**Candidates’ responses to the Q&A are presented in their entirety without changes, edits, or corrections.**

NOMINATING COMMITTEE

Debra C. Callender, DNP, MBA, BHA, RN, CNOR, CSSM

1. **Describe what makes you the most qualified candidate for the office of Nominating Committee.**

What makes me the most qualified for the Nominating Committee is my commitment to excellence in perioperative practice and my experience in academia as a nursing faculty. I feel rewarded when I mentor, advocate for novice nurses and incumbent nurses to advance their career to become experts in their area of practice. Throughout my nursing career my focus has always been on periOperative nursing, 50% or more of my students are now members of AORN and/or is periOp nurses. I envision opportunities to improve periOp care through research, life-long learning, and professional development. I lead by example by inspiring others and take pride in maintaining AORN standards to benefit my team, my patients, the community, and those I encounter every step of my journey.

1. **Describe a time when you had to make a difficult and unpopular decision that would affect your staff or colleagues. How did you handle the situation?**

I joined a facility where the staffing schedule design allowed a few staff long weekends. Prior to my onboarding staff had fixed scheduled days off and needed to know their next day assignment the prior the day. Inclusiveness was not beneficial to daily operation as knowledge of assignment created conflict. Knowledge of next day assignment increased change request and absenteeism. The surgery managers were receiving calls late nights with request to change assignments. I met with the staff and proposed changes to the current process, which was not received well. I shared the need for change, the rationale, and outcome. We piloted the proposal for two schedules, initially, staff were not pleased however, they accepted the change when their work-life balance improved.

1. **Share one life experience, hobby, or fact about you that most people don't know and would be surprised to learn about you.**

Nursing practice and education have been my passion from a child to adulthood. I had the opportunity to be a part of both disciplines. I do have a skill I inherited from my mother which is designing, dressmaker and baking. I designed wedding dresses, made male, female, and children clothing. My baking advanced into catering events (weddings & parties). I became a manager and master-baker in the early eighties. I prepared breads, cakes, and pastry for export on weekdays. By the mid-eighties I catered events, and I currently receive request for wedding, anniversary, and birthday cakes. Cooking and baking are my stress reliever after a busy week, and I am happy to see people enjoy a good, tasty meals.