"I can’t begin to describe the impact the Nurse Scholars Academy has had on my professional growth at Kaiser Permanente. In fact, I am now enrolled in a population health DNP program to continue to expand my potential as a nurse leader in our organization."

David A. Ainsworth, MSN, RN, CNL
Regional Director Home Health & Hospice

The Nurse Scholars Academy was launched in December 2015 to transform our organization from the inside out. An unprecedented internal commitment of more than $28 million was pledged to advance academic progression, professional practice, and the image of nursing across Kaiser Permanente Northern California. Now finishing its third year, the Nurse Scholars Academy has elevated the nursing profession across the region.

AACN Award for the Nurse Scholars Academy
We are proud that the Nurse Scholars Academy and University of San Francisco School of Nursing and Health Professions were presented in October 2018 with the American Association of Colleges of Nursing (AACN) Exemplary Academic – Practice Partnership Award at AACN’s Academic Nursing Leadership Conference in Washington, DC.

Recipients of this highly competitive award are selected by AACN, which represents more than 800 schools of nursing in public and private universities. The award is presented annually to AACN member schools and their practice partners in recognition of advancing nursing leadership, leading the transformation and redesign of systems change to improve clinical outcomes, and creating healthy, respectful work environments.

Approaching 600 Nurse Scholars
In its third year, the Nurse Scholars Academy has now granted nearly $13 million in tuition to help 591 Kaiser Permanente registered nurses return to school to pursue academic progression in their nursing careers. We also proudly celebrated the graduation of 188 Nurse Scholars, bringing the total number of graduates to 248.

Since its inception, the Nurse Scholars Academy has aimed to address the National Academy of Medicine’s 2010 Future of Nursing Report goals. These include increasing the percentage of bachelor’s prepared nurses to 80 percent, as well as doubling the number of doctoral prepared nurses. To date, we have advanced our workforce to more than 73 percent bachelor’s prepared, and more than doubled the number of doctoral prepared nurses in Northern California. From front-line nurse to chief nurse executive, degree programs enhance nursing at every level in the organization.
Celebrating Another Successful Caritas Consortium

The Nurse Scholars Academy hosted the 7th Annual Kaiser Permanente Caritas Consortium at the San Francisco Airport Marriott Waterfront on March 20 and 21, 2018. More than 800 participants received training and had an opportunity to reflect on and renew their professional commitment to Caring Science. The keynote speakers included Jean Watson, PhD, RN, FAAN, American Academy of Nursing Living Legend, and BJ Miller, MD, assistant clinical professor of Medicine, UCSF. Participants engaged in healing art activities including resilience training, massage services, an art room, pet therapy, HeartMath demonstrations, and a guided exercise workout. The poster gallery featured 22 presentations from 8 medical centers.

Evidence-Informed Practice Event

Bernadette Melnyk, DNP, RN, was the keynote speaker for the 3rd Annual Illumination Seminar, a learning event designed in partnership by the Nurse Scholars Academy and the University of San Francisco (USF) School of Nursing and Health Professions. Grounded in scholarship, innovation, and Caring Science, the program reflects a shared strategy to inspire individual and health care system transformation. More than 150 nurse leaders, faculty, students, and friends from the community of nursing attended the seminar at the University of San Francisco. The event provided opportunities to interact with and learn from nationally renowned nurse leaders representing diverse scholarly backgrounds. Participants also explored how to advance the integration of Caring Science into nursing professional practice, education, organizational leadership, and research.

Enhancing Our Culture of Caring

2018 commemorates Northern California’s eighth year of integrating Dr. Jean Watson’s Theory of Human Caring to guide nursing practice at our 21 medical centers. As the world’s largest affiliate of the Watson Caring Science Institute (WCSI), the region embarked this year on a new charter: to bring Caring Science and the HeartMath system into a combined curriculum. The curriculum was co-created by Northern California Caritas Coaches under the guidance of Jean Watson, PhD, RN, FAAN, and HeartMath leaders Robert Browning and Sheva Carr. This dedicated group produced an experiential education program of 4 modules, designed to deepen nurses’ knowledge of Caring Science and HeartMath. These modules were initially taught in 2018 by Caritas Coaches at 8 medical centers and will be offered at additional medical centers in 2019.

Nurse Scholars Academy Enrollment

<table>
<thead>
<tr>
<th>Year</th>
<th>BSN</th>
<th>MASTER’S</th>
<th>DOCTORAL</th>
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<tr>
<td>2016</td>
<td>353</td>
<td>112</td>
<td>33</td>
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<td>2017</td>
<td>142</td>
<td>41</td>
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</tr>
<tr>
<td>2018</td>
<td>99</td>
<td>77</td>
<td>50</td>
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Leadership from Kaiser Permanente’s Nurse Scholar Academy and the University of San Francisco School of Nursing and Health Professions gather to receive a prestigious award from the American Association of Colleges of Nursing.

Nurse and interdisciplinary colleagues gather with Dr. Jean Watson at the seventh annual Kaiser Permanente Caritas Consortium.

Cohort 3 of the Master of Science in Nursing Clinical Nurse Leader program gathers at December 2018 graduation celebration.
To support Kaiser Permanente’s mission to improve the health of the communities we serve, our nurses extend their work beyond Kaiser Permanente. Several community programs were offered in 2018 to build a diverse pipeline to careers in nursing and health care, including a new effort to redesign an undergraduate nursing curriculum to address the growing need to close the gap between nursing academics and practice.

A Day Dedicated to Youth

Youth Career Day exposes students interested in pursuing a career in health care to a variety of opportunities through realistic, interactive scenarios and simulations. Held at Kaiser Permanente’s Garfield Innovation Center, the event provides a detailed look at a wide range of care settings and gives students an experience that goes well beyond a typical job shadow experience.

Youth Career Day events on October 23 and 24 drew 323 local youth from 14 schools and community-based organizations. More than 180 Kaiser Permanente and community volunteers assisted at the event.

Youth Career Day and post-event highlights further enhanced our Community Health strategy:

- Follow-up sessions for 117 students were held at 3 participating schools and programs, offering deeper exposure to HeartMath as well as careers in mental health. Sessions were led by an interdisciplinary group that included representatives from Kaiser Permanente Patient Care Services and External and Community Affairs, and the Kaiser School of Allied Health, as well as Kaiser Permanente psychology and social work mental health trainees.
- Youth Radio presented its Mood Ring app, which addresses teen mental health and depression
- A social worker from the Veterans Affairs Outpatient Program spoke about her work caring for the homeless

Youth Career Day students learn about labor and delivery nursing from Sarah Abdocalder, MSN, RN, San Francisco Medical Center clinical and informatics educator.

Youth Career Day students learn about HeartMath from Elizabeth C. Winstead, program lead consultant, Nurse Scholars Academy.

Youth Career Day 2013–2018

A Curriculum Shift: Caring for People and Their Total Health

The Nursing Prelicensure Curriculum Redesign grants are funded through the Kaiser Permanente Northern California Fund for Health Education at the East Bay Community Foundation. Four California prelicensure schools of nursing (California State University East Bay, San Jose State University, Hartnell College, and West Hills College) are participating in a process of curriculum review and revision, including virtual and in-person coaching and educational sessions. The project is designed to shift nursing curriculum’s traditional disease-based, acute care-focus to one that emphasizes caring for people rather than patients. It promotes a culture of health while preparing students for the new and emerging roles of registered nurses. Participating schools are working closely with their Board of Registered Nurses consultants as they seek to expand clinical partnerships and discover new ways to educate students.

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Mental Health First Aid

This national training program, administered by the National Council for Behavioral Health, empowers healthcare workers and community members to recognize and respond compassionately to the signs of mental illness and substance abuse. In 2018, Kaiser Permanente provided funding for 6 training programs, offered at no cost to communities throughout Northern California. Each session was filled to capacity, with 69 Kaiser Permanente nurses and numerous community members in attendance.

Deloras Jones Scholarship Program

This program acknowledges academic excellence and promotes diversity among ADN, BSN, and masters and doctoral students. The scholarship was established in 2000 to honor Deloras Jones, who spent more than 35-year career at Kaiser Permanente. She began as a student at the Kaiser Foundation School of Nursing in the 1960s and retired as a Senior Nurse Executive. Since its inception, the Deloras Jones Scholarship Program has provided approximately $5 million in assistance to more than 2,000 nursing students in California. In 2018, 98 nursing students from 14 Kaiser Permanente Northern California affiliate schools – community colleges, CSUs, UCs and private institutions – received a total of $174,500 in scholarship funds. Kaiser Permanente Northern California hosted a reception in December to honor Deloras Jones, the scholarship recipients, and their families. Alumni from the Kaiser Foundation School of Nursing attended, and a welcome was given by Linda J. Knodel, MSN, MHA, RN, NE-BC, CPHQ, FACHE, FAAN, senior vice president and national chief nurse executive of National Patient Care Services. Deloras Jones Scholarship awardees gather with Deloras Jones as they receive their 2018 scholarships.

The 2018 Kaiser Permanente National Nursing Leadership Conference took place in Anaheim in May, and focused on "Creating a Culture of Excellence." As leader of the conference, Linda J. Knodel, MSN, MHA, RN, NE-BC, CPHQ, FACHE, FAAN, senior vice president and national chief nurse executive of National Patient Care Services shared her vision to lead system-wide change and transformation through a shared national nursing strategic plan. A central theme of Linda’s vision includes the creation of a cross-regional council structure that will help engage, inspire, and transform nursing across Kaiser Permanente.

Robert Vega, nurse manager, Walnut Creek Medical Center, attended the National Council for Behavioral Health’s mental health first aid training and shared key takeaways with his team of nurses.
Strategic Plan identified 8 core areas of focus in order to continue to advance our culture of excellence across the continuum of care.

New NPCS Team
The newly formed NPCS team was announced in Q4 of 2018 and aligned to support the Kaiser Permanente Nursing strategic and operational plan. Anne Marie Watkins, DNP, RN, CENP, was selected as vice president for Strategy and Operations. Anne Marie was the chief nurse executive at Kaiser Permanente San Diego and Zion Medical Centers in the Southern California Region since 2014. We welcome her and wish her continued success in her new role.

We are equally pleased to celebrate 2 former Northern California nurse leaders and Kaiser Permanente Nurse Scholars who were promoted to support the expanded vision and lead defined NPCS workstreams. Join us in congratulating:

• Peggi Winter, DNP, RN, CENP – NPCS, senior director, Professional Development and Talent Management Workstream
• Julie Read, DNP, RN, NE-BC – NPCS, senior director, Transformational Leadership Workstream

Other members of the NPCS leadership team include:

• Catherine Dower, JD, senior director, Evidence-based Practice and Research Workstream
• Pamela Leonard, MS, RN, senior director, Quality, Safety, and Experience Workstream

2018–2021 NCAL NURSING STRATEGIC PRIORITIES

Grow
1. Leverage the Professional Practice Framework of Kaiser Permanente Nursing

Perform
2. Improve Nursing Professional Development and Retention
3. Cultivate Transformational Leadership
4. Standardize Quality Care Processes
5. Expand Integration of Nursing Evidence-based Practice and Research

Lead
6. Increase and Sustain Nursing Leadership Diversity
7. Improve Visibility, Recognition, and Branding of KP Nursing
8. Enhance Technology Deployment and Integration

2018 NNLC
More than 500 Kaiser Permanente nurse leaders attended the 2018 National Nursing Leadership Conference (NNLC) in Anaheim, CA. Keynote speakers included Gregory A. Adams, national executive vice president and group president Kaiser Permanente, Linda J. Knodel, MSN, MHA, RN, CPHQ, NE-BC, FACHE, FAAN, senior vice president and national chief nurse executive, and Tim Porter-O’Grady, senior partner health systems, TPOG Associates, Inc. These dynamic leaders were joined by Kaiser Permanente speakers as well as other national experts. Northern California brought 5 posters to showcase the regional work on a national scale.

2019 NNLC IN ANAHEIM
Consider attending the 2019 KP NNLC on May 14–15, 2019 in Anaheim, CA. Look for more information on the Nurse Scholars Academy website (KP.org/nursescholars).