

One Sharp Nursing: Everyday Excellence

FALL 2026

"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

Celebrating the Legacy of Chief Nursing Executive Susan Stone

For more than 40 years, Susan Stone helped shape nursing practice, operations, and person-centered care across Sharp HealthCare. As Senior Vice President of Health System Operations and System Chief Nursing Executive, she led enterprise-wide nursing practice and provided executive oversight for the Terrence and Barbara Caster Institute for Nursing Excellence, the James S. Brown Simulation Center, virtual inpatient nursing, patient placement services, care management, workforce support services, global patient services, out of network services, and laboratory services.

Susan's legacy is reflected in Sharp's enduring commitment to person-centered care, nursing excellence, and professional governance. She championed structures that empowered nurses to influence practice, quality, safety, research, and professional development while helping Sharp sustain Magnet® and Planetree recognition. Through her leadership, she strengthened the voice of nursing, developed future leaders, and advanced a culture where patients and families remain at the center of care.

We thank Susan for her commitment to Sharp and wish her the best in retirement!

Wishing you a fall filled with new opportunities, meaningful connections, and moments to pause and appreciate the beauty of the changing season.

Warm Regards, Laurie

Issue Highlights

- Meet Andrea Snyder, Chief Nursing Officer at Sharp Rees-Stealy
- Introducing the Professional Governance Coordinating Council and the Clinical Nurse Artificial Intelligence Committee
- 2026 Caster Nursing Institute Nursing scholarships awardees, 2026 C.O.R.E. Award and HRO winners, and other hospital and team recognition
- Showcasing nursing professional development collaborations with Health Sciences Library Services and Office of Transformation
- Influencing health policy and community health beyond the bedside
- Helping patients and families say Thank You with the Grateful Patient Program



Transformational Leadership

Meet Andrea Snyder



Andrea Snyder, MBA, BSN, RN
Chief Nursing Officer
Sharp Rees Stealy

Will you share your professional journey that led you to your current role as Chief Nursing Officer (CNO) at Sharp Rees Stealy? After earning my BSN from University of Southern California (USC), I completed the nurse residency program at USC University Hospital and worked in medical-surgical nursing during graduate school. Except for two years in healthcare consulting after earning my Master of Business Administration, I spent 20 years leading quality, patient safety, and clinical operations, including at University of California San Diego Health and Sharp Metropolitan Medical Campus. I joined Sharp Rees-Stealy (SRS) in 2018 as Vice President of Health Services, overseeing population health, quality, clinical data, case management, infection prevention, and regulatory compliance. In 2025, 30 years after becoming a nurse, I became CNO, leading clinic staff and population health.

What pivotal experiences or turning points most influenced your leadership philosophy? My work in quality and patient safety taught me to use data, understand others' perspectives, and examine factors influencing outcomes. Sharp's High Reliability Organization journey resonated with me, particularly speaking up and giving deference to expertise. Moving from hospital leadership to population health and ambulatory care broadened my focus from individual care to population health and collaboration across settings.

Throughout your career, how has your leadership style evolved? Earlier in my career, I emphasized problem-solving and execution. I now believe leadership is less about providing answers and more about creating an environment where others contribute their expertise. My style is grounded in curiosity, transparency, and empowerment. I ask questions, listen carefully, and support teams in developing solutions.

From your current vantage point, what are the most pressing priorities for nursing at SRS? Affordable healthcare depends on advancing ambulatory care through nursing leadership, technology, and top-of-scope practice. AI can improve efficiency, decision-making, and patient connection. Leveraging Epic tools and streamlined workflows supports coordinated care, while empowering teams to confidently shape the patient experience.

What are the greatest challenges you anticipate, and how are you preparing to address them? The pace of change requires an engaged, resilient workforce. We must invest in leadership development, succession planning, education, and staff well-being while creating environments where people feel valued, heard, and empowered to innovate.

What opportunities exist to advance nursing practice, education, or workforce transitions?

Engagement begins with connection and purpose. Sharp offers professional development and educational benefits, and we support participation, highlight career pathways, expand practice councils, and strengthen staff engagement. Nurse residency, mentorship, specialty certification, and continuing education provide growth pathways. Nursing roles can also expand in care coordination, population health, chronic disease management, virtual care, and team-based models. Supporting transitions throughout a nurse's career builds confidence, competence, and satisfaction.

What role has mentorship played in your career, and how do you support developing nurse leaders? Mentorship shaped my career through leaders who challenged and encouraged me. I now invest in developing future leaders through coaching, growth opportunities, and confidence-building experiences.

- **Best piece of leadership advice I have received:** Do not wait for a title. Lead through curiosity, service, learning, and helping others succeed. Humble Inquiry by Edgar Schein reinforced my belief that leaders build relationships by listening and creating environments where people feel respected and empowered to contribute.
- **Books or resources that influenced me as a leader:** Moving from care delivery at the bedside into management and shifting my educational pursuit from Nurse Practitioner to Business. Key to success during this phase was identifying a mentor to share experiences and provide support.

Structural Empowerment

Nurse Residency Program

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 **Ryan Magsino, BSN, RN, CEN, CPEN, TCRN** had to share about his Sharp journey. We celebrate his ongoing achievements at Sharp!

New Graduate Spotlight

I graduated from San Diego State University's direct-entry nursing program in December 2023, and my journey into nursing was shaped by both personal and professional experiences. Nursing runs deeply in my family, as both my parents are nurses, as is my sister and even my twin brother, who had the unique experience of graduating alongside me and completing the Sharp HealthCare NRP at the same time. During nursing school, I completed an externship at the Sharp Chula Vista Medical Center Emergency Department (ED) where I now work. That experience strengthened my desire to become a nurse because it aligned with my passion for helping people during some of their most difficult moments and allowed me to see firsthand the immediate impact emergency care can have on patients and families. Even as a student, I felt welcomed and supported by the ED team, making it an easy decision to return and begin my career alongside such an incredible group of colleagues.

My experience in the NRP provided a strong foundation for my transition from student to professional nurse. The year-long program included a three-month preceptorship with two dedicated preceptors, monthly educational sessions, and several looping experiences that allowed me to spend time in areas such as the Cath Lab and Spiritual Care. I also participated in the mentor program, where I met bi-monthly with a mentor from my unit to discuss professional goals and career development. Together, these experiences helped me build confidence, develop clinical competence, and feel supported as I navigated the challenges of being a new graduate nurse in the fast-paced ED environment.

Since completing the NRP, I have continued to pursue professional growth and lifelong learning. I have earned several specialty certifications, including Certified Emergency Nurse (CEN), Certified Pediatric Emergency Nurse (CPEN), and Trauma Certified Registered Nurse (TCRN), while also completing training such as the *Trauma Nursing Core Course*.



Ryan Magsino, BSN, RN, CEN,
CPEN, TCRN,
Clinical Nurse
Sharp Chula Vista Medical
Center

Sharp's education reimbursement benefit helped me pursue valuable learning opportunities that have increased both my knowledge and confidence in providing high-quality patient care. I also serve on our Professional Governance Unit Practice Council (UPC), where I work with colleagues to advance goals focused on improving patient outcomes and staff engagement. Additional training in ultrasound guided IV insertion and triage allowed me to expand my role and serve as an ED Pod Leader.

Maintaining a healthy work-life balance is important to me. On my days off, I prioritize wellness by going to the gym, spending time with my significant other and friends, and staying connected to the people who matter most. I also practice self-compassion by reminding myself that I have done everything I can to provide the best possible care for my patients. That perspective helps me maintain balance and resilience in a demanding profession.

Looking ahead, I hope to continue contributing to the growth and success of our department through my UPC involvement and eventually becoming a charge nurse. I plan to pursue additional educational opportunities and am considering returning to school to explore a Clinical Nurse Specialist role. I am passionate about evidence-based practice, staff engagement, and professional development, and I look forward to opportunities that allow me to teach, mentor, and lead others. I am incredibly grateful for the professional growth opportunities Sharp has provided and excited about what the future holds.

Structural Empowerment

Strengthening Shared Decision-Making Across Sharp: Introducing the Professional Governance Coordinating Council



Verna Sitzler, PhD, RN, CNS
Director Professional Practice,
Research and Innovation,
Sharp Metropolitan Medical
Campus and Chair,
Professional Governance
Coordinating Council

Professional Governance is more than a structure. It is the way nurses actively shape professional practice, influence decisions, and partner with leaders to improve patient care, quality, safety, and the work environment. Through shared decision-making, nurses at every level have a voice in identifying opportunities, solving problems, and advancing nursing excellence.

The System Professional Governance Coordinating Council (PGCC) serves as the system-level central coordinating body that connects and aligns governance efforts across all system professional governance councils. This facilitation strengthens and unifies professional governance and ensures important nursing issues are coordinated through the appropriate governance pathways. By organizing communication and collaboration among councils, the PGCC reduces duplication of effort, promotes consistency, and accelerates the spread of best practices across the system.

The council includes representatives from the system's five PG councils: Exemplary Practice, Inquiry and Innovation, Management Excellence, Professional Development, and Quality and Safety. Together, these leaders work to align priorities, monitor outcomes, and strengthen connections between entity councils, unit practice councils, nursing leadership, and frontline staff.

Your Voice Matters.

Whether you have an idea to improve practice, a quality concern, a professional development recommendation, or a question that requires shared decision-making, your voice matters. If you have a nursing issue requiring professional governance review, complete the *Professional Governance Intake Form*. The PGCC will help ensure your issue reaches the appropriate council and receives the attention it deserves.

Professional governance succeeds when nurses participate. To make the process easier and more transparent, the PGCC representatives implemented a standardized intake and routing process. Staff, leaders, and councils can submit issues, proposals, recommendations, or requests for guidance using a Professional Governance Intake Form. The PGCC reviews submissions and routes them to the appropriate council for review, action, recommendation, or escalation as needed. This approach ensures that concerns are directed to the right experts while providing clear ownership, accountability, and follow-through.

Together, through professional governance, nurses are building a stronger culture of collaboration, accountability, innovation, and nursing excellence across Sharp HealthCare.

2026 Goals System Professional Governance Coordinating Council

To improve transparency, strengthen engagement, and help every nurse understand how their voice contributes to positive change:

1. Implement a standardized governance flow process that clearly defines how proposals, issues, and escalations move through the professional governance structure, with timely decisions and documented next steps.
2. Establish a coordinated communication and dissemination strategy to ensure decisions, actions, accomplishments, and key updates are shared consistently across the organization.

Structural Empowerment

Caster Nursing Institute: Nursing Scholarship Recipients 2026

The Caster Nursing Institute provides scholarship assistance to registered nurses and non-nursing team members (entry into practice) seeking to advance their education to BSN, MSN, or doctorate in nursing from accredited schools of nursing programs.

Scholarships are funded through the generous philanthropic contributions of Sharp HealthCare donors. Each year, the Caster Nursing Institute's Scholarship Selection Committee awards as many scholarships as the available funds allow. In 2026, there were 122 applicants, and the Caster Nursing Institute awarded 51 scholarships in the amount of \$255,250.

Congratulations to this year's scholarship recipients!

Colleen Alldredge Memorial Scholarship

Carolynn Clapp
Robert Crane
Cristina Noriega
Erin Resurreccion
Jenna Wood

Del Corazon First Generation Scholarship

Monina Aromin
Rosa Cambron
Ysabel Ruiz
Yadira Saenz

Doris Heramb Memorial Scholarship

Sabrinna Herrera
Maricela Lopez
Matthew Mazon
Mackenna Shaw

James and Mary B. Wiesler Scholarship

Kimberly Cardenas
Elijah Graham
Sherryl Grepo
Tiffany Hernandez
Barbara Lopez Peters
Kaylee Lorson
Arianna Lucin
Lehua Mahi
Jacob Marsh
Holly McDonald
Angela Perez
Josiah Seth Punay
Taylor Ullum

Katie Wald

Virginia Reil Clinical Nurse Specialist Scholarship

Natalie Lennan

Susan Stone Patient-Centered Care Education, Research and Grant Endowment

Meghan Dalin
Emily Garcia
Grace Ramirez

Caster Nursing Institute Scholarship for RNs

Annalisa Armbruster
Chaunon Bond
Nicholas Breeland
Lupita Brauer
Kevin Camballa
John Paul Conly
Meghan Dalin
Christine Duran-Montano
Paulina Escobedo
Jocelyn Esme
Kristy Fillmore
Emily Garcia
Gisele Gomes
Kaitlyn Johnson
Laurie Kalleberg
Elisa Romero
Olivia Root
Hannah Scott
Amy Sorgent
Kieu Thuy Tran
Taylor Wynn
Jennifer Turney

Marion E. Hubbard Scholarship for PhD Students

Here is an excerpt from a grateful scholarship recipient:

"Learning more about Mr. and Mrs. Wiesler's dedication to service, education, community involvement, and Sharp HealthCare made this scholarship especially meaningful to me. I am deeply grateful for their generosity and investment in my education, and I look forward to honoring the Wiesler legacy by carrying forward their values of giving back, supporting others, and serving the community throughout my nursing career." (Angela Perez)

Structural Empowerment

From Evidence to Excellence: Sharp Health Sciences Library Services Supports Every Nurse's Journey



Beth Autin, MLIS, AHIP
Program Manager, Sharp
Health Sciences Library

Since its beginnings in 1971 as a small library at Sharp Memorial Hospital, open only on Saturdays, Library Services has evolved into a system-wide resource providing virtual access to thousands of evidence-based resources and services. It now continues that evolution in a new organizational home under the Terrence and Barbara Caster Institute for Nursing Excellence and will soon relocate to Sharp Spectrum and expand services and resources to Sharp Tri-City Medical Center.

What remains constant is Library Services' commitment to supporting Sharp by connecting caregivers to trusted, current authoritative information that advances lifelong learning, evidence-based practice, and the delivery of exceptional care. The expertise of the library team and its resources include:

- Collections: Databases, books, and journals that connect staff to trusted evidence
- Technology: Discovery and linking tools that simplify access to information
- Community: Collaborative library networks that expand available resources
- Resource Experts: Librarians and information specialists who help staff locate, evaluate, and apply evidence

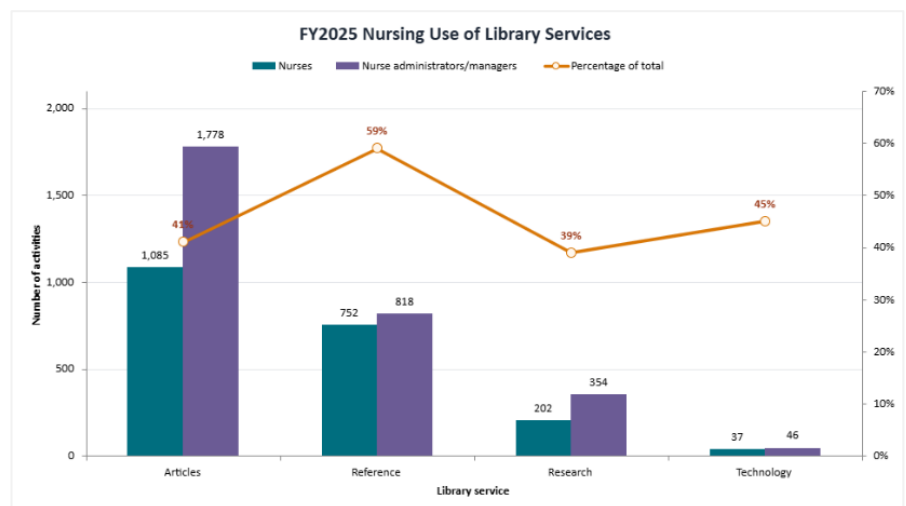
Library Services supports nurses throughout their professional journey, from onboarding and academic advancement to certification, career development, and evidence-based practice initiatives. Key resources and services include:

- Databases such as CINAHL that connect nurses to current nursing literature.
- Required texts and certification preparation materials that support academic advancement and specialty certification.
- Evidence-based practice support, including a Sharp librarian's ongoing faculty role with the San Diego Consortium for Excellence in Nursing and Allied Health's Evidence Based Practice Institute.

As the volume of healthcare information continues to grow, this expert guidance is increasingly valuable to ensure staff use trusted information through:

- LibKey and Article Requests: Enabling access to full-text articles.
- Research and Reference Services: Conducting in-depth literature searches, providing information research, and answering focused questions.
- Outreach: Increasing awareness of resources through councils, onboarding, and event participation.

Nurses are among the most frequent users of Library Services, accounting for 41% to 59% of all articles, reference, research, and technology requests in Fiscal Year (FY) 2025 (see graph below). Through the creation of One Sharp access, Library Services has expanded the availability of key nursing resources, simplified administration, and streamlined access to evidence-based tools such as perioperative nursing practice and infection prevention guidelines.



Structural Empowerment

The Power of Nurse Advocacy

Advocacy is the act of influencing decision-makers to advance meaningful change. Healthcare professionals often think of advocacy as the work performed for patients at the bedside; however, advocacy extends far beyond direct patient care. Every day, laws and regulations shape how care is delivered, how teams are supported, and how healthcare organizations operate. From staffing requirements and workplace safety standards to reimbursement changes and public health initiatives, health policy influences nearly every aspect of healthcare.

Health policy encompasses the laws and regulations that shape the environment in which care is delivered. Policies outside of healthcare, including housing, education, transportation, and access to nutritious food, significantly influence health outcomes. This broader perspective is often referred to as "**Health in All Policies**."

Many healthcare changes begin as ideas that are drafted into bills and introduced by elected officials. These bills are reviewed, debated, amended, and voted on before potentially becoming law. Once enacted, regulatory agencies develop detailed requirements for healthcare organizations to follow.



Marlena Montgomery, MSN,
MBA, RN, FACHE
Chief Nursing Officer,
Sharp Coronado Hospital

Nurses are uniquely positioned to translate real-world experiences into meaningful information for policymakers. Nurses do not need to be policy experts to make a difference in health policy. **Advocacy can begin with staying informed, participating in professional organizations, discussing proposed changes with colleagues, and sharing expertise when opportunities arise.** Advocacy provides another avenue for extending care beyond the bedside and into the communities served.

Health policy and advocacy questions or comments may be directed to: GovernmentRelations@sharp.com or Marlena.Montgomery@sharp.com

You've Heard It Before: "How Can I Thank the Team?"

Nurses and other caregivers are often the people patients remember most. Not because of one big moment, but because of the small things: Taking time to answer a question. Explaining something in a way that makes sense. Offering reassurance when someone is nervous. Listening.

These interactions build trust and, sometimes, lead to a conversation you may not expect. **Research shows that 60% of patients interested in giving first express that interest to a member of their care team.** When someone does share a desire to give back, a referral helps connect them with the Foundation team, who can answer their questions and explore ways to support Sharp. By making that connection, caregivers are helping patients and families express their gratitude in a meaningful way while supporting programs and services that benefit future patients across the community.



To learn more about the Grateful Patient Program, contact the Foundations of Sharp HealthCare at foundation@sharp.com or 858-499-4800 or visit the Grateful patient referral page on the new SharpNet.

Caitlin Bergin
Donor Relations and Annual Giving Officer
Sharp HealthCare Foundation

C.O.R.E. Award Winners

Each year, Sharp entities bestow the Center of Recognized Excellence (C.O.R.E.) Awards honoring those who exemplify the spirit of The Sharp Experience. This year, nominations were accepted for individuals, teams, and departments across the seven Pillars of Excellence. **Thank you to all the nominees and congratulations to the 2026 winners below!**

Sharp Chula Vista Medical Center

Quality Pillar

Individual Maria Granados
Department 3T PCU Cardiac Surgery
Team Early Progressive Mobility Team

Safety Pillar

Individual Jan Joebert Morado
Department Intensive Care Unit
Team Project BLOOM

Service Pillar

Individual Andrew Bruggeman
Department Ambulatory Care
Team Sterile Processing and Surgical Services

People Pillar

Individual Deepthi Sudhakar
Department 4West/Virtual Nursing
Team Outpatient Surgery and Endoscopy Service

Finance Pillar

Individual Joey Wilson Smith
Department Surgical Services
Team Combined Hospitalist Bed Meeting Huddle

Growth Pillar

Individual Laura Holloway
Department Radiation Oncology
Team Endoscopy Services Team

Community Pillar

Individual Jerymyah Fejarang
Department Labor & Delivery/3W Unit Practice Council
Team 50th Anniversary Gala Team

Sharp Grossmont Hospital

Quality Pillar

Individual Trisha Cymbor
Department Pharmacy Improvements
Team Patient Safety Indicator Improvement

Safety Pillar

Individual Ryan Hogle
Department Patient Safety: Rounding Improvements
Team Stroke Team

Service Pillar

Individual Adrian Domingo

Department 3 East
Team Emergency Department Leader Rounding

People Pillar

Individual Michelle Myking Scheufler
Department Sharp Mary Birch Hospital for Women and Newborns
Team Grossmont Employee Food Pantry

Finance Pillar

Individual Kimberly Minor
Department Emergency Department
Team Patient Access Services and Emergency Department

Growth Pillar

Individual Ramin Raiszadeh
Department Specialty Pharmacy Expansion
Team Neuroscience Hospital Opening

Community Pillar

Individual Tania Jones
Department Emergency Department: Transfer of Care Improvements
Team Community Resource Center

Sharp Coronado Hospital

Quality Pillar

Individual Sergio Leos
Department MICU Rapid Response Ream
Team Heart Failure Taskforce

Safety Pillar

Individual Celia Reyes
Department Surgery Department
Team Infection Prevention Adherence Taskforce

Service Pillar

Individual Rachel Simbulan
Department APCU Patient Satisfaction Scores
Team ENT Surgery and Auxiliary

People Pillar

Individual Kenneth Molnar
Department Acute and Progressive Care Unit
Team Stroke Team

Finance Pillar

Individual Georgia Espinoza
Department Retail Pharmacy
Team High Utilizer Group

Growth Pillar

Individual Taylor Glasrud
Department Clinical Nutrition
Team The Care Clinic

Community Pillar

Individual Wendy Rutherford
Department Acute and Progressive Care Unit
Team Night Shift Council

Sharp Metropolitan Campus**Quality Pillar****Individual**

SMB	Katherine Coughlin
SMH	Adam Laudenslager
SMV	Brett Bergmann

Department

SMB	Pharmacy: NICU ASP Epic Clinical Workflows
SMH	5 West: Real Learning Moments
SMV	Psychology: RAP Group Support

Team

SMB	Reducing Infant Transfusions with Iron/EPO
SMH	Cardiovascular Service Line Quality Taskforce
SMV	Transition Record Improvement Initiative

Safety Pillar**Individual**

SMH	Diana Tantoco
SMV	Jacob Pfister

Department

SMB	NICU: Diaper Dermatitis Algorithm
SMH	4 West: K-Card Process for Fall Reduction
SMV	Electroconvulsive Therapy: Fall Reduction

Team

SMB	Reducing Tissue Breakdown in Neonates
SMH	Safe Patient Handling and Mobilization
SMV	CAP3: Improving Employee and Patient Safety

Service Pillar**Individual**

SMB	Minnabelle Tupas
SMH	Annette Austin
SMV	Rhory Calalang

Department

SMB	Pharmacy: Microbiology Culture Review and Follow-Up
SMH	Interventional Pulmonary
SMV	Social Determinants of Health Screening

Team

SMB	NICU Neurodevelopment Rounds
SMH	Interventional Pulmonary
SMV	Social Determinants of Health Screening

People Pillar**Individual**

SMH	Allison Piceno
SMV	Brooke Hardesty

Department

SMB	Labor and Delivery: OB Sepsis Escape Room
SMH	Generational Health: Health Care Partners
SMV	Psychology: Workforce Development

Team

SMB	Precipitous Preterm Delivery Drills
SMH	The People Council
SMV	East Wing 2: Mood Specific Resources

Finance Pillar**Individual**

SMH	Alice Collette
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Department

SMB	Labor and Delivery: Reducing On-Call Hours
SMH	5 West PCU: Reducing Overtime
SMV	Utilization Review: Increasing Medi-Cal Pmts

Team

SMB	NICU Milk Drops
SMH	Metro Retail Pharmacy

Growth Pillar**Individual**

SMH	David Hatcher
SMV	Victor Monrreal

Department

SMB	Pharmacy: OB/GYN Emergency Response
SMH	Saturday Mammography Screening Initiative
SMV	Intake Transfer Center

Team

SMB	Women's Outpatient Center Launch
SMH	Spine Surgery Program
SMV	Enhanced Discharge Prescription Services

Community Pillar**Individual**

SMH	Miriah Boettcher
SMV	Kristian Tenove

Department

SMH	Inpatient Pharmacy
SMV	Psychological Assessment Clinic

Team

SMB	The Nemeth Rack
SMH	Trauma Injury Prevention
SMV	Sounds of Recover

Sharp Rees Stealy**Quality Pillar****Individual**

Sirenia Villasenor

Department

Clinical Pharmacy Services

Team

Breast Cancer Patient Journey Transformation

Safety Pillar**Team**

Barcode Medication Admin. Implementation

Service Pillar**Individual**

Jakiya Brown

Department

Occupational Medicine Administrative Services

Team

SRS Sharp Experience Ambassador Program

People Pillar

Individual Joy David
Department Business Operations Services
Team Supporting New Clinical Graduates

Finance Pillar

Individual Erika Guerrero
Department Primary Care: Patient Service Rep. Optimization
Team Inpatient Utilization Transformation

Growth Pillar

Individual Anselmo Alleva
Department Pulmonary
Team Sharp Cardiovascular and Thoracic Center

Community Pillar

Individual Ines Mello-Simpson
Department Dermatology
Team N95 FIT Testing for Externship and Mentorship Students

System Services**Quality Pillar**

Individual Scott Upton
Department Network Management and Application Optimization
Team Do No Harm: Eliminating Unnecessary Sliding Scale Insulin

Safety Pillar

Individual Diana Schultz
Department Neuroscience Service Line: Stroke Door-to-Needle Improvement
Team Clinical Engineering Cybersecurity Implementation

Service Pillar

Individual Carmen Spalding
Department SMH MICU and SGH SICU
Team Caster Nursing Institute & Brown Simulation Ctr

People Pillar

Individual Joe Reed
Department Neuroscience Service Line
Team Recovery Tool Kit for Leaders

Finance Pillar

Individual Terry Kimble
Department Sharp Extended Care
Team Infusion Center and Pharmacy Workgroup

Growth Pillar

Individual Sabareesh Natarajan
Department Global Patient Services
Team SRS Otay Ranch Expansion

Community Pillar

Individual Gina Passmore
Department Stroke Service Line
Team Community Cancer Screenings

2026 HRO Winners

Sharp also recognizes the High Reliability (HRO) Award winners, consisting of past C.O.R.E. Award winners who have continued to sustain high performance in the initiatives for which they originally received a C.O.R.E. Award.

Quality Pillar

Department
 SCVMC 4 East / 4 North
 SGH Orthopedic Collaborative Council
 System Svces SCMG Administration
Team
 SGH Interventional Radiology Subcommittee
 SMH Sepsis Mortality for Non-ED Admissions

Safety Pillar

Team
 SCOR MICU and Infection Prevention
 SMB (SD) NICU In-Situ Simulation and Debriefing
 SGH Person-Centered Care
 SMV Suicide Prevention Training

Service Pillar

Team
 SMB (SD) Early Skin-to-Skin
Department
 SRS Rheumatology

People Pillar

Team
 SGH Multicultural and Diversity Fair
 SMVMC Critical Conversations Team
 SMV Practicum Training Program
 System Svces Centralized Release of Information
Department
 SGH Emergency Department
 SRS Revenue Management

Finance Pillar

Team
 SCVMC In-House CCRT Project Team
 SGH Sharp Home Infusion Services-340B Initiative

Growth Pillar

Team
 SCOR Bariatric Surgery Program
 SGH Extracorporeal Cardiopulmonary Resuscitation Program
Department
 SGH Grossmont Hospital Foundation

Community Pillar

Department
 SCOR Emergency Department MAT/Bridge and Narcan Program
 SGH Advance Care Planning
 SMV Social Services Student Internships

Exemplary Practice

Nursing Recognition for Excellence

Sharp hospitals have been recognized by the American Heart Association with



multiple Get With The Guidelines® achievement awards for excellence in stroke and cardiovascular care.

The awards reflect a strong commitment to delivering high-quality, evidence-based care and improving outcomes for patients across the Sharp system. Congratulations to the dedicated physicians and care teams whose expertise and unwavering focus on quality made these national recognitions possible.

Sharp HealthCare has been recognized by U.S. News & World Report as a 2026 High Performing Hospital for Maternity Care, reflecting excellence in patient safety, outcomes, and family-centered care.



This national distinction highlights outstanding performance in measures such as C-section rates, newborn outcomes, breastfeeding support, and birthing-friendly practices. With more than 11,000 births annually across Sharp hospitals, teams continue to provide exceptional care and support for women, newborns, and families throughout every stage of the maternity journey.

The emergency departments at Sharp Grossmont Hospital and Sharp Memorial Hospital have been recognized with the 2026 Lantern Award from the Emergency Nurses Association (ENA), one of the highest honors in emergency nursing.

The award recognizes emergency departments that demonstrate excellence in leadership, practice, education, advocacy and research, while fostering a culture of



quality, safety, innovation, and staff well-being. The 2026 award marks Sharp Memorial Hospital's fifth consecutive Lantern Award designation — the most of any hospital in California — and Sharp Grossmont Hospital's second consecutive Lantern Award, underscoring both teams' ongoing commitment to delivering exceptional emergency care.

Partners in Saving Lives: Lifesharing and Sharp HealthCare

Every day, healthcare professionals across Sharp play a vital role in giving hope to patients awaiting life-saving transplants. Through a longstanding partnership with Lifesharing, San Diego's federally designated organ procurement organization, Sharp hospitals support organ donation, donor management, transplantation, and community education efforts that help save and enhance lives throughout the region.

As San Diego's largest healthcare system, Sharp has a significant presence in both donor management and transplantation. Interprofessional teams at the Sharp HealthCare Kidney Transplant Center at Sharp Memorial Hospital work closely with Lifesharing to identify and match deceased donor organs with individuals facing end-stage organ disease on the transplant waiting list while advancing the highest standards of patient care. Sharp Tri-City Medical Center actively supports donor registration and community outreach initiatives aimed at addressing California's ongoing shortage of transplantable organs.

This commitment to excellence was recently recognized at Lifesharing's Best Practices Symposium at Liberty Station in San Diego on July 15, 2026. **Sharp Memorial Hospital received top honors for Best Practice in Donor Management Goals.** The award recognizes the exceptional work of critical care teams who optimize donor care and management, helping maximize the potential for successful transplantation, and ultimately benefiting recipients throughout the region. **Sharp Tri-City Medical Center earned the Best Practice in Honoring Donation Heroes** for a strong commitment to organ donation awareness and advocacy through its collaboration with Lifesharing.

Together, Lifesharing and Sharp HealthCare, demonstrate how collaboration can transform lives with a common mission: increasing opportunities for donation and providing hope to the thousands of individuals waiting for a second chance at life.



Pictured (L to R): Kelsey Robinson (Supervisor), Renee LaRusso (Manager), and Leah Brown (Clinical Nurse Specialist) Medical Intensive Care Unit – Sharp Memorial Hospital

New Knowledge, Innovations, and Improvement

Clinical Nurse AI Committee Guides Responsible Innovation in Nursing Practice

By Melodie Daniels PhD, RN, CNS, NPD-BC, Christina M. Kelley DNP, APRN, AGCNS-BC, NE-BC, NPD-BC, and Susan Stone, PhD RN FACHE NEA-BC

As artificial intelligence continues to emerge in healthcare, the Clinical Nurse AI Committee is ensuring nurses have a leading voice in how technology is evaluated and implemented at Sharp HealthCare. Established in 2025, the interprofessional committee includes clinical nurses, nursing leaders, clinical nurse specialists, and informatics partners who are examining how AI tools can support nursing practice while maintaining patient safety, documentation quality, and professional accountability.

Working in partnership with the Nursing Leadership AI Committee, which provides strategic oversight and helps advance recommendations through leadership review and implementation, the committee is helping shape a thoughtful and nurse-led approach to innovation.

In 2025, the Clinical Nurse AI Committee selected the End-of-Shift Plan of Care and Summary Note as the first AI-supported nursing documentation intervention to be adopted within Sharp HealthCare's electronic health record, Epic. Since then, members have been reviewing pilot experiences, identifying educational needs, evaluating outcomes, and partnering with Professional Governance leaders to define best practices for AI-supported documentation.

Rather than focusing solely on the promise of efficiency, the committees are taking a deliberate approach to innovation. Their work reinforces a key principle: technology should support nursing judgment, not replace it. By keeping nurses at the center of decision-making, Sharp is helping shape a future where innovation advances patient care while preserving the clinical expertise, critical thinking, and compassion that define the nursing profession.

“Nurses bring an essential clinical perspective to decisions about how AI is introduced into practice. Our goal is to ensure these tools strengthen, rather than diminish, nursing judgment.” — Anonymous, Sharp Clinical Nurse

Building Nursing Excellence Through Continuous Improvement



Chris Cappelano, BSJ
Lean Six Sigma Black Belt, Office of Transformation

Delivering The Sharp Experience requires safe, reliable, and patient-centered care. It also requires leaders who can identify improvement opportunities, engage teams in change, and create sustainable results. Across Sharp, nurse leaders are developing these skills through Lean Six Sigma (LSS) training and project work supported by the Office of Transformation.

The Office of Transformation facilitates the development of nursing and healthcare leaders through training, mentoring, and knowledge-sharing opportunities, including:

- 2026 Green Belt Engagement Workshop: Participants explored topics including change management, stakeholder engagement, emotional capacity for change, and emerging AI technologies.
- Yellow Belt workshops: Participants learn critical process improvement skills.
- The SPARK (Sharing Projects, Accelerating Results and Knowledge) Exchange: Improvement practitioners share project work, exchange ideas, and learn from each other.
- Performance Improvement Hub: A central repository preserves successful practices, documents current and completed project work, and offers resources.

Across Sharp, nursing leaders are leveraging their LSS skills. At Sharp Mary Birch Hospital for Women and Newborns in Grossmont, Green Belt and Clinical Nurse Specialist Holly Reutens-Leano, RN, BLS-CNS-NRP, led a LSS improvement team focused on improving newborn respiratory concerns, resulting in improved escalation procedures, reduced unnecessary NICU admissions, decreased parent-baby separation time, and increased staff confidence in responding to respiratory concerns.

Through LSS training, collaboration, and project work, nurse leaders are advancing High Reliability Organization principles and Sharp's Magnet journey to make Sharp the best place to work, practice medicine, and receive care.

New Knowledge, Innovations, and Improvement

Nursing Publications

American Nurses Association. (2026). Nursing: Scope and standards of practice (5th ed.). *American Nurses Association*.

Sitzer, V., Co-Chair, National Revision Workgroup. Publication release: September 2026.

Bay, T., Bagunu, K., Dougherty, K., & **Graham, J.-K.** (2026). The complementary action of the alternative immunologic pathway to improve sepsis survival. *Critical Care Nursing Quarterly*, 49(4), 359–366.

<https://doi.org/10.1097/CNQ.0000000000000630>

Brandt-Mayo, K. R., **Malagon-Maldonado, G.**, & **Graham, J.K.** (2026). Quality and safety implications of boarding geriatric and high acuity patients in the emergency department: A literature review. *Advanced Emergency Nursing Journal*, 48(3), 200–206. <https://doi.org/10.1097/TME.0000000000000639>

Culver, D., & **Sitzer, V.** (2026). Evolving nursing practice: Simplifying and advancing nursing's scope and standards, *American Nurse Journal*, 21(9), 44. <https://doi.org/10.51256/ANJ092644>

Ecoff, L., **Failla, K.**, & Pelletier, L. (2026). A Blueprint for effective succession planning using a structure-process-outcome framework. *Journal of Nursing Administration*. (in press).

Graham, J.-K. (2026). A word from the editorial board: The paradox of nursing in 2026. *Critical Care Nursing Quarterly*, 49(4), 339. <https://doi.org/10.1097/CNQ.0000000000000640>

Jenkins, D., & **Graham, J.-K.** (2026). Missed nursing care of unsheltered populations. *Professional Case Management*, 31(4), 191–199. <https://doi.org/10.1097/NCM.0000000000000877>

Petzoldt, N. C., Seitsma, A., & **Graham, J.-K.** (2026). Family acceptance of transgender and gender diverse youth and suicide. *Professional Case Management*, 31(5), 244–251. <https://doi.org/10.1097/NCM.0000000000000887>

Ross, S.S., & **Stirling, S.** (2026). Improving provider competency to enhance safety in dermal filler procedures: A QSEN and Benner-guided program. *Plastic and Aesthetic Nursing*, 46(3), 170–176. <https://doi.org/10.1097/PSN.0000000000000691>

Sitzer, V., Culver, D., & Bell, E. (2026). Responding to the voice of nurses: Evidence, expertise, and engagement guide revision of Nursing: Scope and Standards of Practice, *American Nurse Journal*, 21(10), 51–54. <https://doi.org/10.51256/ANJ092652>

Nursing Presentations and Posters

Adelman, B., **Bode, J.**, **Peters, K.**, **Tolfo, C.** (2026, September 11) Positive oral experience with milk drops to support oral feeding readiness. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Aluko, K. (2026, September 11) SGH BHU fall prevention practice improvement initiative. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Arias, C., **Chandler-Robledo, J.**, Harris, H., **Hejdak, R.**, Henderson, B., Kennedy, L. Lam, J., Madrid, C., **Naples, A.**, Ravenscraft, K., **Rutherford, W.**, Samuel, S., Wong, C. (2026, September 11) Connected teams, better stroke outcomes: The impact of multidisciplinary bedside rounds. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Bakke, J., **Ferber, A.**, **Monaghan, D.**, **Nilsen, S.**, Wintz, D., Wright, K. (2026, September 11) Reducing surgical risk in older adults. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Bautista, M., **Beckman, J.**, **Moore, T.**, **Smith, D.** (2026, September 11) Purposeful hourly rounding reduced falls, improved patient outcomes. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Bongiovanni, H., **Michel, H.**, **Victor, A.** (2026, September 11) Handover harmony: Revamping handover to boost nursing teamwork. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Brunett, T., **Evans, D.**, **Khalatbari, S.**, **Rhea, A.** (2026, September 11) Golden hour, golden start: Lactation support in PACU. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Buenconsejo, G., **Quillin-McEwan, M.**, **Vale, K.** (2026, September 11) Awake, walking and intubated ICU. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Cabusao, M., **Larimore, P.**, & **Mendoza, K.** (2026, September 11) Implementation of the Epic deterioration index (EDI). [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Collette, A., **Tantoco, D.**, **Nasshan, S.** (2026, September 11) SMH 7 West interprofessional MOVE-IT Team. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Crooks, S. (2026, September 11) Leveraging AI to reduce treatment delays and improve thrombectomy outcomes.

[Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Crooks, S. (2026, September 11) No Sip Before the Screen: Using technology to drive swallow screen compliance. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Cymbor, T. (2026, September 11) Improving GLP-1 Receptor agonist prescribing. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Enojas, T., Harrison, R., Henrickson, S., Holly Reutens-Leano, Lowther, A., Speck, H., Walker, K. (2026, September 11) Optimizing short stay NICU visits. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Gallardo, D. & Stirling, S. (2026, September 11) From plan to practice: Harnessing central staffing office's business continuity readiness. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Jones, T. & McGough, N. (2026, September 11) CAUTI reduction initiative. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Jones, T., & McGough, N. (2026, July 17). Innovative nursing care delivery model positively impacts patient and organization. [Poster Presentation]. *National Association of Hispanic Nurses 51st Annual Conference*, Denver, CO.

Jones, T., & McGough, N. (2026, July 17). Revitalizing nurse resilience through wellness and empowerment. [Poster Presentation]. *National Association of Hispanic Nurses 51st Annual Conference*, Denver, CO.

Kennelly, M. (2026, September 11) Transforming stroke mortality through multidisciplinary neuro mobility & mortality review: A collaborative QI initiative. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Le, J. & Park, L. (2026, September 11) Every patient, every day: Strengthening bathing compliance on 6W PCU. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Miller, V. (2026, September 11) Impact of mock stroke code simulations on nurse confidence in acute stroke response. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Miller, V. (2026, September 11) Improving timeliness in stroke care: The role of rapid AI in-app messaging in go activation.

[Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Roy, L. (2026, September 11) 30-Day sepsis readmission reduction. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Rumpf, N. (2026, September 11) Reducing falls on 4W PCU. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Salvador, M. (2026, September 11) Oncology care through inpatient nurse navigator. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Sitzer, V. (2026, August 7). Responding to the voice of nurses: An evidence-informed journey to revise the nursing scope & standards of practice. [Podium Presentation]. *San Diego Chapter of the National Association of Hispanic Nurses*, San Diego, CA.

Taylor, M., McLaughlin, K., Tantoco, D. (2026, September 11) SMH 7 West bathing compliance improvement initiative. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

Turney, J., Ecoff, L., & Mendoza, K. (2026, March 10.). Leaders4Leaders: A mentorship structure for developing CNSs and transforming healthcare leadership [Poster Presentation]. *National Association of Clinical Nurse Specialists Annual Conference*, San Diego, CA.

Ullum, G. (2026, September 11) Cardiovascular service line. [Poster Presentation]. *Sharp HealthCare 22nd Annual Do No Harm Conference for Patient Safety*, San Diego, CA.

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Next content deadline: December 2, 2026.