

ASSOCIATION OF CALIFORNIA NURSE LEADERS

2020 RECOGNITION & SCHOLARSHIP

Awards



LEADING
WITH *Vision*



LEADING WITH Vision



2020 RECOGNITION AWARDS

ACNL is the voice of nurse leadership in California – creating and influencing the future of health care! Throughout our history, ACNL has encouraged the active participation of all our members to drive health care innovation. Our members are well-educated and diverse in their experience and talents. They are passionate professionals, committed to nursing excellence and improving the health of our communities.

Each year, ACNL recognizes the outstanding contributions of nurse leaders in improving health care delivery, leading change, building healthy work environments, creating innovative programs, advancing education and professional nursing practice, utilizing research to improve care and other areas of excellence in leadership and nursing.

This year's award winners are remarkable leaders who are serving our profession with distinction. ACNL recognizes that this exceptional group of leaders is merely a sample of the outstanding work accomplished by California's nurse leaders. ACNL salutes these and other innovative nurse leaders striving to improve health care throughout our state. By sharing these achievements, our goal is to promote further creativity, innovation and excellence in all practice settings.

Thank You to Our Scholarship Sponsors

Several companies and individuals support ACNL's commitment to lifelong learning through contributions to our organization's philanthropic program:

Alpha Consulting Group, Inc.

Bare Root, Inc.

Catalyst Systems, LLC

A special thank you to our members who support ACNL scholarships through donations to the **Circles of Giving!** In addition to funding scholarships, your generous support generates critical funds to further ACNL's work and actualize our vision of positioning nurse leaders to create and influence the future of health care.

2020 SCHOLARSHIP PROGRAM

To further our mission to develop nurse leaders and promote lifelong learning, ACNL sponsors a wide variety of scholarships to support nurse leaders advancing their education. These include academic scholarships for nurse leaders conducting research and/or pursuing graduate degrees in nursing or fields supporting health care; leadership scholarships for those interested in pursuing concentrated studies in an area of health care that will enhance leadership skills; research scholarships to further advancements in nursing practice and patient care; and the *Nurses Float Scholarship* for an outstanding RN pursuing a Bachelor's or Master's degree in nursing. This year's scholarship program is offered through generous contributions from Alpha Consulting Group, Inc., Bare Root, Inc., Catalyst Systems, LLC, and our members who support scholarships and the work of our organization through ACNL's *Circles of Giving* program.

ACNL invites you to learn more about this year's recognition award and scholarship winners whose work and accomplishments are highlighted in this program.

Contributions to ACNL

Awarded to an ACNL nurse leader who has made significant contributions to the organization.



**Ellen W. Zoschak,
MPH, MS, RN, NEA-BC**

Partner
The Chabot Group

Ellen has been an ACNL member since the 1980s. She immediately began participating on two task forces and continues today as an active member of the Philanthropic, Recognition & Scholarship Committee and the Finance Committee.

From 2014 to 2016, Ellen served as ACNL's Secretary Treasurer. She focused on improving financial investments and worked with the PRS Committee to implement a sophisticated fundraising approach. She was also a founding Nightingale member for the first Circles of Giving campaign.

Ellen recognizes the importance of building a strong profession and has been active in LifeMoxie, ACNL's mentoring program. She has been honored by several incoming presidents with invitations to participate in their Strategic Planning sessions. Ellen has been a presenter at the Annual Conference and has even stepped in last minute when speakers have unexpectedly canceled. She has also presented at both the East Bay and San Francisco chapter meetings.

Excellence in Leadership

Awarded to a nurse leader who has made a significant contribution to nursing leadership.



**Alisa Brown
BSN, RN, CCRN**

Nurse Manager
Pediatric Intensive Care Unit
CHOC Children's

Alisa is the Nurse Manager of the Pediatric Intensive Care Unit at CHOC Children's. Recognizing the challenges of running a fast-paced ICU, Alisa has created multiple new roles for nurses in her unit, helping promote unit productivity and ultimately enhancing patient safety and satisfaction.

Alisa advocated for and developed job descriptions with clear responsibilities. She created a resource binder which included clinical policies, new education, coaching strategies and a checklist of responsibilities. In the spirit of shared governance, Alisa made sure that some roles are elected by the staff. As a result of implementing new roles for nurses in her unit, hospital-acquired conditions have decreased while patient satisfaction and associate engagement scores increased, all while maintaining a net neutral budget.

Alisa brings a "joie de vivre" to work. She regularly uses humor to engage others and fosters an environment in which people genuinely like to work. Her efforts recently led CHOC to become re-designated as a Gold Beacon organization for a fifth time.



Linda Fahey, RN, NP, MSN

Regional Director Care Experience &
Patient and Family Centered Care
Patient Care Services
Kaiser Permanente Southern California

Linda has mentored and developed generations of future nurse leaders, developing new approaches to continuing education. In the political sphere, she has led grassroots efforts leading to pivotal legislation affecting APRNs as well as directing Kaiser Permanente's community outreach activities, networking with nursing and healthcare-provider state organizations, universities, and community agencies.

Linda has contributed to advances in KP's practice while providing recognition for the nurses in her organization. She spearheaded the spread of Nurse Knowledge Exchange Plus and developed a strategic plan that resulted in significant decreases in hospital-acquired pressure injuries across the region. In addition to implementing the DAISY awards, Linda also introduced the KP Nursing Quality and Innovation Conference to spread evidence based, effective practices.

Within her current role, Linda utilizes the "voice of the patient" to drive improvement. She was instrumental in the development of the Southern California Regional Patient Advisory Committees. She is a proponent of "human-centered design" and engages staff, patients and families in healthcare improvement "co-design."

EXCELLENCE AWARDS

Outstanding Emerging Nurse Leader

Awarded to a nurse leader in a formal leadership role for less than two years who has made a significant contribution to nursing leadership.



Brittney Anderson, DNP, CPNP

Manager Patient Care Services
Quality & Safety
Patient Care Services
CHOC Children's

Brittney is the Nurse Manager for Patient Care Services, Quality and Safety at CHOC Children's and oversees the Wound Care program. Brittney's work has helped reduce hospital-acquired conditions and provide accountability for reducing serious safety events.

Brittney has overseen many projects at her organization, including a pilot which evaluated every central line accessed in the Oncology and NICU units. She helped the organization learn from its practices through hands-on education. She developed and led a Pressure Injury Reduction program and built a new Skin, Wound, and Ostomy program, hiring and developing wound experts, with plans for a new clinic.

In addition to her other responsibilities, Brittney rebuilt CHOC's Nursing Databases so that the organization can better benchmark itself against others. She has also written a grant for a Discharge Nurse Navigator program. This project has already produced results for her organization, including increases in patient satisfaction and dramatically reduced readmission rates.

Excellence in Clinical Practice

These awards are presented to recognize, document and communicate outstanding accomplishments in specific areas of nursing.



Pernilla Fridolfsson, BSN, RNC-NIC, VA-BC

Clinical Nurse IV NICU
& Vascular Access Nurse
NICU & Vascular Access Team
CHOC Children's

Pernilla is a founding member of the vascular access team (VAT) at CHOC Children's. The team has seen a dramatic improvement in first-attempt success rates and decreased cannulation time. This past year, the team placed over 70 arterial lines without insertion-related complications.

In 2016, Pernilla was selected to participate in the CHOC Evidence-Based Scholar's Program, where she created a guideline and policy for optimal tip placement and catheter maintenance. She has since presented at both poster and podium presentations and has been recruited by Stanford Children's for independent expert consultation and team training. She is currently working on a case review on the use of ultrasound guided imaging for PICC placement in extremely low birth weight babies.

Pernilla is also an expert in neonatal nursing. She has dedicated countless hours to the development and teaching of the Labor and Delivery curriculum, sharing her valuable knowledge with other nurses to ensure that they are trained and ready to care for this vulnerable patient population.

Excellence in Nursing Research



Lina Najib Kawar, PhD, RN, CNS

Nurse Scientist
Regional Nursing Research Program,
Patient Care Services
Kaiser Permanente Southern
California

Lina is a Nurse Scientist in the Kaiser Permanente Southern California (KPSC) Regional Nursing Research Program. As an assistant professor, Lina has motivated students to be involved in the field. She continues to support nurses by being a reader on their theses and dissertations.

Lina collaborates with colleagues, disseminating research activities nationally and internationally. She has been published in numerous nursing journals and is also a regular reviewer on manuscripts, abstracts, grants, proposals and books.

Lina's many speaking opportunities have expanded the body of research knowledge. She has shared what she has learned with interdisciplinary colleagues and leaders by completing dozens of oral and poster presentations, and she has been a primary investigator on nine studies within the KPSC multisite medical center system as well as four outside KPSC.

Excellence in Innovation and Technology

These awards are presented to recognize, document and communicate outstanding accomplishments in specific areas of nursing.



Mary Anne Schultz, PhD, MBA, MSN, RN

Professor & Informaticist
Department of Nursing
California State University,
San Bernardino

Mary has exhibited a long-standing adoption of technology in classrooms, grant-writing and publications. She served as the Director of Online Education at the UCLA School of Nursing, putting the very first MSN in California in a completely online venue. She has published work in simulation modeling, multi-patient simulation, microeconomic incentives in health care, financial antecedents of risk-adjusted mortality and research competencies in the digital age.

Mary currently serves on several work groups, including the Post-Acute Care Interoperability work group, the Health Information Management Systems Society Technical Guidance for Interoperability work group, and the University of Minnesota Nursing Knowledge Big Data Science (NKBDS) work group. She remains committed to extending an aim of precision medicine in our nation's interoperable electronic health records, one day at a time.

Excellence in Professional Education



Evangeline Fangonil-Gagalang, MSN, RN, PhD(c), APU

BSN Program Director/Lecturer
Department of Nursing
California State University,
San Bernardino

In her role as Program Director at CSU San Bernardino, Evangeline is a tireless supporter of both faculty and students. In addition to taking full responsibility for report-writing for each undergraduate inspection from the BRN and the CCNE, Evangeline's efforts in readying the faculty, staff and students for these visits have been unparalleled.

Evangeline was elected Chair of the Inland Empire Education Consortium, a group responsible for the equitable allocation of scarce clinical resources to area schools. She has since mentored her replacement, moving on to become the CSUSB Department of Nursing Faculty Senator.

She successfully co-authored a grant submitted to the American Association of Colleges of Nursing in their joint dissemination effort with the National Institute of Health for an event, "So, This is Precision Medicine." For this effort, the Department of Nursing acted as host to the students, faculty and staff of the entire CSUSB community including clinical partners and affiliates, one of only nine U.S. schools to receive such an honor.

ACNL Chapter Excellence Award



Greater San Francisco
Chapter



Pictured (left to right): Deborah M. Yracheta (Treasurer), Tarina Kwong (President-Elect), Janette V. Moreno (President), Sarah Ferrari (Vice President)

Greater San Francisco ACNL Chapter

The Greater San Francisco ACNL Chapter has been an active chapter since 2015. They work to align with the state-wide ACNL goals of leadership development, membership engagement and philanthropic work, while engaging with guest speakers, leading to robust dialogues on issues facing nurse leaders.

The chapter is comprised of leaders at all levels, including strong academic partners who introduce nursing students to the importance of professional organization engagement. The chapter has started rotating sites to introduce ACNL to different partners and has enhanced its visibility by building a presence on social media.

The chapter is most proud of its philanthropic work. In 2017 and 2018, they focused their holiday gift drive to support Circles of Giving and raised funds for nurses devastated by the California wildfires.

Their chapter always strives to continue their goal of leadership development, scholarship and philanthropy as they grow and develop the future generation of nurse leaders.

Friend of Nursing

Awarded to an individual or organization demonstrating significant contributions and support for the nursing profession.



Alice Jacobs Vestergaard, EdD, MBA, CHES

Operations Manager/Regional Coordinator
School of Nursing
Samuel Merritt University

Alice is responsible for creating, branding and implementing three public health collaborations for Samuel Merritt University: The Promise Zone Community Nurse Corps, the Nurses to School Corps, and the Summer Million Meals Collaborative. These initiatives have brought wide-spread recognition to SMU and have involved large scale community collaborations in the Sacramento Region.

Alice's hard work created an innovative, collaborative solution to the health inequities in some of Sacramento's poorest neighborhoods. She has built relationships for SMU that benefit the students as well as members of the community. Through her actions and dedication, SMU has become known as a university that is committed to collaboration in order to eliminate some of the social determinants that obscure and prevent access to care and inequities in care delivery.

As health care continues to move away from acute care settings and reform into wellness-promoting, community-based models, Alice's pioneering community nursing collaborations bring new possibilities for public and community health nursing in the 21st century.

Walden and Jean Young Shaw Foundation

The Walden and Jean Young Shaw Foundation first partnered with CHOC Children's over a decade ago. This collaboration has led to the development of many training programs for nurses at CHOC, including a translation into practice training program specifically designed for nurse leaders and the CHOC Children's Evidence-Based Practice (EBP) Scholars program.

Thanks to the ongoing support of the Walden and Jean Young Shaw Foundation, CHOC Children's has continued to increase the number of nurses participating in these programs, tripled the number of nurse-led studies, and tripled the number of external presentations, including poster and podium presentations as well as publications.

Through this partnership, CHOC nurses continue to have access to the experts and the resources they need to lead a culture of inquiry. Together, CHOC and the Walden and Jean Young Shaw Foundation are advancing the science of nursing to optimize the health of patients and families at CHOC and beyond.

Contribute to ACNL's



Help ACNL shape nurse leadership in California through:

- Education and Professional Development
- Innovation
- Mentorship
- Health Policy
- Research
- Scholarships and Fellowships

2020 SCHOLARSHIP RECIPIENTS

Nurses Float Scholarship

Created with surplus donations for the Nurses Float at the 2013 Rose Parade in Pasadena, CA.

Christa Haesemeyer, RN

Chief Nursing Officer
Lincoln County Hospital

School: Bethel College

Degree: RN to BSN

Alpha Consulting Scholarship

Awarded by Alpha Consulting Group, Inc.

Charisse Lyn Tabotabo, MSN, RNC-NIC

NICU Advanced Clinician, Charge Nurse
Sharp Mary Birch Hospital for Women and Newborns

School: University of San Diego

Degree: DNP - Health Systems Leadership

Barbara Brantley Memorial Scholarship

Awarded by Catalyst Systems, LLC.

Kristian Jamerson, BSN, RN, DNP(c)

Bed Placement Coordinator
Sharp HealthCare

School: University of San Diego

Degree: Doctor of Nursing Practice

ACNL Academic Research Scholarship

Evangeline Fangonil-Gagalang, MSN, RN, PhD(c)

BSN Program Director/Lecturer, Department of Nursing
California State University, San Bernardino

School: Azusa Pacific University

Degree: PhD in Nursing

ACNL Leadership Scholarships

Anna Dermenchyan, MSN, RN, CCRN-K

Director of Quality, Department of Medicine
UCLA Health

School: UCLA School of Nursing

Degree Program: PhD in Nursing

Ed Naval, MSN, CCRN

Clinical Lead Nurse
Sharp HealthCare

School: University of San Diego

Degree: MSN - Executive Nurse Leadership

Amanda Williams, MSN, RNC-NIC

Registered Nurse
Reformed Church Home

School: East Carolina University

Degree: Post Master's Certificate Neonatal Clinical Nurse Specialist

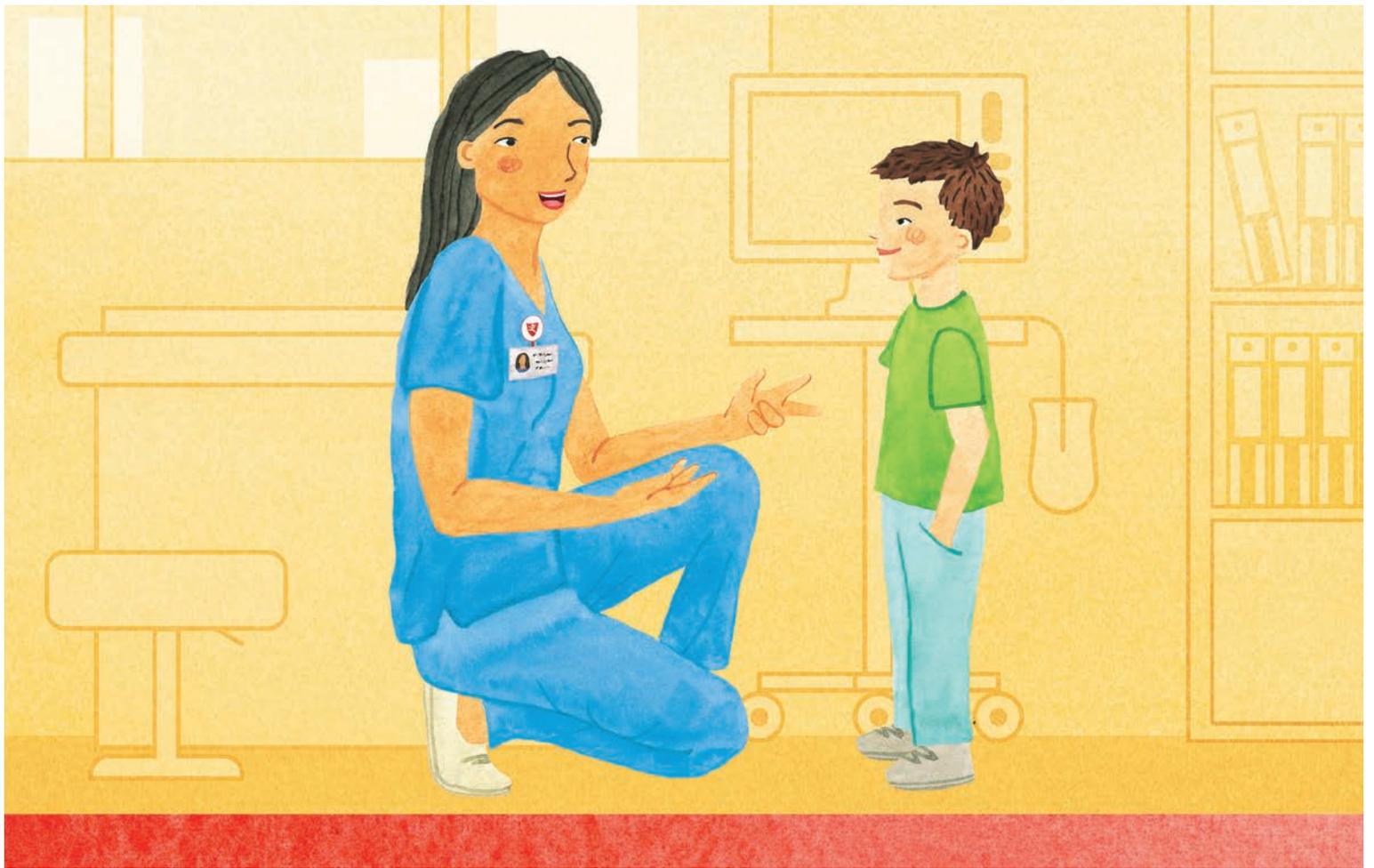
Your donation in any amount will
further ACNL's work and vision!

Together We Make A Difference!

Whether you're a new or returning contributor to the **Circles of Giving**, ACNL thanks you for your support and generosity!



DONATE AT
acnl.org/page/circles-of-giving



**Congratulations to the
Greater SF ACNL Chapter
for being awarded the 2020
Chapter Excellence Award!**

