

Company: Chang Robotics, Jacksonville Beach, FL

Nomination Submitted by: SnappConner PR

Company Description: Chang Robotics (a DBA of Chang Industrial) is an engineering firm specializing in advanced manufacturing, collaborative robotics and disruptive automation seeking to improve workforce productivity through human-focused robotic implementations and autonomous systems.

Nomination Category: Achievement Categories

Nomination Sub Category: Achievement in Technology Innovation

Nomination Title: Kate McAfoose – Trailblazer in Robotic Healthcare Innovation



1. Which will you submit for your nomination in this category, a video of up to five (5) minutes, explaining the nominated achievements since July 1 of 2023, OR written answers to the questions? (Choose one):

Written answers to the questions

2. If you are submitting a video of up to five (5) minutes in length, provide the URL of the video here, OR attach it to your entry via the "Add Attachments, Videos, or Links to This Entry" link above, through which you may also upload a copy of your video. If you are submitting written answers to the questions, provide them in the appropriate spaces below:

N/A

3. Briefly describe the nominated organization: history and past performance (up to 200 words):

Total 198 words used.

Kate McAfoose, P.E., brings 15 years of engineering experience to her role as President of Chang Robotics, an advanced manufacturing and automation firm. She oversees all company operations—from sales and client engagement to design integrity and financial performance—combining technical knowledge with business acumen.

Kate co-founded Curabotics, a Chang Robotics division that addresses healthcare labor shortages using robotics and automation. Its autonomous mobile robots (AMRs) manage hospital logistics, including waste removal, supply delivery, and pharmacy transport. The division is also expanding into AI-driven diagnostics to support medical professionals and enhance patient care.

In 2021, Kate led the development of the world's largest autonomous robotic system. Chang Robotics partnered with a top global food and beverage company to automate operations in a one-million-square-foot facility. The project achieved a 10x improvement in ergonomics and tripled task safety, resulting in a near-zero Total Recordable Incident Rate. Worker retention hit 90%, with all employees upskilled to technician roles. Building on early success, staff-led refinements boosted throughput by 20%.

Kate has since spearheaded a hospital robotics pilot aimed at reducing nurse burnout and was named a "Top 40 Under 40" by the *Jacksonville Business Journal*. Outside work, she's a dedicated mother and wife.

4. Outline the organization's achievements since the beginning of last year that you wish to bring to the judges' attention (up to 250 words):

Total 250 words used.

Kate led Curabotics in a pilot partnership with a leading hospital network to implement an integrated robotic system to alleviate nurses' manual tasks, address hospital operational inefficiencies and improve overall patient care. The firm collaborated with the hospital network to develop solutions tailored to patients' needs and nurses' unique pain points. Utilizing "Nurse-Assist Bots," Kate and her team designed an automated solution that streamlined operations and prioritized the well-being of the hospital workforce. They implemented autonomous shelves and tray units to deliver supplies and linens to and from patient rooms.

Nurses typically walk between 4 and 5 miles during a 12-hour shift. Curabotics' nurse-assist system, comprised of 11 AMRs, reduced this physical demand by 15%—equivalent to needing one fewer nurse on a patient floor per shift. With the increasing global nursing shortage, this is a valuable solution to bridging the gap between the supply and demand of skilled care providers.

"This technology was developed in response to our ideas," said a nursing team member. "The equipment can lift, carry, sort and deliver things we need to have at hand. It conserves our strength and stamina for the work we value most—face-to-face time with our patients."

The combined effect of reduced turnover and expedited patient discharge processes has the potential to yield significant cost savings of up to \$1.72 million for the hospital—a feat poised to profoundly revolutionize the healthcare industry. The hospital requested implementation on all patient floors—an expansion of 150% that Curabotics is currently undertaking.

5. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words):

Total 235 words used.

Under Kate's leadership, Chang Robotics is redefining the role of automation by creating synergy between humans and machines. Their use of collaborative robots, "cobots," to handle repetitive tasks allows human workers to focus on higher-level responsibilities. This human-centered approach contrasts with many automation initiatives that prioritize output over the welfare of the workforce.

Chang Robotics' "nurse-assist technology" addresses a critical healthcare challenge: burnout. With 62% of nurses reporting burnout (American Nurses Association), the firm's robotic systems have alleviated physical strain, improved job satisfaction and reduced turnover by enabling nurses to focus more on patient care. The technology has achieved 96% adoption within 90 days of deployment and has led to measurable improvements in energy levels and workplace safety.

In manufacturing, Chang Robotics' systems reduce human load requirements by three times (National Institute for Occupational Safety and Health) while maintaining a 90% workforce retention rate—significantly above industry norms. Their approach transforms frontline workers into technicians, a model unmatched in scale or success by industry peers.

Kate's achievements are unique in their balance of innovation, impact, and purpose. Beyond operations, Kate has established that Chang Robotics donates 10% of profits to charities and startups aligned with its mission. They've invested in eight visionary companies across robotics, AI, and med-tech, creating a collaborative innovation ecosystem. In 2024, employees also dedicated 15% of billable hours to local philanthropies—feeding people experiencing homelessness, supporting chronically ill children, and mentoring youth.

6. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words):

Total 144 words used.

1. Photo of the Curabotics Nurse-Assist Bot
2. Kate McAfoose on LinkedIn
3. Medium article: Purpose Before Profit: Kate McAfoose Of Chang Robotics On the Benefits Of Running A Purpose Driven Business
4. The client is highly confidential; however, see this Chang Robotics press release: Revolutionizing Healthcare: Chang Robotics Unveils "Robot Studio" at Jacksonville University
5. Chang Robotics website
6. Curabotics website
7. Coverage from Kate's Jacksonville Business Journal 40 Under 40 Nomination
8. Links to Chang's 2024 national award wins. Chang Robotics was named on the 2024 Fast Company Best Workplaces for Innovators list and the 2024 Inc. Best in Business list.
9. Keynote: Kate McAfoose on the Future of Robotics & AI | 2025 SOAR STEM Symposium
10. Podcast: What the Health Just Happened?: Chang Robotics & Curabotics | Robotic Engineering in the Healthcare Space. Chang Robotics Kate McAfoose & Matthew Chang dive into the deep end of their newest launch, Curabotics.

Attachments/Videos/Links:

[Kate McAfoose – Trailblazer in Robotic Healthcare Innovation](#)



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