

Spring 2024

visions

NCAL NURSING NEWSLETTER

A place for news, insight, and connection into the heart of the Kaiser Permanente Northern California nursing community



Oakland Medical Center Nursing Professional Development Specialist **Elizabeth Scriven, RN**, celebrates the accreditation news.

Nurse residency program awarded accreditation

The nurse residency program at all 21 hospitals in Northern California recently earned the internationally renowned Practice Transition Accreditation Program® (PTAP) with Distinction from the American Nurses Credentialing Center.

This news had a room full of student nurses, graduates, nurse preceptors, program managers, and local and regional leaders erupting in cheers, whistles, and screams of excitement.

"Thank you for your blood, your sweat, and your tears, and, most importantly, your heart," said **Carrie Owen Plietz, FACHE**, Kaiser Permanente Northern California regional president at the recent announcement.

This recognition validates the higher level of professional nursing practice at Kaiser Permanente, said **Benson Yeung, DNP, RN, NEA-BC, CHSE**, regional director for Patient Care Services.



For more about Nursing Excellence in NCAL
visit NURSINGNCAL.KP.ORG

In this issue

- 2 A message from Toby Marsh, Regional Chief Nurse Executive
- 2 Resources for RN to BSN
- 3 Preventing patient falls: A collective effort at the Fresno Medical Center
- 4 Vacaville trauma team achieves top quality rating
- 5 Profiles in care
- 7 SF support group helps retain new grads
- 8 A new learning lab helps nurses deliver exceptional care
- 9 Reinvigorating nurse leaders one gallop at a time
- 10 Celebrating excellence at the Inaugural Nursing Research and Innovation Conference
Clinical Nurse Specialist team utilizes evidenced-based practice to inform care
- 11

Using a standardized evidence-based curriculum, Kaiser Permanente nurse residents, who are newly licensed registered nurses, participate in a collaborative learning environment to successfully transition into clinical practice.

"Our residents are given the opportunity to work alongside experienced staff and learn in acute care clinical settings, so that they are better prepared and more confident as they enter the workforce," Yeung said.

Continued on page 12



Leader Message from Toby Marsh, Regional CNE and VP, Clinical Integration

Spring always brings much excitement as we celebrate Nurses Week, and the important role the 28,000 Northern California nurses play in fulfilling our mission to improve the health of our members and the communities we have the privilege to serve. During Nurses Week, I hope you felt the love and appreciation for all you do – and know how much you are valued every day!

On May 1, a reception was held to recognize the 2024 Northern California Extraordinary Nurse Award honorees – 34 colleagues who exemplify professionalism, compassion, teamwork, excellence, integrity, and patient- and family-centric care in their practice.



Watch this video to learn more about this year's honorees and visit the NursingNCAL.kp.org website for individual profiles of each honoree being shared throughout the remainder of the year.

In this latest issue of Visions, we highlight the many accomplishments of nurses across the region:

- San Francisco team comes together to support new nurse graduates.
- Fresno medical-surgical project leads to decrease in patient falls.
- Vacaville trauma team achieves high quality scores in recent report.
- San Jose opens new simulation lab for didactic and hands-on learning.
- Clinical Nurse Specialists around the region use evidence-based practice to inform care.
- And much more!

Thank you for leading with purpose, and your commitment to providing extraordinary nursing care to every patient, every time.

With gratitude,

RESOURCES FOR YOU



Elevate your nursing career with a BSN!

Kaiser Permanente Scholars Academy, in collaboration with Samuel Merritt University, proudly supports nurses in this pursuit by offering tuition assistance.



Access more information and discover how a BSN, MSN, or DNP can enhance your expertise and recognition in the health care community at nursescholars.kp.org and go to Programs, and Degree Programs.

Preventing patient falls: A collective effort at the Fresno Medical Center

At Kaiser Permanente, ensuring patient safety is at the heart of care. The Medical-Surgical unit, 3 West, at the Fresno Medical Center has long recognized the serious implications of patient falls, which can lead to extended hospital stays, additional medical complications, and decreased patient satisfaction. In response, the dedicated nursing staff has continuously sought evidence-based interventions to minimize these risks.

“The Med-Surg nursing staff and care team are dedicated to keeping our patients safe,” said **Lindsey Halstead, MSN, RN, NE-BC**, 3 West Nurse Manager at the time of the project. “They approached this work with intention and thoughtfulness knowing that it would take a team approach to make a difference in the department.”

In early 2023, the Med-Surg Falls Reduction Team, comprised of nurses, assistant nurse managers, clinical nurse specialists, and nurse managers, thoroughly reviewed fall data from 2022. Key areas for improvement were identified, particularly in the use of bed and chair alarms. It was discovered that these alarms were not always used effectively, leading to delays in responding to patients attempting to move unassisted.

Based on a comprehensive literature review, several targeted interventions were implemented. One significant change was the accurate documentation of Fall Scale Scores for all patients, ensuring that high-fall-risk patients were



Fresno Med-Surg Falls Reduction Team members pictured from left: **Candace Noble, RN**; **Amy Grewal, RN**; **Susana Padilla, RN**; **Jaspreet Bhangoo, RN**; **Leticia Rincon, RN**; **Anthony Villegas, RN**; and Assistant Nurse Manager **Monica Vinogradoff, RN**.

promptly identified. Emphasis was also placed on purposeful hourly rounding, which includes checking on patients regularly to address their needs and ensure their safety.

Additionally, the approach to shift huddles was revamped, now including the Fall Scale Scores and room numbers of high-fall-risk patients in the staff assignment sheets. This change ensured that all team members were consistently aware of patients at risk, leading to more timely and effective interventions.

“We are proud of the work the Fresno Med-Surg Unit Council has done to ensure a safe environment for our members,” said **Ann Bindra, DNP, MSN, RN, NPD-BC, CCRN-K**, Magnet Program Director. “The Unit Council nurses make sure to keep the patient and family at the center of our nursing practice and the reduction of falls project is one such example. The team searched the literature and successfully implemented best practices which resulted in a reduction of total falls in the 3West unit over one year.”

By March 2023, all Med-Surg nurses had been successfully educated on these new practices, including in-person training sessions on the updated chair alarm equipment, which proved to be more sensitive and effective. The commitment to these changes resulted in a significant decrease in the total fall rate per 1,000 patient days, dropping to an average of 1.24 over the remaining quarters of 2023.

Continued on page 4

Vacaville trauma team achieves top quality rating

"It's like opening a Christmas gift when the report comes out," said **Amy Brammer, MSN, RN, TCRN, TNS, CEN, CAISS, CSTR, NHDP-BC**, referring to the bi-annual benchmark report on trauma centers from the American College of Surgeons which ranked Kaiser Permanente's Vacaville Trauma Center at a green diamond level - the highest quality ranking from the organization for Risk- Adjusted Major Hospital Events in the all patients cohort indicating Vacaville is in the top 10% of the 528 trauma centers benchmarked.

"We work so hard, to see the results it's exciting for us," said Brammer, who serves as the Trauma Program Director.

Kaiser Permanente Vacaville is the designated Level II trauma center for Solano County. "The Trauma Center is truly the whole hospital," explained Brammer. "All our teams are involved and come together to move mountains to ensure our patients receive top notch care."

Describing the trauma response team akin to a NASCAR pit crew, where a team of multidisciplinary colleague's race to the emergency department when they hear a trauma activation paged overhead. In 2023, they heard that call over 392 times, responding to patients with traumatic injuries ranging from car, bike and jet-ski accidents to victims of violence, such as stabbings.

The team's clinical expertise extends into the community. For example, they hold [Stop the Bleed](#) trainings to educate first responders and other community members how to control emergency bleeding after an accident or assault. There is currently a KP regional initiative to get all KP medical centers Stop the Bleed.

Stop the Bleed was among five projects the Vacaville team shared poster presentations on at the American College of Surgeons Trauma Quality Improvement Program Annual Conference. Other projects included mental health screenings of trauma patients, Teddy Bear Disaster Triage Training



Amy Brammer, MSN, RN, right, trauma program director at the Kaiser Permanente Vacaville Medical Center, demonstrates how to stop the bleed on **Evan Edminster, MSN, RN**, left, trauma clinical education, injury prevention, and outreach coordinator.

for local firefighters, performance improvement project on ICU bounce backs, and Trauma Resuscitation simulation training.

"I am so proud of the team for their dedication to members and patients they treat in the facility, and the commitment to our communities they demonstrate through injury prevention, outreach and trauma education," added Brammer.

From page 3 **Preventing patient falls: A collective effort at the Fresno Medical Center**

"This initiative demonstrates the power of collaboration and continuous improvement in providing the highest quality of care," said **Wendy Gospodnetich, MSN, RN, CNS, NE-BC**, Fresno Interim Chief Nurse Executive. "The team remains committed to patient safety, ensuring that every intervention is guided by the best available evidence and their shared commitment to nursing excellence."

Profiles in care

Learn more about Northern California nurse colleagues and their outstanding accomplishments.

Matt Demarest, MSN, RN, CNS, CCRN

STAFF NURSE III SANTA CLARA

Demarest is recognized for his accomplishments following the **completion of the ICU to CVICU pathway** at the Santa Clara Medical Center.

Demarest started at Kaiser Permanente San Jose as an EKG tech and earning his nursing and CNS degree in 2017, where he continued as a staff nurse and building up to a staff nurse III. His passion was ECMO and cardiovascular surgery so when an ICU to CVICU pathway opened in Santa Clara, it was the perfect opportunity for Matt to fulfill his nursing goals. Now, he is caring for ECMO patients and a super user on the unit for multiple skills.

If it weren't for a persistent manager in the cardiology clinic, he never would have pursued a career in nursing. "Fortunately, I couldn't think of a profession I would be happier doing," he shared.

To others working towards their nursing goals, Demarest encourages them to "stay persistent, network, join committees and find your passion and stick with it!"

When not caring for the hearts of others, he enjoys hiking with his wife. They once completed the Upper Yosemite Falls hike at Yosemite National Park.



"I thrive off challenges and having some of the most complex critical care patients in the region, my role with the CVICU at Santa Clara provides plenty of opportunities to continue challenging myself."

OF NOTE

Upcoming Events:

The **Nurse Scholars Academy** has many upcoming events to support nurses across the region including EBP Workshops, HeartMath Trainer Certification, (Re)Brilliancy Workshops, Equine Leadership and more.



Scan the QR code to view the events calendar.

Profiles in care

Jennie Matays, DNP, RN, CNS, CCRN, CCNS, EBP-C

MAGNET PROGRAM DIRECTOR ROSEVILLE

Matays was inducted in March 2024 as a Fellow of the Clinical Nurse Specialist Institute, an organization that promotes the visibility and vitality of the Clinical Nurse Specialist (CNS) role and works collaboratively with the National Association of Clinical Nurse Specialists.

"I feel very honored to be named a fellow and inspired to continue to promote the visibility of the CNS role," said Matays. "Fellows are leaders and mentors for excellence to not only other CNSs and nurses, but to all members of the healthcare team."

Matays followed her aunt's footsteps to become a critical care nurse. "I always loved hearing her stories from the bedside and what she did to care for others," added Matays.



"I have a passion for evidence-based practice and empowering nurses to leverage these skills to improve patient outcomes."



Seda Vash, MSN, RN, CNOR

PERIOPERATIVE DIRECTOR CENTRAL VALLEY

Vash was honored as one of the 23 Emerging Leaders Under 40 by the Association of periOperative Registered Nurses at their annual conference in Nashville.

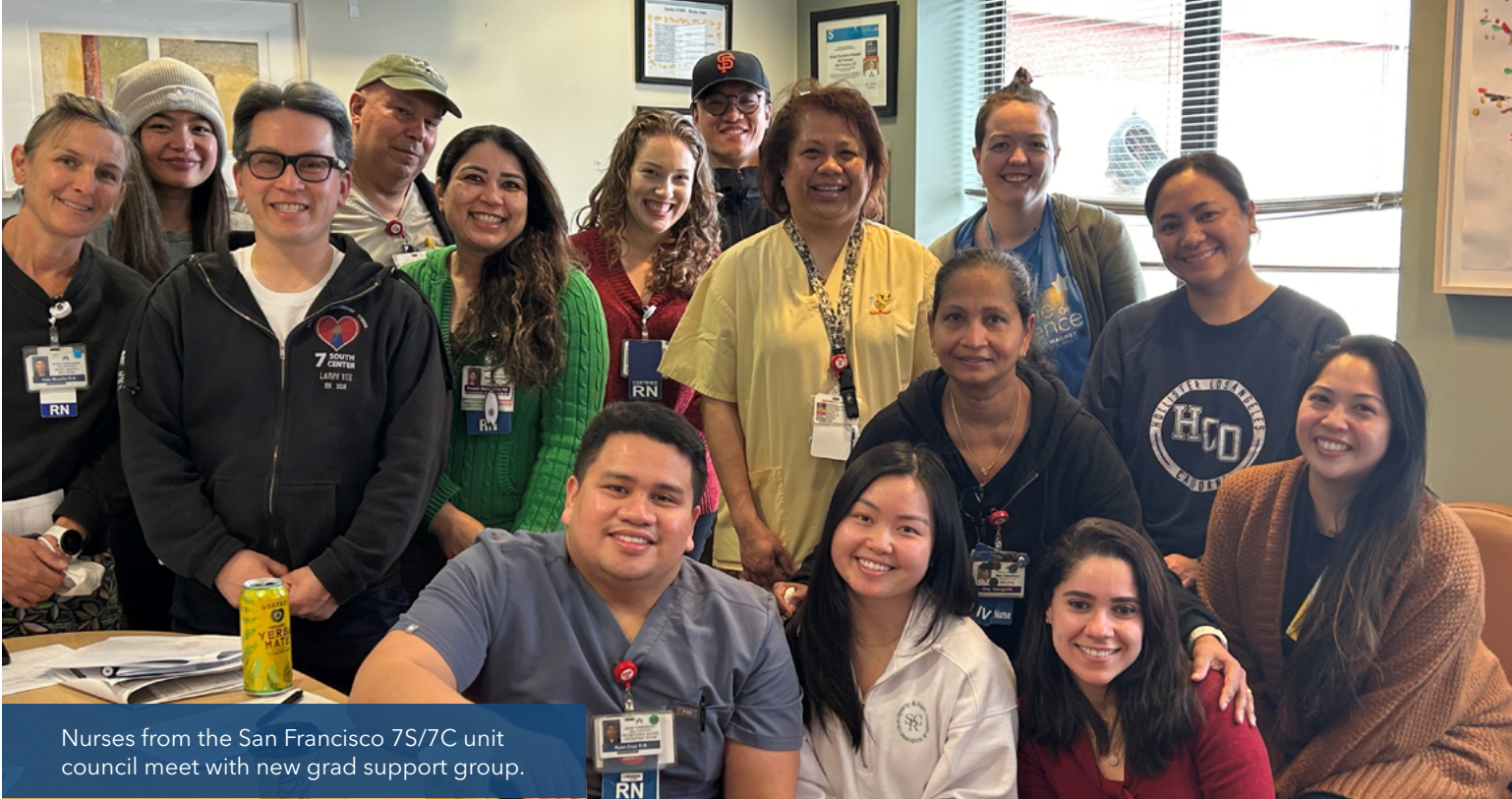
Vash says this recognition symbolizes her dedication, innovation, and impact in improving health care delivery and outcomes for surgical patients. "This accolade is a validation of the countless hours of hard work, dedication, and passion I've poured into my career in health care and in Perioperative Services."

While in high school, Vash was inspired to become a nurse after her grandfather had a major stroke leaving him hemiplegic. She helped her dad care for him and learned a lot from the Home Health Nurse on how to provide better care for him after he developed a stage 4 pressure ulcer. "The nurse took time to teach and explain to me the importance of repositioning," she said.

"As a nurse leader, I find inspiration in empowering my team, making a positive impact on patients' lives, driving innovation in health care practices, and fostering a supportive work environment," said Vash.

While not leading her team, Vash shares, "I love to sing Cambodian Karaoke with my dad. I can read and write in my native language making it easy and fun for me to sing."

"My role allows me to lead by example, advocate for patient care excellence, and contribute to the advancement of the nursing profession."



Nurses from the San Francisco 7S/7C unit council meet with new grad support group.

SF support group helps retain new grads

In August 2023, **Jocelyn Manalo, RN**, a staff nurse at the San Francisco Medical Center, helped develop a new group, supporting recent graduates as they transition from students to nursing professionals. While Kaiser Permanente has a mandatory three-month graduate support group, the focus is mostly on clinical work and learning how to handle patients.

“We decided we needed a way to support recent graduates with their education and give them a different forum where they can ask questions and discuss they don’t know a lot about with senior nurses,” said Manalo.

The new group meets monthly, having anywhere between 4 to 8 students, allowing graduates to inquire about KP workflows, policies, procedures, clinical matters, and any other topics they feel are important.

How has the new support group helped recent graduates?

“You finish school and then you enter the workforce, working 4 to 5 days a week. It’s a very stressful time,

so the new graduate group is an opportunity for them to come together, discuss shared experiences, and work with experienced nurses,” details Manalo.

Typically, two topics are discussed at each meeting. Proper blood product administration is the act of giving any blood product and is an example of a topic discussed in the support group. “Giving blood can be daunting, especially for a recent graduate. There are distinct steps, and you need to understand what you are looking for in the patient as you administer it,” explains Manalo.

New grad **Jorrane Martin, BSN, RN, PHN**, says the meetings have been invaluable in bridging the gap between theory and practice. “They’ve helped me understand the expectations of my role and how to navigate the complexities of patient care effectively. Hearing from fellow new grads about their experiences has provided additional insights and reassurance as we navigate this journey together.”

The San Francisco Medical Center has retained 100% of new grads from the 2023 cohorts.



San Jose Nurse Residency graduates pictured in the new simulation learning lab.

A new learning lab helps nurses deliver exceptional care

Small, claustrophobic, and crowded are the words used to describe the old simulation learning lab at the San Jose Medical Center. “Our former lab was in a trailer, and it just was not a viable space,” said **Richard Dansereau, MSN, RN**, Nursing Development Specialist.

Then, in January 2024, **Luis Barberia, DNP, FNP, RN, CNL**, Director, Nursing Development Professional, helped create a new learning/simulation lab, giving nurses a space to participate in didactic and hands-on training. “The new lab was created so staff can have a safe environment to perform evidence-based practices and simulations, to make and learn from their mistakes without the fear of harming someone,” said Barberia.

“In addition to simulations, the lab has a classroom setting where staff can listen to lectures and use the computers to complete their education modules,” adds Rosa Moreno, clinical nurse educator.

In the learning lab, nursing staff can participate in scenarios ranging from basic patient care to complex medical emergencies, like a code blue situation.

“There’s also a pregnant mannequin that our labor and delivery nurses can practice on. We also have a crash cart training, so staff knows how and when to use it,” details **Feliciano**

Posadas, MSN, RN, CNOR, Perioperative Nursing Professional Development Specialist.

With the new lab, nurses get more hands-on learning opportunities. “When you simply lecture, people remember 5, maybe 10% of the information, but when you have the chance to demonstrate and visualize, you get a lot more out of it,” explains Barberia.

“Recently, a registered nurse in the operating room had a code blue situation, but knew exactly how to call for help, get a crash cart, and support the anesthesia provider with emergency supplies, all things she learned in the lab during her onboarding process,” sites Posadas.

“The work done in the lab helps boost the confidence and skills of our nurses. It helps them provide competent care to our patients because that’s why we are here at the end of the day,” said Dansereau.

The nursing staff values the new lab. A recent survey indicates high satisfaction with the lab, activities, materials, presentations, and instructors.

“If I can summarize the new lab in one sentence, I would say it enhances clinical competencies of staff and builds confidence in our nursing employees,” emphasizes Posadas.

Reinvigorating nurse leaders one gallop at a time

Amidst the swirling tides of change, Kaiser Permanente Northern California offers a sanctuary of transformation and rejuvenation: the Equine Leadership Program. A pioneering approach born in 2014, this program has become a bastion against the burnout afflicting caregivers and leaders alike. For those ready to steer their teams with renewed purpose in this post-pandemic era, it stands as an invitation to embrace a novel cadence – a symphony where nature’s wisdom and evidence-based strategies converge.

“This is more than leadership development – it’s a soulful quest for balance, a harmonious dance with equine partners guiding us towards the rediscovery of inner strength and serenity,” said **Rayne Soriano, Ph.D., RN, NE-BC**, Regional Director for the KP Scholars Academy.

The dynamic hybrid model, deeply rooted in the principles of mindful leadership, has been meticulously designed to marry the flexibility of remote learning with the transformative power of hands-on experiences at the acclaimed EquuSatori Centers. The program’s cornerstone is a two-day journey, offering a sanctuary for the mind and soul to connect with majestic horses under the guidance of expert faculty.

“As the Equine Leadership Day approached, I came in with so much excitement and curiosity and ended the day with gratitude and fulfillment,” said **Diana Zhen-Davis, BSN, RN, PHN, CCRN**, San Leandro Magnet Program Director and recent participant in the program.

The first day of the program, conducted online, lays the intellectual foundation, equipping participants with insights into Caring Science® theory and HeartMath® best practices. These theories coalesce to shape leadership that thrives on empathy, mindfulness, and unfeigned authenticity.

On the second day, attendees step into the tranquility of nature at selected ranches, where interaction with horses transcends traditional learning paradigms. This immersive encounter



Diana Zhen-Davis, BSN, RN, PHN, CCRN, San Leandro Magnet Program Director at left at the recent Equine Leadership Program.

is not just a lesson in leadership but an exploration of deeper connections – where hearts lead and hands learn.

The wisdom of these graceful creatures, combined with the faculty’s expertise, has consistently proven to inspire an environment where compassion meets competence,” said Soriano. “This results in a bolstered individual leadership presence and fortified team dynamics that foster resilience in our workplace culture.”

“In working with these majestic horses, I learned about valuing the authentic energy in myself and validated the importance of intentional leadership,” added Zhen-Davis. “I left program with a quote in mind “Clear is Always Kind” and will continue my leadership journey with that as my guide.”



The Equine Leadership Program will be held Aug. 22-23 in Santa Rosa and Sept. 16-17 in Muir Beach. For more information please visit the [Caring Science Academy website](#).



At left, **Mhagsy Celestino, MSN, CCRN, RN, RNM**, discusses her award-winning poster with a colleague at the conference.

Celebrating excellence at the Inaugural Nursing Research and Innovation Conference

The inaugural Northern California Nursing Research and Innovation Conference on May 14 and 15, 2024, was a resounding success, bringing together over fifty research and evidence-based practice (EBP) posters from enthusiastic and dedicated nurses – some of whom were presenting for the very first time. The two-day event was a vibrant showcase of nurse-driven initiatives, reinforcing Kaiser Permanente’s commitment to excellence in nursing practice and patient care.

Keynote speakers set the tone for the conference, with **Dan Weberg, PhD, MHI, RN, FAAN** discussing the future of AI in nursing and **Erica Hooper, DNP, RN, CNS, CNL, PHN** and **Rayne Soriano, Ph.D., RN, NE-BC** emphasizing the importance of Caring Science within our Professional Practice Model.

The conference was a platform for recognizing outstanding work. **Toby Marsh, MSN, RN, FACHE, NEA-BC**, NCAL Regional Chief Nurse Executive and Vice President of Clinical Integration, captured the spirit of the event perfectly, stating, “The future is really bright. This is the best time to be a Kaiser Permanente nurse and nurse leader in Northern California.”

One of the standout moments was the Most Innovative Poster Award given to a team from the Antioch Medical Center. **Mhagsy Celestino, MSN, CCRN, RN, RNM**, proudly stated, “The Most Innovative Poster Award is dedicated to my wonderful CAUTI Team-Champions for their impeccable dedication and monitoring for success in promoting quality and safe care for our members.”

Continued on page 13

Clinical Nurse Specialist team utilizes evidenced-based practice to inform care

Change agents are how **Doanh Ly, DNP, RN, CNS, CCRN, SCRN** describes Clinical Nurse Specialists (CNS) colleagues: “We see an area of practice that we’ve been doing a certain way for many years, ask critical questions about why we are doing it that way, and change practice based on latest evidence.”

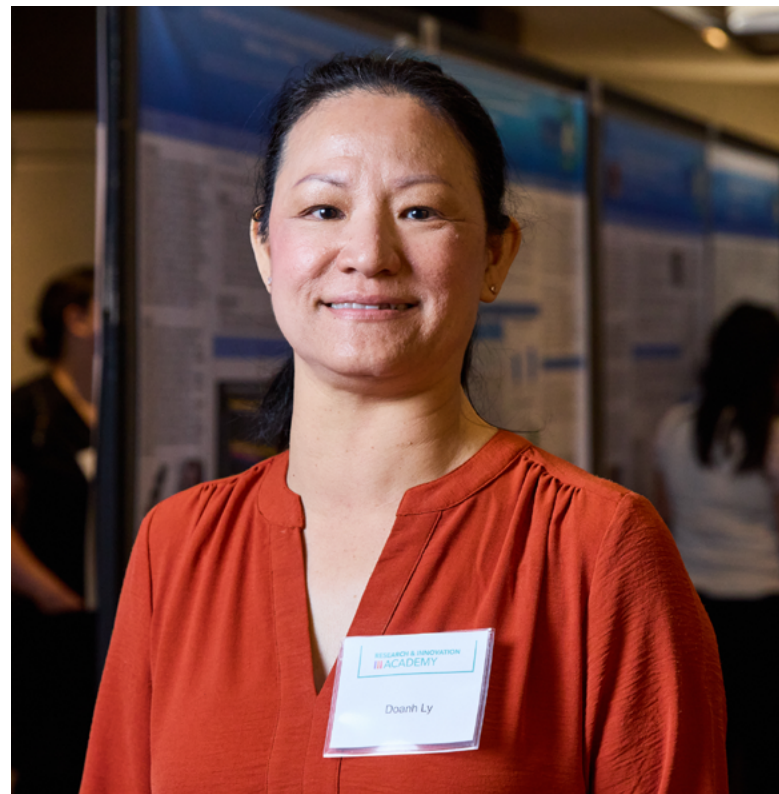
Working in the background at facilities around the region, CNSs write policies, create protocols, and improve workflows - with a shared goal to improve quality of care for Kaiser Permanente members and patients.

There are currently 68 Clinical Nurse Specialists across Northern California with 46 serving in the CNS role. They are master or doctoral prepared advanced practice nurses who have specific specialty areas such as critical care, geriatrics, neonatal, pediatrics, neuro/stroke, and wound care. Other CNSs are in leadership roles in the medical centers and regional office.

“Every hospital benefits from having a Clinical Nurse Specialist,” says **Stacy Hull, MS, RN, CCNS, CSC**, Regional Adult Services Clinical Practice Consultant. “They provide high-quality, advanced nursing specialty consultation and offer expertise and support to nurses caring for patients at the bedside.”

For example, a wound care CNS can evaluate a patient and make recommendations for specific procedures and how to care for their injuries to prevent issues or a geriatric CNS can do a chart review of medications, what led to hospitalization and make recommendations to care teams based on all the information gathered to avoid geriatric-related issues such as delirium.

Importantly, they lead evidence-based practice (EBP) initiatives, optimize organizational systems, and advance nursing practice. “We look at current nursing practice, workflows, and policies to support



South San Francisco Clinical Nurse Specialist **Doanh Ly, DNP, RN, CNS, CCRN, SCRN** presents an EBP poster at the Research and Innovation Academy Conference.

nurses in their work, and utilize evidence-based practice to inform care,” said Ly.

In South San Francisco where Ly is the Critical Care CNS and Stroke Coordinator, examples of EBP informing care initiatives are improving stroke care with the use of intravenous tenecteplase and heart failure patient education to reduce readmissions.

The benefits of EBP in nursing practice are vast, said Hull, who recently co-presented with Ly The Role of Clinical Nurse Specialist in Evidence-Based Practice at the inaugural Research and Innovation Academy Conference held in May. “Beyond promoting positive patient outcomes, it ensures relevancy of nursing practice with new interventions and care protocols, allows for incorporation of new technologies in practice, increases nurse autonomy and confidence in decision-making, enhances critical thinking and lifelong learning.”



Northern California Nurse Residency Program managers and leaders celebrate the accreditation.

From front page Nurse residency program awarded accreditation

"This is a testament to our culture of nursing excellence, and the incredible support our team provides new nurses."

The ANCC appraisers lauded the Nurse Residency program for fostering a collaborative and supportive environment. Nurse residents volunteer their time to support their peers. Leadership is readily available and provides personal contact information. Nurse residents are also recognized for their contributions through the DAISY Award program.

New grads remain with Kaiser Permanente

Keoni Gist, BSN, RN, a telemetry nurse at Kaiser Permanente in Richmond, graduated from the one-year nurse residency program in November 2022.

"I feel like I work with a community of people who actually care."

Gist is now mentoring incoming residents. She says it's important to her to provide support to residents just as she received when she was in the program.

Quasana Banks, BSN, RN, a medical surgical nurse at Kaiser Permanente in Oakland, will graduate from the nurse residency program in the spring.

Banks was motivated to go into nursing after seeing how the nurses at Kaiser Permanente in Oakland took such great care of her grandmother. She realized she wanted to do the same for others.

"This program is exactly what I feel a new nurse graduate needs to learn how to practice safely and be confident with their patient care as well as build the relationships with their fellow colleagues," she said.

Jessica Richardson, RN, a labor and delivery nurse at Kaiser Permanente in Roseville, graduated from the nurse residency program in May 2022. She said she chose to pursue her nursing career at Kaiser Permanente because of the extensive support provided to nurses.

And she's not alone. Nurse residency program leaders shared that 92% of nurse residency graduates remain with Kaiser Permanente after one year, compared to the national average of just 62%.

"I feel like Kaiser Permanente really does take care of you," she said. "The resources they provide you, the community of nurses they have. The managers are so well-versed and supportive."



From left, Kathy Ricossa, PhD, MS, RN, PHN; Ifeoma Nnaji, DNP, RN, NI BC, NPd BC, NE BC, FACHE; Stacy Alves DNP, RN, NEA-BC; and Jennie Matays, DNP, RN, CNS, CCRN, CCNS, EBP C, as Alves and Ricossa are presented awards for the Santa Clara Medical Center at the conference.

From page 10 **Celebrating excellence at the Inaugural Nursing Research and Innovation Conference**

The Santa Clara Medical Center team led by Chief Nurse Executive, **Stacy Alves, DNP, MS, RN, NEA-BC**, was recognized for the most abstract and poster submissions with 14 shared at the conference. The team from the Modesto Medical Center, led by interim Chief Nurse Executive, **Betty Lopez, DNP, MPA, RN** received the award for best poster design for their work improving the pediatric patient experience.

Dynamic and inspirational aptly describe the Research and Innovation Academy Conference. It was an opportunity for nurses to cross-pollinate best practices, challenge the status quo, and embrace a spirit of inquiry. As we continue to elevate nursing practice, we are reminded of the importance of caring for ourselves and our colleagues to provide the best care for our patients.

The event also featured golden nuggets of knowledge on abstract preparation and becoming a peer reviewer for professional journals. Congratulations to all the award recipients and participants for their exceptional contributions. Your dedication and innovation make Kaiser Permanente Northern California the best place to work and receive care. We look forward to continuing this journey of excellence and innovation together.

This conference was a testament to the power of collaboration and the relentless pursuit of excellence in nursing. A special thank you to **Ifeoma Nnaji, DNP, RN, NI-BC, NPd-BC, NE-BC, FACHE** for her exceptional leadership of the KP Nurse Scholars Research and Innovations Academy. Her dedication and guidance have been instrumental in fostering a culture of research and innovation within our nursing community.

Recognizing nurse accomplishments

Congratulations to the Northern California nurses recognized for the following accomplishments:

2024 Extraordinary Nurse Award Recipients

KFH NURSE LEADER OF THE YEAR

Bernice Yale, BSN, RN

Nurse Manager, Medical Surgical
San Jose Medical Center

Rachel Wyatt, DNP, MHA, RN, NEA-BC

Chief Nurse Executive
South Sacramento Medical Center

KFH EMERGING NURSE LEADER OF THE YEAR

Erica Dixon, BSN, RN

Assistant Nurse Manager, PACU
Fresno Medical Center

Veronica Hernandez, MBA, BSN, RN

Assistant Nurse Manager, ICU
Walnut Creek Medical Center

TPMG NURSE LEADER OF THE YEAR

Vickie Her, BSN, RN

Service Unit Director, Vision Services,
Staffing Office and Float Pool
Central Valley Service Area

Amelia Roberts, MSN, RN

Service Unit Director, Emergency
Department
Oakland Medical Center

TPMG EMERGING NURSE LEADER OF THE YEAR

Julie Silveira, BSN, RN

Service Unit Dept. Manager
Modesto Medical Center

Benson Tran, DNP, RN, NE-BC, CMSRN

Service Unit Dept. Manager
San Rafael - Petaluma Medical Offices

CLINICAL ADULT SERVICES

Mhagsy Celestino-Pingul, MSN, RN,

CCRN, RHM

Staff Nurse III
Antioch Medical Center

Nestle Vitug, MSN, RN, PCCN

Staff Nurse II
Vallejo Medical Center

NURSING PROFESSIONAL DEVELOPMENT

Irma Gomez, MSN, RN, NPD-BC

Nursing Professional Development
Specialist
Oakland Medical Center

Jane Jach, MSN, RNC-OB, PHN

Nursing Professional Development
Specialist, MCH
Roseville Medical Center

MATERNAL CHILD HEALTH

Salvacion Romero, BSN, RN

Staff Nurse IV, NICU
Santa Clara Medical Center

Sandra Vargas, BSN, RN, CPLC

Staff Nurse IV
Redwood City Medical Center

PERIOPERATIVE SERVICES

Cherry David, BSN, RN

Staff Nurse IV
Fremont Medical Center

Suki Sahota, RN

Staff Nurse III
Fresno Medical Center

EMERGENCY DEPARTMENT

Kelli Cox, MSN, RN

Staff Nurse IV
Santa Rosa Medical Center

Ayra Dee, BSN, RN, CEN, CPEN

Staff Nurse IV
South San Francisco Medical Center

MEDICAL OFFICES OR OUTPATIENT SERVICES

Dorothy Laine, RN

Staff Nurse II, Laser Surgery Department
Union City Medical Offices

Rex Tapangan, BSN, RN, CNN

Case Manager, Pediatric Specialties
Roseville Medical Center

EXTRAORDINARY NURSE AACC

Gabrielle Fandelle, MSN, RN,

CNSPHN, AMB-BC, CNOR (E)

Staff Nurse III, Appointment and
Advice Call Center,
Sacramento

Sherri Shaw, RN

Staff Nurse III, Appointment and
Advice Call Center,
Vallejo

ADVANCED PRACTICE

Janelle Palacios, PhD, MSN, RN, CNM

Certified Nurse Midwife
Oakland Medical Center

Shavi Sanga, MSN, RN, ACCNS-AG,

CCRN, GERO-BC

Clinical Nurse Specialist
South Sacramento



2024 Extraordinary Nurse Award Recipients at this year's celebration held May 1 at Wente Vineyards. Not pictured: Robert Galli, Jane Jach, and Belinda Roy.

**CONTINUUM NURSE
LEADER OF THE YEAR**

Pamela Son, MSN, RN
Site Director, Home Health
San Francisco Medical Center

Mary Briones-Gomez, MSN, RN, CHPN
Nurse Manager
San Leandro Medical Center

CARE COORDINATION

Kristin Rowden, MSN, RN
Patient Care Coordinator Case Manager,
Utilization Management
Fresno Medical Center

Lisa Tran, BSN, RN
Patient Care Coordinator Case Manager,
Utilization Management
Martinez MOB

CONTINUUM

Amber Avina, BSN, RN
Staff Nurse II, Home Health
Santa Clara Medical Center

Belinda Roy, RN
Palliative Care
Modesto Medical Center

**FRIEND OF NURSING –
DIRECT CARE PARTNER**

Silvia Case
Housekeeping Aide
Richmond Medical Center

Robert Galli
Sr. Staff Assistant
Sacramento Medical Center

**FRIEND OF NURSING –
INTERPROFESSIONAL COLLEAGUE**

Mohit Roberts
Administrative Services Manager
San Leandro Medical Center

Vivek Venkatakrisnan, MD, FACP
Internal Medicine
Antioch Delta Fair Medical Offices

DAISY Awards

DAISY Leader Awards

FRESNO

Stephanie Edwards, RN

FREMONT

Rajwinder Dhillon, RN

Arbie Estabillo, RN

RICHMOND

Kimberly Dabney, RN

Nicole Barnett, DHSc, MBA, RN,

CNL, NEA-BC

REDWOOD CITY

Yvette Acosta-Coleman, RN

Carolyn Leonard, RN

Ashley Morris, RN

Cathrene Deo, RN

Kris Hoy, RN

Ria Domingo, RN

SACRAMENTO

Artika Singh, RN

Linzy Davenport, RN

SAN LEANDRO

Melissa Hathcoat, MSN, RN, CNL

Asha Varma, MSN, RN

SANTA ROSA

Carol Larson, RN

Kristine Holz, RN

Teresa Buhagiar, RN

Connie Duncan, RN

SOUTH SAN FRANCISCO

Melody Palaypay, RN

Mary Jane Sagabaen, RN

Baby Lyn Abadilla, RN

Lilia Flores, RN

VACAVILLE

Shirleen Haftgoli, RN

WALNUT CREEK

Mable Bland, RN

Gian Reyes, RN

REGIONAL OFFICES

Tom Pham, MBA, BSN, RN,

CNOR, CPHQ

Janet Sohal, DNP, RN, NEA-BC

Linda Bertrand, RN

Elizabeth Scruth, PhD, MPH, RN,

CNS, CCRN, CCNS, FCCM

Rhafia Bucoy, DBA, MSN, BSN,

RN, LSSBB, NI-BC

DAISY Nurse Awards

ANTIOCH

Erin Ortega, RN

Rosie Yciano, RN

Lora Sells, RN

Melissa Guterrez, RN

FRESNO

Dawn Boss, RN

Ruby Valdez, RN

Edgar Meza Flores, RN

Paul Laygo, RN

FREMONT

Aaron Semana, RN

Christine Balbarais, RN

Doreen Davidson, RN

Lisa Meyers-Jones, RN

Joseph Charles Beck, RN

Clarita Bolotaolo, RN

MANTECA

Claudette Reyes, RN

MODESTO

Anna Gonzales, RN

Kudzai Gwasira, RN

Linda Montgomery, RN

Jared Goslinga, RN

OAKLAND

Yssa Yap, RN

Anna Garayalde, RN

Katina Greene, RN

REDWOOD CITY

April Reyes, RN

Ayumi Imai, RN

Tiffany Nguyen, RN

Camvan Tran, RN

Maria Imperio, RN

Oxana Zagrebina, RN

RICHMOND

Valerie Hoang, RN

Maria Murella-Echallas, RN

Mildred Veal, RN

ROSEVILLE

Sarah Strange, RN

Vickey Paul, RN

Na Da Lo, RN

Amanda Sapp, RN

Adam Swiser, RN

ROSEVILLE (CONT)

Roni Foliente, RN

Ali Rahimah, RN

Maricar Vargas, RN

Gleyneth Vidalp-Perez, RN

SACRAMENTO

Prissie Cayan, RN

Vannesa Stammer, RN

Hanh Tran-Tutu, RN

Ivy Chatto, RN

Lola Talabi, RN

Michael Woods, RN

Emily Pascua, RN

SAN FRANCISCO

Brooks Walker, RN

Gilton Olilo, RN

Jennifer Carino, RN

Juan Karlo Reyes, RN

Bridget Roddy, RN

SAN JOSE

Roberto Vetrone, RN

Manjeet Dihman, RN

Calvin Cheng, RN

Derek White, RN

SAN LEANDRO

Hai Truong, BSN, RN, CCRN

Christina Karagiannides, RN

Timothy Rivera, RN

Trecia Maura Reyes, BSN, RN

Shouzhen Zhou, RN

Gina Busgano, BSN, RN

Sofia Aguirre, BSN, CEN, RN

Tobin Miller, DNP, MSN/Ed.,

RN, CEN, CCRN, CFRN

Krystal Ta, BSN, HN RN

Susanna Kho, BSN, RN, CNN

SAN RAFAEL

David Powley, RN

Shirley Hasson, RN

Vivi Chang, RN

Nikki Switzer, RN

SANTA CLARA

Velvet Nguyen, RN

Sarah Rozran, RN

Ai Vo, RN

Jeffrey Tapel, RN

SANTA ROSA

Michael Sullivan, RN

Samol Asfaha, RN

Cristen Walker, RN

Bill Vanderlind, RN

Andrey Pels, RN

SOUTH SACRAMENTO

Emilie Valencia, RN

Maggie Alba, RN

Autumn Dennis, RN

Emily Thy, RN

Zemen Abraham, RN

Sarah Atienza, RN

SOUTH SAN FRANCISCO

Louis Tan, RN

Marjorie Torres, RN

Lynda Szumski, RN

Edwin Bagto, RN

Ayin Chang, RN

VACAVILLE

Willis Metobo, RN

Jomari Umipig, RN

Ida Olson, RN

Linda Barba, RN

VALLEJO

Esther McHenry, RN

Fatmeh Kalaveras, RN

Tianna Erickson, RN

Alan Masis, RN

Agnes Pagcu, RN

WALNUT CREEK

Putheara Khoeun, RN

Julie Lucero, RN

Lavinia Jupson, RN

Mark McManus, RN

Dajana Lukic, RN

DAISY Team Awards

Geriatric Team, Fresno

Maternal Child Health, Modesto

6 North, Oakland

Emergency Dept., Redwood City

5th Floor, Sacramento

Emergency Dept., Walnut Creek

UCSF EBP mentor program grads

Congratulations to the nurses who completed the UCSF EBP Mentor Program!

CENTRAL VALLEY

Mariles Camungao, RN
Rani Dosanjh-Dulai, MSN, RN
Shayna Gastellum, DNP, MSN-Ed,
RN-BC, PCCN
Amie Fidanque, RN
Terrie Hemman, MBA-HCM, BSN,
RN, CCCM

DIABLO SERVICE AREA

Michelle Papasan, BSN, RN
Dawn Wilkie, DNP, MSN, RN

FRESNO

Krystal Pombo, MSN, AGCNS-BC

GREATER SOUTHERN ALAMEDA AREA

Glory Asuquo, DNP, RN, ONS/ONCC
Linda Daniel, RN
Anthony Wade, BSN, RN, CCRN-CMC

OAKLAND

Deborah Bolton, MSN, AOCNS, AOCNP
Sarah Cohen, MS, RN
Samantha Hanes, DNP, RN, CCRN

REDWOOD CITY

Carolyn Leonard, MSN, RNC-OB, C-ONQS
Christa Perryman, MS, AGCNS-BC

RICHMOND

Tia Newell, MSN, RN, NEA-BC

ROSEVILLE

Jennie Matays, DNP, RN, CCNS, CCRN,
EBP-C, FCNS
Crystal Sanchez, BSN, RN

SACRAMENTO

Almaz Haile, MS, RN
Blossom Inuenwi, DNP, RN, ACNS-BC

SAN FRANCISCO

Colette Jappy, DNP, RN, ACCNS-AG,
Katy Kennedy, MSN, RN, NPD-BC, NE-BC
Sontiratta Tuyapala, MS, RN, CNS

SAN RAFAEL

Angelica Rincon, MSN, RN, NEA-BC, CNOR
Kimberly Shankel, MSN, RN, CNL

SANTA CLARA

Yvette Dobson, RN
Kathy Ricossa, PhD, MS, RN, PHN

SANTA ROSA

Christina Andrade, MS, RN
Teresa Buhagiar, MS, CEN, ACHPN, NPD-BD

SOUTH SACRAMENTO

Heather Barden, DNP, RN, PHN, NE-BC,
NPD-BC, CCRN
Lisa Rael, MSN, RN, RNC-OB RN
Edward Robinson, BSN, RN
Shavinderpal Sanga, MSN, ACCNS-AG,
Gero-BC, CCRN

SOUTH SAN FRANCISCO

Michelle McIlwain, MBA, MSN, APRN,
FNP-BC

VACAVILLE

Katie Rott, RNC-NIC, ACCN-N
Annette Tuatagaloa, MSN, RN

VALLEJO

Marites Wong, BSN, RN

REGIONAL OFFICES

Darren Murphy, MSN, RN
Lori Naylor, MSN/Ed, RN,
Ifeoma Nnaji, DNP, RN, NI-BC, NPD-BC,
NE-BC, FACHE
Janet Sohal, DNP, RN, NEA-BC

Industry recognition

Lizzie Scruth, PhD, MPH, RN, CCNS, CCRN, FCCM, FCNS, CPHQ, was recently acknowledged by the American Association of Critical Care Nurses with the 2024 Visionary Leadership Award: [Lifetime Membership](#)

Cristine Lacerna, DNP, MPH, RN, CIC, CPH, FAPIC, and **Sejal Naik DNP, RN, MHA, CIC, FAPIC** were accepted as members of the 2024 cohort of Association for Professionals in Infection Control and Epidemiology (APIC) Fellows, an honor for APIC members who have demonstrated advanced achievement and service in the field of infection prevention, control, and epidemiology.