

Rebekah “Becky” McKnight serves as Clinical Manager for the Analenisgi Inpatient Unit at the Cherokee Indian Hospital Authority and is widely respected as a compassionate leader, trusted advocate, and unwavering source of support for both patients and staff. Through her integrity, steady leadership, and commitment to culturally grounded behavioral healthcare, Becky has become an essential part of the success and stability of the inpatient unit and a positive force throughout the organization.

Becky consistently demonstrates integrity through fairness, accountability, honesty, and professionalism in every aspect of her leadership. She leads by example each day, approaching challenges with humility, transparency, and a deep commitment to the wellbeing of both staff and patients. Colleagues trust Becky because she communicates openly, follows through on commitments, and never asks her team to take on responsibilities she is not willing to shoulder herself. Whether navigating difficult clinical situations, staffing shortages, or emotionally demanding patient needs, she remains calm, solution-focused, and grounded in compassion.

Her dedication to the mission and values of Cherokee Indian Hospital Authority is evident in the way she approaches her role with pride, responsibility, and a long-term vision for improving services within Analenisgi. Becky works intentionally to ensure decisions are not only clinically sound, but also culturally respectful and aligned with the needs of the Cherokee community. Her positive attitude and commitment to creating a safe and supportive environment have made her a trusted leader whose presence brings stability and encouragement to those around her.

Becky exemplifies responsiveness through her unwavering focus on the needs of patients, staff, and the inpatient unit as a whole. She treats every concern with urgency, respect, and attentiveness, ensuring individuals feel heard, supported, and cared for. Her ability to remain present and patient-focused, even during high-pressure situations, creates a sense of trust and safety throughout the department. She is consistently reliable, punctual, and organized, with strong decision-making skills that guide the unit through crises, staffing challenges, and complex clinical situations with confidence and clarity.

Her responsiveness can be seen in the way she immediately supports staff during difficult moments, helps de-escalate high-acuity situations, and provides leadership that prioritizes both patient safety and employee wellbeing. Becky also works closely with families and collaborating departments to ensure care remains coordinated, compassionate, and effective. Staff know they can turn to her for guidance and support without hesitation, knowing she will listen thoughtfully and respond decisively.

Becky continually rises above and beyond the call of duty in service to the inpatient unit and the Cherokee community. She steps in wherever needed, whether helping staff manage emotionally demanding situations, stabilizing operations during periods of high acuity, or ensuring patients receive safe, compassionate, and trauma-informed care. Her calm leadership, extensive clinical expertise, and organizational skills make her an invaluable resource within the department. Colleagues consistently rely on her judgment, professionalism, and steady presence during the most difficult circumstances.

Beyond her daily responsibilities, Becky plays a significant role in improving workflows, strengthening communication, and fostering a positive and supportive environment for staff. She advocates for resources, promotes trauma-informed approaches to care, and helps ensure

inpatient services remain aligned with CIHA's mission and community-centered values. Her leadership has made a meaningful impact not only on the success of the inpatient unit, but also on the broader hospital system and the Cherokee community it serves.

A natural collaborator, Becky exemplifies teamwork through her ability to unite staff around shared goals and create an atmosphere rooted in mutual respect and support. During periods of short staffing, crisis admissions, and high patient acuity, she works side-by-side with her team—assisting with patient care, helping coordinate assignments, answering calls, and supporting de-escalation efforts. She consistently steps in to lighten the load for others, helping maintain morale and strengthen team cohesion during stressful situations.

Becky also actively participates in interdisciplinary collaboration throughout the organization, partnering with outpatient behavioral health services, nursing teams, medical staff, and hospital leadership to improve patient care and strengthen organizational relationships. Her willingness to work collaboratively across departments reflects her belief that teamwork is essential to delivering high-quality, culturally grounded care to the Cherokee community.

Innovation and resourcefulness are central to Becky's leadership approach. She consistently identifies opportunities to improve patient care, streamline workflows, and strengthen communication systems within the inpatient unit. Her proactive mindset and creative problem-solving skills help the department address challenges before they escalate, reducing stress on staff while maintaining high standards of care. Becky is not afraid to question outdated processes, advocate for change, or implement new strategies when improvements are needed.

Her innovative leadership is reflected in her efforts to improve onboarding resources for new staff, develop clearer communication systems between shifts, strengthen safety procedures, and encourage team members to share ideas for improving operations. She actively incorporates feedback from staff to refine workflows and create systems that better support both employees and patients.

Through her leadership, compassion, innovation, and unwavering commitment to the Cherokee community, Rebekah "Becky" McKnight embodies the mission and values of the Cherokee Indian Hospital Authority. Her impact on patients, staff, and the success of Analenisgi makes her exceptionally deserving of recognition as Employee of the Year.