

NURSING

Annual Report 2021





A Letter From the Chief Nursing Officer

Nursing annual reports are designed to collect achievements and benchmark progress to goals. But they also do something far more important—they record our history and provide reflection points.

For me, what underlies the achievements in this report is the immeasurable value of staying connected to one another. It's a lesson that I have learned countless times during my nursing career.

When leaders see and hear from team members directly, they know more and can do more to support, streamline and remove barriers.

The thing about nursing is that the opportunity to learn is available to me every single day. It keeps me on my toes and reminds me what the work of being a nurse is all about.

Being at Children's Hospital Los Angeles has been a point of pride for me, but especially in recent months. I can now reflect back that I have never worked at a place where leadership is as concerned about the well-being of team members than CHLA. This is an organization that really does care about every team member.

It's also a place where team members care about patient care. CHLA's accelerated Magnet process was a proverbial shot in the arm when we needed it most. I have worked at other organizations where things got in team members' way of this achievement ... but not here at CHLA.

You proved to me, to each other, and to the representatives who reviewed CHLA that, no matter the pressures that a pandemic can bring, patient care truly is the most important thing we do.

Thank you,

Nancy J. Lee, RN, MSN
Senior Vice President, Chief Nursing Officer
and Chief Clinical Officer



A Message From the President and CEO

From Magnet redesignation to the powerful work of pediatric nurse onboarding programs, this has been a standout year for nursing at Children's Hospital Los Angeles, helping to accelerate the achievement of our mission of creating hope and building healthier futures for children.

Seeing CHLA's nursing teams and leaders come together to support an accelerated Magnet process was an awe-inspiring event. Magnet is a staff-driven process, and while the pandemic put tremendous pressure on engagement in collaborative governance, CHLA nurses proved that excellence truly is just a starting point.

CHLA's unique approach to bedside research through the Institute for Nursing and Interprofessional Research continues to be unrivaled among pediatric hospital peers. Just as exciting, CHLA is proud to have benefitted from being the recipient of public and private support for the professional development and resilience of nurses. This support has been directly translated into investments to build the capacity of CHLA's training and onboarding programs for new pediatric nurses. On my rounding, I have been gratified to see nurses who are so enthusiastic about working in pediatrics and taking those first professional steps at CHLA.

Nurses are the heart and soul of CHLA, and I know that the work you do has expanded this year with the increasing social needs of families emerging from the pandemic.

Trust that the entire enterprise is behind you, supporting you, working to support staffing solutions that work for you and for CHLA. We continue to brave uncharted territory; thank you for all that you do in support of CHLA's mission and vision.

Warmest regards,

Paul S. Viviano
President and Chief Executive Officer

COVID-19 VACCINE CLINIC

After the emergency approval of the Pfizer/BioNTech COVID-19 vaccine in December 2020, Children's Hospital Los Angeles quickly mobilized to help safely administer some of the first COVID-19 vaccinations to team members. CHLA nurses from Clinical Services Education and Research were deployed and tasked with launching our COVID-19 vaccine clinic by partnering with the hospital's Pharmacy and Information Services teams to roll out doses to team members as quickly as possible.

When the first vaccine was given on Dec. 18, 2020, cheers erupted, tears were shed and CHLA team members were proud to take the first steps toward curbing COVID-19.

Once the majority of CHLA team members received their primary vaccine series, we recognized an opportunity to help support the broader community by extending our vaccination efforts. CHLA nurses, pharmacists, Child Life specialists, volunteers and local nursing students collaborated to aid in vaccinating as many people as possible.

For parents, bringing their child to CHLA created a positive vaccination experience. Many families had attempted to receive the vaccine at pharmacies and other locations but were unsuccessful. When they brought their children to CHLA, a warm



and friendly environment greeted them: caring nurses and Child Life staff, a movie playing in the background, and toys and rewards. CHLA nurses also ensured children with sensory issues, autism or a fear of needles felt comfortable. In one case, nurse Flora Yuen, MSN, RN, CPN, volunteered to meet a family at their car when their son who has autism did not want to come into the hospital.

To date, CHLA has provided over 12,000 doses to children under 18 and an additional 30,000 doses to our team members and individuals from the community.

Nurses at CHLA understand the fear and hesitancy that some families have around receiving the COVID-19 vaccination. When a mother and her baby were being transported, Kathy Kelly, MSN, RN, CPN, took time to listen to and validate the mother's concerns, while also explaining how the vaccination works and its benefits. The next day, the mother called the hospital's COVID-19 vaccine clinic to see if Kelly could give her the vaccine, and, over the next few weeks, continued to bring family and friends to the clinic.

As a trusted partner, CHLA has been able to vaccinate thousands across Southern California who otherwise might not have chosen to receive the vaccination.

NURSE SPOTLIGHT: CLINICAL ETHICIST BRENDA BARNUM



Brenda Barnum, MA, BSN, RNC-NIC, began her career at Children's Hospital Los Angeles 27 years ago. Her role caring for this vulnerable patient population eventually fostered an interest in ethics.

"I was fascinated by the ethical complexity of my work and wanted to support others in navigating these challenges," says Barnum, who is now Clinical Supervisor in the Steven & Alexandra Cohen Foundation Newborn and Infant Critical Care Unit (NICCU).

This passion ultimately led Barnum to pursue a Master of Arts in bioethics and health policy from Loyola University Chicago. After obtaining her degree in 2010, she supported CHLA team members as a representative on the hospital's Ethics Resource Committee. Since then, she has worked closely with physician colleagues to support the growth of a broader ethics program at CHLA, led more than 25 presentations on neonatal, pediatric and nursing bioethics at local and national conferences, and served as a guest lecturer at USC. She has also published an article in *Advances in Neonatal Care* and served as a board member and planning committee member for the local Ethics of Caring group and the National Nursing Ethics Conference.

In 2021, Barnum expanded her role beyond the NICCU, joining the newly formed Center for

Pediatric Bioethics at CHLA as a clinical ethicist. Along with Center Director Sabrina Derrington, MD, MA, HEC-C, and two volunteer clinical ethicists, Barnum is working to build a robust ethics program at CHLA. The team launched weekly rounds called Ethics Walks, or E-Walks, to check in with team members throughout CHLA, work to identify moral distress and values conflicts, and to provide support and education in the moment. Together, they have presented at three Clinical Services Grand Rounds and have several additional dates planned for the future.

Barnum finds deep value in maintaining her role within the Cohen Foundation NICCU while also working in the Center for Pediatric Bioethics.

"One [role] informs the other," she says, "Because nurses provide total care to patients, they have a wide lens."

CHLA EARNS 4TH MAGNET DESIGNATION

First attained by Children's Hospital Los Angeles in 2012, Magnet recognition demonstrates an institution's nursing and clinical excellence, with a particular focus on evidence-based qualities that lead to improved patient outcomes, staff engagement and clinical experiences. In September 2021, CHLA was notified by the American Nurses Credentialing Center, which oversees the Magnet recognition program, that its submission for a fourth Magnet designation had been reviewed and that the hospital had been selected for a site visit in December 2021.

CHLA's Nursing Excellence team partnered with CHLA's Magnet Champions, Marketing



CHLA team members celebrate after learning the hospital attained Magnet designation for the fourth time.

Communications, Information Services, hospital leaders and many others to plan, schedule and execute the three-day site visit, which was conducted virtually on Webex. Dozens of laptops were configured to allow team members to gather in conference rooms to create a conversational atmosphere, connect with appraisers and be seen and heard. Equipped with rolling iPads, Magnet Champions visited every unit, clinic and work area where nursing is practiced so that appraisers could speak with clinical staff in their environments. CHLA community stakeholders—including therapy dog handlers, former patients, and community health care leaders—joined at the end of the visit to share their experiences with CHLA nurses in many different arenas.

Appraisers were impressed with the relationships between nurses, noting that CHLA nurses leave their families at home to come care for patients. They also applauded how passionate nurses at CHLA are about serving patients and their families, the strong teamwork used to achieve great outcomes and the strength of nurses' interprofessional relationships.

On Jan. 20, 2022, Jeanette Ives Erickson, DNP, RN, NEA-BC, FAAN, Chair of the Commission on Magnet, joined Paul S. Viviano, President and CEO of CHLA, Nancy Lee, CHLA's Senior Vice President, Chief Nursing Officer and Chief Clinical Officer, nurse leaders and Magnet Champions on a video call to announce that CHLA had attained Magnet designation

once again. Dr. Ives Erickson discussed five exemplars that were identified during the application review, all of which were nurse-sensitive indicators in the Exemplary Professional Practice category.

- CHLA outperformed the national benchmark for hospital-acquired MRSA infections on 100% of inpatient units.
- Every inpatient unit outperformed the national benchmark for patient experience scores in the Safety category.
- The Cardiac Catheterization Lab and the Ambulatory Surgery Center exceeded the ambulatory national benchmark for surgical burns.
- The Emergency Department and the Infusion Center outperformed the national benchmark for time to antibiotics in fever and neutropenia patients.
- All ambulatory areas outperformed the national benchmark for patient experience in the Careful Listening category.

"Your advocacy for these children ... and their families is stellar, especially during these incredibly difficult past two years," Dr. Ives Erickson said on the call. "I want to thank you all for the wonderful work that you are doing on behalf of these patients, families, but also, keeping each other safe."

NURSING EXCELLENCE AWARDS 2021

In celebration of Nurses Week, Children's Hospital Los Angeles held the 2nd annual Nursing Excellence Awards ceremony on May 7, 2021. The awards were sponsored by the Nursing Excellence team and the Nurses Week Task Force to recognize nurses who exemplified the Magnet model components of transformational leadership, structural empowerment,

exemplary professional practice, new knowledge, innovations and improvements, and empirical outcomes.

The following nurses and many others were nominated by nurses, physicians and interprofessional colleagues for exemplifying CHLA's mission, vision and values. Throughout the challenges of recent years, CHLA nurses have continued to provide superior clinical care, and, as a result, have created hope and built healthier futures for so many patients and families in our community.

Jennifer Pugh, DNP, MSN, RN, CPNP

Advanced Practice and Critical Care

Transformational Leadership Award

Nominated by a nurse manager, Dr. Pugh has the talent to make others feel capable of what seems impossible. She represents the gold standard in leadership through her kindness, transparency and professionalism.

Sarah Green, DNP, RN, CPNP-AC

Clinical Services Research and Partnerships

Structural Empowerment Award

Dr. Green's nursing journey has interwoven clinical expertise and leadership, resulting in an ability to affect positive change. She has acted as a preceptor and mentor at CHLA and participates in national professional groups dealing with professional practice and health care policy.

Amarra McHale, BSN, MA, RN, FNP-C

CARES Team

Exemplary Professional Practice Award

Nominated multiple times by various colleagues, McHale cultivates positive, supportive relationships with the patients and families she serves. She has a rare and valuable gift for bonding with traumatized and marginalized children, making them feel safe and important in her examination room.

Maria Del Carmen Reyes, MSN, FNP, CCRC

Pulmonary

New Knowledge, Innovations and Improvements Award

Reyes was nominated for being "an advocate, leaving no stone unturned." Her patients and families have complete trust in her, and her extensive work in research positively impacts patients with cystic fibrosis both at CHLA and around the world.

Katherine Clark, BSN, RN, CPN, CPHON

4 West

Empirical Outcomes Award

Clark is a strong, empathetic advocate for her patients while simultaneously tapping into every possible intellectual resource. Her nomination stated, "As a skin champion, she has improved the way we assess, document and care for our patients' skin integrity by sending precise emails with SMART goals and consulting with us at the bedside when our patients have skin issues."

Chief Nursing Officer Awards were presented to two nurse leaders as well: **Terri Loera, BSN, RN, NE-BC**, PICU Manager—who was recognized for her transparent, measured and thoughtful leadership, and for being trusted by those who work for her as well as leaders who count on her—and **Laura Tice, BSN, RN, CPN**, CS Supervisor from 5 East—who has grown into her leadership role as a respected advocate for her patients and co-workers and a champion of family-centered rounds.



*The 2021 Nursing Excellence Award recipients.
L-R: Maria Del Carmen Reyes, Teri Loera, Sue Martinez,
Katherine Clark, Jennifer Pugh and Laura Tice*

ACCOLADES AND ACCOMPLISHMENTS

Poster and Podium Presentations at Conferences in 2021

Sharee Anzaldo, Surgical Admitting
Jennifer Baldwin, Endocrinology
Debra Browne, Gastroenterology
Maria Bautista-Durant, Trauma Program
Catherine Goodhue, Trauma Program
Ruth Lemus, Heart Institute
Stephanie Mai, Helen and Max Rosenthal
Cardiovascular Acute Care Unit
Hui-Wen Sato, The Ahmanson Foundation Pediatric Intensive
Care Unit (PICU)
Rita Secola, Hematology/Oncology

Publications in 2021

Jennifer Baird, Clinical Services Education and Research
Kathleen Van Allen, Fetal and Neonatal Institute
Noreen Clarke, The Vision Center
Elizabeth Daley, Thomas and Dorothy Leavey Foundation
Cardiothoracic Intensive Care Unit (CTICU)
Maria Bautista-Durand, Maurice Marciano Family Foundation
Emergency Department and Trauma Center
Melissa Anderson, Maurice Marciano Family Foundation
Emergency Department and Trauma Center
Catherine Goodhue, Trauma Program
Sheila Kun, Pulmonology
Nida Sulit Oriza, CTICU
Lindsey Quirk, Maurice Marciano Family Foundation Emergency
Department and Trauma Center
Sarah Meyer, The Ahmanson Foundation PICU
Hui-Wen Sato, The Ahmanson Foundation PICU

Great Catch Award Winners in 2021

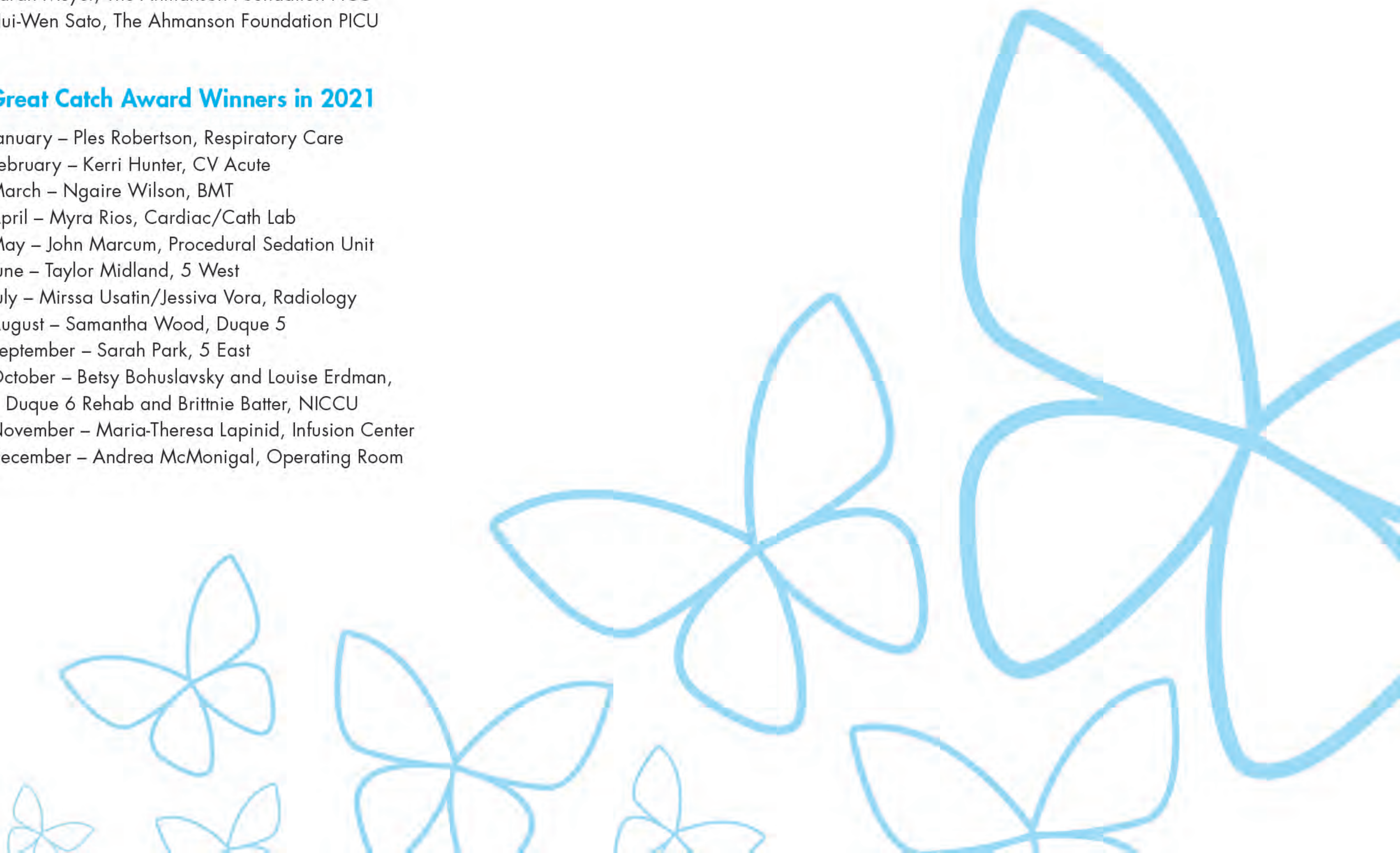
January – Ples Robertson, Respiratory Care
February – Kerri Hunter, CV Acute
March – Ngaire Wilson, BMT
April – Myra Rios, Cardiac/Cath Lab
May – John Marcum, Procedural Sedation Unit
June – Taylor Midland, 5 West
July – Mirssa Usatin/Jessiva Vora, Radiology
August – Samantha Wood, Duque 5
September – Sarah Park, 5 East
October – Betsy Bohuslavsky and Louise Erdman,
Duque 6 Rehab and Brittne Batter, NICCU
November – Maria-Theresa Lapinid, Infusion Center
December – Andrea McMonigal, Operating Room

GEM Award Winners in 2021

January – Claudia Tejada, Abdominal Diseases
February – Jose Luis Rosas, Language and Cultural Services
March – William Duong, Vascular Access Team
April – Kimberle Adamasse-Holmes, Respiratory Care
May – Luz Nieto De Cortes, Distribution Services
June – Arvin Clavio, Emergency Transport
July – Perlita Guillermo, Duque 6 Rehab
August – Katherine Diaz, Surgical Admitting
September – Jennifer Taylor, Infusion Center
October – Peggy Hegenbart, Respiratory Care
November – Erik Nayback, Food Services
December – Eduardo Nunez, Language and Cultural Services

DAISY Award Winners in 2021

January – Tania Makover, Cardiovascular Acute
February – Sheila Perez, Fetal-Maternal Center
March – Courtney Reyes DiLeva, 4 West
April – Kimberlei Comrie, 6 East
May – Miriam Czech, Surgical Admitting
June – China Schmidt, Duque 5
July – Lisa Ochoa, Float Team
August – Rebecca Gregg, Operating Room
September – Kathryn Vick, 6 East
October – Andrea Moore, Cardiovascular Acute
November – Kasieh Cases-Manzon, 6 East
December – Kyla Morwood, Cardiovascular Acute



ACADEMIC ADVANCEMENT

BSN

Jessica Reyes, Operating Room
Paula Guzman, Operating Room

MSN

Melissa Stewart, 4 West
Erika Cheung, Emergency Management
Elysia Weiner, Cardiovascular Acute

MSN (continued)

Danica Ryan, Infusion Center
Dorothy Low, Float Team
Hanna Chong, 6 West

MBA

Phan Leopando, Duque 6 Rehab

DNP

Margaux Chan, Clinical Services Education
and Onboarding

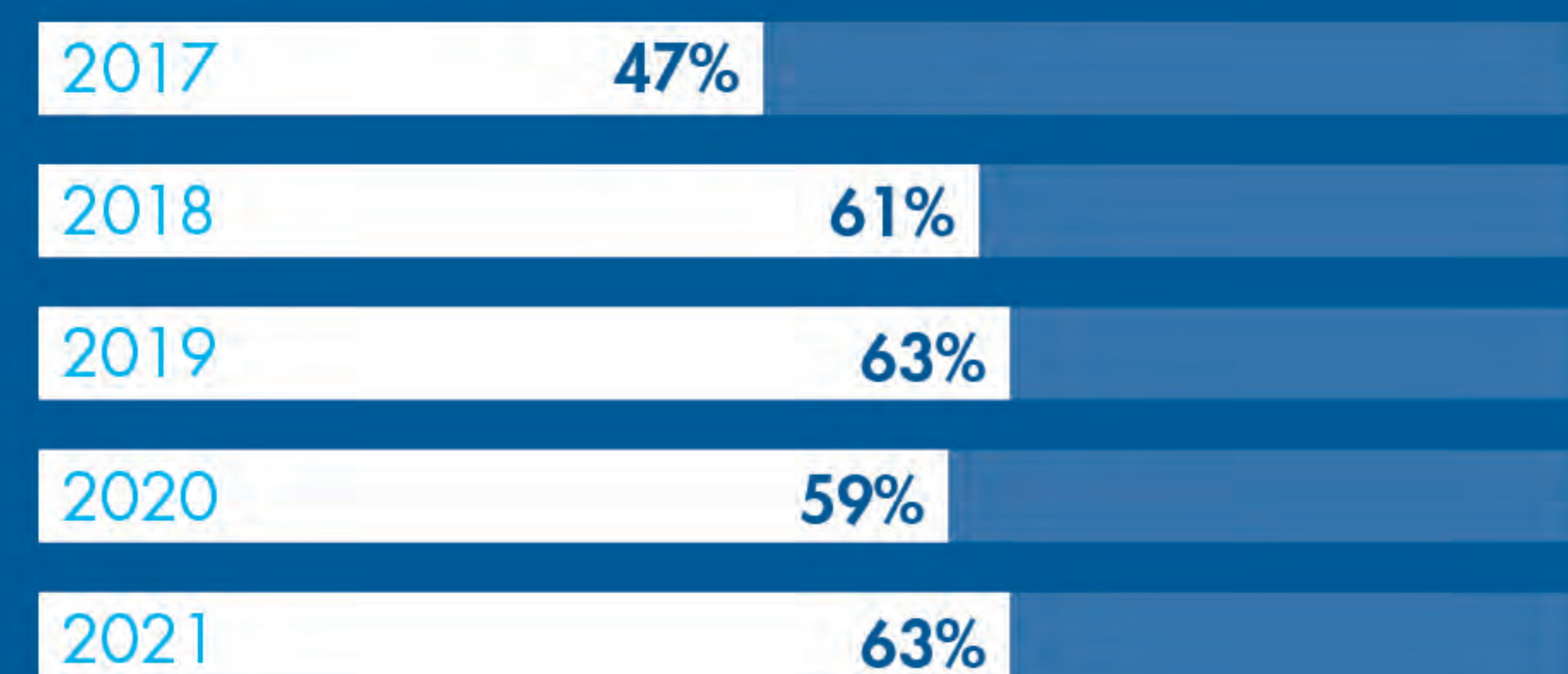
PhD, Nursing

Sharee Anzaldo, Surgical Admitting
Paula Belson, Anesthesiology and
Critical Care Medicine

NURSES WITH BACHELOR OF SCIENCE IN NURSING DEGREE OR HIGHER



ELIGIBLE CHLA NURSES WITH NATIONAL CERTIFICATION



STATISTICAL REPORT

2021



123 NEWLY GRADUATED NURSES IN THE
VERSANT® RN RESIDENCY PROGRAM DURING 2021



PERCENTAGE OF NURSE LEADERS
WITH NATIONAL BOARD
CERTIFICATION: **87%**



AVERAGE TENURE
OF A CHLA NURSE:

13.1 YEARS