

# One Sharp Nursing: Everyday Excellence

Quarterly e-news published by the  
Terrence and Barbara Caster Institute for Nursing Excellence

## SUMMER 2024

“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...

Sharp has long valued shared decision making, a belief where everyone is a leader, and everyone works in partnership to ensure optimal patient and provider outcomes. This philosophy is embedded in an element of the Nursing Professional Practice Model — Engaged Leadership, and a capability in the Leader Capability Model — Shared Decision Making.

Tim Porter-O’Grady, a world-renowned expert noted for his work on professional governance, recently spent a day at Sharp in May interacting with nurses and interprofessional team members. Sessions with Dr. Porter-O’Grady focused on opportunities to enhance ownership of practice including accountability, professional obligation, collateral relationships, and decision making. Through facilitated discussions, Dr. Porter-O’Grady laid a foundation for future work at Sharp to transition to an enterprise-wide structure, examine processes for accountability and decision-making, and measure the effectiveness of professional governance. If you are interested in contributing to this work, please contact Luc R. Pelletier via email at [luc.pelletier@sharp.com](mailto:luc.pelletier@sharp.com).

Have a wonderful summer!

Warm Regards,  
Laurie Ecoff

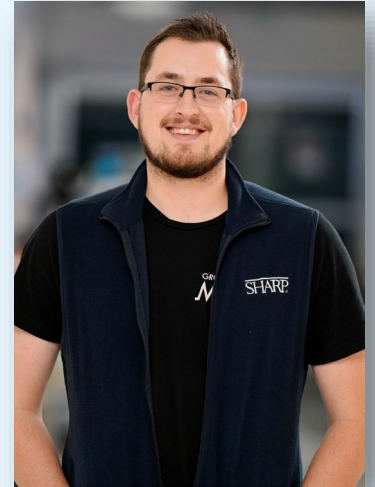


L-R: Karen Flowers, Karen Friedrichs, Luc R. Pelletier,  
Tim Porter-O’Grady, Laurie Ecoff, Susan Stone



## Nurse Residency Program Graduate Profiles

The Sharp HealthCare Nurse Residency Program (NRP) was developed to provide a flexible, supportive environment to build confidence in new graduate nurse residents. Newly licensed nurses are hired into Sharp's 12-month, systemwide NRP, which recently earned its second Accreditation with Distinction by the American Nurses Credentialing Center (ANCC) Practice Transition Accreditation Program®. Nurses in the program experience curricula promoting the acquisition of knowledge, skills, and professional behaviors necessary to deliver safe, evidence-based care. The NRP offers challenging and inspiring opportunities and clinical experiences in all clinical specialties to cultivate skills that promote lifelong success in nursing. Here is what Nicholas Schumacher has to share about his Sharp journey. We celebrate his ongoing achievements!



*Nicholas Schumacher, BSN, RN  
Clinical Nurse MICU 2W  
Sharp Grossmont Hospital*

"I have always had a fascination with health care, but I never would have guessed I would become an intensive care unit (ICU) nurse. I started my educational journey pursuing a degree in biology while playing Division 2 baseball in Los Angeles. I originally wanted to become a doctor; however, in my last year of college I decided to change career paths. Throughout my time in college, I was able to take part in a variety of medical mission trips, traveling to Mexico and setting up free health care clinics for the community. I was able to work with doctors, nurse practitioners, and nurses. It was during these trips where I developed my love for the nursing profession, and I was able to gain an insider perspective on the long-lasting effects nurses can have. I was able to learn about the many different fields that nurses can train in — from public health to intensive care. There was so much variety and opportunity that I decided to switch career paths. Two months after graduating with a Bachelor of Science degree in Biology, I moved to San Diego to continue my educational journey and enrolled in an accelerated nursing program. In my last year of nursing school, I was working as a certified nursing assistant at Sharp Memorial Hospital and then I was given the opportunity to begin my nursing career as a new graduate in the Medical Intensive Care Unit at Sharp Grossmont.

The Sharp NRP program helped me grow, mature, and value my new graduate nurse experience. I was well supported by the program and my mentors/preceptors encouraged me to succeed in every aspect of my career. I started as a new graduate in the ICU during the height of COVID-19. Nothing could have prepared me for the insurmountable loss, emotion, and tragedy we faced as health care professionals. As difficult as that was, the NRP program provided me the tools and support I needed to take on this challenging task. My decision to pursue a career with Sharp was influenced by the NRP program. Having an institute that creates learning objectives, classes, mentor guidance, and a dedicated timeline of learning for new graduate nurses is necessary for professional growth. The NRP program and Sharp peers, managers, and supervisors have all played a role in allowing me to become the best nurse I can be.

Since graduating from the NRP program, I have been able to participate as a nurse mentor on my unit, gaining the opportunity to make meaningful connections and provide support to our very own new graduate nurses. I have been able to precept new hires and clinical externs, participating as an educator in their final semester before they take their licensure exams. Lastly, I have been a member of our Unit Practice Council (UPC) since coming off new hire orientation and I have recently become chair. Our UPC allows us to improve our unit workflow by implementing evidence-based practices into patient care, working with our clinical nurse specialist to create educational opportunities, as well as maintaining a collaborative unit where individuals feel welcomed.

Outside of health care, I love to get outside and see nature. I enjoy camping, hiking, and reading on the beach. I have recently learned how to play pickleball and I have thoroughly enjoyed getting to play with some of my co-workers on our days off. Living in San Diego means there is no shortage of nice weather and when I'm able to I try to attend SD Padres games.

I'm grateful to have experienced such impactful nurse mentors throughout my new graduate nurse journey. I have been able to learn a vast amount of knowledge, grow professionally, and foster long-lasting relationships with many individuals. Just as my mentors acted as grounding forces for me in my new graduate journey, I hope I can offer the same support to those moving through their nursing path for the first time. The nursing profession can only grow when we each take a moment to remember where we came from and where we ended up; empowering and sharing knowledge with the new generation of nurses is essential. I'm excited to see where my nurse career takes me with Sharp. I hope I can be an inspiration to new graduate nurses and remind them that they can do it, too."

## Daniels Named Caster Nursing Institute Program Manager

Melodie Daniels, PhD, RN, CNS, NPD-BC, was recently selected to serve as program manager for learning programs at the Caster Nursing Institute, effective April 1, 2024. In her new role, Melodie is responsible for the development, direction, coordination, and evaluation of student learning programs and applied learning experiences, including those within the Guild program.

Melodie was recently director of education, research and professional practice at Sharp Mary Birch Hospital for Women and Newborns. In that role, she oversaw program development, process implementation, and evaluation of outcomes of care. She used clinical expertise and evidence to innovate nursing practice and improve patient and organizational outcomes. Melodie facilitated the professional role development and growth of nurses and other health care professionals along the continuum from novice to expert. Her skills include critical thinking and data analysis for performance improvement, evidence-based practice, and research initiatives. She engaged all levels of a diverse workforce in the achievement of ANCC Magnet program designation by tracking nurse-sensitive indicators to improve the quality of patient care.



*Melodie Daniels, PhD, RN, CNS  
Program Manager  
Caster Nursing Institute*

## Wells, SMH Chief Nursing Officer, Retires



*Pam Wells, MSN, MSA, RN, NEA-BC  
Chief Nursing Officer, Sharp Memorial Hospital*

Pam Wells, chief nursing officer at Sharp Memorial Hospital, retired on May 6, 2024, after more than 30 years in the health care industry.

Pam joined Sharp Memorial Hospital (SMH) in 2013 and has made an incredible impact over the last decade. She established the daily morning huddle structure to ensure clear, collaborative communication and operations among hospital teams and played a leading role in obtaining multi-year Planetree Gold and Magnet designations. Other large initiatives Pam led include forming the Night Shift Practice Council, establishing the Family Resource Center during the height of the COVID-19 pandemic, and championing a Generational Health Program. Before joining Sharp, Pam was vice president of patient care services and chief nursing officer at Stanford University's Lucile Packard Children's Hospital and served as associate administrator of patient care services at Henry Ford Hospital.

Pam is a well-respected, influential leader at SMH and Sharp HealthCare. She often contributed her time and expertise to system-wide initiatives, successfully implementing broad-reaching strategies that have increased efficiencies, engaged employees, and improved patient satisfaction and outcomes.

Sharp thanks Pam for her outstanding contributions to nursing and to SMH and Sharp and wish her the best in her well-deserved retirement. Pam's retirement celebration was held in April. Chris Walker, Chief Operating Officer, serves as interim chief nursing officer during this transition.

(Adapted from Retirement of Pam Wells, Chief Nursing Officer at Sharp Memorial Hospital, *Sharp Communications*, April 2, 2024.)

## Sharp Office of Transformation Graduates A New RN Green Belt

A director of ambulatory services at Sharp Chula Vista Medical Center (SCVMC) recently received their Green Belt after reporting out the status of their improvement project in June 2024. Green Belts are organizational leaders that spend approximately 20 percent of their time on leading Lean Six Sigma projects and facilitating Change Acceleration Process (CAP) and Work-Out™ sessions.

Laurie Kalleberg, MSN, RN, PCCN-K, NE-BC, director of ambulatory services at SCVMC, completed a project titled, SCVMC Chair Optimization in the Outpatient Infusion Center. The team's goal was to decrease the amount of time wasted by overscheduling chair time in Cerner Oncology by 50% from a baseline of 2077 minutes by March 2024. The Green Belt Workout included Pharmacy staff, clinical nurses, front desk personnel, and a Lead RN. The improvement strategy included an initial focus on non-chemotherapy medication that are injections and hydration; and adjustment/monitoring medication that nurses have control over related to the availability, potential for reactions, and post-administration monitoring. The goal was exceeded as evidenced by a 70% reduction in wasted time between scheduled medication duration versus actual medication duration for injections and hydration. The control plan includes specific medications will be manually adjusted to a more accurate time, and medications administered will be accurately documented.

The Office of Transformation, led by Amy Adome, MD, MPH, chief clinical and transformation officer and Kathy Summers, MS, vice-president of transformation, drive systemwide improvements in patient care, operations, finance, and growth. The diverse Sharp team partners, supports, and accelerates transformation projects; Lean Six Sigma projects; and coordination, monitoring, mentoring, training, and facilitation. The Office of Transformation capabilities include program governance, change management, project management, benefit/value realization, training, and mentoring. The Office maintains a repository of improvement projects in their Process Improvement Library.

## Sharp Nurses in the Media

Buechel, J., **Spalding, C.N.**, Brock, W.W., Dye, J.L., Todd, N., Wilson, C., & Fry-Bowers, E.K. (2024). A grounded theory approach to navigating infertility care during US military service. *Military Medicine*, 189(1-2), 352-360. doi:10.1093/milmed/usac174

**Camballa, K.** (2024). Sharp HealthCare workplace safety minute: Awareness. <https://www.youtube.com/watch?v=BVpWdRBILmg>

**Graham, J., Jenkins, D.,** Iris, K., & **Kelley, C.** (2024). The toxic stress of racism and its relationship to frailty. *Clinical Nursing Research*. First published online March 7, 2024. <https://doi.org/10.1177/10547738241233050>

Kawar, L. Fangonil-Gagalnag, E., **Failla, K.**, Aquino-Maneja, E., Vaughn, S., & Loos, N. (2024). Evidence-based practice implementation: Dependent on capacity and capabilities. *Journal of Nursing Administration*, 54(1), 35-39. <https://doi.org/10.1097/NNA.0000000000001374>

Kim, H., Latham, C., Krom, Z., **Failla, K.**, & Kawar, L. (2024, In press). Practical steps on publication for leadership and teams. *Journal of Nursing Administration*.

Lutgendorf, M.A., Ennen, C.S., McGlynn, A., **Spalding, C.N.**, Deering, S., Delorey, D.R., & Greer, J.A. (2024). Interprofessional obstetric simulation training improves postpartum haemorrhage management and decreases maternal morbidity: A before-and-after study. *BJOG: An International Journal of Obstetrics & Gynaecology*, 131(3), 353-361. doi:10.1111/1471-0528.17640

Studer, A.N., Young, J.C., Cook, J.T., Grimaldo, F.H., Wickman, D.A., Zarow, G.J., & **Spalding, C.N.** (2024). A novel REBOA training curriculum for emergency medicine residents: A pilot study. *The Journal of Emergency Medicine*. First published online March 13, 2024. doi:10.1016/j.jemermed.2024.03.010

Richardson, L., & **Graham J.** (2024). Embracing a new evidence-based thought paradigm of sepsis. *Clinical Nurse Specialist*, 38(4), 171-174. doi:10.1097/NUR.0000000000000828

## External Presentations by Sharp Nurses

Sharp HealthCare nurses recognize that dissemination of their research and innovations is part of the professional role. In addition to publishing their work, Sharp nurses make presentations to local, regional, and national audiences. Here is a selection of presentations from January 2023 – April 2024.

### PEER REVIEWED PODIUM and POSTER PRESENTATIONS

Benjalil, F., **Stone, S.**, and **Walker, C.** (2023, May 23). Innovating for the future of surgery: Leveraging data to drive actionable insights [Webinar]. 2023 Becker's CEO/CFO Forum. <https://www.youtube.com/watch?v=p1Y6xCOTBjI>

Ebert, D., **Stone, S.** and Swenson, J. (2023, June 17). *Creating a winning culture for both surgeons and executives.* [Podium presentation]. Women in da Vinci Surgery: Intuitive Surgical Envoy 2.0 Program, San Diego, CA.

**Ecoff, L., & Vivas, M.** (September 21, 2023). *Fostering leadership development and succession planning with a leader capability model* [Podium presentation]. Vizient Conference, Las Vegas, NV.

**Ecoff, L.** (November 2, 2023). *Moving forward towards tomorrow: Growing yourself and the nursing profession* [Keynote presentation]. National Student Nurses' Association 41<sup>st</sup> Midyear Conference. San Diego, CA.

**Ecoff, L. & Patton, P.** (October 31, 2023). *WOW poster presentations* [Webinar]. Association of California Nurse Leaders, Monterey, CA.

**Ecoff, L.** (October 24, 2023). *Research, evidence-based practice, and innovation* [Virtual presentation]. Senior Nursing Students at the University of Connecticut.

**Ecoff, L.** (October 5, 2023). *Living the legacy of our founders* [Keynote presentation]. 27<sup>th</sup> Sigma So Cal Odyssey Research Conference, San Diego, CA.

**Ecoff, L.** (May 25, 2023). *Research, evidence-based practice, and innovation in the next normal* [Keynote presentation]. Southern California Kaiser Research Conference, San Diego, CA.

**Failla, K., & Ecoff, L.** (April 30, 2024). *Stakeholder evaluation survey for nurse fellowship programs* [Poster]. American Nurses Credentialing Center Transition to Practice Symposium, New Orleans, LA.

**Failla, K., & Kendal, C.** (April 30, 2024). *Faculty evaluation using the ENGAGE model* [Podium]. American Nurses Credentialing Center Transition to Practice Symposium, New Orleans, LA.

**Failla, K.,** Kavar, L., Krom, Z., & Loos, N. (2024, February 5). *Practical steps on publication: Optimizing success before pen hits paper* [Podium presentation]. Association of California Nurse Leaders Conference, Monterey, CA.

**Lambert, K.** (2024, February 16). *Self compassion in action: Self compassion for health care communities* [Workshop facilitator]. Cardinal Health, Columbus, OH.

**Lambert, K.,** Karr, D. (2024, April 11). *Development and implementation of a weekly competency-based clinical assessment and evaluation tool* [Podium presentation]. California Association of Colleges of Nursing Spring Meeting, Rancho Mirage, CA.

**Spalding, C. N.** (2023). *Feedback: what it is, why it's important, and how to give it* [Video]. Uniformed Services University of Health Sciences. Bethesda, MD.

**Spalding, C. N.** (2023). *Theoretical bases for simulation* [Video]. Uniformed Services University of Health Sciences. Bethesda, MD.

## External Presentations by Sharp Nurses (Cont'd)

**Spalding, C. N.** (2023). *Feedback: what it is, why it's important, and how to give it* [Video]. Naval Postgraduate School. Monterey, CA.

**Spalding, C. N.** (2023). *Theoretical bases for simulation* [Video]. Naval Postgraduate School. Monterey, CA.

**Spalding, C. N.**, McConnell, D. A., Etland, C. (2023, December 1). *Palliative care at the bedside: A simulated participant enhanced training* [Podium presentation]. Palliative Care Professional Conference, San Marcos, CA.

**Spalding, C. N.** (2023, October 1). *Exploring the state of the science of healthcare simulation: Benefits, challenges, and future directions for nursing education* [Podium presentation]. Sigma Theta Tau Odessey Conference, San Diego, CA.

**Spalding, C. N.**, Austin, A., McConnell, D., Daniels, M., Perreiter, A. (2024, January 20). *Disclosing adverse events and root cause analysis simulation-training: Meeting ACGME requirements* [Podium presentation]. International Meeting for Simulation and Healthcare, San Diego, CA.

Ross, S., & **Stone, S.** (2023, June 17). *Grit and grace: How to master both* [Podium presentation]. Women in da Vinci Surgery: Intuitive Surgical Envoy 2.0 Program. San Diego, CA

## Sharp Recognized for Disaster Preparedness

On April 30, Sharp HealthCare participated in the statewide Medical Surge Exercise with more than 100 regional health care partners. During this exercise, Sharp staff tested their capabilities to respond to a mass casualty event that included chemical exposure and burns.



Team members from across the system exercised standing-up Incident Command Centers, reunifying patients and families, and safely caring for patients exposed to hazardous chemicals during the drill. In recognition of their collective efforts and successes, Sharp was recognized by the San Diego Health Care Disaster Coalition (SDHCDC) for five areas of outstanding achievement and best practices including:

- A hybrid command structure that allows for continuous interface and communication between the Corporate Command Center and entity command centers
- System-wide engagement in the planning, participation, and after-action processes
- Rapid incident command activation
- Global Patient Services engagement in family reunification of international patients
- Entity-specific Decontamination Annexes with clinical considerations.

SDHCDC's primary mission is of building a regional organization to promote engagement, coordination, communication, and situational awareness between community partners and private and public sectors prior to, during, and after an incident or disaster. The SDHDC is a multidisciplinary partnership that consists of a collaborative network of health care organizations, and their respective public and private sectors. The coalition meets State and Federal guidelines as it relates to health care coalitions.

Sharp is proud that the critical thinking and hard work of team members were recognized at the regional level. Planning for and participating in disaster exercises is a tremendous effort, and leadership is so appreciative for all team members' commitment to emergency preparedness. The lessons learned from this exercise allows Sharp to improve emergency preparedness plans strategically and continuously. "Thanks to all of your hard work; we are more prepared than ever to care for our community" says Director of Emergency and Disaster Preparedness, Danisha Jenkins, PhD, RN,

(Adapted from Sharp Recognized for Disaster Preparedness, *Sharp Communications*, June 11, 2024.)

## Stone Honored with SDSU 2024 Alumni Award of Distinction

San Diego State University's (SDSU) College of Health and Human Services honored Susan Olsen Stone, PhD, RN, FACHE, NEA-BC, senior vice president, health systems operations and system chief nursing executive, with a 2024 Alumni Award of Distinction in June 2024.

In their remarks, SDSU stated: "Susan Stone ('80, nursing) is senior Vice President of Health System Operations, System Chief Nursing Executive at Sharp HealthCare, and former CEO of Sharp Coronado Hospital. With over 35 years of experience, she is a strong advocate for improving San Diego health care, supports SDSU students in the independent doctoral program in Health Communication, and was honored in 2023 by the Coronado City Council for her outstanding medical care to the community."

The statuette presented to award recipients is a miniaturized version of Donal Hord's iconic Aztec sculpture, which the internationally celebrated artist created for SDSU. Hord was a devotee of the "direct carving" school of sculpture, in which the artist allows his work to be influenced by the grain of the medium being used as opposed to working from a previously produced model. Hord's sculptures are prominently displayed throughout San Diego in such locations as Balboa Park, the San Diego County Administration Center, the San Diego Public Library, the Coronado Public Library, and Seaport Village.

## Sharp Hospitals Receive Top Grades in 2024 Leapfrog Safety Ratings

Sharp Hospitals have once again scored well in a national safety grade announced by The Leapfrog Group, a national organization that tracks and promotes progress in the quality and safety of American health care. The Leapfrog assessment contains 30 measures, including patient satisfaction scores, in use by national measurement and reporting programs — and rates how well hospitals protect patients from errors, injuries, and infections.

The announcement of the new Leapfrog Hospital Safety Grades, which assign A, B, C, D, and F letter grades to hospitals nationwide, included the following marks for Sharp:

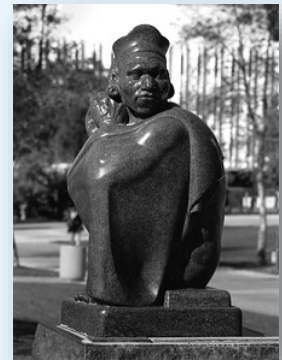
- "A" for Sharp Chula Vista Medical Center
- "B" for Sharp Coronado Hospital
- "A" for Sharp Grossmont Hospital
- "B" for Sharp Memorial Hospital

These latest national recognitions demonstrate the continued dedication and commitment of all Sharp caregivers. Thanks to all of you for your vigilance and dedication to making Sharp the best place to work, practice medicine, and receive care.

(From Sharp Hospitals Receive Top Grades in Spring 2024 Leapfrog Hospital Safety Ratings, *Sharp Communications*, May 1, 2024).



Susan Stone, PhD, RN, FACHE, NEA-BC  
SVP Health System Operations and  
System Chief Nursing Executive



altPhoto courtesy of SDSU  
University Archives

### Save the Date

**Friday, September 20, 2024**

### Sharp HealthCare's 20<sup>th</sup> Annual Do No Harm Patient Safety Conference: The Equity Imperative: Rethinking Healthcare Delivery for All

This complimentary half-day conference will take place at the Sharp Prebys Innovation and Education Center (SPIEC) at 8695 Spectrum Center Blvd., San Diego, CA 92123. A virtual option is also available for those unable to attend in person.

3.5 Continuing Education credits will be offered for physicians, pharmacists, pharmacy technicians, nurses, and laboratory personnel.

Click here for the [conference website](#).  
Abstract requests and submissions, due July 31, 2024, can be sent to [Elissa.Berthiaume@sharp.com](mailto:Elissa.Berthiaume@sharp.com)

## Call for Abstracts: 10<sup>th</sup> Annual Interprofessional Research & Innovations Conference

Sharp HealthCare's 10th Annual Interprofessional Research & Innovations Conference has issued a Call for Abstracts. At this year's conference, you will explore the evolution of health care delivery, the integration of cutting-edge technology, and the synergy between research, practice, and technology. Our aim is to foster collaboration, share knowledge, and anticipate emerging trends in health care. Join us as we embark on a journey to advance patient care, enhance workplace environments, and shape the future of health care.

### Key Themes:

- **Overcoming Challenges Through Collaboration:** We will delve into strategies for overcoming obstacles by fostering collaboration among health care professionals, researchers, and technology experts.
- **Shared Knowledge:** Through dynamic presentations and interactive sessions, we will share best practices, research findings, and innovative solutions to enhance health care delivery.
- **Emerging Health Care Trends:** Stay ahead of the curve by exploring emerging trends in health care delivery, technology integration, and patient-centered care.
- **Shared Knowledge:** Our platform provides a unique opportunity for creative expression and collaboration, fostering a culture of inclusivity and innovation.

Join us at the forefront of Next-Generation Healthcare, where we bridge the gap between research, practice, and technology to shape the future of health care delivery. Applicants may submit work to be considered for podium or poster presentations, as well as art for the conference art gallery.

### Important dates and deadlines:

**Thursday, July 11:** Deadline for artwork, practice improvement, evidence-based practice, innovations, and research documents to be submitted for podium and poster presentations. No abstracts will be accepted after this date.

**Monday, August 12:** The first author of accepted abstracts and artwork will be notified via email and informed of acceptance for a podium, poster, or art presentation.

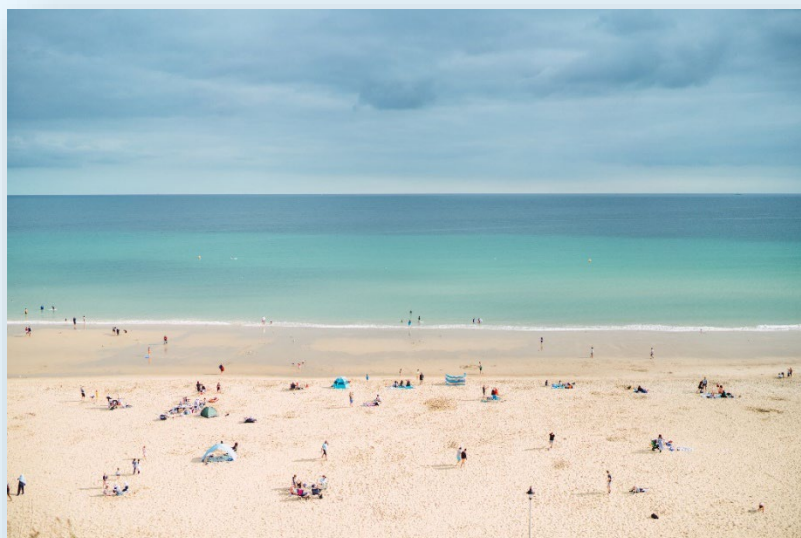
**Monday, August 19:** Your acceptance to present at the conference must be confirmed by emailing Karen Flowers. All presenters must register for the conference. Registration information coming soon.

**Friday, September 27:** Day of the Conference, 8 am to 4 pm at the Sharp Prebys Innovation and Education Center (SPIEC)

Please read the abstract submission packet carefully. The packet must be complete and submitted by required deadlines. They will not be reviewed prior to panel review for acceptance.

For questions and a copy of the abstract submission packet, please contact [Karen Flowers](#) or [Melodie Daniels](#).

The conference is sponsored by the Terrence and Barbara Caster Institute for Nursing Excellence and additionally coordinated by the Collaborative for Inquiry & Innovation (CI<sup>2</sup>).





## Ecoff Receives YWCA TWIN Award

Laurie Ecoff, PhD, RN, NEA-BC, CNL, vice president of the Terrence & Barbara Caster Institute for Nursing Excellence and the James S. Brown Simulation Center, received the prestigious YWCA Tribute to Women & Industry Award at the 24<sup>th</sup> annual *In the Company of Women* benefit luncheon on April 25, 2024.

The Tribute to Women & Industry (TWIN) Awards recognize the extraordinary achievements of women in managerial, executive, or leadership roles. TWIN honorees are inducted into a longstanding, prestigious group that has honored women since 1980.

Under Laurie's leadership, the Caster Nursing Institute has awarded over 450 scholarships totaling nearly \$2 million since 2011, including more than \$200,000 last year.

Additionally, Laurie was instrumental in the creation of Sharp HealthCare's Leader Capability Model, the model that describes what exemplary leadership looks like at Sharp. Since 1980, Sharp TWIN honorees have been inducted into a longstanding prestigious group that continues to empower women today.

Honorees and nominating organizations are recognized in promotional materials and at the *In the Company of Women* event. The Mentor, Humanitarian, and Visionary awards were announced live.

(Adapted from Laurie Ecoff Recognized as TWIN Honoree, *Sharp Communications: News and Events*, May 1, 2024.)



Laurie Ecoff, PhD, RN, NEA-BC, CNL  
Vice President, Caster Nursing Institute and  
Brown Simulation Center

## Sharp Coronado Hospital Nursing Scholarships Inspire Future Generations

Katy Green and Cathy McJannet, who combined have more than 70 years tenure as nurses, were honored to be the namesakes of scholarships for Sharp Coronado Hospital employees by Coronado Hospital Foundation donors Dev Purkayastha and Wendy McGuire. Since the first ceremony in July 2022, 13 recipients have received scholarships and six have already graduated.

McJannet, Green, and Sharp Coronado Hospital leadership awarded six scholarships at their most recent ceremony in January 2024. "Sharp's offerings are amazing, and I needed to take advantage of this opportunity," says Nancy Ledgerwood, who is earning her Bachelor of Science in nursing online through Western Governors University.

Julie Lynn is an emergency department registered nurse (RN) who is completing her master's degree in fall 2024. Samantha Beck, an operating room technician, is set to become an RN this fall.

Two of the six recipients received scholarships for the second time: Brenda Hernandez, an endoscopy technician who is studying to become an RN; and Angie Casillas, a health care partner technician on the Acute Progressive CARE Unit, who is set to complete her RN program from the Marsha Fuerst School of Nursing.

"I want to learn all the skills I need to be able to help more people here and keep growing," says Casillas, who brought her daughter, Laila, to the ceremony. Having Laila cheer for her in the crowd nearly brought Casillas to tears. "She can see that you can accomplish everything you want if you work for it," Casillas says.

(Adapted from Philanthropy Notes (May 16, 2024) and Scholarships Support Future Generations of Nurses, *Sharp Health News*, May 7, 2024)



L-R: Scholarship recipients Nancy Ledgerwood,  
Samantha Beck, Kearisten Wallace, Angie Casillas and  
Julie Lynn



Katy Green & Cathy McJannet

## 2024 Nursing Excellence Honorees

Congratulations to the 2024 Nursing Excellence Honorees across Sharp HealthCare. Various activities honoring nurses occurred in May and June 2024. We celebrate and congratulate the award recipients on their extraordinary accomplishments.

### Sharp Chula Vista Medical Center

#### Transformational Leadership

*Clinical Nurse:* Florie De Guzman, ICU

*Nurse Leader:* Kevin Vale, ICU

#### Exemplary Professional Practice

*Clinical Nurse:* Dallas Campbell, ICU

*Nurse Leader:* Joyce Dela Pena, 4T

#### Nurse of the Year

Dallas Campbell, ICU

### Sharp Coronado Hospital

#### Advancing and Leading the Profession

*Nursing:* Ashley Allen-Lopez, ED

*Leader:* Melanie Knight, ED

#### Person-Centered Award

Brooke Powers, ICU

Adam Piper, APCU

#### GEM – Going the Extra Mile Award

Corey Chapman, ED

#### Innovator Award

*Nursing:* Brianna Hansen, ICU

*Leader:* Ashton McClure, Subacute

*Ancillary/All:* Robyn Parker, PAES

### Sharp Grossmont Hospital

#### Transformational Leadership

*Leader:* Mackenzie Cypher, CNS

*Clinical Nurse:* Chela Mae Lumidao, RN

#### Exemplary Professional Practice

*Leader:* Richelle Oania, Lead

*Clinical Nurse:* Ivy Nguyen, AC

#### Nurse of the Year

Jay Sarmiento, RN

#### Nursing Support

*Bedside:* Edgarpaolo De Jesus, HCP

*Procedural/Technical:* Nicola (Nikki) Perillo, Materials Spec./Endo Tech.

### Sharp Metropolitan Campus – Sharp Memorial Hospital (SMH), Sharp Mary Birch Hospital for Women and Newborns (SMBHWN), Sharp Mesa Vista (SMV) and Sharp McDonald Center (SMC)

#### Exemplary Professional Practice

*Clinical Nurse:* Taylor Wynn, SMH

*Nurse Leader:* Jackie Hiner, SMB

#### Transformational Leadership

*Clinical Nurse:* Hannah Scott, SMH

*Nurse Leader:* Dulce Mariano, SMV

#### Structural Empowerment

*Clinical Nurse:* Jed Ortiguerra, 3T

*Nurse Leader:* Barrie Quilatan, 5 East

#### New Knowledge, Innovations, and Improvements

*Clinical Nurse:* Ashlyn Thexton, ED

*Nurse Leader:* Jennifer Hinson, In-Service Education

#### Rising Star Award

Lauren West Hufano, ED

Bea Alvarez-Tosado, Equipment Tech

#### Lifetime Achievement Award

Tina Spotts, AL

Kimberly Manalo, Inpatient Pharmacy

#### LVN of the Year

Jaewon Lee, SNF/TCU

#### Clinical Nurse of the Year

Maddie Flanagan, ICU

#### Structural Empowerment

*Leader:* Eloisa (Toni) Herrera, CNS

*Clinical Nurse:* Zachary (Zack) Baker, AC

#### New Knowledge, Innovations, & Improvements

*Leader:* Kyrstyn Naylor, Lead

*Clinical Nurse:* Jay Sarmiento, RN

#### LVN of the Year

Jeiar Nee Castor, LVN

#### Exemplary Leadership

Louise White, CNO

#### Nurse of the Year

Alyson Connors – Sharp Memorial Hospital

Vanessa Paul – Sharp Mary Birch Hospital for Women & Newborns

Christian Malaluan – Sharp Mesa Vista Hospital

#### LPT of the Year

Cheryl Okuboye – SMV

## 2024 Nursing Excellence Honorees (Cont'd)

### Sharp System Services

#### Clinical Nurse of the Year (System Services)

Michael Connor

#### Transformational Leadership

*Clinical Nurse:* Maria "Joy" Dela Cruz

*Nurse Leader:* John Cope

#### Exemplary Professional Practice

*Clinical Nurse:* Michelle Headly

*Nurse Leader:* Cindy Drake

### Sharp Rees-Stealy Medical Centers

#### Medical Assistant of the Year

Angelina Santos, MA, Family Medicine

Kristine Bale, MA, OB/GYN

Jackie Murphy, MA, Neurology

Karla Johnson, MAA, Urgent Care

#### Licensed Vocational Nurse of the Year

Ma Isabel Ang, LVN, Family Medicine

Keri Brust, LVN, General Surgery

Julia Tavares, LVN, Neurology

#### Nurse Leader of the Year

Joanna Utke, RN, Supervisor, Cardiology

Cathy Goodwater, RN, Supervisor, Occupational Medicine Administration

Richelle Slattery, LVN, Lead, Family Medicine

Natalia Akbasheva, RN, Lead, General Surgery

#### Clinical Nurse of the Year (SCMG)

Jamie Visuwan

#### Structural Empowerment

*Clinical Nurse:* Michael Connor

*Nurse Leader:* Kristen Toman

#### New Knowledge, Innovations and Improvements

*Clinical Nurse:* Kelly Yascheshyn

*Nurse Leader:* Mike Froeberg

#### Registered Nurse of the Year

Laura Laws, RN, Family Medicine

Jelena Milenovic, RN, Lead OB/GYN

Sheila McCormick, RN, Dermatology

Sandra Bergholtz, RN, Urgent Care

Juan Pablo Botello, RN, Health Services

#### Nurse of the Year

Sheila McCormick, MOHS RN, Dermatology

### On Board Certification: Building a Leadership Pipeline

"A successful leader must role model professional standards to establish trust and confidence in the team they lead," said Joshua McCabe, MSN, RN, CEN, NE-BC, Director of Emergency Services, Sharp Memorial Hospital, San Diego, California. "Certification is one way a nurse leader can help to promote trust and confidence in their clinical abilities."

"Nurses hoping to get into leadership roles tend to be high performers who want to make a larger impact on patients and their families, and in health care," added McCabe. "When nurses apply for leadership roles, certification is a factor in the decision to promote, and therefore something the RN candidate would want to have. Certification builds confidence and empowers nurses to lead."

"At Sharp, we promote certification for all eligible nurses and provide learning materials, mentoring, and sponsored (free to the RN) certification. We also pay a one-time incentive to recognize nurses upon initial certification. This has helped build confidence in our nurses, and we have nurses that want to be involved in leading our ED to improved outcomes. When we have a project that needs leadership, we never have a shortage of willing leaders."

From *Sustaining Specialty Excellence: Why RNs Thrive Through Recertification*. p. 8. Board of Certification for Emergency Nursing. May 2024. Used with permission.



Joshua McCabe, MSN, RN,  
CEN, NE-BC

## PRIDE: Equity and Inclusion are Year-Round at Sharp

Sharp HealthCare's core values of integrity, caring, safety, innovation, and excellence are what the health system looks to when considering doing something novel or advancing practices. When applying to be included in the Human Rights Campaign (HRC) Foundation's 2024 Healthcare Equality Index, the members of the Sharp Equality Alliance (SEA) and Sharp's leadership were doing exactly that — following their organization's values.

This approach — paired with a great deal of hard work and systemwide cooperation — proved to be very successful. In May 2024, it was announced that each of Sharp's seven hospitals has been designated as an LGBTQ+ Healthcare Equality Leader in the [HRC Foundation's 2024 Healthcare Equality Index](#). This is the second time the health care system's hospitals have received the designation. What's more, Sharp Coronado's Villa Coronado was designated as an LGBTQ+ Healthcare Equality (LEI) Leader in the [2023 Long-Term Care Equality Index](#), the only such designee west of Ohio and 1 of only 13 LEI Leaders in the U.S.

The Healthcare Equality Index (HEI) is the national LGBTQ+ benchmarking tool that evaluates health care facilities' policies and practices related to the equity and inclusion of LGBTQ+ patients, visitors, and employees. With a score of 100 at every hospital, Sharp received the maximum ratings possible for our nondiscrimination and staff training; patient services and support; employee benefits and policies; and patient and community engagement initiatives.

Attaining Healthcare Equality Leader status is an incredible accomplishment. The 2024 HEI had the most rigorous criteria ever, with just 36% of the 1,065 HEI 2024 participants achieving the top score. What's more, Sharp surpassed both UC San Diego Health and Scripps Health, both of which received scores of 90 or lower.

This effort to achieve LGBTQ+ Healthcare Equality Leader status was launched and sustained by the founders, chapter leaders and members of the Sharp Equality Alliance (SEA), including Jonathan Gurrola at Sharp Memorial Hospital; John Aganon and John Lussier of System Services; Marlana Montgomery at Sharp Coronado Hospital; Cassandra Crowe, Sharp's chief experience officer; and our executive leaders and team members across the system. Jonathan also spearheaded the creation of the LGBTQ+ Patient Care Policy at Sharp, effective September 2023. However, the achievement is shared with all who continuously play a role in ensuring we provide every member of our community with the same respect, compassion, treatment, and opportunities.

"We are very proud of this recognition and applaud all our people who had a hand in achieving this remarkable achievement," says Rita Essaian, Sharp's chief people officer. "This recognition demonstrates our continuous commitment for equitable, compassionate, and inclusive care to members of the LGBTQ+ population. As a leading health care provider in San Diego County, it is our responsibility to provide culturally responsive care to the communities we serve."

(Adapted from Sharp Recognized for LGBTQ+ Equity and Inclusion, *Sharp Health News*, June 5, 2024; and PRIDE at Sharp – Equity and Inclusion Are Year-Round, *Checking in with Chris*, June 3, 2024.)



---

## ONE SHARP NURSING EDITORIAL STAFF

Laurie Ecoff, PhD, RN, NE-BC, CNL  
Vice President

Luc R. Pelletier, MSN, APRN, PMHCNS-BC, FAAN  
Clinical Nurse Specialist

### Contributors for this Issue:

Laurie Ecoff, Kim Failla, Luc R. Pelletier, Lisandra Mitchell, Kim Martin, Joshua McCabe, Marlana Montgomery, Marla Poston, Ja'cyllynn Hill, Carla Brown-Fuentes, Louise White, Kathy Summers, Karen Flowers, Laurie Kalleberg, Caroline Etland, Reika Ragudos

### Web Design/Editing/Consultant:

Jennifer Price, Paula Berberick, Karen Friedrichs, Jennifer Chatfield, Erika Jimenez

Send inquiries to: [luc.pelletier@sharp.com](mailto:luc.pelletier@sharp.com)



**TELL US WHAT YOU THINK**  
Tell us what you think about  
this issue of  
**ONE SHARP NURSING** by  
clicking [here](#).