatives, or individuals as you'd like, but separate forms are required for each nomination.

## Timeline

The nomination period will be open until 11:59 p.m. on March 20, 2024. A review committee comprised of MHA staff will review submissions and notify organizations about their award status by April 19, 2024.

## How to nominate

Please submit your nomination using the webform. Nomination questions are included in this packet. For Workforce Award Nomination, click [here](#). For Quality and Safety Award Nomination, click [here](#).

## Selection criteria

MHA greatly appreciates hearing from members about the work you are doing to innovate, advocate, and lead. Our nomination review committee will make award selections based on nominator answers and the overall quality, effectiveness, and impact of the program. If you have questions about which category your program most closely aligns, please contact [awards@mnhospitals.org](mailto:awards@mnhospitals.org).





# Award types and categories

## Quality and Safety Awards Criteria

### System awards

#### Adverse Health Events Reduction

This award is provided for those that make a meaningful impact to the reduction of reportable Adverse Health Events in the state of Minnesota.

#### Workplace Violence Prevention

This award highlights those that have shown reduction, readiness, and/or awareness in workplace violence prevention initiatives by utilizing best practices.

#### Community Collaboration in Addressing Social Determinants of Health

This award will highlight the collaboration of one or more hospitals/health systems and their efforts to address social determinants of health.

#### Coordination of Care

This award will highlight the collaboration of one or more hospitals/health systems and other community organizations, such as clinics, long term care, home care, and other community partners, to improve processes that have resulted in positive patient care.

#### Substance Use Disorders

This award will be presented to a hospital or health system that has made significant contributions in reducing substance use related events (i.e. reducing overdoses, improving access to medications for opioid use disorder (MOUD) through training of medical staff or process improvement).

#### Clinical/Quality Innovation - large system

This award will be presented to a large hospital/health system that makes meaningful contributions to quality and safety through innovation.

#### Clinical/Quality Innovation - small system

This award will be presented to a small hospital/health system that makes meaningful contributions to quality and safety through innovation.

#### Patient and Family Engagement Award

Patients and families are partners in defining, designing, participating in, and assessing the care practices and systems that serve them to assure they are respectful of and responsive to individual patient preferences, needs, and values. The Patient and Family Engagement Award recognizes a team that is successful at using this collaboration to drive improvement throughout the organization.

#### Antibiotic Stewardship Award

The Antibiotic Stewardship Award recognizes a hospital that demonstrates optimization in the use of antibiotics, including the appropriate choice, dose, and duration of an antibiotic therapy while assuring antibiotics are not used at all when they are not indicated (prescribing the right drug at the right dose at the right time for the right duration).

#### High Reliability Organization Award

The High Reliability Organization (HRO) award will recognize an organization who has made significant strides towards their HRO journey through quality and continuous improvement.

# Award types and categories

## Quality and Safety Awards Criteria

### Individual awards

#### MHA Committee Stewardship

This award recognizes an individual for their significant contributions to MHA Quality and Safety Committees by serving as an engaged leader on the committee(s) served.

#### Good Catch Award - Critical Access Hospital (CAH)

This award will be given to someone who has made a good catch related to patient care and quality in a CAH.

#### Good Catch Award - Prospective Payment System Hospital (PPS)

This award will be given to someone who has made a good catch related to patient care and quality in a PPS.

#### Quality and Safety Champion of the Year

This award will be given to an individual who has shown significant contribution to quality or patient care.

#### Clinical/Quality Innovation

This award will be presented to an individual/individual(s) that makes meaningful contributions to quality and safety through innovation.



# Award types and categories

## Workforce Awards Criteria

### Award areas

MHA will make awards in three areas: Teams/Initiatives, Leadership, and the Health Care Workforce Champion. You can learn more about what initiatives fit under which category by looking at the award types and category information on the next page. You may nominate as many teams/initiatives or individuals as you'd like as long as you submit a separate nomination form for each.

**Teams/Initiatives:** There are four award categories for the Teams/Initiatives area. These categories follow the structure of MHA's workforce road map, a tool that helps Minnesota hospitals and health systems assess, develop, and improve their workforce strategies.

- Category 1: Organizational culture, infrastructure, and commitment
- Category 2: Pipelines and partnerships
- Category 3: Hiring and recruiting
- Category 4: Retention and resiliency

**Leadership Awards:** There are also four award categories for the Leadership area. Leadership awards will recognize individual leaders who excel in one of the following areas:

- Category 1: Organizational culture, infrastructure, and commitment
- Category 2: Pipelines and partnership
- Category 3: Hiring and recruiting
- Category 4: Retention and resiliency

**Health Care Workforce Champion:** MHA will also recognize one individual as the 2024 Health Care Workforce Champion. Selection criteria includes the individual's impact, innovative ideas, and practices they have championed and other information that describes the individual's extraordinary commitment to workforce development. Please see the next page for more detailed information about the Health Care Workforce Champion nomination.

### Other Awards

- Environmental Services Department of the Year
- Pharmacy Employee of the Year
- Dietary Department of the Year
- Nursing Assistant of the Year
- Community Health Worker Award

### Team/Initiative awards

Team/Initiative awards should describe how a project, team, or strategy supports the organization's workforce development efforts under one of the four categories below. Nominations should clearly demonstrate impact, identify challenges the team or initiative faced, and how the team resolved the issues. Initiatives do not have to have occurred within the last calendar year, but should be recent or have undergone a significant recent change.

### Leadership awards

Leadership nominations should describe to what extent the leader supports one of the below categories (if you are submitting a nomination for Category 3: Hiring and Recruiting, please demonstrate how the individual has supported your organization's hiring and recruiting efforts). Nominated individuals can include early-career professionals, veterans in the field, or somewhere in between. The selection committee is looking for how impactful the individual has been in your organization and community and we encourage the use of anecdotes, metrics, and other evidence to demonstrate the individual's impact.

# Award types and categories

## Workforce Award Categories

### Category 1: Organizational culture, infrastructure, and commitment

This category describes the organization's culture, infrastructure, and commitment to workforce development, which includes actions such as employee engagement committees, creative uses of HRIS systems, and strategic planning (retirement planning, workforce needs assessments).

### Category 2: Pipelines and partnership

This category will take submissions about how members are building the next generation of health care workers through partnerships with community organizations, educational institutions, and government. It would also include partnerships to retrain workers and programs that provide health care career education.

### Category 3: Hiring and recruiting

This category includes innovative recruiting and hiring initiatives focused on attracting new workers to your organization. Hiring incentives, creative benefit packages, and streamlined application processes all fit into this category.

### Category 4: Retention and resiliency

This category comprises efforts to improve employee retention, promote employee and organizational resilience, and combat worker burnout. Examples of what might fit in this category include changes to employee evaluations, initiatives started by employee engagement committees, mentorship programs, and more.

### Health Care Workforce Champion

The Health Care Workforce Champion award recognizes the outstanding efforts of a leader who has greatly contributed to health care workforce development efforts in their organization, community, region, and/or state. While the leadership awards focus on one category, we anticipate that nominations in this category will have contributed greatly to more than one of the below categories.

### Environmental Services (EVS) Department of the Year

The EVS Department of the Year highlights the outstanding achievements of a cutting-edge environmental services team in upholding high levels of performance in cleaning, disinfecting, infection prevention, environmental sustainability and stewardship, technology use, patient satisfaction, education, and training in critical areas. The EVS Department of the Year goes above and beyond to contribute to the health and safety of hospitals and health systems.

### Pharmacy Employee of the Year

The Pharmacy Employee of the Year Award recognizes a member of the pharmacy department who demonstrates leadership in pharmacy and in their community. The award recognizes promotion of teamwork and serves as a role model for colleagues, and contributes practices that improve patient care, quality, and safety.



# Award types and categories

## Workforce Award Categories

### Dietary Department of the Year

The Dietary Department of the Year Award recognizes the contributions made by a Dietary Department to improve the health and well-being of patients through the overall dining experience and contributes to patients' healing experience. This award recognizes the exceptional performance in serving nutritious and well presented meals, as well as provides a high level of service during the dining experience.

### Nursing Assistant of the Year

The Nursing Assistant of the Year Award recognizes a nursing assistant for their exceptional contribution to the organization through their dedication and commitment to providing safe and quality care for their patients. This award celebrates an individual who is a compassionate, caring professional, and makes an impact on patient care.

### Community Health Worker Award

The Community Health Worker (CHW) award recognizes a CHW's dedication to their work and their efforts to benefit their community and clients. This CHW serves as a liaison between the hospital/health care system and the community to facilitate access to services and improve the quality and cultural competence of service delivery.



# Workforce Nomination Preview

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## Team/Initiative nominations

1. Title of team or initiative
2. Approximate date the team or initiative started
3. Which award category is your nomination for? (Category 1, 2, 3, or 4)
4. Short overview of team or initiative. (100-word limit)
5. Tell us about your team or initiative. You might discuss the following in your response: (500-word limit)
  - How did the program begin? What needs does it address?
  - What is the goal or purpose of your team or initiative?
  - What is your target audience? Who does your initiative or team serve?
  - In what ways is your program innovative?
  - What were some obstacles or barriers you encountered? How did you overcome them?
6. Please describe the impact of your initiative or team, including any evaluation metrics. (300-word limit)
7. Is there anything else you would like to share with the review committee? (200-word limit)

## Leadership nominations

1. Name and title of individual you're nominating
2. Which award category is your nomination for? (Category 1, 2, 3, or 4)
3. What extraordinary, innovative contributions has the individual made towards the category for which you are nominating? Please address the following when developing your response (500-word limit):
  - What impact did the individual have? Were there specific achievements or outcomes as a result of their work? Include any available evaluation metrics or anecdotal evidence of impact.
  - How has the individual demonstrated leadership? (leading by example, encouraging innovation, inspiring a shared vision, etc.)
  - Did the individual confront obstacles in their work, and if so, how did they overcome them?
  - In what ways has this individual been innovative in their role?
4. Is there anything else you would like to share with the review committee? (200-word limit)

## Health Care Workforce Champion and Other nominations

1. Name and title of individual you're nominating
2. What extraordinary, innovative contributions has the individual made towards workforce development? Please address the following when developing your response (500-word limit):
  - What areas of workforce development has the individual made contributions toward?
  - What impact did the individual have? Were there specific achievements or outcomes as a result of their work? Include any available evaluation metrics or anecdotal evidence of impact.
  - How has the individual demonstrated leadership? (leading by example, encouraging innovation, inspiring a shared vision, etc.)
  - Did the individual confront obstacles in their work, and if so, how did they overcome them? In what ways has this individual been innovative in their role?
3. Is there anything else you would like to share with the review committee? (200-word limit)



# Questions and answers

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## **Can I submit nominations for multiple awards?**

Yes. You may submit nominations for multiple awards. For example, you may submit one leadership nomination and one initiative nomination for Category 1. Similarly, if you have two initiatives or individuals that fit well in Category 3, you can submit both as long as they are submitted in separate nomination forms.

## **Can I nominate one person or project for multiple categories?**

No. If you have questions about which category is best for your nomination, please contact [awards@mnhospitals.org](mailto:awards@mnhospitals.org).

## **Does the work have to have been completed in the current calendar year?**

No. We want to hear about all successful initiatives, regardless of the length of time they have existed. We encourage nominators to include context about how the individual's or team's role has changed over time to better meet the organization's needs.

## **Can I nominate my team or myself for an award?**

Yes. You may nominate yourself for an individual award. Similarly, you may nominate a team of which you are a member.

## **Can I submit a nomination on behalf of an organization that I do not work for?**

Nominators must be associated with the hospital or health system for which they are submitting a nomination. If you do not work for the organization, you must be authorized by the hospital or health system's CEO or designee to submit a nomination for these awards. If you know of a leader or initiative outside of your organization that deserves to be nominated, we highly encourage you to send them this information packet.

## **Will the size of our hospital or health system be taken into account by the review committee?**

The review committee is looking to see how the program positively impacts your organization. We will take size and resources into account - that is, we will look at the proportional effect on your organization. We encourage you to demonstrate the impact and what need the program is meeting in your nomination.

## **Do submissions need to be for health care workers, or can our nomination include initiatives that include other types of workers (for example, IT, accounting, environmental services, etc.)?**

Hospitals and health systems rely on many roles to deliver quality care for patients. You may submit nominations that describe individuals and initiatives that positively impact clinical and non-clinical staff. As long as your initiative or individual is helping your organization, we want to hear from you!



*Minnesota Hospital Association*

## **2024 MHA WORKFORCE INNOVATION AND CONNECTING FOR QUALITY AWARDS**



***Recognizing excellence in health care innovation, workforce development,  
and leadership among Minnesota hospitals and health systems***

Nominations due March 20, 2024

For Workforce Award Nomination, click [here](#).

For Quality and Safety Award Nomination, click [here](#).

### **Questions**

Contact [awards@mnhospitals.org](mailto:awards@mnhospitals.org).