



LEGACY

“Building on the legacy of the Kaiser Foundation School of Nursing...I see it coming full circle and am thrilled that the Nurse Scholars Academy is now available to help nurses actualize their educational pursuits...to be prepared to provide the leadership we need in the future.”

Deloras Jones, MS, RN
Class of 1963
Kaiser Foundation School of Nursing

CHAPTER 4 LEGACY

MARILYN CHOW

Peggi Winter, DNP, RN, Regional Director Interprofessional Education and Professional Development

Honoring a Pioneer in Nursing

After nearly 16 years at Kaiser Permanente, Marilyn Chow, Ph.D., RN, FAAN, Vice President of National Patient Care Services and Innovation, has retired.

Marilyn joined Kaiser Permanente in 2000, arriving with a wealth of health care expertise, including front line nursing, academic experience, policy work, and administration. At National Patient Care Services, she worked to enable the delivery of high-quality care. She made significant contributions to nursing through her scholarship, leadership, and civic involvement. Marilyn Chow is widely recognized for her expertise in innovation, regulation of nursing practice, and workforce policy.

Marilyn’s leadership has been instrumental in shaping the role that nursing plays in Kaiser Permanente’s mission and care delivery. This is especially true where innovation and technology intersect nursing practice and compassionate care delivery.

For those of us who have been lucky enough to work with Marilyn, we know the energy, passion, and personal commitment she brings to her work. She is dedicated to improving patient safety and well-being. As a recognized leader in nursing, she inspired countless nurses to take their practice to the next level and remember the profound difference they make in patients’ lives every day.

We extend our appreciation to Marilyn, and wish her the best in retirement.



Marilyn Chow, Ph.D., RN, FAAN
Retired Vice President
National Patient Care Services



MARILYN’S LEADERSHIP HAS BEEN INSTRUMENTAL IN SHAPING THE ROLE THAT NURSING PLAYS IN KAISER PERMANENTE’S MISSION AND DELIVERY OF TOTAL HEALTH

THE KAISER FOUNDATION SCHOOL OF NURSING (KFSN)

Peggy Hilden, BA, Health Care Education Management Co-director
Nikki West, MPH, Health Care Education Management Co-director

Capturing and Sharing the Story of Our Nursing Legacy



INTERPROFESSIONAL
EDUCATION WITH
PHYSICIAN LECTURES
FOR STUDENT NURSES



CALIFORNIA'S FIRST NURSE
PRACTITIONERS WERE
KFSN GRADUATES



KFSN STUDENTS SCORED
IN TOP 3 SCHOOLS
IN STATE



The History of KFSN

Kaiser Permanente has a rich history of innovation, clarity of purpose, and dedication to the education of its employees. In 1945, Kaiser Permanente co-founder Dr. Sidney Garfield established the Kaiser Foundation School of Nursing (KFSN). This was a school that not only addressed the nurse shortage at the time, but more significantly, prepared nurses to care for patients in a prepaid health care environment. This was a completely novel concept. The program focused on allowing students to have a structured curriculum in health promotion, prevention, and community service. The first nursing class graduated in 1950.

Ahead of its Time

Permanente physicians from the Oakland facility taught classes in disease and discussed patient conditions with nursing students. This was often on a one-to-one basis during physician rounds. All nursing faculty were masters or doctorally prepared, which was unusual for diploma schools at that time. This interprofessional approach to education was unique, and fostered strong professional relationships among doctors and nurses.

A School of Firsts

In 1965, KFSN became the first nursing diploma program in California to offer an Associate Degree in nursing. It was also the first school in California to actively recruit minority students. Notable, KFSN graduated California's very first nurse practitioners.

Closed in 1976

The quality of education was reflected in California Board of Registered Nursing licensing scores, with KFSN students consistently scoring among the top three schools in the state during the 1960's and 1970's. The school closed in 1976, after unsuccessful attempts to develop a partnership with a four-year college to offer a baccalaureate degree.

Connecting to our KFSN Alumni

The vision of Dr. Garfield and the passion of the nurses who went to the Kaiser Foundation School of Nursing is still alive today. Kaiser Foundation Hospitals and Health Plan is committed to education and professional development for registered nurses. Concurrent with this, the KFSN Alumni Association has been working to raise awareness about the innovative features of the nursing school of the past. The Alumni Association highlights their dynamic graduates, and the numerous contributions Kaiser Permanente has made to the national development of the nursing profession.



Telling the Story of Nursing

The Nurse Scholars Academy recognized the connection between Kaiser Permanente's renewed commitment to nursing education and the legacy of its innovative nursing school. The Nurse Scholars Academy highlighted the history and relevance of the Kaiser Foundation School of Nursing by creating a series of videos. The videos profile KFSN alumni sharing their stories. The alumni explain what it was like to be part of such a unique and forward-thinking program. The memories are deep and the stories compelling. There are snippets of shared moments with staff, patients, and their families. These particularly poignant stories help us reconnect with "why we became a nurse." These videos share the wisdom, compassion, and strength of nurses. They are an important reminder of nursing's rich legacy, and the significance of nurses to Kaiser Permanente's past, present, and future.





KFSN Alumni Videos
on the Nurse Scholars
Academy website:
[nursescholars.kp.org/
nursing-legacy](https://nursescholars.kp.org/nursing-legacy)



DELORAS JONES SCHOLARSHIP

Nikki West, MPH, Healthcare Education Management Co-director

Acknowledging Academic Excellence and Promoting Diversity



Deloras Jones, MSN, RN
Class of 1963
KFSN



AS A FIRST GENERATION STUDENT, IT IS BOTH A BLESSING AND A DREAM TO BE ABLE TO ATTEND COLLEGE.

PLEASE KNOW THAT THIS SCHOLARSHIP WILL MAKE A SIGNIFICANT CHANGE IN MY FUTURE AS A POTENTIAL NURSE.



— 2016 DELORAS JONES SCHOLARSHIP RECIPIENT

The Deloras Jones Scholarship is supported by the Kaiser Permanente Community Benefit Program. The scholarship was established in 2000 following the retirement of Deloras Jones. Jones spent her 35-year career at Kaiser Permanente, and was the first system Chief Nurse Executive for all of California’s medical centers. The scholarship fund recognizes the commitment and contributions she made to nursing education and excellence in nursing practice.

2,000 Nursing Students Statewide

Awards are distributed annually in both the Northern and Southern California regions. Since its inception, we have distributed approximately \$5 million to more than 2,000 nursing students statewide.

Awards Well Earned

We identified 145 recipients for awards. Given the caliber and number of qualified candidates, we distributed much more than the budgeted \$150,000 and awarded nearly \$297,500. Almost all recipients were at the 3.8 GPA level or higher. Students came from diverse backgrounds, representing more than 23 nursing programs within California.

Honoring Our Future

We honored recipients and their families at an evening reception in December. Theresa M. Brodrick, Ph.D., RN, Northern California Regional Chief Nurse Executive and Vice President Clinical Integration, provided a welcome. Then, Deloras Jones delivered a keynote address about parallels between the past Kaiser Foundation School of Nursing and the competencies needed for nurses today. The event was a reminder of Kaiser Permanente’s commitment to our community as well as the future of the nursing profession.

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Our most sincere thank you to all those who helped make this report possible.

REFERENCES

References for all articles are available upon e-mail request to the Nurse Scholars Academy at: kpnursescholars@kp.org