



Member Spotlight ...

In this special section of *RN Idaho*, we are highlighting ANA Idaho nurses who have been nominated by ANA Idaho peers/co-workers for their outstanding qualities or contributions that ensure nursing excellence in care, management/leadership, or education. **Please send your nominees to spotlight in future issues: rnidaho@idahonurses.org.**



Dixie K. Weber, MS, BSN, RNC

**Administrator of the Women's and Urological Service Lines
at St. Luke's Health System**

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What Are the Reasons for Nominating this ANA Idaho Member?

“Progressive leader who is hiring and promoting projects that make a difference...for REAL! She is literally shaping the future of nursing in the Women's Health sector!”

Describe your career path in nursing.

For the past 15 years, I have specialized in Maternal-Child Healthcare and have held numerous leadership and programmatic positions within the specialty. I also taught hands-on clinical care at the university level. I hold a Master's Degree in Nursing Leadership, as well as a post-master's graduate certificate in Adult Learning Theory, from Regis University. **I am a natural educator who loves to share my passion and knowledge around leadership, management and quality improvement with others.**

Currently, I am the Administrator of the Women's and Urological Service Lines at St. Luke's Health System. In this role, I oversee and am accountable for the development and design of vision and strategy

in the region for both of these service lines. I am responsible for the promotion of practice alignment, policy development, and ensuring quality outcomes are achieved for our populations. As the administrator, I am work with teams to create, implement, and expand new and existing programs within the realm of Perinatal, GYN, Urological, and related services affecting both Men's and Women's primary healthcare.

I believe in working for the "greater good" and my professional expertise has brought innovation and evidence-based care to the healthcare teams in Idaho. I believe in servant leadership and have substantial experience developing, implementing and maximizing new healthcare programs to serve women and children, both locally and nationally. My diverse clinical background in trauma, cardiac and adult intensive care, NICU, and obstetrics in regional and rural settings has deepened my understanding of healthcare and how to deliver it effectively. **As a healthcare executive, my desire is to utilize my knowledge in business development, workforce management, transformational change, rapid cycle improvement, advocacy and strategic thinking to improve the outcomes of our community.**

How are you making a difference in nursing or healthcare?

I have substantial interest in building healthcare teams to face the needs of the 21st Century patient. I energetically mentor and professionally support the development of leaders from all backgrounds. I actively support healthcare students completing their master's degrees by proctoring their graduate practicums, work with peers seeking a professional mentor, and partner with colleagues who are building best practice initiatives in their healthcare setting. I believe in leading by example, and I am committed to the role I play in the mission of St. Luke's, which is to improve the health of the people in the communities we serve. I believe these factors are essential to become an inspiring, emotionally intelligent, strategically effective, values-driven leader. I believe these factors are essential to become an inspiring, emotionally intelligent, strategically effective, values-driven leader. **I am working to be a leader who rises above business as usual – because there's nothing usual about the future and I want to be truly exceptional.**

During my professional tenure, I have developed numerous innovative programs and have spoken across the country on topics including Generational Workforce Management, Adoption and Surrogacy Sensitive Care, Medical Bio-Ethics and Leadership Development. My current focus is on the development of a substance abuse during pregnancy program, utilization of integrative therapies, acupuncture and guided meditation in the in-patient setting for women, outreach and perinatal education programs for the female prisoner population, and the development of a perinatal patient education smart phone app.

What are the signature events or highlights of your career?

- ❖ I have partnered with Rebecca Vahle, Founder and Executive Director of the non-profit Family to Family Support Network to help hospitals across the country implement a new model of care. Family to Family Support Network is a pro-education, non-profit organization that partners with hospital professionals to better serve families through offering parenting education, adoption support, and community connection.
 - Currently participating with this organization to complete a national roll-out of the program with hospitals across the country. By the end of 2017, the program will have been implemented in 11 hospitals across Washington, Idaho, Colorado, and Louisiana. In 2018, numerous hospitals across the country will be implementing the Unique Families Program.
- ❖ Over the last 5 years I have had the opportunity to speak locally and nationally on a multitude of healthcare, leadership and workforce management topics.
 - 2017-Podium Presentations. *Bioethical Decisions: Vulnerable Patients in Maternal-Child Healthcare*, and *Managing a*

- Multi-Generational Workforce*. Idaho Perinatal Project Winter Conference, Boise, Idaho.
- 2016- Podium Presentation. *Bioethical Decisions: Vulnerable Patients in Maternal-Child Healthcare*. AWHONN National Conference, Grapevine, Texas.
 - 2016- Panel Speaker. *Generational Consumerism in Healthcare*. Idaho Healthcare Executive Bi-Annual Conference. McCall, Idaho.
 - 2016- Keynote Speaker. *Managing a Multi-Generational Workforce, Generational Leadership: The Nursing Leader's New Imperative*, and *Serving the Unique Family*. Washington State AWHONN Annual Conference.
 - 2016- Nurse's Week Guest Speaker: *Effectively Leading Multi-Generational Teams*, Overlake Hospital, Bellevue, Washington.
 - 2016-Key Note Speaker: *Managing a Multi-Generational Workforce*, Idaho Perinatal Project Winter Conference. Nampa, ID

How has ANA Idaho impacted your career and actions in nursing?

The ANA Idaho organization has been the gold standard for professional nursing at the state level. ANA Idaho has a long history of representing distinguished and dedicated nurses in Idaho. I have worked in tandem with the ANA through the Association of Women's, Obstetrical and Neonatal Nurses (AWHONN) to lobby and advocate for healthcare issues important to Idaho residents and women nationally. **The ANA represents nurses when it matters most and I have been impressed with the ANA's commitment to issues such as staffing, nurse workforce development, overtime and improving access to care.**

I am currently serving a second term as the Idaho AWHONN Section Chair. AWHONN is a non-profit professional organization that promotes the health of women and newborns. The organization's mission is to improve and promote the health of women and newborns and to strengthen the nursing profession through the delivery of superior advocacy, research, education and other professional and clinical resources to nurses and other health care professionals. AWHONN, like ANA, is helping to grow and promote the sacred elements of the nursing profession and ensuring nurses are at the table for healthcare change management.