



## SHARP HEALTHCARE NURSING LEADERSHIP

**Name:** Kim Failla, PhD, RN, NE-BC, NPD-BC

**Title:** Director, Nursing Workforce Transitions  
Terrence and Barbara Caster Institute for Nursing Excellence

### Summary:

In my current role, I provide system-wide leadership and integration for Sharp HealthCare's Nurse Residency, Preceptor, and Mentor programs, as well as experienced nurse transition programs. I was most recently the Manager of the Sharp Memorial Hospital Nurse Residency Program. I am also a Clinical Associate Professor for the University of San Diego (USD) Hahn School of Nursing and Health Science where I teach in the Masters Entry Program in Nursing.

### Research Interests:

My research interests include nurse residency programs, transformational leadership, and sepsis.

### Education:

- PhD, Nursing, USD Hahn School of Nursing and Health Science, San Diego, CA, 2016  
Dissertation: Predictors of Septic Patient Outcomes
- MS, Nursing Administration, San Diego State University, San Diego, CA, 2007  
Thesis: Nurse Managers' Leadership Styles and Nursing Job Satisfaction
- BSN, San Diego State University, San Diego, CA, 1998

### Certifications:

- Nursing Professional Development, Board Certified (NPD-BC), American Nurses Credentialing Center
- Nurse Executive, Board Certified (NE-BC), American Nurses Credentialing Center

### Recent Honors:

- 2023 Association of California Nurse Leaders Member Spotlight
- 2022 American Nurses Credentialing Center Practice Transition Accreditation Program, Program Director of the Year
- 2021 CORE Award, People: Nurse Residency Program Accreditation
- 2020 CORE Award, People: Sharp HealthCare Nurse Residency Program Retention
- 2018 CORE Award, Finance: Sharp Memorial Hospital Nurse Residency Program Refresh
- 2016 Research and Scholarly Activity Award, Sigma Theta Tau International (Gamma Gamma)
- 2016 Doctoral Dissertation Research Scholarship, University of San Diego
- 2016 Poster Winner (Septic Patient Outcomes), Western Institute of Research
- 2016 CORE Award, Service: Sharp Memorial Hospital Nurse Residency Program Simulation-Based Training

### Publications:

- Ecoff, L., Failla, K.R., & Pelletier, L.R. (in press). Standardizing nurse transition to practice: An infrastructure to support nursing excellence. *Journal for Nurses in Professional Development*.
- Kwar, L., Aquino-Maneja, E., Failla, K., Flores, S., & Squier, V. (2023). Research, evidence-based practice, and quality improvement simplified. *Journal of Continuing Education in Nursing*, 54(1), 40-48. doi:10.3928/00220124-20221207-09
- Failla, K., Pelletier, L., Ecoff, L., & Stichler, J. (2023). Newly licensed nurses' stress and intent to leave during a pandemic. *Journal for Nurses in Professional Development*, 39(1), 44-50. doi:10.1097/NND.0000000000000958

- Failla, K., & Cosme, S. (2022). Development and implementation of a nurse residency program stakeholder evaluation. *Journal of Continuing Education in Nursing, 53*(5), 195-197. doi:10.3928/00220124-20220407-06
- Failla, K., Ecoff, L., Stichler, J., & Kendal, C. (2021). Psychometric testing of a nurse residency program stakeholder evaluation survey. *Journal for Nurses in Professional Development, 37*(6), 353-357. doi:10.1097/NND.0000000000000797
- Failla, K., Ecoff, L., Stichler, J., & Pelletier, L. (2021). An accredited nurse residency program's effect on intent to leave. *Journal of Nursing Administration, 51*(12), 606-613. doi:10.1097/NNA.0000000000001082
- Failla, K., Connelly, C.D., Ecoff, L., Macauley, K., & Bush, R. (2019). Does gender matter in septic patient outcomes? *Journal of Nursing Scholarship, 51*(4), 438-448. doi:10.1111/jnu.12478
- Failla, K., & Connelly, C. (2017). Systematic review of gender differences in sepsis management and outcomes. *Journal of Nursing Scholarship, 49*(3), 312-324. doi:10.1111/jnu.12295
- Gonzales, L., Glaser, D., Howland, L., Hutchins, S., Macauley, K., Close, J., Lipkin Leveque, N., Failla, K., Brooks, R., & Ward, J. (2017). Assessing learning styles of graduate entry nursing students as a classroom research activity: A quantitative research study. *Nurse Education Today, 48*, 55-61. doi:10.1016/j.nedt.2016.09.016
- HealthImpact Project Team. *Multi-Disciplinary crosswalk*. (2017). [https://healthimpact.org/wp-content/uploads/2017/02/Multi-Disciplinary-Crosswalk\\_Final.pdf](https://healthimpact.org/wp-content/uploads/2017/02/Multi-Disciplinary-Crosswalk_Final.pdf)
- Failla, K., & Macauley, K. Interprofessional simulation: A concept analysis. (2014). *Clinical Simulation in Nursing, 10*(11), 574-580. doi:10.1016/j.ecns.2014.07.006
- Failla, K., & Stichler, J. (2008). Manager and staff perceptions of the manager's leadership style. (2008). *Journal of Nursing Administration, 38*(11), 480-487. doi:10.1097/01.NNA.0000339472

**Favorite Leadership Quote:**

"If you are a leader, the true measure of your success is not getting people to work. It's not getting people to work hard. It is getting people to work hard together. That takes commitment." John C. Maxwell

**Contact Information:**

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