

# One Sharp Nursing: Everyday Excellence

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

## FALL 2022

"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...

Fall is traditionally the start of a new school year and a return to learning. Traditional learning, as we've known it - in both time and space - is a thing of the past. Learning doesn't start and end with a school year or semester. In healthcare, learning is necessarily ongoing as our environment is constantly changing through discovery of new ways to practice or care for patients and the emergence of new technology. Learning is even more accessible now with virtual options and applications on our smart phones. As reflected by John Dewey, "education is not preparation for life, education is life itself." Books have traditionally been one of my methods of learning and I belong to two book clubs, one at work and a second with friends. Learning and insights occur in both book clubs. As fall nears, commit to learning something to enhance your practice and something for your personal growth!

Warm Regards,  
Laurie



Rendering of new Sharp Prebys Education and Innovation Center that will house the Caster Nursing Institute

For more education quotes, visit:

<https://everydaypower.com/quotes-about-education/>

*Education is the passport for the future, for tomorrow belongs to those who prepare for it today.* - Malcolm X

*An investment in knowledge pays the best interest.* - Benjamin Franklin

*Education is not preparation for life; education is life itself.* - John Dewey

## Nursing Professional Development Week – September 11-17, 2022

Join us in celebrating our nursing professional development (NPD) practitioners who make a positive impact every day. Our NPD colleagues provide our nurses with quality education throughout all stages of their careers, ensuring that our nurses and organization are recognized for quality, evidence-based practice, and patient safety. NPD practitioners are essential supporters of frontline workers.

NPD practitioners, with oversight from the Caster Nursing Institute at Sharp HealthCare provide programs such as:

- The Sharp HealthCare Nurse Residency Program
- The Sharp HealthCare Nurse Mentor Program
- The Precepting at Sharp Program.

**SHARP**



## 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. New graduate nurse residents 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 **Carissa Francis** and **Eric Pitt** had to share about their Sharp journeys. We celebrate their achievements!



*Carissa Francis, BSN, RN-BC; South Rotunda  
Clinical Lead Nurse, Sharp Mesa Vista*

"I started as a new grad at Sharp Mesa Vista (SMV) in February 2017. Since then, my journey with Sharp has been full of growth and opportunities. As soon as my time as a new grad was complete, I became Unit Practice Council Chair and Relief Charge Nurse on my unit. Not long after, I was nominated and was recognized as SMV Nurse of the Year. In 2019, I took my current role, Clinical Lead Nurse for South Rotunda, and I continue to thrive within this role today. For the last two years I have been the Lead Forum Chair. Most recently, I have stepped into the role of being the point of contact for Cerner and various technology needs at my entity. The investment and support I have received has inspired me. I am excited to continue my journey at Sharp Mesa Vista, and I hope that I can use my experience to empower others to be their best selves."



*Eric Pitt, MSN, RN, CEN; ED  
Supervisor, Nursing, Sharp Grossmont Hospital*

"Starting in healthcare as a volunteer nearly 20 years ago has been one of the best choices I have ever made. Seven years ago, I began my nursing journey at Sharp Grossmont Hospital (SGH) Emergency Department (ED) as a new grad Registered Nurse. From there, I became an Advanced Clinician onboarding and precepting new staff and working with the unit Clinical Nurse Specialist team to educate and mentor our staff. The ED has provided me with great opportunities for growth and professional development, such as participating in the unit Disaster Committee, ED Rewards and Recognition Committee, Unit Practice Council, Mobile Intensive Care Nurse (MICN) certification, and more. In 2018, I was honored by being selected the SGH Nurse of the Year, which was a great career achievement. I then took my nursing journey a different path and accepted a Clinical Nurse Lead position in the ED where I became responsible for department operations on the night shift as one of the Charge Nurses. In my current role of ED Supervisor, I assist with 24-hour department oversight consisting of throughput, patient experience, staff engagement and retention, and more. I am excited to take my knowledge and experience to further provide The Sharp Experience for our community and grow as a nursing leader. I hope to continue to take on new roles and responsibilities in our organization, helping to further our mission of being the best place to work, best place to practice medicine, and best place to receive care."

## 2022 Pillars of Excellence Award Recipients

Congratulations to the 2022 Pillar Award Recipients who were recognized in June 2022. The winners of this year's Pillars of Excellence Awards have gone above and beyond to advance the mission and vision of Sharp HealthCare across our seven Pillars of Excellence - Quality, Safety, Service, People, Finance, Growth, and Community. They have impacted the lives of patients and families, supported their fellow team members and physicians, contributed to the community, and affected the financial health of the organization. These winners represent the spirit and aspirations of The Sharp Experience; helping illuminate the power of our collective brilliance.



### QUALITY

#### Individual

Vanessa Fox  
Sharp HealthCare – System Services

#### Team

Clinical Analytics & Information  
Systems Decision Support  
Services  
Sharp HealthCare – Multi-Entity

#### Department

Autism Project – East Wing 1  
Sharp Mesa Vista Hospital

### SAFETY

#### Individual

Wes Pruett  
Sharp Chula Vista Medical Center

#### Team

Enhanced Recovery After Surgery  
Sharp Grossmont Hospital

#### Department

Hand Hygiene - ICU  
Sharp Chula Vista Medical Center

### SERVICE

#### Individual

Jonathan Gurrola  
Sharp Memorial Hospital

#### Team

Throughput Transformation  
Sharp Grossmont Hospital

#### Department

Laboratory Systems Support ISD  
Clinical Services  
Sharp HealthCare – System Services

### PEOPLE

#### Individual

Nicholas Breeland  
Sharp Coronado Hospital

#### Team

Stress First Aid: Taking Care of  
Our Own  
Sharp Mesa Vista Hospital

#### Department

Training and Education  
Sharp Rees-Stealy Medical Centers

### FINANCE

#### Individual

Peggy Gaul  
Sharp Grossmont Hospital

#### Team

G-Path Implementation  
Sharp Grossmont Hospital

#### Department

Finance  
Sharp Grossmont Hospital

### GROWTH

#### Individual

Dr. Ramin Raiszadeh  
Sharp Grossmont Hospital

#### Team

American Rescue Plan  
Sharp Health Plan

#### Department

Adolescent Cognitive Intensive  
Outpatient Program  
Sharp Mesa Vista Hospital

### COMMUNITY

#### Individual

Mary Barton  
Sharp Grossmont Hospital

#### Team

COVID-19 Community  
Vaccination Clinic  
Sharp HealthCare – Multi-Entity

#### Department

Spiritual Care  
Sharp Chula Vista Medical Center



## 2022 Nursing Scholarship Recipients

The Caster Nursing Institute provides scholarship assistance to registered nurses (RNs) and non-nursing team members (entry into practice) seeking to advance their education to BSN, MSN, or doctorate in nursing from an accredited nursing program. 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. Since its inception, the Caster Nursing Institute has awarded 403 scholarships in the amount of \$1,733,400. A competitive scholarship application demonstrates alignment with Sharp HealthCare strategic priorities for nursing practice, nursing education, and career progression within the organization, with a focus on retention of scholarship recipients.

Priorities for granting scholarships include the following nursing degrees:

- Entry into Practice: BSN, MSN (Del Corazon; Dan Gross; and James B. and Mary Jane Wiesler scholarships)
- RN to BSN (Caster Nursing Institute scholarships)
- MSN: Leader and clinical nurse specialist (Caster Nursing Institute and Virginia Reil scholarships)
- Doctoral: Generation of new knowledge or translation of evidence into practice to improve patient outcomes (Caster Nursing Institute and Hubbard [PhD at University of San Diego] scholarships)

Application forms, recommendation forms, and scholarship writing class information can be found on the Sharp intranet. See nursing scholarships and financial aid for a list of additional financial assistance resources. The call for scholarship applications commences each year on **May 1**.



## Sharp HealthCare Nursing Scholarship Recipients 2022

**SHARP**

Terrence and Barbara Caster  
Institute for Nursing Excellence

### Entry into Practice

Katelyn Badarak  
Michael Berberick  
Chad Cronin  
Ava Culver  
Jessica Daquioag  
Joel Fetherlin  
Alesa Gin  
Bridgette Grieger  
Mayerlis Guerrero  
Stephanie Hallum  
Hans Hartman  
Emily Lira  
Vincent Ly  
Mauricio Maldonado Yanez  
Kendall Martinez  
Martoni Mateo  
Amy Moore  
Richard Oliver  
Natasha Parra  
Arturo Quinonez  
Zuhra Sahak  
Jessica Valdez

### BSN

Jonathan Brining  
Lale McNally  
Jelena Milenovic  
Christina Seiler

### MSN

Andrea Castaneda  
Brian Donald  
Annette Esparza  
Arielle Ferber  
Sheila Hinkley  
Marissa Isquierdo  
Dan Marinelli  
Jessica Marries  
Jennifer Martinez  
Juan Montano  
Megan Moyneur  
Jessica Parks  
Meghan Salvador  
Courtney Scheck  
Rebecca Sellner  
Trevor Smith  
Elliot Sutton-Inocencio  
Sarah Vanderhoff  
Megan Weske  
Mary Wisdom  
Sara Wren  
Eric Wyatt

### Doctoral

Kristy Fillmore  
Courtney Kendal  
Patty Magdaluyo  
Cindy Smith  
Julie Williams

CONGRATULATIONS!

## Nursing Leadership Academy Graduates First Cohort: Resilient Navigators

On June 21, 2022, the Sharp HealthCare Nursing Leadership Academy (NLA) graduated its first cohort of 23 Managers. Launched in September 2021, the NLA participants met virtually through June 2022. Developed by the Caster Nursing Institute, the NLA supports ongoing career development and prepares nurse leaders for current and future leadership roles at Sharp HealthCare. The role of nurse manager is vital to ensuring a healthy work environment, engaged workforce, positive interprofessional relationships and optimal patient outcomes.

NLA planners took advantage of the pause due to COVID-19 to redesign the NLA format from seven 8-hour in-person sessions to nine 4-hour virtual sessions. The NLA is organized around the Sharp HealthCare Leader Capability Model, consisting of three domains – Self, People, and Organizations.

Content in each of the domains is presented in a cohort-based model using a variety of teaching methods and rich in discussion, sharing, and experiential learning. Participants prepare before each class with assignments such as self-assessments, readings, or videos/podcasts, which are discussed and applied in the virtual or practice setting. Small groups are assigned mentors to review critical content and its application to the work setting. At the completion of the NLA, participants celebrated and received a certificate for their portfolio.

*Congratulations to these NLA graduates!*

### Sharp Coronado

Nic Breeland  
Elisabeth Green  
Vivien Lim

### Sharp Chula Vista Medical Center

Mickey Blaskovich  
Geline Buenconsejo  
Minerva Connor  
Francisco Garcia  
Sarah Saunders-Harbaugh  
Trevor Smith

### Sharp Grossmont Hospital

Jamal Armstrong  
Lisa Diez  
Alison Ingram  
Andrea Milby  
Christina Revere

### Sharp Mary Birch Hospital for Women and Newborns

Dana Cohen

### Sharp Mesa Vista

Stephanie Bautista  
Brian Donald  
Kirstin Poliska  
Chandra Vincent

### Sharp Memorial Hospital

Annette Austin  
Jeremy Manahan  
Kirsten Toman  
Eddie Wagner



NLA Cohort 1 named themselves *Resilient Navigators* and created this symbolic graphic.

## Sharp Coronado Hospital Receives Beacon Award for Excellence

The ICU at Sharp Coronado Hospital was awarded the prestigious silver-level Beacon Award for Excellence from the American Association of Critical Care Nurses (AACN) in March 2022. The Beacon Award for Excellence, a significant milestone on the path to exceptional patient care and healthy work environments, recognizes unit caregivers who successfully improve patient outcomes and align practices with AACN's six Healthy Work Environment Standards. Units that achieve this three-year, three-level award with a gold, silver, or bronze designation meet national criteria consistent with the ANCC Magnet Recognition Program, the Malcolm Baldrige National Quality Award and the National Quality Healthcare Award.

Sharp Coronado Hospital's ICU earned AACN's silver-level award by meeting the following evidence-based Beacon Award for Excellence criteria: Leadership Structures and Systems; Appropriate Staffing and Staff Engagement; Effective Communication, Knowledge Management and Learning and Development; Evidence-Based Practice and Processes, and Outcome Measurement.

"It is such an honor for our team to be awarded with this special designation," says Nic Breeland, manager, ICU/Administrative Liaisons/Dialysis, and interim manager, Med/Surg. "Earning a silver-level Beacon Award for Excellence is not an easy achievement. This award highlights years of hard work and dedication towards excellence in patient care and department outcomes. The fact that we were able to not only maintain but improve our quality outcomes during the pandemic further highlights the outstanding achievements from our ICU team" (from *Experience Sharp Magazine*, 21(2), p. 5).

## Sharp Memorial Hospital Earns Fourth Consecutive Magnet® Designation

Sharp Memorial Hospital (SMH) successfully completed the requirements needed to earn their fourth consecutive ANCC Magnet Recognition Program® designation, further cementing their standing as a hospital that provides world-class nursing care to its patients.



The American Academy of Nursing (AAN) Task Force on Nursing Practice in Hospitals developed the Magnet program to identify work environments that attract and retain well-qualified nurses who promote quality patient care. The Magnet philosophy seeks to promote and advance nursing professionalism through opportunities for structural empowerment and growth with interventions that in turn lead to safe, high-quality patient care, and an enhanced patient experience.

The Magnet surveyors identified five exemplars during the course of their review and praised SMH's team for exceeding the national benchmarks. The site visit validated the hospital's:

- Strong nurse/physician relationships and a highly collaborative team environment.
- Multiple innovative and rigorous programs improving patient safety and patient care throughout the organization.
- An active and energized collaborative practice structure throughout the course of the pandemic.
- Multiple examples of staff providing community service through clothing drives for homeless, collecting medical supplies for foreign countries, and establishing a COVID vaccination site in which greater than 500,000 community members immunized.
- Implementation of nursing leadership academy for management development.

"This is not an easy accomplishment, especially during a pandemic. I am very proud of our nurses and our hospital for continuing to uphold the standards required to achieve this 4th designation!" said Pam Wells, Chief Nursing Officer. Congratulations to the SMH team on this outstanding accomplishment (from *Sharp Communications*, August 24, 2022)!



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