

One Sharp Nursing: Everyday Excellence

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“Nursing integrates the art and science of caring and focuses on the protection, promotion, and optimization of health and human functioning; prevention of illness and injury; facilitation of healing; and alleviation of suffering through compassionate presence. Nursing is the diagnosis and treatment of human responses and advocacy in the care of individuals, families, groups, communities, and populations in recognition of the connection of all humanity.”

American Nurses Association, 2021

From Laurie Ecoff...

2021 Close of the Year Reflection

"I am a slow walker, but I never walk back." Abraham Lincoln

As in the quote from Abe Lincoln, progress this year may have been slow, but progress moved forward nonetheless during COVID-19— and in some cases, COVID-19 accelerated activities. Sharp HealthCare nurses, in collective work or as individuals, persevered and advanced nursing education, practice, and recognition for exemplary work. One of our hospitals achieved American Nurses Credentialing Center (ANCC) Magnet® designation (Sharp Chula Vista Medical Center), while another was re-designated (Sharp Mary Birch Hospital for Women and Newborns). Across the organization, nurses graduated with advanced nursing degrees, and we awarded almost \$200,000 in scholarships to support their education. We launched a virtual Nursing Leadership Academy (NLA) in September with a cohort of 26 nurse managers (read more about the NLA in this issue). The Caster Nursing Institute Nurse Residency Program team received the Sharp’s People Pillar award for achieving ANCC accreditation with distinction. Sharp nurses published the results of their evidence-based work—several focused on COVID-19-related innovations. One article highlights accelerated work done by a system team, which addressed surge staffing and training and the new RN Extender role implemented in response to the pandemic. We are proud of the work our almost 7,000 nurses do every day. Thank you for your efforts to make Sharp the best place to work, practice medicine and receive care—and for your ongoing courage, strength, and commitment.

Laurie Ecoff, PhD, RN, NEA-BC, CNL

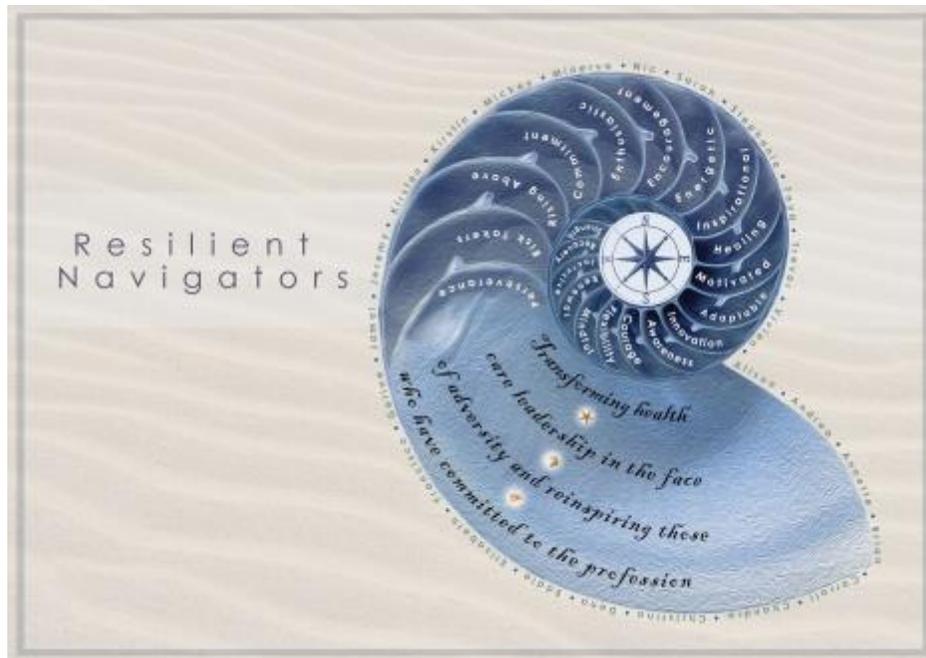
Vice President, Caster Nursing Institute



1 - Artist rendering of the new Sharp Prebys Innovation and Education Center

New Nursing Leadership Academy Launched

The Caster Nursing Institute, led by Laurie Ecoff, promotes ongoing career development for all nurses. On September 21, 2021, the Caster Nursing Institute launched the virtual Nursing Leadership Academy (NLA); it will conclude on June 22, 2022. The NLA prepares nurse leaders for current and future leadership roles at Sharp HealthCare. Cohort 1 named themselves "Resilient Navigators" (see graphic below) and is comprised of 26 nurse managers selected by their Chief Nursing Officers. Participants attend nine 4-hour virtual sessions. The NLA is organized around the Sharp HealthCare Leader Capability Model, which has three domains – Self, People, and Organizations. Content in each domain is presented in a cohort-based model using a variety of teaching methods including experiential and reflective learning. Participants prepare before each class with assignments such as self-assessments, readings or videos/podcasts that are discussed and applied in the virtual or practice setting. Upon completion of the NLA, participants will receive a certificate for their portfolio at a celebratory graduation.



Noorsaba Bahramzi Receives 2021 Spirit of Caring Award

The Daniel L. Gross Spirit of Caring Award was established by James C. Haugh, Chairman Emeritus of Sharp HealthCare, in 1985 as a memorial tribute to his wife, Sally, to honor the exceptional care she received at Sharp. His initial gift of \$100,000 has grown and allowed Sharp to continue to recognize and celebrate exceptional caregivers annually for the past four decades. In 2020, the Haugh family generously retitled Spirit of Caring for Dan Gross, to acknowledge his legacy and service at Sharp HealthCare.

Noorsaba "Noor" Bahramzi, BSN, RN, a clinical nurse on the East Wing 2 of Sharp Mesa Vista Hospital, exemplifies the spirit of caring through her work. Though she only completed the Nurse Residency Program a few years ago, she has quickly shown her influential nature and passion for patient advocacy. She goes the extra mile in exceeding her patients' needs and is highly motivated in problem solving when situations arise. Noor leads hospital-based improvements in patient care outcomes. For example, she developed a A3 (problem solving tool) presentation on patient Medicare Rights (IMM) to several of the units and administration, which influenced positive process and outcome measures for nursing and patients. The IMM compliance increased from a 77% to 82% in FY2020. Noor also assisted in a designated safety rounds project focused on ensuring efficient safety rounds. With her involvement, the rounding compliance increased from an average of 82% to 97%.

Noor advocates for the unhoused. She organized the Monarch School Backpack Project, which raised over \$3,000 in school supplies for unhoused youth in San Diego. When not working on an "official" project - she distributes blankets and hygiene supplies to those in need. She consistently volunteers to mentor/train others and takes the time to ensure understanding. Noor facilitates as relief charge nurse and is highly motivated in developing her clinical skills. She exhibits a strong work ethic and the interprofessional team appreciates her positive demeanor and "can do" attitude. She is working toward

a Nurse Practitioner degree and certification. Once she has completed her studies, she is determined to make a great impact within her community and bring greater awareness to mental health in San Diego!

Noor was also named Nurse of the Year at Sharp Mesa Vista in 2021.



2 - Noorsaba Bahramzi, BSN, RN



3 - Spirit of Caring ceremony (L - R) with Bill Littlejohn, Dan Gross, Chandra Vincent, Chris Howard, Trisha Khaleghi and Noorsaba Bahramzi



4 - Noorsaba Bahramzi on San Diego news

Sharp Nurses' Publications

Dissemination of innovation and research is a critical part of our role as Sharp nurses. Part of our obligation to the nursing profession is to disseminate our innovations and new knowledge to the larger communities by publishing our work. Here are some examples. Sharp nurse names are **bolded**:

- **Graham, J.K., & Stacy, K.** (2020). Mitochondrial dysregulation in sepsis: A literature review. [Clinical Nurse Specialist, 34\(4\), 170-177](#). doi:10.1097/NUR.0000000000000532
- **Failla, K.R., Ecoff, L., Stichler, J.F., & Pelletier, L.R.** (2021). A 1-year accredited nurse residency program's effect on intent to leave. [Journal of Nursing Administration, 51\(12\), 606-613](#). doi:10.1097/NNA.0000000000001082
- **Failla, K., Ecoff, L., Stichler, J., & Kendal, C.** (2021). Psychometric testing of a nurse residency program stakeholder evaluation survey. [Journal for Nurses in Professional Development, 37\(6\), 353-357](#). doi: 10.1097/NND.0000000000000797
- Gregory, D., **Stichler, J.** & Zborowsky, T. (2021). Adapting and creating healing environments: Lessons nurses have learned from the Covid- 19 pandemic. *Nurse Leader*. doi:10.1016/j.mnl.2021.10.013
- Gregory, D., Zborowsky, T. & **Stichler, J.** (In press, 2021). The healing environment: Healthcare professionals as leaders in design. In J. Davidson (Ed.), *Workplace Wellness: A Primer for Leaders in Healthcare*. London: Springer.
- **Kelley, C.** (2020). Here's to 2020: A nursing reflection of social injustice during a global pandemic. *Reclaiming Our Stories, San Diego City Works Press*.
- **Kelley, S., Sitzer, V., Neumann, K., Williams, J., & Ecoff, L.** (2021). Implementation of a healthcare system's approach to surge staffing and training. [Journal for Nurses in Professional Development](#). Online ahead of print.
- **Pelletier, L.R.** (2021). Quality and safety. In D. L. Huber & M. Lindell Joseph, (Eds.), [Leadership and nursing care management \(Seventh Ed.\)](#), 348-384. St. Louis, MO: Elsevier.
- **Pelletier, L.R., & Stichler, J.F.** (2021). Words matter: Scripting to enhance patient engagement. [American Nurse Journal, \(11\), 50-54](#).
- **Stichler, J.** (2022). How the coronavirus pandemic has changed healthcare design. [HERD, 15\(1\), 12-21](#). doi:10.1177/19375867211060822
- **Timmerman, J., Sitzer, V., Eusebio, R., Reavis, K., & Marder, L.** (2020). [Nursing handover: A content analysis of nurses' handwritten notes. Western Journal of Nursing Research, 43\(7\), 631-639](#). Epub 2020 Nov 22. doi:10.1177/0193945920972620



Lozano Named 2021 Honorary Homecoming Chair

San Diego State University (SDSU) Nursing 2004 graduate Eve Lozano, a Lead Clinical Nurse at Sharp Memorial Hospital, was recently named 2021 SDSU Honorary Homecoming Chair. The homecoming committee chose her for the honor because “her work exemplifies the courage, compassion, and dedication displayed by frontline health care personnel whose efforts they want to acknowledge” (SDSU Alumni Newsletter).

Eva has found the past 20 months challenging. In an article written about her in SDSU Alumni News, she said: “You feel compassion for these patients. The most heartbreaking thing is some were so sick and we knew they were going to pass and there was nothing else we could do, but just keep trying everything we could.” One of the ways Eva fights stress and maintains resilience is by running. “You learn to enjoy your days off even more, your family, your running, whatever you are into because that gives you the energy to go back to work and give everything you have to these patients because that’s what they deserve” (SDSU Alumni Newsletter). She planned on running the 5K FunRun on the SDSU campus. She was honored at the Dignity Health Sports Park in Carson during the San Diego State Aztecs vs. Nevada Wolf Pack/Homecoming game. If she could say anything to the crowd, it would be: “...to tell everybody about the health care workers and how great of a job they are doing. The nurses I work with are so incredibly giving. They are really just doing the best they can and they give so much of themselves in their work. I’m very honored to represent them.”



5 - Eva Lozano, BSN, RN



6 - Eva Lozano, BSN, RN



7 - Photo from SDSUAlumni.org

Sharp Grossmont Receives Sepsis Certification

As a testament to its commitment to top-notch patient care and performance improvement, Sharp Grossmont Hospital (SGH) recently became the first hospital in San Diego County to receive Sepsis

Certification from The Joint Commission. Sharp Grossmont now becomes just the 10th hospital in California to earn this impressive certification. Sepsis is a life-threatening condition that occurs in patients who have an infection, but whose immune system stops fighting off that infection. With sepsis being the number one cause of death in U.S. hospitals, including Sharp Grossmont, and the number one cause of hospital readmissions, it was a natural opportunity for innovation and advanced training.

By focusing on key areas of improvement, Sharp Grossmont's Sepsis Task Force developed a program that will save patient lives through early recognition and treatment of sepsis, as well as enhanced provider and patient education. They are proud to be able to provide this level of care and expertise to residents of East County. Sharp Grossmont's patient population includes a large percentage of older adults and other at-risk populations that are particularly vulnerable to sepsis. Luke Roy, MSN, FNP-BC, CEN, is part of SGH's Emergency Department team and led the task force through the rigorous implementation and survey process. "This certification provides a framework to deliver high-quality care to our sepsis patients," says Roy. "Having The Joint Commission's certification will help us bring more structure and focus to our sepsis response program, with the ultimate goal of improved outcomes for our most vulnerable patients" (Sharp email dated 11/9/2021).

Congratulations to our Sharp Grossmont team on this outstanding achievement!



8 - Luke Roy, MSN, FNP-BC, CEN



9 - SGH ED Sepsis Task Force

Nursing Organizations Release Policy Brief on Misinformation Related to COVID-19

On November 11, 2021, the National Council on State Boards of Nursing and seven other leading nursing organizations issued a policy brief to address the misinformation being disseminated about COVID-19 by nurses.

The full policy brief can be found [here](#).

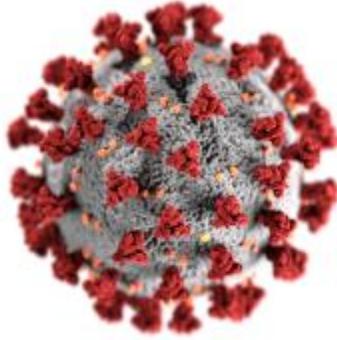
Statement

Nurses are expected to be “prepared to practice from an evidence base; promote safe, quality patient care; use clinical/critical reasoning to address simple to complex situations; assume accountability for one’s own and delegated nursing care” (AACN, 2021). SARS-CoV-2 is a potentially deadly virus. Providing misinformation to the public regarding masking, vaccines, medications and/or COVID-19 threatens public health. Misinformation, which is not grounded in science and is not supported by the Center for Disease Control and Food & Drug Administration, can lead to illness, possibly death, and may prolong the pandemic. It is an expectation of the U.S. boards of nursing, the profession, and the public that nurses uphold the truth, the principles of the Code of Ethics for Nurses (ANA, 2015) and highest scientific standards when disseminating information about COVID-19 or any other health-related condition or situation. When identifying themselves by their profession, nurses are professionally accountable for the information they provide to the public. Any nurse who violates their state nurse practice act or threatens the health and safety of the public through the dissemination of misleading or incorrect information pertaining to COVID-19, vaccines and associated treatment through verbal or written methods including social media may be disciplined by their board of nursing. Nurses are urged to recognize that dissemination of misinformation not only jeopardizes the health and well-being of the public, but may place their license and career in jeopardy as well.

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American Association of Colleges of Nursing (AACN). (2021). The Essentials: core competencies for professional nursing education. Retrieved from <https://www.aacnnursing.org/Portals/42/AcademicNursing/pdf/Essentials-2021.pdf>American Nurses Association. (2015).

Code of Ethics for Nurses. Retrieved from <https://www.nursingworld.org/practice-policy/nursing-excellence/ethics/code-of-ethics-for-nurses/>



VIDEOS

[Johnson & Johnson - Nurses Rise to the Challenge Every Day](#)

[Sharp Chula Vista's Journey to Magnet](#)

FEEDBACK

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