

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



"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



“Rest when you’re weary.  
Refresh and renew yourself, your body, your  
mind, your spirit.  
Then get back to work.”  
~ Ralph Marston

Happy Holidays!  
Laurie



## Nursing Leadership Academy Launches Cohort 2

Kudos to Laurie Ecoff, PhD, RN, NEA-BC, CNL, vice president of the Terrence and Barbara Caster Institute for Nursing Excellence at Sharp HealthCare (SHC), leading Cohort 2 of the philanthropy-supported Nursing Leadership Academy (NLA). On September 20, 2022, 36 nurse managers, supervisors, and leads met in-person for an overview of the NLA, a reflective learning session, and a brainstorm to create a vision and brand for their cohort. The nine-month program, made possible through generous contributions to the Caster Nursing Institute, will meet virtually once a month through May with a final in-person session and graduation in June 2023.

The NLA is organized by the SHC Leader Capability Model domains of self, people, and organization, and includes team mentoring sessions with experienced mentors across Sharp. Sharp is ENVISIONING the future of health care with the best and brightest nursing and clinical leaders. A photo of the new cohort follows.



*Cohort 2, SHC Nursing Leadership Academy*

## New Nursing Doctoral Degrees Conferred

Congratulations to the following Sharp nurses who recently received doctoral degrees. Sharp employs 53 doctorally-prepared nurses, and seven nurses are currently studying in doctoral programs.

Geline Buenconsejo, PhD, MSN, RN, CNS, PCCN-K

Manager, Critical Care, Sharp Chula Vista Medical Center

PhD, USD Hahn School of Nursing and Health Science

Dissertation: [Phenomenological Study of the Lived Experience of New Graduate Nurses Caring for Hospitalized Patients Living with Dementia](#) (2022)

Mary Ann David, PhD, RN, CNS, ACNS-BC

Director, QI & Care Management, Sharp Chula Vista Medical Center

PhD, USD Hahn School of Nursing and Health Science

Dissertation: [Biomarkers and Factors related to Risk of Acute Kidney Injury](#) (2022)

Ann Lawani, PhD, MSN, RN, CNL

Supervisor, Bonita View Home, Sharp Hospice Homes

PhD, USD Hahn School of Nursing and Health Science

Dissertation: [Transitions in Palliative Care: Referral Time and Healthcare Utilization in Advanced Stage Colon, Rectal/Anus and Lung Cancer Patients](#) (2022)

## Marlena Montgomery Receives Hospital Association Award

Marlena Montgomery, MSN, RN, Chief Nursing Officer of Sharp Coronado Hospital, received special recognition and a Community Leadership Award at the Hospital Association of San Diego & Imperial Counties' (HASD&IC) 2022 Annual Meeting in November. Marlena was recognized for her work as a member of the Health Services Capacity Task Force (HSCTF) – Hospital Sector. She was praised for her leadership to inform policy and support disaster response strategies to collectively preserve the health and safety of our region. Marlena currently serves as co-chair of the HSCTF. She was selected as a key hospital leader to receive this recognition on behalf of the many representatives who participate in or provide ongoing information to inform the work of the task force.

The HSCTF has provided regional leadership and ongoing convenings to address the pre-hospital and hospital system challenges throughout the pandemic in an unprecedented way. The ongoing commitment from the County of San Diego, emergency medical services, fire, and hospitals/health systems to work collaboratively to help ensure our communities have access to needed services and care is valued and appreciated (excerpts from email from Sharp Communications, November 22, 2022).



## Nurse Residency Program (NRP) Graduate Profiles

The Sharp HealthCare 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 has earned 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. Program elements include classroom and simulation-based curriculum, individualized clinical orientations, interprofessional experiences, peer group support, reflective learning, and well-being/self-care practices. Post-orientation, new graduate nurse residents participate in a formal mentoring program and ongoing professional development. Graduates of this program evolve into varying roles within the Sharp system. Here is what **Laura Thill** and **Devan Humphries** had to share about their Sharp journeys. We celebrate their achievements!



*Laura Thill, BSN, RN  
Administrative Liaison, Sharp Mesa Vista Hospital*

"I was the first to graduate from college in my family. Fueled by my passion for mental health, I began the NRP at Sharp Mesa Vista 11 years ago. The NRP as well as various mentors played an immense role in fostering my growth and development as a leader. My nursing journey began as a staff nurse, progressing to the role of Lead Clinical Nurse of the Behavioral Intensive Care Unit, to today as Administrative Liaison (hospital supervisor). I look forward to further expanding my career and making a positive impact on the mental health community."



*Devan Humphries, MSN, RN, PCCN  
Surgical Intensive Care Unit  
Clinical Nurse, Sharp Memorial Hospital*

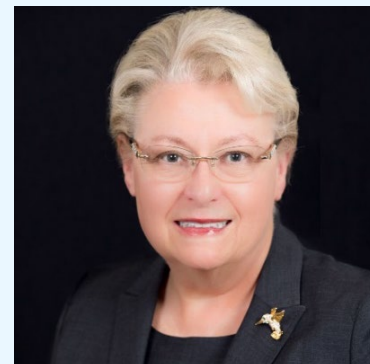
"Nursing, over time, developed into a career driven by passion and the desire to implement change. I not only want to be able to help people in their utmost vulnerable state, but I also want to find ways to improve health care systems and influence the care people receive on a day-to-day basis. During my orientation in the SHC NRP, I attended various classes that enlightened and inspired me to pursue projects that would benefit the organization, hospital, staff, and patients. In 2018, I worked with a team on the Sharp Memorial Hospital Cardiac Surgical Progressive Care Unit to develop an instrument to assist charge nurses in creating fair and equitable nurse-patient assignments. This project was selected for a podium presentation at the 2021 American Nurses Credentialing Center (ANCC) National Magnet Conference®. In 2019, I attended the Evidence-Based Practice Institute which helped cultivate and strengthen a project on incident reporting through Real Learning Solutions. The mentorship and support from fellow Sharp colleagues aided in my project's success. Incident reporting is underutilized in health care and is an integral component in understanding how to increase patient and staff safety. I was recognized for my work on this project by receiving the 2021 Dean Barb Taylor Spirit of Inquiry and Dissemination Grant and a 2022 Center of Recognized Excellence (C.O.R.E.) Award for Safety. I have been fortunate to share my project at the 2021 Sharp HealthCare Interprofessional Research and Innovations Conference and created curriculum for the SHC NRP. Sharp has empowered me and facilitated my ability to create meaningful change."

## The Caster Nursing Institute Celebrates Years of Service

### Stichler Celebrates 27 Years at Sharp

Jaynelle (Jan) F. Stichler, DNS, RN, NEA-BC(r), EDAC, FACHE, FAAN, celebrated 15 years at Sharp this past summer. She is a research and professional development consultant with the Caster Nursing Institute. This was Jan's second hire at Sharp, the first lasted 12 years. Jan received a BSN and MSN from the University of Arizona and the Doctor of Nursing Science from the University of San Diego Hahn School of Nursing and Health Science. She holds a certificate in executive management from the Peter Drucker School of Management at Claremont Graduate School. Her accomplishments and honors are evidence of exceptional nursing service and academic excellence:

- Fellow of the American Academy of Nursing, American College of Healthcare Executives and Nursing Institute for Healthcare Design
- Founding co-editor of *Health Environments, Research and Design (HERD)* with an impact factor of 3.23
- Over 215 articles published in peer-reviewed journals; 55 editorials in *HERD*
- Numerous state, national and international presentations and keynotes
- Author E. Hughes Career Achievement Award, USD; Changemaker Award for Center for Health Design



Jaynelle F. Stichler

Career highlights include:

- Executive Director, Vice President Women's Services, Sharp HealthCare
- Director of Healthcare, The Stichler Design Group
- Professor and Chair for Nursing Leadership concentration, San Diego State University
- Adjunct Professor, ASU College of Nursing and Clemson University School of Nursing.

In her current role, Jan assists nurses in developing evidence-based projects and research studies and assists many in data and statistical analysis. She has facilitated many first-time and subsequent authors in successfully publishing their work. Over the years, Jan has been known for these words of wisdom: "If it is worth doing, it is worth measuring and reporting" and "There is a fine line of distinction between a vision and a hallucination."

## New Three-Year RN Contract Ratified

In mid-September 2022, Sharp and the United Nurses Associations of California/Sharp Professional Nurses Network announced that registered nurse members of the bargaining unit at Sharp voted to ratify a new three-year contract.

With our vision to be the best place to work, practice medicine and receive care as our North Star, we worked with the union for two months to reach an agreement that focuses on rewarding, retaining and attracting the best of the best to serve our patients. We approached the negotiations recognizing that adjustments were needed to our wage grid to be more competitive within the market and to continue to employ the most knowledgeable, skilled and compassionate nurses in San Diego. Further, the negotiations and the new contract give us the opportunity to acknowledge the incredible challenges our nurses have faced throughout the pandemic.

We deeply appreciate the nurses' willingness to join us in negotiations and come to this agreement, which includes:

- Market equity and across-the-board increases for registered nurses
- Enhanced benefits for all Sharp employees, and
- Changes and enhancements to meet staffing needs.

Moving forward, Sharp's chief nursing officers will partner with Human Resources & Talent Management to provide education and training to leaders, as well as access to a digital draft of the contract to all registered nurses. We encourage members of our nursing staff to look for — and take the time to review and access — forthcoming information that will explain the new contract and enhanced benefits for nurses in detail.

Our nurses — along with all of our team members — are The Sharp Experience. We deeply appreciate your continued commitment to making Sharp San Diego's health care leader and — more importantly — to providing extraordinary care to patients throughout our community (excerpts from *Checking in With Chris: In Recognition of Sharp Nurses*, 9/15/2022).



## 2022 Daniel L. Gross Spirit of Caring Award Recipients

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 - a registered nurse and former Executive Vice President/Chief Operating Officer who retired from Sharp in 2019 after four decades of service - to acknowledge his legacy at Sharp HealthCare.

Each year, employees across Sharp HealthCare are invited to nominate caregivers who embody that same “spirit of caring.” Each recipient of this prestigious award receives \$1,000 to further their educational and professional growth; and are honored throughout Sharp for their unfailing commitment to provide outstanding care to patients and their families. Of this year’s exceptional nominees, four recipients have been chosen by the Spirit of Caring selection committee.

Congratulations to recipients of the 2022 Daniel L. Gross Spirit of Caring Award:

- Sarah Ferrara – Medical Social Worker, Population Health at Sharp Rees-Stealy
- Sharon Murnane – Clinical Nurse, Cardiac Rehab at Sharp Memorial Hospital Outpatient Pavilion
- Nam Nguyen – Clinical Nurse, SICU 1W at Sharp Grossmont Hospital
- Judy Willon – Clinical Nurse, Recovery at Sharp Memorial Hospital Outpatient Pavilion.

The 2022 award recipients were recognized at a special awards luncheon on Friday, November 11, 2022. Join us in congratulating the recipients (excerpts from Sharp Communications, “Daniel L. Gross Spirit of Caring Award Recipients,” November 17, 2022).



*Chris Howard, Ben Moraga, Susan Ferrera, and Dan Gross*



*Chris Howard, Ben Moraga, Sharon Murnane, and Dan Gross*



*Chris Howard, Ben Moraga, Nam Nguyen, and Dan Gross*



*Chris Howard, Ben Moraga, Judy Willon, and Dan Gross*

## Colleen Murphy, the Face of The Sharp Experience, Retires

She's been the face of The Sharp Experience for more than 20 years. And, in November, Colleen Murphy, MSN, RN, manager of Administrative Support Services at Sharp Grossmont Hospital, hung up her white coat, headed for a new experience — retirement. "I'm just thrilled at this new opportunity," says Murphy. "It will be hard to leave. But I'm just so grateful for these people who believed in me."

If you've ever seen one of Sharp HealthCare's commercials, you've probably seen Murphy. The blonde, bobbed-haired nurse-turned-administrator can be found running around the campus of Sharp Grossmont Hospital from sunup to sundown, impressively knowing the first names of practically every caregiver or employee she comes across.

"Since coming to Sharp Grossmont Hospital more than 27 years ago, Colleen has been brightening our halls and patient care units with her smile, quick wit, and endless dedication," said Murphy's supervisor, Deene' Mollon, Sharp Grossmont's director of Progressive Care. "Representing Sharp and The Sharp Experience has been her passion, always exemplifying her compassion and dedication to our patients and the community of San Diego."

Early in her career, she reported to Laurie Ecoff, vice president of the Caster Nursing Institute, who at that time was the director of Ambulatory Services at Sharp Grossmont. Ecoff says Murphy is the consummate administrative liaison and leader because of her problem solving, genuine caring, sense of humor and calming presence in stressful times.

Murphy's knack for developing relationships and enthusiasm for The Sharp Experience made her the ideal spokesperson for Sharp, Ecoff says "I sure will miss hearing her voice on the radio or seeing her smiling face on TV."

Louise White, chief nursing officer and vice president of Patient Care Services at Sharp Grossmont, agrees. "Colleen has been an intricate part of Grossmont nursing leadership and her actions inspire others to dream more, learn more, do more and become more," she says. "She will be so missed."

When asked to share advice to new nursing graduates embarking on a career with Sharp, Murphy says her "magic potion" was to say yes whenever asked if she wanted to try something new.

"Whether it is to try a new position or to float somewhere for a shift or two, try a new piece of equipment, learn a new computer program - whatever the ask is - just try it," she says. "It doesn't mean that you have to continue in that position, or that you'll necessarily like it, but it opens doors and opportunity. Every little thing you do stacks up to be this big, tall, elegant tower of expertise and experience, and you'll be surprised all the places those little 'yesses' take you."

Sharp is certainly grateful Colleen said yes to joining the team and for her dedication to always providing her Sharp family — and the San Diego community — The Sharp Experience (excerpts from *Sharp Health News*, "Living a Legacy of The Sharp Experience," November 21, 2022).

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*...her "magic potion" was to say yes whenever asked if she wanted to try something new.*

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Colleen Murphy, MSN, RN

## Susan Stone Named Health System Chief Nursing Executive

In October, Chris Howard, president and chief operating officer (CEO) of Sharp HealthCare, announced changes in leadership as a next step in Sharp's evolution. In addition to other leadership changes, he announced the creation of a Senior Vice President, Health System Chief Nursing Executive position to elevate Sharp's clinical and operational performance.

Susan Stone, PhD, RN, FACHE, NEA-BC, currently interim CEO of Sharp Coronado Hospital, will take on the newly created role for the system. In her new role, Susan, who joined Sharp in 1986 and was named Sharp Coronado's CEO in 2013, will focus on cementing Sharp's legacy as the most attractive, supportive and innovative health care system for nurses in San Diego. In addition to remaining interim CEO of Sharp Coronado for up to one year, Susan will continue to oversee the Caster Nursing Institute and clinical laboratory systems. In addition, she will now assume responsibility for hospital-based case management, patient bed placement and utilization, Global Patient Services and out-of-network services (excerpts from Sharp Communications, "Redefining Hospital Leadership at Sharp HealthCare: The Next Step in our Evolution," October 17, 2022, via email). We congratulate Susan on her new role!



Susan Stone, PhD, RN, FACHE, NEA-BC

## New Publications by Sharp Nurses

Beaudin, C.L., & Pelletier, L.R. (2024). Patient safety. In L.R. Pelletier C.L. Beaudin (Eds). *HQ solutions: Resource for the healthcare quality professional* (pp. 151-226). Burlington, MA: Jones & Bartlett Learning.

Ecoff, L., & Stichler, J.F. (2022). Development and psychometric testing of a leadership competency assessment. *JONA*, 52(12), 666-671.

Failla, K.R., Pelletier, L.R., Ecoff, L., & Stichler, J.F. (2023 - In press). Newly licensed nurses' stress and intent to leave during a pandemic. *Journal for Nurses in Professional Development*.

Kawar, L., Aquino-Maneja, E., Failla, K., Flores, S., & Squier, V. (2022 – In press). Research, Evidence Based Practice, and Quality Improvement Simplified. *Journal of Continuing Education in Nursing*.

Ladden, M.D., Ecoff, L., Marshall-Blake, L., Swanson, J.W., Moyer, S., & Ryan, L. (2022). Leveraging a funding collaborative to develop more PhD prepared nurse scientists and leaders. *Nursing Outlook*, Sep22:S0029-6554(22), 00116-6. Epub ahead of print. <https://doi.org/10.1016/j.outlook.2022.07.003>

Pelletier, L.R., & Beaudin, C.L. (Eds). (2024). *HQ solutions: Resource for the healthcare quality professional*. Burlington, MA: Jones & Bartlett Learning.

Pelletier, L.R., & Beaudin, C.L. (2024). Regulatory and accreditation. In L.R. Pelletier C.L. Beaudin (Eds). *HQ solutions: Resource for the healthcare quality professional* (pp. 113-150). Burlington, MA: Jones & Bartlett Learning.

Resnik, P., Proctor, J., Beaudin, C.L., & Pelletier, L.R. (2024). Population health and care transitions. In L.R. Pelletier C.L. Beaudin (Eds). *HQ solutions: Resource for the healthcare quality professional* (pp. 373-414). Burlington, MA: Jones & Bartlett Learning.

Stirling, S.L., Etland, C., Connelly, C.D., Calero, P., & Ecoff, L. (2022). Oncology nurse navigator effect on emergency department visits and hospital admissions of adults with cancer post-outpatient chemotherapy. *Online Nursing Forum*, 49(6), 595-612. doi:10.1188/11.ONF.595-612



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### Development and Psychometric Testing of a Leadership Competency Assessment

Laurie Ecoff, PhD, RN, NEA-BC, CNL  
Jaynelle F. Stichler, DNS, RN, NEA-BC, FACHE, FAAN

### Oncology Nurse Navigator Effect on Emergency Department Visits and Hospital Admissions of Adults With Cancer Post-Outpatient Chemotherapy

Sunny Lee Stirling, PhD, MBA, RN, OCN®, CMSRN®, RN-BC, PMN,  
Caroline Etland, PhD, RN, CNS, ACHPN®, Cynthia D. Connelly, PhD, RN, FAAN, Patricia Calero, MA,  
and Laurie Ecoff, PhD, RN, NEA-BC, CNL





## ORIGINAL RESEARCH: Nurse Decision-Making During the COVID-19 Pandemic While Using the Concern Factor Tool

*Christine Nibbelink, PhD, RN (San Diego State University [SDSU]/University of San Diego Faculty); Kristine Mendoza, PhD, RN (Sharp Grossmont Hospital RN Manager); Hannah Harding, BSN, RN (SDSU Nursing student)*

### Objective:

Decision making in nursing includes recognition of patient problems, determination of a best course of action, with the goal of enhancing patient outcomes continuously throughout hospitalization (Benner, Hughes, & Sutphen, 2008; Hagbaghery, Salsali, & Ahmadi, 2004).

Nurses provide a unique and important role in early identification of patient deterioration due to their continuous presence at the patients' bedside. Little is known about how nurses make decisions during a global pandemic. At Sharp Grossmont Hospital, nurses have at their disposal the Concern Factor (CF) tool, an instrument requiring nurses to identify their level of concern on a scale of 1/green (no concern) to 4/red (highest concern). The nursing team conducted a study to explore the following questions:

- Question 1 (Q1): What factors do acute care nurses describe as influential when decision-making for patients during a pandemic?
- Question 2 (Q2): What factors do acute care nurses describe as influential to their decision-making processes in the use of the CF tool?

### Methods:

The team conducted the study with a qualitative research approach. This included snowball and convenience sampling between the acute care units (5 West and 2 North/South) piloting the CF tool while caring for patients with COVID-19. Initial interview questions were derived and designed to elicit information from participants associated with factors identified in Naturalistic Decision Making (Klein et al., 1989).

### Results:

Twenty-two registered nurses on two COVID nursing units at Sharp Grossmont Hospital participated in this study. Interviews were conducted between two different mediums. Six participants through zoom and sixteen participants in-person between August 2020 through February 2022. Themes derived from Q1 included:

- Gut feeling influencing essential nursing practice decisions
- Nurse adaptation to COVID: Learning as we go
- Support in the care of COVID patients.

Here is a participant quote from Q1 "Experience, that we kinda know when—like I said, we call them ticking time bombs because it can happen any time. You gotta just prepare yourself and prepare the situation. I don't know how you can prepare it, but mentally that you know this is gonna happen and you have the team behind you." (RN 17)

From the perspective of nurse decision making during COVID, the decision support provided by previous experience were limited due to the unusual response of the disease process. This experience was a very emotional process for nurses. Sub-themes that emerged from the perspective of decision making during COVID included:

- Guilt
- Concern for self and family
- Personal protective equipment challenges made care of COVID patients exhausting
- Speed of COVID patients' deterioration led to urgent decision making under time limited circumstances
- Interprofessional collegial team support vital for nursing practice.

Themes derived from Q2 included:

- CF tool influence on nursing practice
- CF tool influence on nurse decision making
- Implementation of CF tool in nursing care.

Here is a participant quote from Q2 "I guess for acuity there two different tools, the acuity one is more like what does this patient need versus the CF tool is how fast, is my patient deteriorating." (RN 16)

From the perspective of using the CF tool during COVID, time limitations with COVID created difficulties with integration. Despite this limitation, the nurses concluded the CF tool supports interprofessional communication and rapid decision making. Sub-themes that emerged from the perspective of the CF tool included:

*Continues*



- Helps nurses reflect on patient status
- Experienced nurses believe it supports novice nurses' decision making
- Versatile for nursing care.

### Conclusion:

From the perspective of nurse decision making during COVID, nurses concluded emotional support needs may differ from previous approaches. The standard decision support systems were limited in providing COVID patient guidance. With the use of CF tool during COVID, potentially with more time is needed (and during less stressful circumstances) for integration; use of the tool will become second nature and support high stakes time limited decision making. In addition to the original study predicting patient deterioration and use of an intuitive tool (Romero-Brufau et al., 2019), this study identifies that interprofessional communication, nurse reflection, planning, and prioritization were supported by the CF tool.

### References:

- Benner, P., Hughes, R.G., Sutphen, M. (2008). Clinical reasoning, decisionmaking, and action: Thinking critically and clinically. In: R.G. Hughes, editor. *Patient safety and quality: An evidence-based handbook for nurses*. Rockville, MD: Agency for Healthcare Research and Quality. Chapter 6. Available from: <https://www.ncbi.nlm.nih.gov/books/NBK2643/>
- Hagbaghery, M. A., Salsali, M., & Ahmadi, F. (2004). The factors facilitating and inhibiting effective clinical decision-making in nursing: A qualitative study. *BMC Nursing*, 3(1), 1-11.
- Klein, G., Calderwood, R., & MacGregor, D. (1989). Critical decision method for eliciting knowledge. *IEEE Transactions on Systems, Man, and Cybernetics*, 19(3), 462-472. <https://doi.org/10.1109/21.31053>
- Romero-Brufau, S., Gaines, K., Nicolas, C. T., Johnson, M. G., Hickman, J., & Huddleston, J. M. (2019). The fifth vital sign? Nurse worry predicts inpatient deterioration within 24 hours. *JAMIA Open*, 2(4), 465-470. <https://doi.org/10.1093/jamiaopen/ooz033>

## Highlights from the 8<sup>th</sup> Annual Sharp HealthCare Interprofessional Research and Innovations Conference

The 8th Annual Sharp HealthCare Interprofessional Research and Innovations Conference was held virtually on September 20, 2022, with a theme of "The Journey towards Diversity, Health Equity and Inclusion." The goal of the conference was to address important emerging topics that affect the quality of patient care. Many evidence-based practice (EBP) projects and research studies were presented from staff at Sharp facilities and specialties. The conference used a different format this year, allowing attendees to move in and out of breakout rooms to select presentations of priority interest to them. As with the 2021 conference, art submissions provided a beautiful reflection of the inner gaze of our colleagues.

Chris Howard, Sharp HealthCare's President & CEO, welcomed attendees, sharing his insights regarding the state of Sharp and our healthcare community. Dr. Robert Gillespie, Sharp Rees-Stealy cardiologist, was the keynote speaker and presented "The Difficult Discussion about Race in Healthcare." He shared a compelling perspective of African American history and health outcomes, and the role of structural racism that presents consistent barriers to equitable care and exacerbates progress toward high quality care. Many participants expressed appreciation of his work in the community to combat mistrust in healthcare recommendations. Of significant value were the recommendations for action by Sharp employees and physicians to identify and intervene for equitable care.

An afternoon panel shared diversity, equity and inclusion strategies. Erica Salcuni, Manager of Community Benefit and Health Improvement, provided a high-level overview of the Community Health Needs Assessment and the process for incorporating community input into the assessment and intervention plan. John Aganon, Sharp Equity Alliance Steering (SEA) Committee member, gave a history of the SEA and efforts toward culture change within Sharp. Finally, Rachelle Sey, Neonatal Clinical Nurse Specialist at SMBHWN, provided an explicit example of a department-level project to raise awareness of implicit bias and its effect on patient interactions with staff.

Breakout rooms offered research and EBP presentations from across the system. The first breakout session included perioperative presentations from interdisciplinary medical/surgical and intensive care unit staff that aimed to reduce or prevent risk of harm to patients. The theme of the second session focused on community outreach and post-discharge care including COVID-19 vaccination and enhancing patient/family preparation for discharge in stroke and inpatient rehabilitation patients. The final breakout session addressed behavioral health improvement projects and age-friendly care. In addition, several studies on new graduate nurse residents were presented, as well as a successful service recovery project that spans all roles at Sharp.

Continues

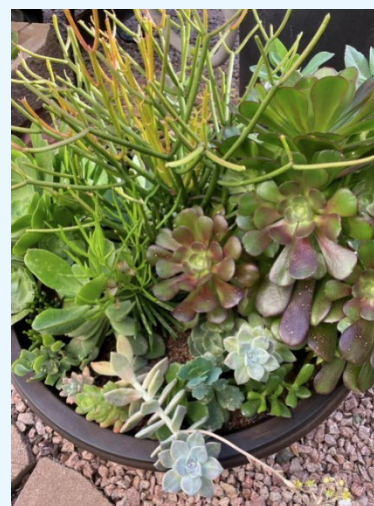
Art works were available throughout the conference, as well as posters that were supplemented by voiceovers by the creators. The posters included completed and in-progress projects that demonstrated a wide variety of interventions that incorporated research evidence into practice. The variety of self-guided works allowed some reflection about art in healthcare and participation in the adoption of change initiatives (see examples below).

The 2022 conference committee consisted of Caroline Etland, PhD, RN; Sunny Stirling, PhD, RN; Rebecca Kjonsgaard, PhD, RN; and Melodie Daniels, PhD, RN. The Collaborative for Inquiry and Innovations Committee worked together to solicit and review abstracts and mentor staff through the process of conference presentations. Equally important were the enthusiastic contributions of information technology staff, Dan Guterman and Niko Caminiti, who provided essential preparation work and support on the day of the conference.

The 9th Annual Sharp HealthCare Interprofessional Research and Innovations Conference will be held in the new Sharp Prebys Innovation and Education Center (SPIEC) on the Spectrum campus. The SPIEC is expected to open in March 2023 and will provide an exceptional conference venue.



*Dying Swan by Estes Wells, BA Communication, Intercultural Studies*



*Embracing Diversity through Succulent Art by Kim Failla, PhD, RN, NE-BC, NPD-BC*

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