

LAVERN SLEUGH-SHARPE, MS, RN

Instructor of Clinical Nursing | University of Rochester School of Nursing
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EDUCATION

MS	Leadership in Health Care Systems University of Rochester School of Nursing, Rochester, New York	2021
BS	Nursing University of Rochester School of Nursing, Rochester, New York <i>Magna Cum Laude</i>	2014
Cert.	Social Psychology & Counseling University of the West Indies, Kingston, Jamaica <i>Dual Distinction</i>	1997
Diploma	Nursing Cornwall School of Nursing, Montego Bay, Jamaica	1994

HONORS, AWARDS & RECOGNITIONS

Best Project in Climate and Culture Award		2023
For the presentation: <i>The Value of Mentor Training in Preparation of Black Nurses as Healthcare Leaders</i> , UR Medicine Research in DEI and Healthcare Equity Symposium.		
Michelle Unger Leadership Award		2020
Given to a leadership student who best exemplifies the life character of Michele Unger (former SON faculty), widely known for her ability to establish collaborative relationships with physicians, leaders, and staff, and for leading a number of cultural, operational and financial transformations throughout her career.		
Student Diversity Engagement Award		2020
Given to any student enrolled at the School of Nursing who demonstrates a commitment to diversity and inclusion through work within the Medical Center, University at large or in the community.		
Sigma Theta Tau, International (Epsilon Xi) Graduate Scholarship		2020
Recognizes a graduate nursing student with a financial need who demonstrates academic success in graduate studies and exemplifies leadership qualities.		
Strong Star		2015
Employee Recognition, UR Medicine Strong Memorial Hospital, Operating Room – Rochester, NY		
Strong Star		2011
Employee Recognition, UR Medicine Strong Memorial Hospital, Operating Room – Rochester, NY		
Best Patient Advocate		2008
Rochester General Hospital, Acute Rehab Unit – Rochester, NY		

Best Team Player Rochester General Hospital, Acute Rehab Unit – Rochester, NY	2007
Certificates of Appreciation x 4 Employee Recognition, Kessler Institute for Rehabilitation – East Orange, NJ	2006
Rookie Nurse of the Year Kessler Institute for Rehabilitation – East Orange, NJ	2006
Nurse of the Year Kingsbridge Heights Rehabilitation & Care Center – Bronx, NY	2004

PROFESSIONAL EXPERIENCE

Clinical Instructor of Nursing <i>University of Rochester School of Nursing, NY</i>	2021 to Present
<ul style="list-style-type: none"> • Provide clinical guidance as faculty for undergraduate students in the RN-BS Program for the following courses: Population Health, Social Determinants of Health, Patient and Population Case Management, Capstone. • Revise syllabi to meet accreditation standards and develop educational content and assessment tools. • Collaborate with interdisciplinary team to upgrade course rubrics to meet new standards. • Develop Editorial Calendar and assist in planning and execution of culturally diverse interactive programming as required by the Office of Equity and Inclusion. • Develop mentoring program for Black nurses and coordinate successful pilot in collaboration with Nursing Practice. 	
Senior Care Manager (CM) for Diversity, Equity and Education <i>Accountable Health Partners, Rochester NY</i>	2015 to 2021
<ul style="list-style-type: none"> • Piloted and collaborated with staff at assigned community practices to provide care co-ordination and complex care management for identified populations. • Assisted in coordinating orientation of newly hired Care Managers. • Piloted centralized care management role, providing support to Data Coordinator and guidance to other Care Managers to successfully replicate centralized model. • Co-chaired Equity Council tasked with leading formation of DEI initiatives. 	
Level III RN, Interim Primary Service Nurse Ophthalmology - Cornea <i>University of Rochester Medical Center (Strong Memorial Hospital), NY</i>	2010 to 2015
<ul style="list-style-type: none"> • Mastered duties as surgical nurse for elective and emergency ophthalmology procedures in corneal, retinal and oculo-plastic subspecialties. • Mentored new hires in role of Preceptor regarding tasks that include patient assessment, room and patient preparation, equipment care, instrument sterilization, appropriate record keeping and safe handling of tissue samples and surgical implants. • Compiled comprehensive Eye Team Orientation Manual for new hires and relief staff. 	

Jewish Home of Rochester - Rochester, NY **2009 to 2010*****Clinical Operations Manager (Transitional Care Unit)***

- Managed the day-to-day operations of a busy TCU with multiple daily admissions and discharges; monitored Patient Satisfaction Surveys to determine opportunities for improvement.
- Developed system of peer recognition to boost staff morale; ensured staff compliance with expected high care standards through evaluation, coaching, auditing.

Staff RN, General Rehabilitation and Acute Stroke Unit **2007 to 2010*****Rochester General Hospital (RGH), NY***

- Excelled in performing RN duties in a fast-paced acute stroke/general rehabilitation setting.
- Selected as Team Contact Liaison to ensure staff PT/OT competencies at unit level.
- Demonstrated competency in the rehabilitation setting by achieving certification - Certified Rehabilitation RN (CRRN).
- Precepted nursing students in RGH Nurse Extern Program.

Staff RN **2005 to 2007*****Kessler Institute for Rehabilitation, NJ***

- Assumed staff RN role with charge nurse responsibilities as assigned, providing competent direction for up to 15 nursing and support staff on 35-bed sub-acute general rehabilitation unit with high volume of daily admissions and discharges.
- Selected as representative of Kessler “Buddy Program” to mentor newly hired nurses.

Unit Charge Nurse **2002 to 2005*****Kingsbridge Heights Rehabilitation and Care Center, NY***

- Effectively functioned as float RN for geriatric units including the Sub-acute Floor.
- Transformed newly opened, low-performing General Rehab Unit with 10 patients into a model 30-bed environment gaining a facility-wide reputation for providing excellent care.

Registered Nurse **1994 to 1998*****Jamaica, West Indies***

- **Health and Welfare Supervisor**, Nestle Jamaica Milk Products, Ltd.
- **Residential School Nurse**, Elim Agricultural School
- **Surgical Staff RN**, Mandeville Regional Hospital

TEACHING EXPERIENCE*University of Rochester, School of Nursing- NY*

COURSE	TITLE	YEAR	SEMESTER	CREDIT HOURS PER SEMESTER
NUR356	Population Health	2023-2024	Fa, Sp, Su	5
		2022-2023	Fa, Sp, Su	
		2021-2022	Fa, Sp, Su	

NUR357	RN-BS Capstone	2023-2024	Fa, Sp, Su	2
		2022-2023	Fa, Sp, Su	
		2021-2022	Fa, Sp, Su	
NUR358	Patient and Population Care Management	2024	Sp, Su	4
		2023	Su	
		2022	Su	
NSG398	Social Determinants of Health	2022	Sp	3

PRESENTATIONS

Conference Presentations:

Leadership Lessons from Mentoring Program for Black Nurses – Part 2

New York Organization of Nursing Leaders (NYONL) 31st Annual Meeting and Leadership Conference (September 2024) **Abstract accepted – Breakout Session*

Co-Presenters: Fulle, N.J., Ventura, R., Henry, R.

The Value of Mentor Training in Preparation of Black Nurses as Healthcare Leaders

Second Annual UR Department of Medicine Research in DEI & Healthcare Equity Symposium (September 29, 2023)

Value of Mentor Preparation in a Mentoring Program for Black Nurses

New York Organization of Nursing Leaders (NYONL) 31st Annual Meeting and Leadership Conference (September 11, 2023)

Mentor Training as an Intervention to Improve Retention and Preparation for Leadership Roles for Black Nurses

National Black Nurses Association 51st Annual Institute and Conference (August 4, 2023)

Co-presenter: Wharton, M.J.

Mentor Training as an Intervention to Improve Retention and Preparation for Leadership Roles for Black Nurses (Reprise)

NYONL: A Taste of the Annual Meeting Conference (March 28, 2023)

Mentor Training as an Intervention to Improve Retention and Preparation for Leadership Roles for Black Nurses

NYONL: 30th Annual Meeting and Leadership Conference (September 12, 2022)

Creating a Collaborative Community of Assessment Practice in Nursing: A Rubric Development Experience

Association for Assessment of Learning in Higher Education (AALHE) Virtual Conference (June 8, 2022)

Co-presenters: Greene, R., Hocker, K., Rosario-McCabe, M.

Poster Presentations:**Mentor Training as an Intervention to Improve Retention and Preparation for Leadership Roles for Black Nurses**

New York Organization of Nursing Leaders (NYONL) 30th Annual Meeting and Leadership Conference – (September 12, 2022)

Mentoring Program for Black Nurses

Inaugural UR Department of Medicine Research in DEI and Healthcare Equity Symposium – (May 24, 2022)

PROFESSIONAL AFFILIATIONS & SERVICE

New York Organization of Nursing Leaders <i>Member</i>	2022 to Present
UR Medicine (Strong Memorial Hospital) Professional Nursing Council <i>Member, Cultural Inclusion Committee</i>	2019-2021
University of Rochester School of Nursing <i>Student Representative, Council for Diversity, Equity and Inclusion</i>	2019-2021
Accountable Health Partners - Care Management Summit <i>Co-Chair - Planning Committee</i>	2019
National Black Nurses Association, *Rochester NY Chapter <i>Founding member, Current Committee Service: Health Policy / Scholarship and Awards</i>	2018 to Present
Sigma Theta Tau International, Epsilon Xi Chapter <i>Member</i>	2014 to Present
UR Medicine (Strong Memorial Hospital) Second Floor OR <i>Member - Waste Tree Committee</i>	2013-2014

*Participated and/or presented in multiple community health initiatives via RBNA and other professional organizations and church programs, including but not limited to health fairs, informational sessions, educational presentations. Examples:

Rochester Church of God of Prophecy

Presentation

Breast CA: What you need to know **2022**

Articles (published in Church Newsletter: *Charismata*)

Should Condoms Be Distributed in Schools? **2013**

UV Radiation – Debunking the Myths: Yes, Black Can Crack! **2014**

LICENSURE & PROFESSIONAL TRAINING

NYS Registered Professional Nurse

Expires 9/2026

Basic Life Support

Recert Date Pending

Diversity and Inclusion Certificate, e-Cornell

Completed 12/2021

Certified Rehabilitation RN (CRRN)

2009 - 2014