

Summer 2024

# visions

NCAL NURSING

# NEWSLETTER

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



Jane Jach, MSN, RN, PHN, RNC-OB, EBP-C, teaches a group of midwives in Sierra Leone.

## KP Roseville team offers skills for a lifetime

“See one, do one, teach one,” is a philosophy guiding labor and delivery nurse **Jenna Ricks-Cosens, MSN, RN, PHN**.

Jenna was among a group of 5 Kaiser Permanente Roseville Medical Center team members, including another nurse, a midwife and two physicians, who traveled to Sierra Leone in May to train local health care providers.

The Kaiser Permanente care team was led by **Joanie Seacrist, CNM**, a Roseville certified nurse midwife and founder of Hawa’s Hope, an organization created to help promote safe birth in Sierra Leone, which has one of the highest maternal mortality rates in West Africa according to the World Health Organization.

Continued on page 10

## In this issue

- 2 A message from Toby Marsh, Regional Chief Nurse Executive
- 2 Championing pediatric safety: Uncovering the hidden challenges of ED triage
- 3 Nurses drive to reduce door-to-EKG time
- 4 Setting Sacramento nurse Ilya Guryanov up for success
- 5 KP Santa Clara receives Beacon Award for Excellence
- 6 Celebrating excellence: The inaugural graduates of KP Nurse Scholars Academy’s DNP program
- 7 Nurse-led program enhances skills for robotic surgery
- 8 Taking the trauma out of flu shots
- 9 The delicate balance between professional and personal boundaries
- 9 Resources for you



For more about Nursing Excellence in NCAL  
visit [NURSINGNCAL.KP.ORG](https://NURSINGNCAL.KP.ORG)



TOBY MARSH, MSN, RN, NEA-BC, FACHE

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

Dear colleagues,

Nurses are moment makers, and as we celebrate Care Experience Week Sept. 16-20, I want to thank you for playing such an important role in making every moment matter for our patients, members, and each other.

Even ordinary things you do each day can be extraordinary to the patients we have the privilege to care for.

“Their compassionate and empathetic nature played a pivotal role in alleviating my anxieties, instilling in me a profound sense of value and respect. Their exceptional clinical expertise, coupled with unwavering compassion and kindness, made a significant impact on my overall experience. Their remarkable ability to establish genuine connections not only facilitated my physical healing but also made a substantial impact on my overall emotional well-being,” said a Santa Clara Medical Center patient about the care his nurses provided to ease his stress and anxiety in a recent DAISY® Team Award nomination.

What a great reminder that each of us has an opportunity to make a difference in the care and well-being of the patients we serve.

Thank you for making every moment count – and for all you do to provide extraordinary care to our patients.

With gratitude,

BEST IN CLASS



## Championing pediatric safety: Uncovering the hidden challenges of ED triage

In a pivotal study, San Rafael Emergency Department (ED) leaders **Tina J. Vitale-McDowell, MSN, RN, CPEN, PECC**, and **Dana Sax, MD**, have brought to light critical insights into the accuracy of triaging pediatric patients in the ED.

Their research, published in *JAMA Pediatrics*, reveals a troubling trend: nearly 60% of pediatric ED visits are overtriaged, and 7% are undertriaged, leading to significant consequences for patient safety, throughput, and the quality of care. Through their collaborative efforts, **Vitale-McDowell** and **Sax** are championing improvements in pediatric care that are essential for protecting our young patients.

Continued on page 11

## Nurses drive to reduce door-to-EKG time

“Our team takes a lot of pride in providing the best care to our patients by using evidence-based practice to create positive change,” said **Damian Gulbransen, DNP, MBA, RN, NEA-BC**, Director of Emergency Services in Santa Rosa.

**Gulbransen** and her team implemented a new workflow to reduce door-to-EKG times, decreasing the time required to transfer ST Elevation Myocardial Infarction (STEMI) patients to specialized receiving centers.

*“I am incredibly proud of the work done by our team of emergency department nurses and techs who recognized an opportunity... When change comes from those closest to the work, it sustains, and that is exactly what we’ve seen here in Santa Rosa.”*

“A key component of this initiative was the creation of an additional ED technician position dedicated to performing EKGs,” added **Gulbransen**.

The standardized Rapid Cardiac Assessment workflow they developed led to a reduction in the length of stay for STEMI patients. In addition, the average time from door to transfer to a STEMI receiving center for STEMI patients was reduced by nearly 10 minutes.

The time from door-to-EKG has also been greatly reduced, showing the new approach’s effectiveness.

Nurses in the emergency department in Redwood City addressed a similar issue



The Santa Rosa ED team implemented a new workflow to reduce door-to-EKG time.

and implemented a quality improvement project focused on prompt EKG recognition and streamlined processes.

“Our door-to-EKG times for chest pain and STEMI patients dramatically improved,” said **Sheila Rowe, MSN, RN, CEN**, Redwood City ED Nursing Unit Council Chair.

In 2023, 28% of patients with chest pain and 30% of patients with STEMI did not receive an EKG within 10 minutes of arrival to the Redwood City ED. Once the quality improvement project established a consistent practice for promptly recognizing patients requiring EKGs and streamlining the door-to-EKG process, for the 4 months following implementation, compliance with a door-to-EKG time of less than 10 minutes for chest pain patients increased to 86%, and for STEMI patients, compliance reached 100%.

### Gratitude for lifesaving changes

A patient who recently presented to the Santa Rosa Emergency Department shared a positive experience. She cited the team’s rapid response to her cardiac event, including timely EKG administration and prompt transfer to a specialized center, as instrumental in saving her life.

“I am incredibly proud of the work done by our team of Emergency Department nurses and techs who recognized an opportunity to change their workflow to provide even better care to our members. When change comes from those closest to the work, it sustains, and that is exactly what we’ve seen here in Santa Rosa,” said **Gulbransen**.



## Profile in care: Setting Sacramento nurse Ilya Guryanov up for success

Rewarding is how Ilya Guryanov, RN, describes his nursing journey at Kaiser Permanente.

### Pathway to nursing

At 16, **Guryanov** took advantage of the opportunity to participate in the Kaiser Permanente Launch Program. The high school internship program not only introduced him to the world of health care but also set the stage for his future career in nursing.

At 18, he became a Patient Care Technician (PCT) at the Sacramento Medical Center, gaining invaluable experience while completing nursing school.

"I once cared for a patient who was receiving end-of-life care. The patient had been in the hospital for a while, steadily declining, but no family ever visited. As the patient's condition further declined and their final hours approached, I supported her as if she were my own family by playing oldies music and holding her hand as she took her last breaths. This experience taught me the importance of being compassionate and being there for my patients in their most vulnerable moments," explained **Guryanov**.

Following his role as a PCT, **Guryanov** was accepted into Kaiser Permanente's competitive new graduate program.

"I felt incredibly fortunate to be part of this elite group," he recalled.



### Personalized support

"Kaiser Permanente supported me at every crucial step of my journey to becoming a nurse, offering both practical experience and professional development," said **Guryanov**.

"Even when the pandemic disrupted my plans, KP and my coworkers remained a constant source of encouragement, helping me focus on my long-term goals," he added.

### To patient care and beyond

"My journey has underscored the vital role of adaptability and resilience in patient care," **Guryanov** emphasized.

"Working in different roles within Kaiser Permanente exposed me to various aspects of patient care. This diverse experience has given me a well-rounded perspective, helping me approach each patient with a deeper understanding of their needs and a commitment to providing comprehensive, compassionate care," he stated.

"Throughout my journey, Kaiser Permanente's support was integral, offering me both the experiences and resources needed to succeed in nursing," emphasized **Guryanov**.

## Kaiser Permanente Santa Clara receives Beacon Award for Excellence, Silver Designation

The American Association of Critical-Care Nurses (AACN) has recognized the Cardiothoracic Telemetry Unit at Kaiser Permanente Santa Clara Medical Center with the Beacon Award for Excellence, Silver Designation. They are the latest to receive this honor joining the Intensive Care Units at the Roseville and San Leandro Medical Centers.

The recognition results from a 48-page application completed by Santa Clara Medical Center department leaders **Ella Vallejo, MSN, RN, PHN, CNL, Gisha Gireesan, MSN, RN, CNL, NEA-BC,** and RN staff. The unit outperformed national benchmarks for quality, work environment, and nursing workforce.

The award celebrates the dedication and hard work of the staff at the 31-bed surgical telemetry unit within a 327-bed hospital, which serves patients with heart failure, stroke, pacemaker placement surgeries, and other post-cardiothoracic surgical needs.

### The Importance of the Beacon Award

"As Kaiser Permanente Santa Clara continues working toward Magnet Designation, the Beacon Award is a crucial milestone that sets a benchmark for excellence. The award aligns with Kaiser Permanente's mission to provide the highest-quality care and highlights the healthy work environment, employee engagement, and quality patient care our medical center is committed to



Nurses from the Cardiothoracic Telemetry Unit at Kaiser Permanente Santa Clara Medical Center celebrate their Beacon Award for Excellence.

achieving," said **Honey Varghese, MSN, RN,** Nurse Manager, Santa Clara Medical Center.

"It underscores the meaningful and comprehensive care we provide to our patients and members, fostering a deep pride in our work," added **Varghese.**

### Delivering top-notch care

The Beacon Award highlights the staff's expertise and underscores their commitment to providing the best possible care to our patients. The robust continuous learning and development initiatives, such as new employee orientation, which includes classroom and online learning, peer-to-peer mentorship, and check-in meetings with experienced nursing leaders, ensure that patients and members are cared for by capable and highly trained nurses and care teams.

"Last year, The Society of Thoracic Surgeons recognized Kaiser Permanente Santa Clara as one of the top cardiothoracic surgery hospitals in the United States, and we received an A grade from Leapfrog for hospital safety for the 10th year in a row," said **Stacy Alves, DNP, MS, RN, NEA-BC,** Chief Nursing Executive of Santa Clara Medical Center.

"The Beacon Award is another example of why our medical center is a best place to give and receive care. This recognition inspires us to continue our pursuit of excellence, enhances our reputation, and builds trust with our patients and the community. It motivates us to set new benchmarks in patient care and professional practice," she adds.

## Celebrating excellence: The inaugural graduates of KP Nurse Scholars Academy's DNP program

The KP Nurse Scholars Academy proudly celebrates the first graduating class of the UCSF Post-Master's to Doctor of Nursing Practice (DNP) program. This milestone marks a significant advancement in nursing education, where participants embark on a rigorous journey rooted in scientific and theoretical principles to enhance nursing practice.

### Celebrating our graduates

We are honored to recognize the following distinguished graduates of the program:

**Tracy Broce, DNP, RN, CNS, CEN**

Regional Emergency Department Director

**Linzy Davenport, DNP, RN, CENP**

Chief Operating Officer, Sacramento Medical Center

**Denise Jacobson, DNP, RN, CNS, CCRN**

Regional Program Manager, Adult Patient Care Services

**Adrienne M. McIntyre, DNP, RNC-NIC, CNS**

Former Regional Director, Patient Care Services - Maternal Child Health

**Gertrude Tiangco-Alba, DNP, RN**

Associate Chief Nurse Executive, Roseville Medical Center



### Spotlight on Tracy Broce, DNP, RN, CNS, CEN

**Tracy Broce** stands out as a paragon of dedication, perseverance, and excellence. Her journey from an emergency department volunteer at Kaiser Permanente 23 years ago to her current role as Northern California Regional Emergency Department Director exemplifies her unwavering commitment to health care.

Returning to UCSF after 2 decades to pursue her DNP, **Broce** demonstrated an insatiable thirst for knowledge and excellence. Her heart has always been in the emergency department, where she has profoundly impacted countless lives. Her distinguished DNP project, "Preventing Falls in Older Emergency Department Patients," led to a 37% reduction in falls in 2 Northern California EDs,

achieving 0 falls in the project's final month. For this remarkable achievement, **Broce** was awarded the Distinguished DNP Project Award.

*"I'm very fortunate for the support from the Nurse Scholars Academy and was inspired to complete the program."*

**Tracy's** accomplishments underscore the program's potential to enhance practice and effect change on a macro level within Kaiser Permanente communities.





Sixty Perioperative RNs, Surgical Technologists and Sterile Processing Technicians from 9 Kaiser Permanente hospitals attended the first regional robotics class at Oakland Medical Center. The class was supported by **Michael Choi, MD**, Regional Director of Robotic Surgery, and **Janet Jule, RN**, Regional Perioperative Executive Director of Patient Care Services. It was coordinated by the NCAL Practice Excellence, Clinical Education, and Professional Practice team.

## Nurse-led program enhances skills for robotic surgery

Kaiser Permanente Northern California (NCAL) is at the forefront of surgical innovation, with nurses and surgical technologists (STs) playing a pivotal role in advancing robotic surgery, which offers benefits for patients, including smaller incisions, reduced pain, and faster recovery times.

"This advanced technology requires highly skilled perioperative staff to ensure optimal outcomes," said **Jenny Mendenhall, MSN, RN, CHSE, CNOR**, NCAL lead perioperative consultant. "Partnering with industry leaders, we developed a comprehensive training program that focuses on theoretical knowledge and hands-on experience."

In June, **Mimi Nguyen, RN**, Nursing Professional Development Practitioner at Kaiser Permanente San Francisco, piloted the first robotic "Train the Trainer" Kaiser Permanente NCAL training event.

The "Train the Trainer" program empowers experienced nurses and STs to become educators in their respective departments," said **Nguyen**.

By equipping these nurses and STs with advanced robotic skills and teaching methodologies, Kaiser Permanente NCAL aims to create a sustainable pipeline of qualified robotic team members.

Another initiative is the regional robotic surgery program which provides hands-on instruction and simulation to nurses, STs, and Sterile Processing Technicians (SPDs). The staff rotate through robotic stations to learn about the patient's experience, the surgeon's perspective, and troubleshooting the robot.

**Ruth Leong, RN**, who works at the Modesto Medical Center participated in the regionwide training, and said "I now have more knowledge, and am better equipped to answer questions from patients and their families about their robot-assisted surgeries."

"By investing in the professional development of our nursing and perioperative workforce, we are ensuring that our patients receive the highest quality care, delivered by highly skilled and knowledgeable clinicians," said **Mendenhall**.



The program captures children who are at more risk for complications associated with flu.

## Taking the trauma out of flu shots

As many parents can attest, taking a child to get a flu shot or a vaccination of any kind can cause stress, anxiety, and tears.

“As children get older, they become more aware and fearful of needles. When this happens, some kids really refuse to get vaccinated or it becomes very stressful, even traumatic,” said **Judy Moreno, MSN, RN, CPAN, RN-BC**, Santa Clara perioperative clinical manager.

**Moreno** and colleagues at the Kaiser Permanente Santa Clara Medical Center identified an opportunity to provide the seasonal influenza shot to vulnerable patients between 6 months and 18 years old. They would give them the shot while under anesthesia for planned procedures or surgery, such as gastroenterology diagnostic tests, eye surgery, or dental restoration.

Santa Clara is the first Kaiser Permanente facility in Northern California with a flu vaccination program targeting surgical pediatric patients.

During this initiative’s inaugural 2023 flu season, 202 patients were inoculated this way.

“The impact, so far, has been quite encouraging,” said **Greg Neukirchner, MD**, pediatric anesthesiologist. He presented the idea to Santa Clara colleagues after learning about perioperative vaccination programs during a Society of Pediatric Anesthesia meeting.

Considered a success with young patients at Santa Clara, the program then expanded to offer the vaccine to developmentally challenged adults.

### The benefits

“The benefit of administering the flu shot while under anesthesia is it’s done seamlessly during a planned event,” said **Moreno**. “It’s really a non-event for the patient.”

Continued on page 11



## The delicate balance between professional and personal boundaries

**Rebecca Lemons, MSN, RN, CPHON, BMTCN,** and **Erica Przybylski, BSN, RN, CPN,** two seasoned pediatric hematology oncology nurses at Kaiser Permanente Oakland Medical Center, embarked on a study to explore the delicate balance between professional and personal boundaries in their field. The study is aimed at understanding the prevalence and impact of over-involvement among nurses working with children facing serious illnesses.

“Through a survey of 93 nurses, we discovered that a significant number had experienced or witnessed instances of over-involvement, such as sharing personal contact information, meeting patients outside of work, or even babysitting siblings,” said **Lemons**. “While many respondents felt uncomfortable with such behaviors, they also acknowledged the challenges of maintaining boundaries in a demanding and emotionally charged environment.”

The study highlighted the detrimental effects of over-involvement on both nurses and patients. Over-involved relationships can contribute to burnout, compassion fatigue, and a compromised work environment. To address this issue, the researchers advocate for increased education and support for nurses, including training on boundary setting, self-care strategies, and the importance of maintaining professional distance.

“Modeling good boundaries and encouraging self-check-ins along with monthly check-ins with nursing staff could help to decrease burnout and increase staff retention,” said **Przybylski**. “The goal is to instill the idea or question in nurses: Would I do this for all my patients?”

By promoting a culture of healthy boundaries, Kaiser Permanente and other health care organizations can help protect the well-being of staff and ensure the highest quality of care for pediatric patients.

**Lemons** and **Przybylski** will present their study at the Association of Pediatric Hematology/Oncology Nurses conference this fall.



**Rebecca Lemons, MSN, RN, CPHON, BMTCN,** and **Erica Przybylski, BSN, RN, CPN,** are pediatric hematology oncology nurses at the Kaiser Permanente Oakland Medical Center.

### RESOURCES FOR YOU

## Discover how Caring Science can enhance your experience as a nurse

Caring Science connects the nurse, patient, family, and members of the health care team by engaging in authentic caring human relationships, honoring the very humanity of the patient and family. This intentional transformative connection is where healing and well-being take place for both the patient and the care provider.



Visit the Caring Science Academy website to learn about programs, how to apply it to your work, and access valuable resources and events.

## From front page KP Roseville team offers skills for a lifetime

The cost of the teaching materials for the trip was sponsored by nurse leaders at the Roseville Medical Center.

The team shared their vast knowledge and years of clinical expertise in a series of lectures, and hands-on skills and simulation trainings at midwifery schools on topics including team communication, how to protect the health of an expectant mom, and complications which can arise during pregnancy and childbirth such as hypertension, sepsis, hemorrhaging, and obstructed labor.

"We had them practice as if they were providing real patient care by walking through a scenario that escalated or became emergent," said **Jane Jach, MSN, RN, PHN, RNC-OB, EBP-C**, nursing professional development specialist. "They were able to practice hands-on, real-time responses and develop their muscle memory for critical thinking."

"With each trip we are working towards capacity building," added **Seacrist**. "I could go and deliver 100 babies, but I can also go and train 100 midwives."

### Empowering care + measuring impact

Hands-on training is their secret sauce, according to **Janel Crawford, MD, Roseville OB/GYN**, and co-director for Hawa's Hope. "People and companies like to donate equipment and other things, but nobody gives them any training on how to use it, or the teachers on how to teach it. And so, it just sits there."

"If you can teach people, then there's a ripple effect and they teach others," said **Andrea Sherman, MD, OB/GYN**.

Initially planning to deliver their workshops to about 200 people, they ended up with nearly 300 participants at a handful of midwifery schools, and accommodated a group of physician residents who heard they were in town.

To assess how well they were able to reach the goals teaching the midwives, they administered tests before and after each workshop. Overall, they saw a 13.6% increase in knowledge.

### A rewarding experience

"The joy and resilience of midwives there was palpable despite the adversity and the conditions they are working in," shared **Jach**.



The Roseville team preps for a day of teaching at a midwifery school in Sierra Leone.

"The experience helped solidify my own nursing knowledge and bettered my practice," said **Ricks-Cosens**. "Going into a different country and having to pull yourself out of your own life and putting your own bias aside, it gave me a whole new perspective."

"I honestly walked away from this experience really knowing in my heart we've saved women even though we didn't directly touch any patients," added **Sherman**.

---

## From page 2

### Championing pediatric safety: Uncovering the hidden challenges of ED triage

"This work is vital to support pediatric readiness and care in our EDs," said **Vitale-McDowell**. "It underscores our ethical responsibility to improve pediatric triage and ensure the safety of our most vulnerable population."

A collaborative effort is now underway involving Regional Quality, Maternal Child Health, Pediatric Emergency Medicine, and the Division of Research to further examine the impacts of mistriage.

To understand the challenges faced during triage, front-line staff from all 21 NCAL ED facilities are providing their insights.

"Emergency department triage is inherently a very challenging job. Triage nurses are asked to make

triage assignments with limited time to take a history or review a chart, while simultaneously managing a busy waiting room and acting as the liaison between the waiting room and the back of the ED," explained **Sax**. "We are learning more about how triage is currently done, how it impacts patient outcomes and ED operations, and we can better support our front-line triage nurses in this difficult but critically important task of sorting patients on ED arrival."

The focus ahead will be on refining triage processes to better safeguard patient safety and reduce health care disparities. The insights gained from these initiatives are instrumental in supporting our triage nurses, enhancing the care we provide to pediatric patients.

"This collaborative work is paving the way for more accurate and equitable care in our emergency departments, ensuring that every child receives the attention they need when they need it most," said **Vitale-McDowell**.

---

## From page 8

### Taking the trauma out of flu shots

During a patient's pre-op appointment, the medical team informs the parent or guardian of the option to receive the flu shot during the procedure, and the day of, they can opt-in to receive the shot.

"We have received a lot of positive feedback from many families, with especially positive responses for those patients with either needle phobia or disabilities where interactions in a health care setting is stressful," said **Neukirchner**. "It's a lot less stress on everyone, and they can receive the optimal preventive care they deserve."

The program captures children who are at more at risk for complications associated with flu.

"It's an important opportunity to protect this population, as many of them are at greater risk because of other health concerns," explained **Moreno**. "The more children we can vaccinate, the healthier our communities are."

### A best practice

The Centers for Disease Control and the American Academy of Pediatrics both recommend providing the influenza vaccine to children and teenagers while under anesthesia for a surgery.

With preparations underway for the 2024 flu season, the Santa Clara team hopes to exceed last year's vaccination numbers. They seek to share their learnings and best practices with colleagues at other Kaiser Permanente facilities.

**Moreno** and colleagues will present a poster at the Kaiser Permanente National Nursing Conference in September.

Inquiries about their program are welcomed by **Moreno** via email at [judy.x.moreno@kp.org](mailto:judy.x.moreno@kp.org).



## Recognizing the accomplishments of Northern California nurses.

### Congratulations to the nurses who achieved the next step in the clinical ladder:

#### Patient Care Coordinator Case Manager III

##### ANTIOCH

Sherill Antioquia, RN  
Inderjit Kaur, RN  
Salesni Kumar, RN  
Mahjabeen Merchant, RN  
Kulvinder Purewal, RN

##### SOUTH SAN FRANCISCO

Angeles Cayabyab, RN  
Sanjay Devdas, RN

#### Staff Nurse III

##### APPOINTMENT AND ADVICE CARE CENTERS

Jennifer Garcia, RN, Vallejo  
Michelle Jar, RN, Vallejo  
Elaine Manalac, RN,  
Sacramento  
Amber Steward, RN, Vallejo

##### ANTIOCH

Laura Baugh, RN  
Mhagsy Celestino, RN  
Brittni David, RN  
Adam Guerrero, RN  
Catherine Papasan, RN  
Adabelle Quintos, RN  
Rebecca Tsuma, RN  
Makia White, RN

##### FRESNO

Bexabelle Apolinario, RN  
Sharon Chettupally, RN  
Rianne DeLaCruz, RN  
Eric Ellis, RN  
Erica Espinoza, RN  
Brittnie Hayes, RN  
Brandon Kindberg, RN  
Ying Lee, RN  
Nicole McBride, RN  
Gi Moua, RN  
Christine Nguyen, RN  
Candice Noble, RN  
Allen Pasion, RN  
Brian Pritchard, RN

##### MANTECA

Carlos Hysa Ana, RN  
Mary Lewellen, RN  
Colby Modlin, RN  
Patrick Nganga, RN

##### MODESTO

Celia Arzate, RN  
Matthew Bethancourt, RN  
Lorena Valencia-Blake, RN  
Sya Chuon, RN  
Valerie Cornwell, RN  
Gary Correria, RN  
Corey Cortez, RN

Waseem Gheith, RN  
Deborah Gunn, RN  
Kudzai Gwasira, RN  
Jacob Hammond, RN  
April Harvey, RN  
Mandeep Kaur, RN  
Penny Keller, RN  
Gabrielle Luna, RN  
Amandeep Mandahar, RN  
Jennifer Mande, RN  
Teresita Pizarro, RN  
Amanda Polugar, RN  
Sintia Rapalo, RN  
Bobbie Reed, RN  
Ikneet Sidhu, RN  
Jasmin Singh, RN  
Kaehaulani Zambrano, RN

##### OAKLAND

Kirneet Atwal, RN  
Genevieve Bautista, RN  
Meggin Benkert, RN  
Irina Chase, RN  
Tiffany Chuhall, RN  
Kimberly L Cruz, RN  
Antoinette Deering, RN  
Nelson Fitzimmons, RN  
Karen A James, RN  
Erin C Johnson, RN  
Margaret Kuria, RN  
Namgyal Lama, RN  
Kiele Liu, RN  
Antoinette Magana, RN  
Robert Maningat, RN

Gena Mathers, RN  
Rachel Mathis, RN  
Melissa McClurg, RN  
Danh Nguyen, RN  
William O'sullivan, RN  
Sharon Reid, RN  
Amanda Sills, RN  
Jihae Song, RN  
Whitney Thompson, RN  
Nadja Barata Tolosa, RN  
Jaime Westfall, RN  
Eddaclaire Wong, RN

##### REDWOOD CITY

Rosita Berroya, RN  
Maria Teresita Castro, RN  
Selene Gorrell, RN  
Grace Malasan, RN  
Ian Mopas, RN

##### RICHMOND

Cherie Buenafior, RN  
Shiela Catanyag, RN  
Cecille De Leon, RN  
Samuel Kim, RN  
Jamba Tenzing, RN  
Mulu Yimmer, RN

##### ROSEVILLE

Leilani Acaso, RN  
Joel Aceves, RN  
Julie Ahranjani, RN  
Patience Barnie, RN  
Anne Bland, RN  
Christina Brister, RN  
Dana Burke, RN  
Hazel Cabral, RN  
Mabel Cadatal, RN  
April Gabato, RN  
Susan George, RN  
Rebecca Gotham, RN  
Maria Javier, RN  
Jungmin Jolin, RN  
Diane Jurin, RN  
Marie Lo, RN  
Hoa "Kim" Lopez, RN  
Veronika Lustyuk, RN  
Sonya Nain, RN

McCall Nichols, RN  
Sharon Palacio, RN  
Gerdy Pluviose, RN  
Megan Reyes, RN  
Amber Ross, RN  
Brenda Saephanh, RN  
Sharmaine Safholm, RN  
Elizabeth "Liz" Shaw, RN  
Jessica Smith, RN  
Gerald Stalians, RN  
Maria Stefanescu, RN  
Lori Sutter, RN  
Heather Thompson, RN  
Jescalyn Vazquez, RN  
Maricar Vegas, RN  
Dhiji Vivek, RN  
Hilda Williams, RN  
Stephanie Williams, RN  
Edil Mark Yamat, RN  
Reolee Yang, RN

##### SACRAMENTO

Dirk Ellena, RN  
Zachary Julian, RN  
Leila Mohaddress, RN  
Alexis Nelson, RN  
Garry Pacquiao, RN  
Kristy Patterson, RN  
Lyn Tirona, RN

##### SAN FRANCISCO

Maureen Browne, RN  
Mona Chang, RN  
Kendall Chase, RN  
Natalie Cheang, RN  
Heath Diaz, RN  
Aileen Dukes, RN  
Dara Engel, RN  
Tracy Guo, RN  
Tonya Hartman, RN  
Amy Huang, RN  
Lynn Lam, RN  
Evangelyn Lau, RN  
Karen Tran, RN  
Brooks Walker, RN  
Siu Wong, RN  
Mei Yang, RN  
Kim Zabata, RN

## **GREATER SOUTHERN ALAMEDA**

Nisha Agarwal, RN  
Charis Baskin, RN  
Endang Borrelli, RN  
Peter Brady, RN  
Charity Carolino, RN  
Jianyu Chuang, RN  
His Hwa Chung, RN  
Kelsey Curtis, RN  
Joann Escobin, RN  
Rebecca Figueroa, RN  
Corrina Ghelerter, RN  
Stephanie Huey, RN  
Rachel Hulme, RN  
Tuyet Huynh, RN  
Kelly St. John, RN  
Anoop Kaur, RN  
Ramandeep Khangura, RN  
Lena Lim, RN  
Natalie Lowe, RN  
Van Nhim Lu, RN  
Lily Posadas, RN  
Heather Rudkin, RN  
Lovie Timbol, RN  
Desherry Tran, RN  
Daniella Viewneza, RN  
Brittany Vu, RN  
Rachel Whyte, RN  
Cynthia Wong, RN  
Michelle Yaseng, RN

## **SAN RAFAEL**

Lindsay Clark, RN  
Patricia Exley, RN  
Stephanie Rollins, RN  
Tracy Sands, RN  
Nicole Switzer, RN  
Kristen Watterson, RN

## **SANTA CLARA**

Shadee Amirkiai, RN  
Helen Bak, RN  
Natalie Borek, RN  
Carrie Darling, RN  
Carlota Del Campo, RN  
Jeremy Holly, RN  
Jennifer Kulich, RN  
Julia Lin, RN  
Lydia Lizardo, RN  
Laurie Luce, RN  
Hermila McCluskey, RN  
Rebecca Mong, RN  
Peter Mugwe, RN  
Elizabeth Murphy, RN

Pomaikai Neil, RN  
Jordan Pagarigan, RN  
Cassandra Roudpeyma, RN  
Phitrina Tan, RN  
Don Tsao, RN

## **SANTA ROSA**

Adelayda Artega, RN  
Emily Black, RN  
Sara Butcher, RN  
Rebecca Clark, RN  
Deanna Crudo, RN  
Talia Dougan, RN  
Sharon Love, RN  
Amanda McNalley, RN  
Melissa Wayne Rudy, RN  
Suzanne Tolksdorf, RN  
Emilie White, RN

## **SOUTH SACRAMENTO**

Jocelyn Aguilar, RN  
Okjoo Choi, RN  
Eric Correa, RN  
Vincent Gaitte, RN  
Rebecca Grijalva, RN  
Chris Grissom, RN  
Andrea Guerrero, RN  
Bhupinder Kaur, RN  
Anne Laroco, RN  
Richelle M Lear, RN  
Duyen Loeun, RN  
Lalaine Percy, RN  
Scheifren Ramos, RN  
Timothy Riddle, RN  
Mary A Soberano-Barnes, RN  
Deborah Valdez, RN  
Stacy Walters, RN  
Charles Wiley, RN

## **SOUTH SAN FRANCISCO**

Amanda Balomaga, RN  
Freddie Batarao, RN  
Karl Horn, RN  
Bryan Lo, RN  
Nestor Oriola, RN  
Oanh Phan, RN  
Carmencita Ramos, RN  
William Scott, RN  
Victoria Yee, RN

## **NAPA SOLANO**

Rochelle Claar, RN  
Kathleen Gonzales, RN  
Catherine Hernandez, RN  
Maddalena Intintoli, RN  
Carthon Johnson, RN

Ramanjit Kaur, RN  
Monique Martell, RN  
Allan Salita, RN  
Joanna Marie M. Sena, RN  
Aimee Tran, RN

## **WALNUT CREEK**

Krysta Chandler, RN  
Regina Chao, RN  
Linh Chau, RN  
Kathryn Frenklakh, RN  
Chanel N. Greenwood, RN  
Karen Manalo, RN  
Richelle G. C. Mendoza, RN  
Krystal Mew, RN  
Anna Nudelman, RN  
Alain E. M Ramirez, RN  
Tammy L. Rice, RN  
Aulani Stevens, RN  
Yekaterina Tsyura, RN  
Sarah P. Ugalde, RN  
Michelle Victoria, RN  
Kimberley Wiseman, RN

## **Staff Nurse IV**

### **ANTIOCH**

Megan Adams, RN  
Pavandeep Dhillon, RN  
Marimil Rambano, RN  
Lily Sharif, RN  
Deborah Weber, RN

### **FRESNO**

Cinderella Aniag, RN  
Maria Theresa Atutubo, RN  
Amy Grewal, RN  
Rajvir Kaur, RN  
Eric Lopez, RN  
Henry Parker, RN

### **MANTECA**

Lorraine Flores, RN

### **MODESTO**

Ismelda Bazan, RN  
Jeanette De Witte, RN  
Rox Duhaylongsod, RN  
Rebecca English, RN  
Vanessa Houck, RN  
Angela Jones, RN  
Bincymol Joseph, RN  
Katie Marziano, RN  
Penny McNealy, RN  
Elven Mitchell, RN  
Shenell Randall, RN

## **OAKLAND**

Shafreena Ali, RN  
Ziomara Aviles, RN  
Mary Baker, RN  
James Barroso, RN  
Mary Ann Gamido, RN  
Cheryl Joseph, RN  
Rebecca Morales, RN  
Loverna Quilatan, RN  
Muneyong van Luen, RN

## **REDWOOD CITY**

Ricky Ocampo, RN  
Wikki Utakrit, RN

## **RICHMOND**

Aaron Correll, RN  
Irene Luciano, RN  
Andrea Walker, RN

## **ROSEVILLE**

Jenna Aceves, RN  
Lea Becena, RN  
Janell Davis, RN  
Christie Binford, RN  
Juliette Dodson, RN  
Virginia Gottstein, RN  
Luis Gutierrez, RN  
Christie Hanson, RN  
Keri Sippel, RN

## **SACRAMENTO**

Edwin Bandol, Jr., RN  
Kathy Campos, RN  
Charletta Lockhart, RN  
Tonya Marino, RN  
Racquel Mercado, RN  
Kenneth Omega, RN  
Elisaden Samier, RN  
Ella Silchenko, RN  
Erin Joy Uniza, RN  
Jennifer Wilson, RN

## **SAN FRANCISCO**

Sandy Lee, RN  
Maileen Renjo, RN

## **GREATER SOUTHERN ALAMEDA**

Angelica Ann Camero, RN  
Kelly Fung, RN  
Stephanie Gambino, RN  
Michelle Inoue, RN  
Llewelyn Lagmay, RN  
Asuncion Pacheco, RN

**Continued on next page →**

**(Clinical Ladder  
Continued –  
Staff Nurse IV)**

**GREATER SOUTHERN  
ALAMEDA (CONT)**

Maria Porcuna, RN  
Marc Salcedo, RN  
Madonna Shortland, RN  
Kristina Sims, RN  
Lucas Tonies, RN

**SAN RAFAEL**

James Fair, RN  
Camille Mouton, RN

**SANTA CLARA**

Ji Aiping, RN  
Julie Avilla, RN  
Yvette Dobson, RN  
Solande Louis XVI, RN  
Jessica Montano, RN  
Denise Fong Nguyen, RN  
David Steinhauer, RN  
Victoria Del Rosario Valdez, RN  
Jian Wang, RN

**SANTA ROSA**

Hannah Egge, RN  
Lauren Eklund, RN  
Ben Huggins, RN  
Julie Michelena, RN  
Lucinda Reyes, RN  
Ailyn Tan, RN  
Vincent Umscheid, RN  
Kimberly Winn, RN

**SOUTH SACRAMENTO**

Navroop Dhillon, RN  
Marides Tapang, RN

**SOUTH SAN FRANCISCO**

Ashley Brown, RN  
Evelyn Holsome, RN

**WALNUT CREEK**

Lois Baeta, RN  
Wally Breazeale, RN  
Gagandeep Kaur-Mulford, RN  
Piu Mallick, RN  
Henry Pham, RN

**Congrats to our DAISY Honorees, May - August 2024**

**DAISY Nurse Awards**

**ANTIOCH**

Robert Anderson, RN  
Broderick Morgan, RN

**FREMONT**

Harinder Sahota, RN  
Meenkashi Sharma, RN

**FRESNO**

Fe May Rose Aguilar, RN  
Michael Alacar, RN  
Jill Hermosa, RN

**MODESTO**

Khalida Sharifi, RN

**OAKLAND**

Chisma Harper, RN

**ROSEVILLE**

Abby Abuiso, RN  
Helen Brott, RN  
Kristen Craven, RN  
Susanne Espino, RN  
Aris Deveza, RN  
Valerie Petrash, RN  
Jessica Pomeroy, RN  
Stacy Roudebush, RN  
Lynda Struck, RN  
Shella Torres, RN

**REDWOOD CITY**

Kim Apurado, BSN, PhD,

CCRN, SCRN

Jesse Kyser, RN  
Sandra Toulouse, BSN, RN,  
CCRN

**SACRAMENTO**

Monica Curry, RN  
Samantha Stolz, RN

**SAN FRANCISCO**

Junia Bote, RN  
Solina Chan, RN

**SAN JOSE**

Ranjit Kumar, BSN, RN  
Christine Armstrong, RN

**SAN LEANDRO**

Abi Ladeza, RN  
Candy Canotal, RN  
Priscilla Herrera, BSN, RN  
Mary Cheong, RN  
Cynthia Wong, RN

**SAN RAFAEL**

Kate Medlicott, BSN, RN

**SANTA CLARA**

Elgene Magsino, RN  
Eliot Marini, RN

**SANTA ROSA**

Rebecca Janowyc, RN

Heather Rakadrudru, RN

**SOUTH SACRAMENTO**

Heather Wright, RN  
Maria Mia Sindayen, RN  
Malee Vue, RN  
Rosemarie Lawson, RN

**SOUTH SAN FRANCISCO**

Susan Frame, RN  
Maria Inarda, RN  
Lain Kyu, RN  
Rocel Reasonable, RN  
Alex Rodriguez, RN  
Winie Salvo, RN

**VACAVILLE**

Peggy Calhoun, RN  
Lupe Fernandez-Ochoa, RN  
Renee Harper, RN  
Jenn Jaco, RN  
Ann Marie Scott, RN

**VALLEJO**

Andrea Gonzales, RN  
Gabriela Roque, RN

**WALNUT CREEK**

Chelsea Kushner, RN  
Linda Laney, RN  
Abigael Panibio, RN

**DAISY Leader Awards**

**OAKLAND**

Amelia Roberts, RN  
Shiela Escobar, RN

**ROSEVILLE**

Heather Kleinhert, RN

**SAN LEANDRO**

Kae Ling, RN

**SAN RAFAEL**

Taira Roder, MSN, RN

**SANTA CLARA**

Judy Moreno, MSN, RN, CPAN,  
RN-BC

**SANTA ROSA**

Erica Locke, RN  
Nate Smith, RN  
MaryLou Zinmaster, RN

**SOUTH SACRAMENTO**

Wilfren Esposito, RN

**SOUTH SAN FRANCISCO**

Theresa Casing, RN  
Theresa Conder, RN  
Maria Perla Logronio, RN  
Laudevenia Reyes, RN  
Ronelle Rubio, RN

**VALLEJO**

Eugenia Ventura, RN

**REGIONAL OFFICES**

Jodi Galli, MSN, RN, NE-BC  
Laure Lisk, MS, RN, CPHQ,  
CPHRM  
Carol Lucido, MSN, RN,  
CPHRM, CPHQ

**DAISY Team Awards**

Stroke Unit, Dept. 135,  
Santa Clara  
Home Health, Santa Rosa  
Quality, South Sacramento  
Caring Council Committee,  
Vallejo



## Fresno + Roseville recognized for age-friendly care

The Institute for Healthcare Improvement (IHI) recently recognized Kaiser Permanente Roseville and Fresno Medical Centers for providing high-quality health care to patients 65 and older with the level 2 Age-Friendly Health System designation. The recognition is a testament to the safe, first-rate care given to older patients based on their needs and health goals. Congratulations, Roseville and Fresno!

## Nurses recognized for leadership, impact

Congratulations to **Carter Todd, MS, MBA, RN, NE-BC, CCRN**, and **Aron King, MS, RN**, who were presented the Founders Spirit Award at the National Black Nurses Association annual conference. **Todd** and **King** were recognized for their outstanding work and leadership in the Capitol City chapter of the National Black Nurses Association, and impact of their work in the community.



## Explore how KP nurses shine in the 2023 NCAL Annual Nursing Report

Read about the outstanding contributions of our 28,000 nurses to fulfill our mission to improve the lives and health of our members and the Northern California communities we serve.