



Antioch Medical Center

Message from Chief Nurse Executive
Christina Geis, MHA, BSN, RN

As the new Chief Nurse at Kaiser Permanente Antioch Medical Center, my heart is full of gratitude. In my first weeks at the Antioch Medical Center, I already observed at the core of the team an overwhelming sense of commitment to give the best care every shift, every day, and a tremendous curiosity and passion for knowing more: more about how we improve, taking every opportunity to reflect on the patient experience so that we may always deliver on our promise to be the best place to give and receive care. While the Antioch Medical Center has been through many leadership transitions over the last year, what has kept the team motivated is their commitment and alignment around Kaiser Permanente's Nursing Vision and improving the health of our community. The Antioch Medical Center's culture is one rooted in the value of people. The familial culture is palpable and when rounding will be the item that comes up as a common reason which allows Antioch to retain top talent.

Moving into 2024, the Kaiser Permanente Antioch Medical Center is committed to a continued pursuit of Nursing Excellence and advancing nursing professional practice. Already this year we have begun to re-set our professional governance structure, educate on principles of Highly Reliable Organizations, and express a shared commitment to performance improvement. Again, I am humbled by the opportunity to lead the Antioch Medical Center and look forward to the bright future ahead.

Demographics

The Kaiser Permanente Antioch Medical Center is in the Diablo Service area with 91,497 members and serves the communities of east and central Contra Costa County and the Tri-Valley area of Alameda County. The hospital has 150 staffed beds, 20 beds in the Mom Baby Unit with a Level II Neonatal Intensive Care Unit.

Transformational Leadership

Community Health: Stroke Outreach Program



In alignment with the Kaiser Permanente mission to improve the health of our members and the communities we serve; a team of telemetry nurses conceptualized and developed a Stroke Outreach Program utilizing the farmers market to promote stroke prevention awareness within the community. Year after year since its inception, the team of telemetry nurses has grown in numbers and expanded to include ICU, Med-Surg, and emergency staff nurses. The team provides free blood pressure screenings, and stroke prevention handouts, and gives stroke education to bystanders by employing games with prizes.

Walk to End Alzheimer's



On October 28, 2023, a group of nurses on the Nurses Improving Care for Hospital Elders (NICHE) committee participated in the East Bay Walk to End Alzheimer's in San Ramon as part of Team KAN (Kaiser Antioch NICHE) Make a Difference. The team raised \$1,370 to help fund research to end Alzheimer's and support those living with the disease.

In addition to raising funds, the team also had a booth at the event where they handed out information about caregiver stress, fall prevention in the home, and Advance Directives.

AMC Operation Access

The Perioperative Department along with volunteers from other specialty units partnered with Operation Access, a community organization that provides free surgical care to low-income, uninsured patients through volunteers, and completed 5 cases in November 2023. This team of AMC clinicians has volunteered their time and expertise annually since 2012 and has been a tremendous support to the underserved community in the Diablo area.



Operation Access at Kaiser Permanente Antioch Medical Center, November 11, 2023.

Structural Empowerment

2023 DAISY Award Recipients

January – Mhagsy Celestino, RN (ICU)
February – Donabel Navarro, RN (MCH)
March – Serena Johnston, RN (MCH)
April – Tony Oriedo, RN (ED)
May – Jaisly Mathew, RN (MCH)
June – Makia White, MSN, RNC-OB, PHN, LE, RN (MCH)
July – Chiho Korekata, RN (3MS)
August – Jeanette Jimenez, RN (MCH)
September – Lorena Diaz, RN (MCH)
October – Sophie Longman, RN (ED)
November – Houston Haubenstricker, RN (ED)
December – Shella Casiraya, RN (MS Float)

Graduates of Nurse Residency Program (Cohort 4)

Ryo Pia Villanueva, RN
Charlotte Decker, RN
Meiyan Liu, RN, PHN
Tiffany Baugh, RN
Veronica Zavala Perez, RN
Amanda Padmore, RN
Sanjeshna Maharaj, RN
Talia Kala, RN
Mary Rix, RN

Clinical Ladder 3 and 4 Recipients

SNIII – March 2023

Joanne Pulanco, RN (MS)
Verneth Menchavez, RN (2MT)

SNIII – July 2023

Angelica Lopez Lester, RN (MCH)
Celina Agbo, RN (ICU)
Delphine Joko, RN (L&D)
Michelle Huey, RN (NICU)
Rachel Maligaya, RN (ICU)
Alesia Surrency Ballard, RN (COC)
Monina Baylasy, RN (COC)

SNIII – November 2023

Makia White, MSN, RNC-OB, PHN, LE (L&D)
Adam Guerrero, BSN, RN, CCRN (ICU)
Mhagsy Celestino, RN (ICU)
Sherill Antioquia, MSN, BSN, RN, PHN, PCCCM III (COC)
Mahjabeen Merchant, RN (COC)
Salesni Kumar, BSN, RN, CCM, PCC III (COC)
Laura Baugh, RN (ED)

SNIV – March 2023

Samira Popal, RN (2MT)
Edith Chilaka, RN (3MS)
Sheila Bernardez, RN (3MS)

SNIV – July 2023

Samantha Lacy, BSN, RN, RN-BC (MS)
Verthavia Clay Gibbs, RN (ICU)

SNIV – November 2023

Megan Adams, RN (ED)
Pavandeep Dhillon, RN (PACU)

Graduates of Middle Management Program

Maricel Hiponia, MSN, RN, CNL
(Telemetry Nurse Manager)
Honesto Lucero, BSN, RN
(Assistant Telemetry Nurse Manager)

Kaiser Permanente Nurse Scholars Academy / UCSF Leadership Institute Program Scholars

Foundations of Evidence-Based Practice Workshop

Navjot Rathaur
Marilene Villa
Analyn Formes
Rosie Dela Cruz
Maricel Hiponia
Jenelyn Endriga
Ginalyn Cecilio
Mary Salas

Middle Management Institute – Assistant Nurse Managers

Brendalyn Malimban
Belinda Hills
Keri McCoy
Elise Smith

Percentages of Nurses with BSN+ Degrees and Certifications

44% BSN prepared
as of Dec. 2023

12% ANCC certified
as of Dec. 2023

Exemplary Professional Practice

CAUTI Nurse-Driven Protocol

The Catheter-Associated Urinary Tract Infection (CAUTI) Prevention workgroup team of nurses developed an Evidenced Based Nurse-Driven Protocol for Removal of Urinary Catheter with Indication of Acute Urinary Retention. The study's primary aim is to reduce CAUTI rate by allowing Registered Nurses to utilize a standardized Nurse Driven Protocol in removing indwelling urinary catheter for Acute Urinary Retention indication after 48 hours of insertion. Since the implementation of the Nurse-Driven Protocol for Removal of Indwelling Urinary Catheters in 2023, Kaiser Permanente Antioch Medical Center achieved a sustained Standardized Infection Ratio (SIR) of ZERO (0.0), well below the national benchmark for CAUTI.

Weaving Caring Science into Practice: Aromatherapy Use in the Clinical Setting

Incorporating aromatherapy into clinical practice, frontline nurses have pioneered the use of scent therapy as a complementary approach to enhance patients' physical, emotional, and spiritual health. This innovative nursing measure has gained official endorsement from the Professional Development, Rewards and Recognition (PDRR) Magnet Council and integration into the medical center's policy, offering a non-drug option to comfort or assist patients experiencing stress, nausea, discomfort, or sleeplessness. The application of aromatherapy is confined to the hospital-supplied aroma tabs and Maternal and Child Health (MCH) and the department will continue to pilot this program.

New Knowledge, Innovation, and Improvements

In September 2023, a team of Maternal and Child Health (MCH) nurses embarked on research investigating health disparities around birth and adverse outcomes. Overall demographic data is being gathered on marital status, race/ethnicity, English language speaking, insurance, employment, zip code and outcome data such as type of delivery, readmission, chorioamnionitis, and surgical site infections (SSI) are also being recorded. This data will be analyzed for statistical significance and presented for identified disparities. The team will pilot a program to address the disparity and examine its effectiveness over time.

