



CIRCLE  
OF EXCELLENCE 2026



**Elizabeth Koelliker**

**Circle of Excellence**

Elizabeth Koelliker is the ICU nurse educator at Arrowhead Regional Medical Center in Colton, California. She is a nurse leader dedicated to improving critical care orientation and professional competence. Recognizing a lack of structure in new-nurse onboarding,

Elizabeth developed the innovative Nurse Orientation Composite Satisfaction Score (NOCSS), a data-driven framework that objectively tracks new-nurse progress across five key domains. Within 12 weeks, clinical confidence scores increased from 42 to 72, mentorship from 26 to 71, and patient care competency from 63 to 74. The NOCSS framework's success led to its systemwide adoption across all ICUs and acceptance as a poster abstract at an international conference. Elizabeth also led an initiative to address EHR documentation fallouts by creating a simulation-based "playground" and training superusers, reducing monthly fallouts from 18 to two within three months. She models a healthy work environment and mentors emerging leaders, driving organizational excellence.