

Linda Migliore, MS, RN, NPD-BC, CNL
Assistant Clinical Professor
Specialty Director Leadership in Health Care Systems Program
Specialty Director Clinical Nurse Leader Program
University of Rochester School of Nursing
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EDUCATION

2012 Masters (MS) in Nursing Clinical Nurse Leader
University of Rochester School of Nursing

1979 Bachelors (BS) of Science in Nursing
Syracuse University School of Nursing
Cum laude

PROFESSIONAL EXPERIENCE

August 2022 – present: Specialty Director Leadership in Health Care Systems Program
Specialty Director Clinical Nurse Leader Program
Assistant Clinical Professor University of Rochester School of Nursing
2021- August 2022 Specialty Director Leadership in Health Care Systems Program
Interim Specialty Director Clinical Nurse Leader Program
Assistant Clinical Professor University of Rochester School of Nursing
2020 – 2021 Co-Specialty Director Leadership in Health Care Systems Program
Assistant Clinical Professor University of Rochester School of Nursing

University of Rochester Medical Center, Strong Memorial Hospital, Four-time Magnet® Designated Hospital
2015 - 2021 Retention Officer for Nursing Practice

- Conduct, analyze and make recommendations to improve retention based on exit/transfer interviews
- Assess, plan and assist with implementation strategies to improve nursing retention
- Program Director of the Nursing Leadership Internship program
- Co-coordinator the Nursing Leadership Orientation program
- Support new hires and new leaders, teaching in a variety of orientation programs
- Preceptor for capstone students in graduate nursing leadership programs
- Coaching support and career development guidance for RNs at all career levels

2013-2015 Senior Nurse Manager 50 bed Acute Medicine Unit

- Responsible for daily operations of nursing staff and unit to achieve quality performance and delivery of exceptional care for 50 patients; on call 24x7
- Managed 100 staff members with responsibilities for \$7 million annual budget
- Responsible for supporting patient care across Medical/Surgical service
- Provide staff development opportunities
- Mentor fellow Nurse Managers
- Cover Medical/Surgical Director responsibilities during absences
- Coordinator for opening new 26 bed acute medicine unit

2010-2013 Nurse Manager 23 bed Acute Medicine Unit

2000-2010 Adult Nursing Service Educator; responsible for coordinating orientation across 25 nursing units

2008-2009 Interim Nurse Manager of Adult Service Flex Team

1998-2000 Assistant Nurse Manager GYN Oncology

1992-1997 Assistant Nurse Manager Intermediate Coronary Care Unit

1990-1992 Assistant Nurse Manager Phase II Cardiac Rehabilitation Center

1986-1990 Staff Nurse Phase I Cardiac Rehabilitation Center; opened program

1985-1986 Staff Nurse Post Anesthesia Care Unit

1981-1985 Assistant Nurse Manager Surgical Intensive Care Unit
1979-1981 Staff Nurse Surgical Intensive Care Unit

Honors/Awards

2014 Leadership in Precepting Award
2014 Bronze Star Recipient
2013 Excellence in Nursing Leadership Award; National Nurses Week
2012/2013 Press Ganey Tier 1 Unit for Staff Satisfaction
2012 Medical Center Board Excellence Team Award
1995 Nursing Practice Fostering Professionalism Award; National Nurses Week

Publications

Dzikowicz, D. J., Schmitt, L.A., Gastle, K., Skermont, A., Carey, M. G. (2020). Comparing an all-RN unit to a mixed-skill unit at a hospital. *JONA*, 50(12), e14-e22.

Harris, J. & Schmitt, L. (2004). National patient safety goals guide safe care. *Journal of Nursing Care Quality*, 19 (2), 88-91

Magnet® Application Contributor (2018): **The ARMED Trial: ALL RN Acute Medicine Unit** examining an all RN model of care delivery

Presentations

2018 New York State 6th Annual ANA Conference, Improving Nursing Retention Utilizing Exit Interview Data

2015 Strong Memorial Hospital National Nurses Week Best Practice Show Case: A Strong Case for Being ARMED with RNs

2015 – 2021: Provide monthly presentations for new hire RNs/LPNs

- Transition to Practice
- Self-scheduling and Work Life Balance
- Journaling to Enhance Learning
- Providing Constructive Feedback to Resolve Conflict

2013 – 2021: Provide quarterly presentations for new Nurse Managers and Assistant Nurse Managers

- Creating Expectations for Staff
- Organizing Your Work Day as a New Leader
- Leading a Successful Team
- Review of Exit Interview Data to Improve Nursing Retention

2015 – 2021: Presentations for Staff Retreats and Service Line Leadership Retreats

- Strategies to Improve Retention
- Wellness and Work Life Balance

2015 – present: Provide lecture each semester for students at University of Rochester Accelerated Bachelor's Program for Non-Nurses

- Transition to Practice

PROFESSIONAL SERVICE

University of Rochester School of Nursing 2020-present

- Student Advisory Council 2021- present
- Senior Academic Leadership Team 2020-present
- Curriculum Committee 2020-present
- Leadership Faculty Committee
- Nursing Practice Leadership Institute 2015- present

University of Rochester Medical Center, Strong Memorial Hospital 2015-2021

- Member, Professional Nursing Council
- Member, Professional Development Council
- Adviser, Cultural Inclusion Council
- Adviser, Scheduling and Staffing Council

- Member, Leadership Institute
- Program Director, Leadership Internship
- Co-Coordinator, Nursing Leadership Orientation
- Co-Coordinator, Nurse Manager Development Series
- CORE team member, Nurse Residency Program
- Member, Wellness Strategic Planning Workgroup
- Member, National Nurses Week Poster Judge
- Facilitate Medical/Surgical Nurse Residency Program during Coordinator absence

Professional Memberships

New York Organization of Nurse Executives and Leaders - member
 Finger Lakes Organization of Nurse Executives and Leaders - member
 Clinical Nurse Leader Association - member
 American Nurses Association - member
 New York State ANA - member
 Sigma Theta Tau

Licensure & Certifications

Registered Professional Nurse, New York State	1979 to present
Clinical Nurse Leader Certification	2013 to present
Nursing Professional Development Certification	2012 to present
American Heart Association Basic Life Support Provider New York State:	ongoing
Crucial Conversations Certified	2015
URMC Safety Course Certified	2013