



2025 Annual Nursing Report



AMERICAN NURSES
CREDENTIALING CENTER

Our Mission

As expressions of God's healing love, witnessed through the ministry of Jesus, we are steadfast in serving all, especially those who are poor and vulnerable.

Our Vision

Health for a better world.

Our Values

Compassion

Jesus taught and healed with compassion for all. —Matthew 4:24

We reach out to those in need and offer comfort as Jesus did. We nurture the spiritual, emotional and physical well-being of one another and those we serve. Through our healing presence, we accompany those who suffer.

Dignity

All people have been created in the image of God. —Genesis 1:27

We value, encourage and celebrate the gifts in one another. We respect the inherent dignity and worth of every individual. We recognize each interaction as a sacred encounter.

Justice

Act with justice, love with kindness and walk humbly with your God. —Micah 6:8

We foster a culture that promotes unity and reconciliation. We strive to care wisely for our people, our resources and our earth. We stand in solidarity with the most vulnerable, working to remove the causes of oppression and promoting justice for all.

Excellence

Whatever you do, work at it with all your heart. —Col 3:23

We set the highest standards for ourselves and our ministries. Through transformation and innovation, we strive to improve the health and quality of life in our communities. We commit to compassionate, safe and reliable practices for the care of all.

Integrity

Let us love not merely with words or speech but with actions in truth. —1 John 3:18

We hold ourselves accountable to do the right thing for the right reasons. We speak truthfully and courageously with generosity and respect. We pursue authenticity with humility and simplicity.

Our Promise

Know me, Care for me, Ease my way.



Values in Action Honoree



COMPASSION



DIGNITY



JUSTICE



EXCELLENCE



INTEGRITY

VALUES IN ACTION

Values in Action, our annual caregiver award program, gives San Pedro the opportunity to recognize one another modeling our core values:

COMPASSION, DIGNITY, JUSTICE, EXCELLENCE and INTEGRITY.

These awards are given to caregivers, physicians, volunteers or board members who consistently embody our values in their service to the ministry. Congratulations to our nurse honorees.

Kimberly Melendez
Acute Care RN, ICU



Awards and Accreditations



At Providence Little Company of Mary Medical Center San Pedro, we proudly earn recognition for the extraordinary care our teams delivered to our patients. Creating a positive environment that accommodates physicians' needs and recognizes their important contributions – from the examination room to the boardroom – results in invaluable partnerships and outstanding patient care.

Advanced Primary Stroke Center

For nearly a decade, Providence Little Company of Mary Medical Center San Pedro has maintained certification as an Advanced Primary Stroke Center. Our commitment to quality care has earned us the Joint Commission's Gold Seal of Approval® and the American Heart Association/American Stroke Association's Gold Plus Achievement Award for fulfilling the rigorous standards and requirements it takes to deliver quality stroke care.

Geriatric Emergency Department

Our approach to geriatric care is driven by national standards and guidelines. Providence Little Company of Mary Medical Center San Pedro's emergency department has earned the Bronze Standard – Level 3 Geriatric Emergency Department (GEDA) accreditation from the American College of Emergency Physicians.

Los Angeles County Emergency Departments Approved For Pediatrics

EDAPs are hospitals that voluntarily meet specific standards established for the care of children aged 14 years and under. San Pedro has pediatric-sized equipment and specially trained staff to address children's unique medical needs.

Acute Rehabilitation CARF Accreditation

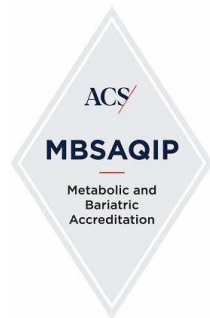
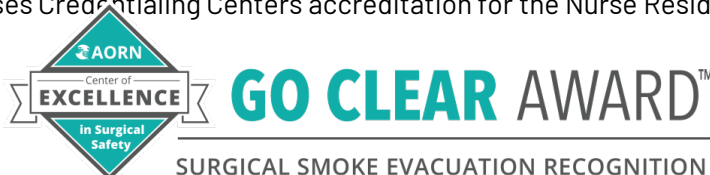
The Rehab Center at Providence Little Company of Mary Medical Center San Pedro, accredited by CARF for Adult Inpatient Rehabilitation Programs and for their Adult Stroke Specialty Program, was nationally ranked by the Uniform Data System for Medical Rehabilitation (UDSMR) for the quality and effectiveness of its program.

American College of Surgeons Metabolic and Bariatric Surgery Accreditation and Quality Improvement Program

Providence Little Company of Mary Medical Center San Pedro received the American College of Surgeons Metabolic and Bariatric Surgery Accreditation and Quality Improvement Program (MBSAQIP) for the safety and quality of care for bariatric patients.

ANCC PTAP™ Accreditation

Providence Little Company of Mary Medical Center San Pedro received the American Nurses Credentialing Centers accreditation for the Nurse Residency Program.



A Message from the Chief Nursing Officer

With more than 100 years of nursing service, Providence Little Company of Mary Medical Center San Pedro has served as a beacon for our community, caring for diverse populations across emergency, medical, surgical, critical care, behavioral health, acute rehabilitation, and subacute services. I'm proud of our nurses' dedication to their profession, their profound contributions to patient care and their service to the broader region. Our nurses' active participation in neighborhood outreach through walks, engagement events and fundraisers highlights the commitment to our community and the populations we serve. We believe that nurse-led patient safety and quality initiatives transform care, as our nurses bring new research, innovation and expertise to the bedside and the greater San Pedro area.

From caring for our community and bringing compassion to the bedside daily, to being active in clinical research and publishing articles in peer-reviewed nursing journals, our team of nurses continually strive to maintain a culture of excellence at Providence Little Company of Mary Medical Center San Pedro. As a reflection of exceptional nursing practice, our hospital has launched its Journey to Magnet Excellence®, and our nurses are actively engaged in the yearlong Magnet® accreditation application process.

Part of our journey includes transitioning recently graduated nurses into practice or guiding experienced nurses into new areas of practice as they explore and expand their professional portfolio. Our nurses are committed to lifelong learning, whether the pursuit of advanced degrees or certifications. The number of nurses at our hospital who have earned or are pursuing a BSN, MSN or professional certification is constantly growing.

Our Shared Governance structure and Unit Based councils continue to drive practice and organizational changes that positively impact our patient outcomes and nurse sensitive indicators. The nurse council members lead evidence-based and interdisciplinary improvement projects and help create industry-wide best practices. Our nurses' extraordinary care and compassion are frequently celebrated as DAISY Award honorees, Values in Action nominees or honored for their Excellence in Nursing. I am grateful and privileged to work alongside such caring and talented caregivers each and every day.



Kind regards,

Jacqueline Herd, DNP, RN, NEA-BC, FAONL, FACHE
Chief Nursing Officer

Nursing Strategic Plan

Nurse leaders, clinical nurses, professional governance councils, and interprofessional partners develop, evaluate, and revise the Nursing Strategic Plan annually. The plan is initiated at the system level and cascaded through the divisions to the ministry (hospital). Nursing reviews the division and system strategic plans for alignment, considers the American Nurses Credentialing Center Magnet® Model and manual to identify and individualize goals under each pillar to improve the quality of care provided and overall performance.

2023–2025 PLCMMC Nursing Strategies

Strengthen the Core

Through Mission Driven Transformational Leadership

- Hire and retain world class caregivers.
- Deliver a simplified consumer patient journey with unforgettable compassion consistent with the mission.
- Participate in initiatives which promote workplace diversity, equity and/or inclusion (DEI).
- Provide safe, effective, evidence-based, person centered-care, with world class outcomes.
- Promote and support a shared governance leadership structure.
- Nurse leaders and clinical nurses collaborate and assess data to advocate for systems to support care goals or improve the nurse practice environment.
- Promote, support and provide activities for nurses' well-being.
- Cultivate and inspire caregiver experience where everyone feels included and can grow their career.
- Leadership Development for all nurses focusing on Mentoring and Succession Planning.

Be Our Communities' Health Partner

Through Structural Empowerment

- Advance health equity and reduce disparities through advocacy and local, state, and national partnerships to promote health for a better world.
- Support and strengthen clinical nurse(s) volunteering in our community.
- Promote culturally sensitive and socially sensitive inclusive interactions to improve patient centered care.
- Collaborate with patient(s), families, or both to influence change in the organization.
- Promote positive caring encounters between nursing and interprofessional partners.

Transform Our Future

Through Structural Empowerment

- Advance nursing education via increased national professional certification (ANCC) and progressing nursing RN's earning BSN or higher nursing degree.
- Engage direct care nurses in nurse retention activities.
- Improve workplace safety outcome for nurses, specific to violence towards nurses in the workplace.
- Maintain an infrastructure that supports the advancement of nursing research .
- Advance the use of technology in acute and ambulatory care settings.
- Optimize care delivery models via creative practice strategies.

Relay for Life Event

San Pedro caregivers show community support.

Relay For Life is an annual way for the community to build support for Stand up to Cancer through awareness, donations, celebrating survivors, honoring caregivers, and remembering loved ones lost. The annual event allows nurses and fellow caregivers a chance to connect with our community. Participants can walk, donate canned goods, and give cash donations which all support the population who had or are currently battling cancer. In May 2025, Team Captains (Sheila Gallagher, Jamie Margain, Rose Hernandez) for Providence Little Company Mary Medical Center San Pedro (PLCMMCSP) partnered with American Cancer Society and Christ Lutheran School in San Pedro.

San Pedro encourages nurses to give back and align with our nursing strategic goal to increase community volunteering. In caring for our community, it shows our commitment to make a difference in other's lives. PLCMMCSP nurses embodies that spirit of volunteering to make a difference in our community. We had 25 nurses and several additional caregivers who participated in the event. On May 17, 2025, thirty clinical caregivers and nurse leaders participated in the Relay for Life Event.

In total we raised \$8,167 for the American Cancer Society and donated 100 cans of food for the Saints Peter & Paul Food Pantry in Wilmington.

Amazing work by our Team Captains: Sheila Gallagher, Jamie Margain & Rose Hernandez

Thank you to our Relay for Life Participants:

Julia Lopez, Chrissy Loeb, Angelo Margain, Christine Dayrit, Kim Wolfe, Lisa Balesteri, Wendy Vaquerano, Juventino Rivera, Christine Herrero, Rose Hernandez, Mary Wineinger, James Ellsworth, Al Ablao, Kelly Till, Valerie Iniguez, Nicholas Aranda, Concepcion Garcia, Maricar Dela Merced, Kathy Marafino, Sharon Masuzumi-Sawai, Stefanie Lai, Kim Robinson, Christy Hovsepien, Heather Heilmann, Caroline Lapuz, Wendy Lu



San Pedro Pride Events

San Pedro caregivers show community support.

On July 12, 2025, Providence caregivers proudly welcomed attendees at the San Pedro Pride Festival, demonstrating support for the LGBTQ+ community with heart and purpose. A total of five caregivers from San Pedro, one from Torrance and two partners of volunteers joined the celebration, highlighting our commitment to compassionate care for all. Thank you to our caregivers and their loved ones who represented Providence with pride and compassion.

During Pride Month, we celebrate the vibrant history, rich culture, and contributions of the LGBTQ+ community. We stand with our LGBTQIA+ caregivers, patients, and allies not just during Pride, but every month.



Thank you to the following team members who coordinated and represented Providence with pride: Robin Rimorin, RN; Sheila Gallagher, RN, and partner Mark; Julie Lopez, RN; Kelly Till, RN; Kerry McOsker, RN, and partner John; Lilia Preston, RN; and Jairo Pagan-Peterson, RN.



Nursing Professional Practice Model

Our Professional Practice Model (PPM) is grounded in two complementary nursing theories, Jean Watson's "Philosophy of Nursing," based on her theory of human caring, and Patricia Benner's novice-to-expert theory, based on her book *From Novice to Expert: Excellence and Power in Clinical Nursing Practice*. The PPM depicts how nurses grow into nursing practice and how they communicate and relate to patients, families, communities and the interprofessional team.

The five components of our Professional Practice Model include:

Shared Leadership & Empowerment

We see leadership as a shared endeavor between our leadership teams and clinical nurses. It is designed to maximize professionalism in nursing practice.

Safety, Quality & Excellence in Nursing Care

Nurses promote quality and safety in nursing care. They take accountability for high-quality outcomes.

Professional Development & Advancement

We promote opportunities for nurses to grow into the professional nursing role with collaboration and competence. We encourage and reward their participation in academic progression, national certification, and ongoing continuing education programs.

Interprofessional Collaboration

Within this context, collaboration is a necessary component to professional growth. Team members bring valuable expert resources to the care of patients and families.

Evidence-Based Practice

By using the systematic study of actions and phenomenon relative to the practice of nursing, we can greatly enhance nursing practice and patient care outcomes.

Our Pedro Nursing Way

Providence Little Company of Mary – San Pedro
Professional Practice Model



Our core values
Compassion, Dignity,
Justice, Excellence, Integrity

San Pedro's Magnet Journey

Providence Little Company of Mary Medical Center San Pedro proudly started the Journey to Magnet with the acceptance of an Application Intent by the American Nurses Credentialing Center in September of 2024, with a document submission date of August 3, 2026.

To attain Magnet recognition, hospitals undergo a rigorous and extensive evaluation process that requires active engagement from leadership and caregivers alike. This process includes demonstrating compliance with rigorous sources of evidence (SOE) and successfully passing a comprehensive three-day site visit. During this visit, evaluators verify and validate the implementation of these SOEs throughout the organization.

Magnet-designated hospitals not only excel in meeting quality patient care outcomes but also prioritize enhancing the patient experience and fostering staff engagement. They actively involve frontline caregivers in shared decision-making processes, ensuring that diverse perspectives contribute to the continuous improvement of care delivery.

The five model components for nursing excellence are:

Transformational Leadership: Visionary leadership that transforms the organization to meet changing healthcare needs.

Structural Empowerment: Solid structures and processes developed by influential leadership and empowered nurses that are engaged to face the challenges of healthcare delivery through flourishing professional practice.

Exemplary Professional Practice: Dedicated nurses who apply their knowledge and evidence-based research to their role with patients, families, and interdisciplinary teams to achieve their professional best.

New Knowledge, Innovation, and Improvements: Nurses contributing to quality care through research, evidence-based practice and innovation allowing systems and practices to be redefined and redesigned.

Empirical Quality Results: Outcome driven changes that provide quantitative and qualitative evidence to demonstrate the impact of structure and process changes.

PLCMM CSP is in the finalizing our document submission. This process takes on average 2 years to complete with the help of clinical nurses, nurse leaders, interprofessional partners, the Magnet Program Director, and Chief Nursing Officer.

Our nurses overwhelmingly selected the theme ...Together, We Elevate. Together, We Achieve.

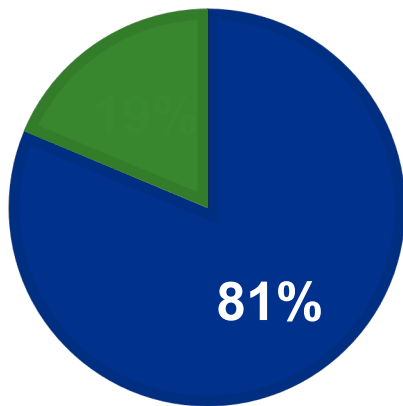
Nurse Leaders are in the process of selecting and confirming our Magnet Ambassadors. They will help guide us on our Journey to Magnet through rounding and being a Magnet resource on the unit.



Nursing BSN & Certification Rates

BSN OR ABOVE RATE

■ BSN or above ■ ADN



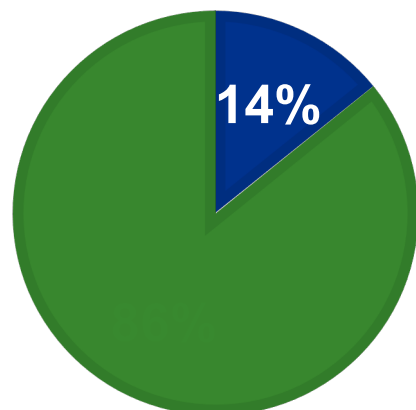
Certified Nurses

Al Ablao, BSN, RN, CMSRN
 Marelin Acicon, RN, CIC
 Redann Almodiel, RN, CNRN
 Patricia Andry, MSN, RN, PMH-BC
 Jose Araujo, BSN, RN, CPAN
 Prince Asante, MSN, RN, PMHNP-BC
 Lisa Balesteri, MSN, RN, AGACNP-BC
 Rochelle Bone Dela Cruz, BSN, RN, NE-BC
 Shirley Bruhl, RN, CHPN
 Juventino Rivera Carlos, MSN, RN, CNL
 Silvina Costa Castro, BSN, RN, CEN
 Pamela Sue Coleman, BSN, RN, ACM-RN
 Annette Conley, MHA, BSN, RN, NE-BC
 Teela Dancey, BSN, RN, CCRN
 Melody Domingo, BSN, RN, CCRN
 Jennifer Baker-Erickson, RN, ACM-RN
 Pascal Eze, MSN, RN, FNP-BC
 Sheila Gallagher, MSN, RN, CMSRN, NE-BC
 Bianca Garcia, MSN, RN, NP-C
 Concepcion Garcia, BSN, RN, CMSRN
 Torri Gloyne, BSN, RN, CEN
 Heather Heilmann, MSN, RN, NEA-BC
 Rosa Hernandez, MSN, RN, AGACNP-BC
 Valerie Iniguez, BSN, RN, CRRN
 Lillie Chung, BSN, RN, CCRN
 Judy Kasuga, BSN, RN, CRRN
 Stefanie Lai, BSN, RN, CEN
 Caroline Lapuz, MSN, RN, NPD-BC

Chrissy Loebbs, BSN, RN, MEDSURG-BC
 Wendy Lu, BSN, RN, NE-BC
 Apollo Lumitap, BSN, RN, CCRN
 Remy Magnon, BSN, RN, PMH-BC
 Rofelina Madlambayan, MSN, RN, MEDSURG-BC
 Quinn McElroy, BSN, RN, CWCN
 Kerry McOsker, BSN, RN, SCRN
 Jason Miranda, MSN, RN, CWON
 Jairo Pagan-Peterson, BSN, RN, CRRN
 Karis Pickett, BSN, RN, CCRN
 Robin C. Rimorin, MSN, RN, CRRN, SCRN
 Paolo Roca, MSN, RN, CNE, PMH-BC, NE-BC
 Fernando Rodriguez, MSN, RN, PMHNP-BC
 Jasmine Santos, BSN, RN, CCRN
 Crystal Solis, BSN, RN, CCRN
 Allyl A. Soriano, MSN, APRN, FNP-C
 Cesar Sta. Maria, MSN, RN, AGACNP-BC
 Kathleen Tubridy, MSN, RN, CRRN
 Jeremee Vivar, BSN, RN, CEN
 Wendy Vaquerano, BSN, RN, CCRN
 Katie Webster, MSN, RN, CPHQ
 Debbie Weiss, RN, PMH-BC
 Katie Whitehead, BSN, RN, MEDSURG-BC
 Susan Williams, BSN, RN, SCRN
 Mary Wineinger, BSN, RN, CEN
 Hong Mae Yang, BSN, RN, CMSRN
 Nichole Arriola Zabala, BSN, RN, CRRN

CERTIFICATION RATE

■ Certified Nurses ■ Non-Certified Nurses



Academic Nursing Partnerships

PLMMMSP continues to maintain strong affiliate partnerships with both undergraduate and graduate nursing programs. Our ministry supported clinical and leadership preceptor experiences. We are committed to the success of future registered nurses as they complete their final requirements prior to entering the nursing workforce. Nurse leaders and clinical nurses participated in college fairs on campuses helping students understand specialties and clarify nursing roles in the hospital.

Below is the list of schools that participated in 2025

Los Angeles Harbor College
Mt St Mary's College
Walden University
Western Governors

UCLA
American Careers College
Concordia
Grand Canyon University

Ohio University
University of Providence

Transition into Practice (TIP) Nurse Residents & Fellows

Every year we welcome and graduate 2-3 TIP nurse resident and fellowship cohorts. San Pedro's Transition into Practice (TIP) program is accredited by the American Nurses Credentialing Center's (ANCC) Practice Transition Accreditation Program (PTAP), setting the standard for residency or fellowship programs that transition registered nurses and advanced practice registered nurses into new practice settings. Accredited programs under PTAP adhere to evidence-based criteria, ensuring excellence in the transition of nurses to new practice settings. TIP program graduates earn a certificate of completion after successfully completing the program's rigorous curriculum. With a focus on evidence-based practice and clinical excellence, the program equips nurses with the necessary skills and knowledge to excel in their roles. Nurse leaders work hard to select the best candidates through an extensive interviewing process.



TIP Retention Rate

75%

77.60%

78.60%

100%

Spring 2024

Fall 2024

Spring 2025

Fall 2025

2025 TIP Resident and Fellow Graduates



Congratulations to our 2025 TIP Graduates

Kaho Barragan
Ashley Castaneda
Mariah Dubrin - Marshall
Briana Jones
Matlyn Linares
Sienna Magalona
Cynthia Martinez
Zamora Salazar
Jennifer Valdes
Norielyn Virola

Adrianna Smith
Karla Bonney
Lizbeth Romero
Tammy Liu
Zuleyma Sanchez
Natalie Andover
Mitch Aman
Courtney Rose
Nikolas Soria
Melissa Moran

Marina Aranda
Renee Brydon
Helman Gabalunos
Justine Levy
Bijou Park
Gabriel Robles
Danielle Rosales
Emilie Sarringhaus
Karena Stipe

Preceptor Program

Our Preceptor Program is a true point of pride at San Pedro. Preceptors are the heart of successful nurse integration—bringing energy, expertise, and dedication to every learning moment—and they give nurse residents and fellows the mentorship and real-world exposure needed to become confident, capable professionals. In a fast-paced, ever-evolving healthcare environment, our preceptors rise to the challenge, turning orientation into connection, learning into leadership, and experience into excellence. We're incredibly grateful for their passion, generosity, and unwavering commitment to nursing excellence—thank you for making a lasting impact every day.

- Provide hands-on coaching, instruction, and day-to-day guidance during orientation.
- Model professional nursing practice and reinforce standards of compassionate patient care.
- Support nurse residents and fellows with encouragement, feedback, and mentorship.
- Evaluate competencies thoughtfully to build safe, consistent practice.
- Help develop the skills and confidence nurses need to meet the demands of a dynamic clinical environment.

Mentorship Program

At San Pedro, we're proud of the culture we've built around continuous learning, professional development, and compassionate patient care—and our Mentorship Program brings that to life. By pairing experienced nurses with colleagues who are ready to grow, learn new skills, and take the next step in their careers, we're strengthening our nursing community one connection at a time. The program creates a space where mentees can ask questions, explore opportunities, and challenge themselves to advance professionally, with encouragement to keep growing even after the one-year mentorship relationship ends. In 2025 we kicked things off in style with a mentorship match party to introduce mentors and mentees and celebrate the start of a great year of growth. New things to come in 2026!



- **Purpose:** Empower nurses through guidance, support, and access to resources—building innovation, empathy, resilience, and excellence in patient care.
- **Who can be a mentor:** Active RNs with at least 1 year of experience.
- **Time commitment:** Four 1-hour meetings over 12 months.
- **What mentors help with:** Goal setting, navigating opportunities, and connecting to career-development resources.
- **How progress is measured:** Mentorship pairs establish SMART goals focused on growth, role readiness, and expanding nursing expertise.
- **Recognition:** Mentors earn clinical ladder portfolio points based on mentees supported during the portfolio period.

Nursing Turnover

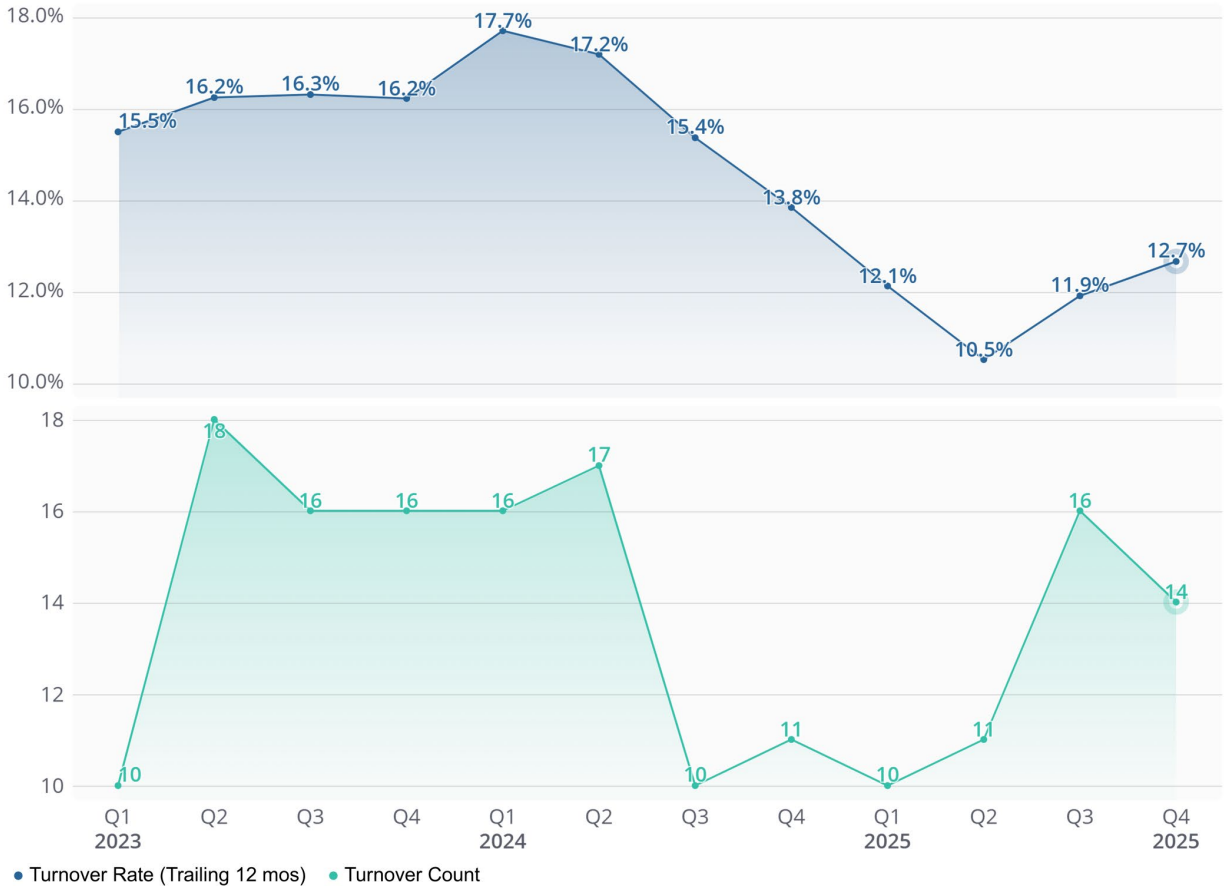
San Pedro nurse leaders and nurse professional development practitioners have made huge strides in reducing nurse turnover rates in 2025.

Turnover reduction strategies:

- TIP bi-monthly check-ins.
- Incorporation of mental health support and resources into TIP program.
- Professional development through shared governance, clinical ladder, and certification.
- Nurse leadership development with focus on appreciation and recognition, being inspirational, and providing feedback.
- Leadership and caregiver STAY conversations.
- Nursing Mentorship Program.

Trend of Turnover Rate (Trailing 12 mos) vs. Turnover Count

Q4 2025 | Employee > Regular/Temporary: Regular | Employee > Contract Type: Employee | Employee > Employer (Legacy Process Level): 7017_Providence Little Company Of Mary San Pedro Hospital | Employee > Nursing Definition: Bedside Nurses, Other Nurses (non-Bedside), Nurse Leadership | Employee > Employment Type: Per-diem, Part-time, Full-time



Nurse Clinical Ladder

RN Professional Portfolio Recipients

RN Professional Portfolio nurses have achieved academic advancement, professional board certification, scholarly work submission, and professional image success. Congratulations on this achievement.

Newest Recipient

Wendy Vaquerano-Clin IIIB ICU

Advancing Recipients

Lisa Balesteri-Clin IV Emergency

Rosa Hernandez-Clin IV Specialty Float Pool

Cesar STA-Maria-Clin IV 3 West

Maintaining Recipients

Concepcion Garcia-Clin IIIB 2 West

Kerry McOsker-Clin IIIB Emergency

Lillie Joe-Clin IIIB ICU

Crystal Solis-Clin IIIB ICU

Kathleen Tubridy-Clin IV Rehab



The DAISY Award Honorees

The DAISY Foundation was established in 1999 by the family of Patrick Barnes. Patrick was 33 years old and died of complications of the auto-immune disease ITP. Like many families who go through this kind of horrific loss, the Barnes family wanted to do something positive to honor Patrick. Just days after he had passed the family began talking about what they would do to help fill the giant hole in their hearts that Pat's passing had left. They came up with the acronym, DAISY, standing for Diseases Attacking the Immune System. As they discussed what to do in Patrick's memory, they knew that first and foremost they needed to say Thank You for the gifts nurses give their patients and families every day, just as they had experienced. The nurses' sensitivity made a great difference in the Barnes' experience, and they wanted to say Thank You to nurses for the extraordinary care they provide patients and families every day, so they developed the DAISY Award® for Extraordinary Nurses. The Daisy recognition program is embraced by healthcare organizations around the world. We are very proud to partner with DAISY to honor extraordinary nurses here at Providence Little Company of Mary Medical Center San Pedro.



The DAISY Award Honorees



Ashley B. Izaguirre, BSN, RN
DAISY Award Honoree



Nikolas F. Soria, RN
DAISY Award Honoree



JENNIFER ALIGO, RN
DAISY Award Honoree



Michelle Guillermo, RN
DAISY Award Honoree



Kate Razo, RN
DAISY Award Honoree



Maryann Banuelos, RN
DAISY Award Honoree



Brenda Valdez, RN
DAISY Award Honoree



Chrissy Loeb, RN
DAISY Award Honoree



Disaster Planning

Interprofessional Collaboration

On Nov. 20, Providence Little Company of Mary Medical Center San Pedro joined hospitals across Los Angeles County for a comprehensive disaster drill. Staff activated incident command, responded to a simulated doublet earthquake, treated mock mass-casualty patients, and practiced evacuation procedures. Nursing students from El Camino College, Long Beach City College and LA Harbor College participated as patients, providing realistic training for our teams.

As part of the Hospital Preparedness Program grant, the drill tested our ability to manage patient surges and coordinate evacuations. Caregivers from every department played vital roles, working alongside first responders and county agencies to strengthen our emergency protocols. These exercises help us improve teamwork, refine our procedures and ensure we are ready to keep our patients and community safe.

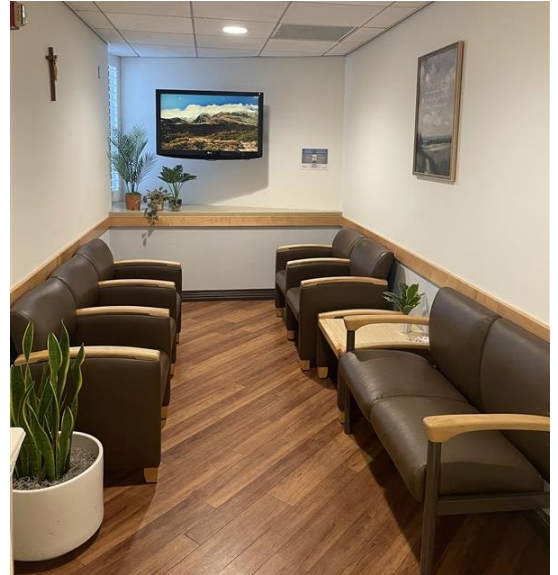
Thank you to all caregivers for your dedication, collaboration and professionalism during this important exercise. Your commitment to preparedness makes a difference for everyone we serve.



Behavioral Health Project Highlight

Interprofessional Collaboration

Biophilic, or nature-inspired, design has demonstrated meaningful benefits in healthcare environments by supporting both patient well-being and caregiver experience. Research shows that exposure to natural elements—particularly nature-based sounds—can reduce anxiety, lower perceived pain, and enhance overall patient experience. These interventions are especially impactful in high-stress settings such as behavioral health, perioperative care, emergency departments, and public waiting areas. At the Outpatient Behavioral Health Center (OBHC), nurses implemented biophilic sound and aromatherapy interventions to reduce patient agitation and anxiety while promoting relaxation and improved sleep. Evaluation results showed positive outcomes for both patients and staff, supporting expansion of biophilic interventions across additional settings.



Key Highlights

- **Evidence-based benefits**
 - Nature-inspired environments are associated with reduced anxiety, decreased perceived pain, and improved patient experience.
- **Behavioral health focus**
 - Patients often experience agitation, anxiety, depression, hallucinations, and post-traumatic stress in unfamiliar care environments.
 - Nature-based sounds promote calm and stress reduction, particularly in recovery and rest periods.
 - Aromatherapy has been shown to support relief of anxiety and depressive symptoms.
- **OBHC implementation**
 - Biophilic sounds (rainfall, streams, waves, birds, campfire) were introduced 1–2 hours before bedtime.
 - Aromatherapy was added after two weeks to enhance the sensory experience.
- **Outcomes**
 - Post-intervention surveys showed reduced stress levels among nurses.
 - Patients reported high sleep quality and positive experiences.
 - Sound therapy was preferred over aromatherapy.
- **Next steps**
 - Expansion of biophilic sound interventions to additional settings.
 - Ongoing ministry-wide enhancements, including nature-scape imagery, natural elements, and greenery to promote healing environments.
- **Scholarly recognition**
 - Congratulations to **Kimberly Robinson** for her abstract on biophilic design being selected for presentation at the **59th Annual Communicating Nursing Research Conference** hosted by the Western Institute of Nursing.

Workplace Violence Prevention Project

Interprofessional Collaboration

Keeping our people safe is a top priority—and our Workplace Violence Prevention work is gaining real momentum. In 2024, we responded to 250 Code Grays, and from January 2023 through December 2024 we recorded 31 Worker's Compensation claims, with about one-third tied to workplace violence in the ED alone. Those numbers are a clear call to action. While not every unit has historically called a Code Gray, our goal is to identify escalating behavior early, mobilize resources quickly, and ensure caregivers never manage a potential threat alone. We've responded with a comprehensive approach that helps teams identify risk earlier, use consistent tools, and feel supported before, during, and after an incident.



- **Standardized WPV door signage:** Visual risk-level indicators outside patient rooms with clear response guidance
- **Built by the right partners:** Developed with Risk Management, the WPV Committee, and the Quality & Safety Council
- **Implemented across the ministry:** ED, 3W (Telemetry), 2W (Medical-Surgical), 3C (Rehab), ICU (Critical Care), and SACC (Sub-Acute Care Center)
- **Clear categories:** Verbal, sexual, physical, and visitor-related behaviors—plus actionable guidelines and response protocols to support staff in real time
- **Education + support resources:** De-escalation tools, counseling support, and guidance on identifying, managing, documenting, and reporting threats
- **Listening and improving:** Post-WPV Incident Debrief survey + pre/post surveys to measure confidence and signage effectiveness
- **Phase 2 focus:** Therapeutic communication and strategic de-escalation to reinforce a safer environment for all
- **Why Code Gray matters:** Early recognition and rapid support to prevent harm—so caregivers are never handling a potential threat alone
- **Standard work is spreading:** The ED led the shift in perspective and created a clear process for calling Code Grays in a setting that historically did not
- **SACC is joining the momentum:** SACC recently joined the WPV Committee (adding a clinical nurse and nurse leader) and is actively participating in the door-signage project
- **What's next:** SACC leadership is building an interdisciplinary Code Gray process with strong cross-department collaboration—helping define how Code Grays can work beyond the main building
- **Caregiver support (available across units):** On-site counseling, Lyra mental health services, spiritual care, HRP (High Risk Program), and Corvel for workers' compensation support
- **Ongoing improvement:** Quality & Safety and WPV councils are strengthening communication and processes to better support teams before and after incidents

Good Catch Award



The purpose of the Good Catch Award program is to improve San Pedro's safety culture through increased event reporting and demonstration of leader commitment to patient safety. A good catch is an individual act taken by a caregiver to prevent patient harm. All caregivers are eligible, and all caregivers can nominate each other.

Congratulations to our amazing nurse recipients, Dennis Caranza, Joann Correa, Bhavini Mistry, Kharinne Sison, and Katie Whitehead!



Nursing Shared Governance

In 2025, San Pedro shared governance hit its stride with abstract submissions, poster and podium presentations, new projects on biophilic design, pressure injury prevention, patient experience, workplace violence prevention, nursing certification, fall reduction, and so much more. We attended conferences, celebrations, rounded for excellence and supported special events to broaden the work of shared governance. Thank you to our wonderful chairs, members, and advisors for driving change towards nursing excellence.



Emergency Department Project Highlight

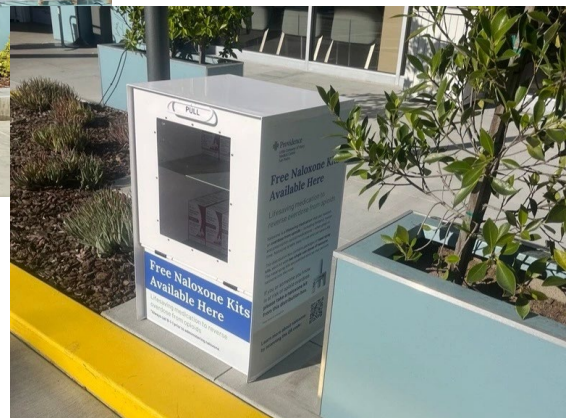
Keeping our Community Safe.

Providence Little Company of Mary Medical Center San Pedro unveiled a new 24/7 naloxone distribution kiosk outside the emergency department, expanding access to a critical lifesaving resource for our community.

The curbside, self-serve kiosk provides free, no-questions-asked access to overdose reversal kits, making it easier for individuals and families in our community to get lifesaving medication when it matters most. The kiosk also includes QR codes linking to local mental health and addiction recovery resources, providing pathways to ongoing support.

The new kiosk helps reduce barriers and normalize naloxone as an essential tool for community safety across the South Bay. “By expanding access to naloxone, we’re putting a lifesaving resource directly into the hands of individuals and families when it can make the greatest difference,” said Jacqueline Herd, chief nursing officer. “Every kit taken from this kiosk represents a chance to prevent tragedy.”

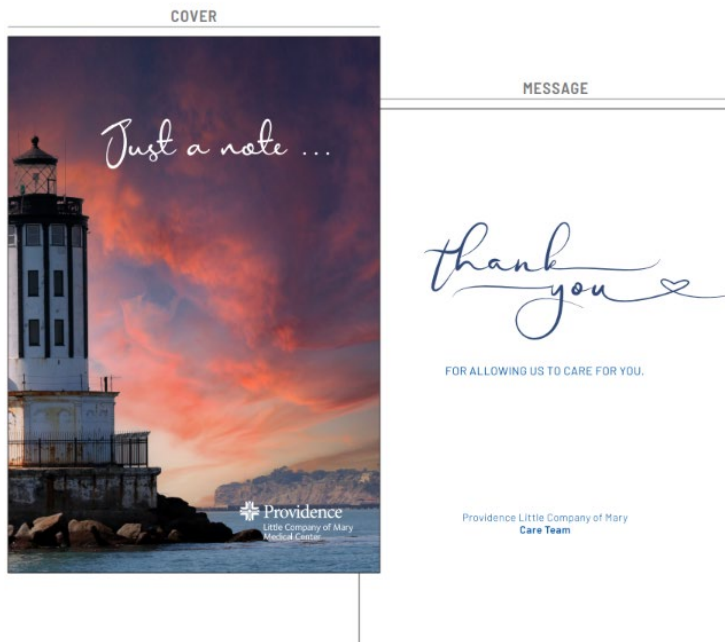
This initiative builds on our longstanding commitment to behavioral health and reflects the work our caregivers do every day – caring for all in need and extending our ministry of healing beyond our hospital walls.



Perioperative Project Highlight

Applying Gratitude to Improve Patient Experience Scores.
The power of a thank you note.

The Perioperative Unit-Based Council (UBC), in partnership with the Patient Experience Team, implemented a personalized thank-you card to strengthen human connection and align care with the Providence Promise—*Know me. Care for me. Ease my way.* Surgical patients often feel anxious and may not remember their care team due to anesthesia and the fast-paced perioperative environment. This initiative ensures patients know who cared for them, expresses gratitude, and enhances the discharge experience. Project success is measured using Press Ganey survey questions related to written discharge instructions and caring.



Key Highlights

- Supports meaningful connection between patients and the surgical care team.
- Reinforces caring and clarity at discharge.
- Personalized card signed by caregivers involved in the patient's care.
- Included with the After Visit Summary and reviewed by the nurse at discharge.
- Encourages patient recognition through GREAT and DAISY Awards.
- Designed specifically for San Pedro to reflect community.



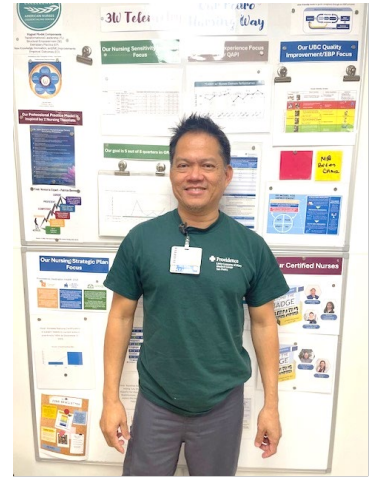
2 West Medical/Surgical, 3 West Telemetry Unit and Float Pool Project Highlight

Keeping our patients and caregivers safe with fall prevention.

Fall prevention remains a critical patient safety priority at Providence Little Company of Mary, San Pedro. Caregivers on 2W and 3W, supported by the 2W/3W/Float Pool Unit-Based Council (UBC), implemented nurse-led, evidence-based strategies focused on early mobilization and a team approach to reduce fall risk and improve patient outcomes. Through staff education, visual communication tools, and consistent teamwork, these interventions promote safe mobility, timely response, and shared accountability for fall prevention.

Key Highlights

- **Early mobilization**
 - Implemented to reduce length of stay and prevent deconditioning.
 - Introduced during Performance & Development conversations and reinforced through staff education.
 - Registered Nurses trained on the Johns Hopkins Highest Level of Mobility and use of the Quick Mobility Screen.
 - Chair alarm pilot launched to support safe transfers from bed to chair.
- **Team-based fall prevention**
 - Bedside Shift Report and all-hands response to bed alarms established as expectations.
 - No Pass Zone reinforces immediate response to alarms by all caregivers.
 - Data-driven identification of highest-risk patients led to targeted interventions.
- **Targeted risk communication**
 - Falling Star Cards placed at doorways to identify patients at exceptionally high fall risk.
 - "Hourly Rounding Plus" emphasizes proactive toileting support using the 4 P's.
 - Mobility Cards communicate patient mobility status to all caregivers.
 - Yellow fall-risk wristbands added to enhance visual identification.
- **Outcomes**
 - 2W and 3W remained below the national mean for falls with injury for 4 of the last 5 quarters.
 - Demonstrates strong commitment to patient safety, teamwork, and continuous improvement.



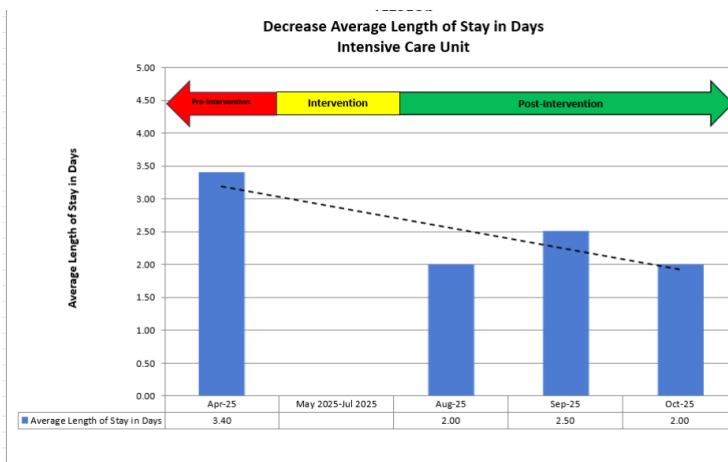
Intensive Care Project Highlight

Early mobility and reducing length of stay.

Providence Little Company of Mary Medical Center San Pedro's Intensive Care Unit (ICU) implemented the ICU Liberation (ABCDEF) Bundle to support nurse-driven, evidence-based care and improve outcomes for critically ill patients. Early mobility—identified as a key opportunity due to clinical complexity and safety concerns—was strengthened through focused education and visual reinforcement. These interventions increased nurse confidence, promoted consistent mobility practices, and reduced ICU length of stay.

Key Highlights

- **Evidence-based framework**
 - The ICU Liberation (ABCDEF) Bundle promotes patient-centered, multidisciplinary care focused on delirium prevention, ventilator liberation, early mobility, and functional recovery.
- **Nurse empowerment**
 - The protocol enables nurses to practice at the top of their license and supports autonomous clinical decision-making within nursing scope of practice.
- **Early mobility focus**
 - Targeted education addressed barriers related to patient acuity, sedation, and safety. Brief, 20-minute education sessions increased nurse confidence and engagement.
- **Visual accountability**
 - Gold star recognition reinforced patient mobilization and encouraged unit-wide awareness and consistency.
- **Outcomes**
 - Post-intervention data demonstrated a reduction in ICU length of stay, highlighting the impact of nurse-led practice on patient recovery and outcomes.



Acute Rehabilitation Unit Project Highlight

Best in care for rehabilitation.

San Pedro's Acute Rehabilitation department is known for exceptional care from our nurses, therapies (Occupational, Physical & Speech), and physicians. This exceptional team received their reaccreditation in 2024 from the Commission on Accreditation of Rehabilitation Facilities (CARF).

Congratulations to this amazing interprofessional team for being recognized by U.S. News Best Hospitals for Rehabilitation!



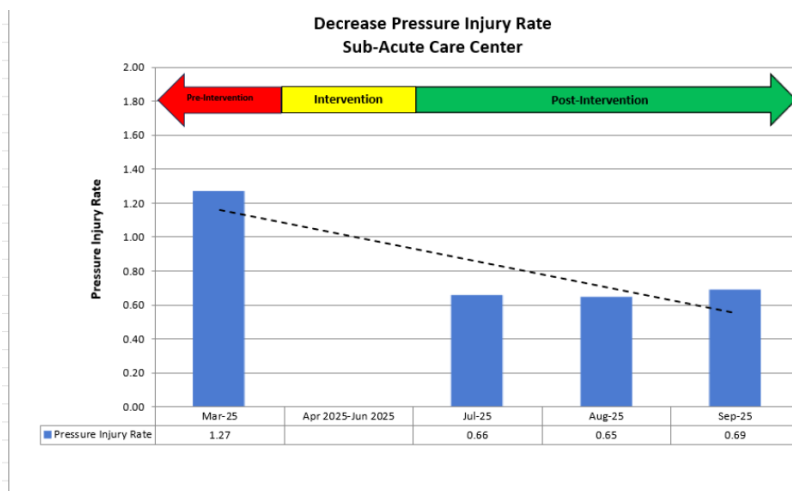
SubAcute Unit Project Highlight

Preventing pressure injuries with shared governance.

Pressure injuries (PIs) are a prevalent concern in subacute settings and pose a significant challenge as most patients are at high risk of developing them. PIs can impact patient outcomes, quality of life, healthcare costs, and staff workloads. In March 2025, Providence Little Company Mary Medical Center San Pedro (PLCMM CSP) pressure injury (PI) rate in Sub-Acute Care Center (SACC) was 1.27, which identified an opportunity for improvement. In March 2025, a subcommittee of the hospital wide Hospital-Acquired Pressure Injury (HAPI) Performance Improvement Team—including SACC wound ostomy clinical nurse Gwen Damian, BSN, RN, clinical nurses, and a nurse manager—met to evaluate pressure injury rates in SACC, discuss literature review, identify preventable pressure injuries and gaps in pressure injury prevention measures to decrease pressure injury rate in SACC.

Key Highlights

- **Evidence-based framework**
 - Tortoise System - Manual, non-powered system that combines positioning mat with a fluidized positioner to assist caregivers in safely turning and repositioning patients in bed.
 - Designed for patients who are medically fragile and immobile such as in intensive care units.
 - Helps maintain neutral body alignment and offloads pressure from vulnerable areas sacrum, hips, and shoulders.
- **At risk population focused care**
 - The PI Team decided to trial the Tortoise System for selected patient population:
 - Patients who had a history of PIs within last 3 months.
 - Patients who currently have PIs.
- **Education and monitoring**
 - Gwen and SACC clinical nurses issued a practice alert to SACC clinical nurses and other caregivers.
 - Gwen continued to monitor compliance via direct observation and documentation.
- **Outcome**
 - Acquiring new equipment and implementing new evidence-based practice of frequent turning and repositioning patients improved patient outcome in SACC.
 - These actions supported the delivery of safe, standardized care and resulted in decreased pressure injuries



Accepted Scholarly Work by Nurses



Providence
Little Company of Mary
Medical Center
San Pedro

Fostering Nurse Engagement through a Symposium Viewing Party

Karis Pickett BSN, RN, CCRN



Background

- Nursing conferences facilitate the dissemination of nursing knowledge and research.
- Conference participation engages nurses in clinical scholarship and fosters their professional growth.
- Direct care nurses (DCN) at a 356-bed community hospital were not attending nursing conferences.
- Social events enhance workplace engagement.

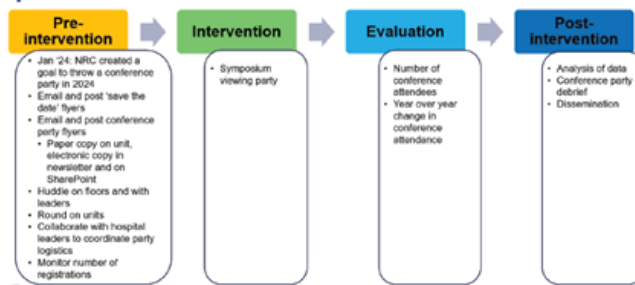
Purpose

To determine the impact of a Nursing Research Council (NRC)-hosted viewing party on DCN participation in a virtual conference, the nursing research and clinical scholarship (NR & CS) symposium.

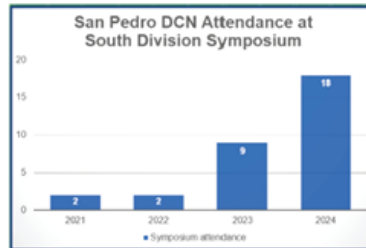
Practice / Process Change

- Quality improvement project.
- Creation, promotion, and hosting of a NR & CS symposium viewing party by the NRC.

Implementation Plan



Outcomes



To view distributed newsletters and flyers, please use the QR code above.

Conclusion

A social workplace event, the symposium viewing party, increased the number of DCN attending a NR & CS symposium.

Implications for Practice

- Community-driven, social events create a positive environment that encourage nurse engagement.
- Expand the impact of NRC-hosted social events to:
 - Advance NRC goals.
 - Promote NR & CS.
 - Recognize and celebrate nurses' accomplishments.

Acknowledgments

San Pedro NRC, Sheila Gallagher, Kathryn Webster, Heather Heilmann, and Dr. Marisa Gillaspie.



Nurses & nursing leaders cheering on San Pedro presenters at the Providence annual nursing research conference.



Wendy Vaquerano, BSN, RN, CCRN & Karis Pickett, BSN, RN, CCRN presenting posters at the Western Institute of Nursing research conference.

Scholarly Work



Providence
Little Company of Mary
Medical Center
San Pedro

Implementing Signage to Identify & Prevent Workplace Violence in the Hospital Setting

Katie Whitehead, BSN, RN, MEDSURG-BC, CCRN, PHN, Jamie Margain, MSN, RN, Lisa Balesteri, MSN, RN, AGACNP-BC, & Rose Hernandez, MSN, RN, AGACNP-BC



Background

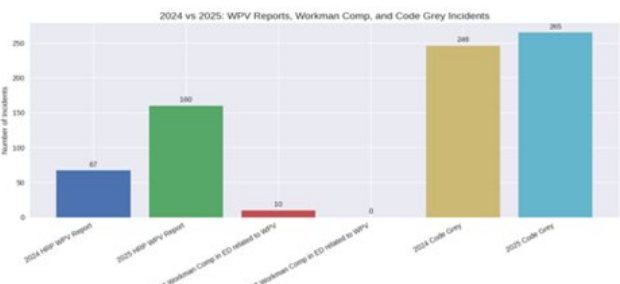
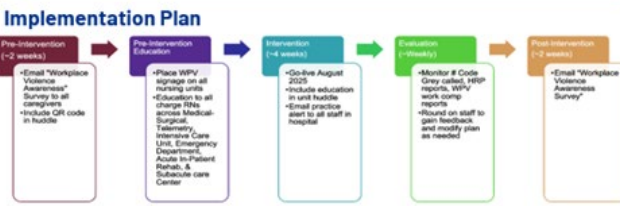
Workplace violence (WPV) is an ongoing safety concern in healthcare, particularly in clinical settings where patient aggression may be associated with cognitive impairment, substance use, or behavioral health conditions. In 2024, the hospital documented 246 code grey activations, indicating frequent violent or potential violent events. Additionally, 31 Workers Compensation claims related to workplace violence injury were filed between January 2023 and December 2024, with 32% originating in the Emergency Department. Pre-intervention data further identified gaps in communication, with only 54% of staff reporting that an effective process was in place to communicate which patients were at risk for violence. This data demonstrates a substantial burden of WPV and highlight the need for improved early identification of risk and standardized communication strategies to enhance staff safety and situational awareness across clinical units.

Purpose

To implement a standardized system indicating patient workplace violence risk levels to support early recognition, proactive response, and harm prevention, while emphasizing increased use of High Reliability Platforms for safety event reporting to better understand the underlying factors and patterns contributing to workplace violence

Practice / Process Change

A standardized visual WPV signage tool was implemented to identify patient risk levels using clearly defined Risk for Violence (RV) categories V (Verbal), S (Sexual), P (Physical), and VV (Visitor Violence) - with graduated levels based on specific, predefined criteria. Each level outlines escalating risk indicators and corresponding actions. Supporting guidelines detail response protocols, communication strategies, environmental safety measures, security notification process, and team huddle procedures to enhance staff awareness, consistency, and response.



References available upon request: Katie.Whitehead@providence.org

Conclusion

WPV signage is a low cost, scalable intervention that enhances staff safety, situational awareness, and communication. Implementation was associated with increased HRP event reporting, and a decrease in workers' compensation cases. Post intervention survey results demonstrated improved communication effectiveness with 91% of caregivers reporting that an effective process was in place to communicate which patients were at RV.

Implications for Practice

WPV RV signage is a low-cost scalable intervention that along with adherence to standardized safety and reporting protocols enhances staff safety. Improved safety culture prompted more HRP reports to gain insight into the circumstances around WPV and the Code Greys were called earlier to prevent escalation to violence.

Acknowledgments

Carrie Grinstead, Eileen Carpo, Mary Ellsworth, Chrissy Loebs, Stefanie Lai, Jairo Pagan, Heather Heilmann, Robin Rimorin, Sheila Gallagher



Providence
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Medical Center
San Pedro

Interactive nurse leader development through competency self-assessment

Heather Heilmann, MSN, RN, NEA-BC & Kathryn Webster, MSN, RN, CPHQ



Background

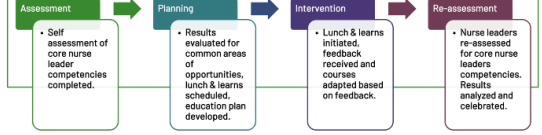
The nurse leader core competencies provide a framework for the knowledge, skills and abilities associated with effective and transformational leadership; no baseline competency data was available.

Purpose

Could the use of a standardized nurse leader core competency self-assessment tool identify common developmental opportunities among a nursing leadership team and be used to define content needed to increase self-assessment scores using a monthly interactive educational session over the course of a year? The goal of the program was to increase the self-assessment scores post education sessions and demonstrate an increase in number of nurse leaders with nurse executive or nurse executive advanced board certifications (NE-BC or NEA-BC) from the baseline rate of 8%.

Approach

In Quarter 4 of 2023, nurse leaders completed a nurse leader core competency self-assessment. Common opportunities were identified among the group. An education plan was developed by the nursing executive team and director of clinical education to address areas of opportunity over the 2024 calendar year. In January 2024, leadership development through the Nurse Leader Lunch and Learns (L&L) were launched. Every month, a new topic was presented with key skills identified for development. Each education session was interactive and included deliverables based on the content, and an evaluation was completed for each session and reviewed for ongoing improvement strategies. Education sessions included content and skill development on IHI Model for Improvement and PDSA, systems thinking, financial management, interpersonal communication that included giving and receiving feedback, influencing behaviors through practicing recognition and appreciation, advocacy, self-reflection, and self-care. Education session activities included role playing, discussion, project planning, and immersion.



Outcomes

Nurse Executive Board Certification Rate - Nursing Leaders

Year	Rate (%)
2023	8%
2024	25%

Variable	Summary
Gender (N=52)	Female: 52% (27), Male: 48% (25)
Years in current position (N=52)	<4 years: 32% (10), 5-10 years: 33% (17), >10 years: 35% (18)
Role (N=52)	Admin: 61% (32), Nurse or clinical education: 39% (20)
Gender (N=52)	Female: 52% (27), Male: 48% (25)

Category	Pre (N=52)	Post (N=52)	Difference (Pre-Post)
Reflective Practice: mean (SD)	5.5551 (1.7962)	4.0821 (1.6481)	-1.4730 (P < .01)
Innovative Communication: mean (SD)	5.8000 (1.9175)	4.1871 (1.7143)	-1.6129 (P < .001)
Financial Management: mean (SD)	2.7692 (0.5076)	3.7620 (0.8124)	0.9928 (P < .001)
Strategic Management: mean (SD)	3.0000 (1.3869)	3.9620 (0.8160)	0.9620 (P < .001)
Human Resource Management: mean (SD)	3.4807 (1.5056)	4.1871 (1.5728)	0.7064 (P < .001)
Decision Making: mean (SD)	3.2000 (0.8125)	4.0821 (1.6481)	0.8821 (P < .001)

Implications

Conducting self-assessments using these competencies and creating an interactive education plan to address leadership gaps and opportunities is one intervention to support nurse leader development. Continued focus on nurse leader development using self-evaluation data is essential for continued advancement of nursing professional practice and organizational excellence in a data-driven health care environment.



Acknowledgments

The San Pedro Nursing Leadership Team & Dr. Trisha Saul

For references available upon request.

Scholarly Work

Lots to celebrate at the Providence Nursing Research Conference Viewing Party hosted by our Nursing Research Council at San Pedro. We got to cheer on our San Pedro Podium Presentations by NRC Chair, Karis Pickett and PEDRO Council Chair, Co-chair, and Member, Wendy Vaquerano, Crystal Tribble, and Kathleen Tubridy who WON the **Mission Spirit** award for their presentation. Congratulations PEDRO Council!

Addressing Stress Through Zen Den Implementation

Wendy Vaquerano, BSN, RN, CCRN
Crystal Tribble, BSN, RN
Kathleen Tubridy, MSN, RN, CRRN



Background

Nurses experience high levels of job-related stress.

Prolonged stress can impact nurse well-being and job satisfaction, which could lead to burnout.

Literature:

Literature supports implementation of private serenity rooms or Zen Dens within the hospital setting.

Zen Dens are private spaces dedicated to promoting staff relaxation. Spaces could include aromatherapy, massage chairs, music, soft lights etc.

Studies show Zen Dens can improve staff well-being by decreasing stress and anxiety.

Purpose

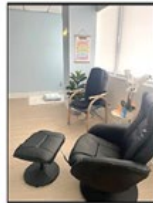
- 1) Create a Zen Den
- 2) Measure staff stress levels before and after implementation

Approach

The Professional Engagement Development Recognition Opportunities (PEDRO) council advocated for and received CNO approval to create a Zen Den and purchase the equipment needed.

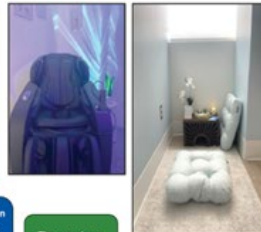
The space is located on the 5th floor and is open to all staff members. There is a sign-up sheet on the door. Seven staff members can use the space and can stay in the room for up to 60 minutes.

Staff were encouraged to complete a voluntary pre-post survey on stress levels, likeliness of recommending the Zen Den to a colleague, and provide feedback.



Zen Den

- The space includes:
- ✓ Yoga mats, instructional yoga and meditation videos
 - ✓ 3 massage chairs
 - ✓ Meditation space with meditation and breathing cards
 - ✓ Hot tea station
 - ✓ Aromatherapy
 - ✓ Ambient lights
 - ✓ Ambient sound machine



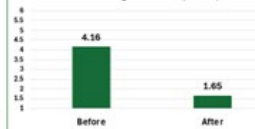
- I enjoy going to the Zen Den. It allows me to disconnect from the stress of work for that time.
- The experience was amazing!
- I love the Zen Den!
- I enjoy going to the Zen Den. It allows me to disconnect from the stress of work for that time.

Staff Feedback

Results

Average likeliness of recommending to a colleague: 9.94/10

Average Self-Reported Stress Levels Before and After Visiting the Zen Den (n = 160)



1= Not Stressed, 6= Extremely Stressed

Conclusion

Staff utilizing the Zen Den space reported a decrease in self-reported stress scores. Staff highly likely to recommend the Zen Den.

Suggestions including adding more massage chairs. The PEDRO council will continue to advocate for resources and make improvements to the well utilized Zen Den.

Acknowledgments

A special thank you to our council members, CNO, facilities project manager, and director of clinical education for all the support.



2025 System Nursing Research & Clinical Scholarship Conference: Award Winner

Mission Spirit Award Winner

Nurses Burnout Through Zen Den Implementation

Wendy Vaquerano, Crystal Tribble, Kathleen Tubridy
Providence Little Company of Mary San Pedro

Providence

2025 Providence System Nursing Research Conference 6

Providence RN Caregiver Beliefs, Competencies, and Implementation Self-Efficacy of EBP

Cara Gallegos, PhD, RN, EBP-C, Trisha Saul, PhD, RN, EBP-C, Rose Timmerman DNP, APRN, CCNS, CCRN, FCNS
 Frances Chu PhD, RN, MLIS, Ross Bindler, PharmD, Noah Batty, RN, & Sheila Gallagher, MSN, RN, NE-BC

Background

- Evidence-Based Practice (EBP) in clinical care, improves patient outcomes, reduces mortality rates, and provides a positive return on investment.¹
- EBP advances nurse satisfaction, reduces turnover, and enhances job engagement.²
- 2018 nationwide study revealed lack of EBP competency.³

Purpose

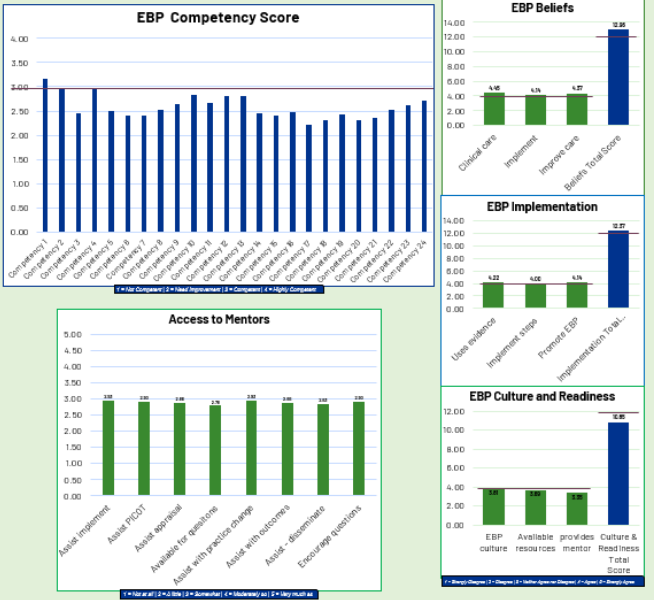
To describe EBP competency levels, beliefs, organizational readiness, access to mentors, & examine relationships between nurse characteristics and EBP outcome variables.

Methods

- Cross sectional descriptive correlation study using the ARCC© Model.⁴
- Large Catholic healthcare organization.
- 1-time 68 question survey:
 Demographics and 5 EBP scales: 1) EBP Competency Self-Assessment, 2) Beliefs Scale, 3) Implementation Scale, 4) Organizational Culture and Readiness Scale, and 5) Access to Mentors (Melnyk et al) (~15 minutes)^{1,4,5}
- Eligibility Criteria: RNs (including APRNs). Excludes temporary staff & non-RNs.
- Recruitment: Emails, flyers, Site-PI rounding

Results

- Responses from 36 hospitals; 1468 completed surveys
- Average age was 43 years with 15 years of nursing experience and 7.7 years in current position; 60% were frontline caregivers, 63% had a BSN.



Results

Relationships between demographic & EBP variables

- **EBP Competency Scale**
- Role (BSc/MS/NP) (1)
- Education (1)
- Providence Clinical Scholarship Class (1)
- Job Satisfaction (1)
- Intention to Leave (1)
- **EBP Beliefs, Implementation, and Culture and Readiness**
- Years of Experience (Beliefs) (1)/Culture(1)
- Role (BSc/MS/NP) (1)
- Education (1)
- Providence Clinical Scholarship Class (1)
- Magnet Status (1)
- Job Satisfaction (1)
- Intention to Leave (Beliefs/Culture)(1)
- **EBP Mentor Scale**
- Role (BSc/MS/NP) (1)
- Education (1)
- Providence Clinical Scholarship Class (1)
- Magnet Status (1)
- Job Satisfaction (1)
- Intention to Leave (1)

Discussion

- Compared to the 2018 study, our findings reveal an ↑ in all competencies, yet nurses are still reported less than desirable levels.³
- Role, level of education, & taking a hospital-based class increased all outcomes measured.
- As job satisfaction went up, so did EBP outcomes.
- Age & years of experience only had a small but insignificant effect.
- Advanced degrees & hospital based EBP programs should be implemented.

References upon request



Noah Batty, BSN, RN presenting a poster at the 15th Annual Nursing Research Conference to be held at Long Beach Medical Center in Long Beach, CA.

Nursing Excellence Awards

Providence Nursing Excellence Awards

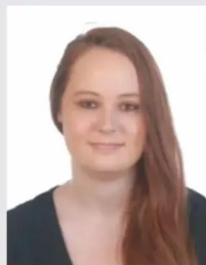
2025 Nursing Awards

Category: Emergency & Critical Care

Katie Whitehead

Acute Care Fellow RN
Providence Little Company of Mary
San Pedro

6 years as a nurse
5 years at Providence



2025 Nursing Awards

Category: SNF / Assisted Living /
PACE / Affordable Housing

Jennie Lazarte

RN Team Lead
Providence Little Company of Mary
San Pedro

29 years as a nurse
15 years at Providence



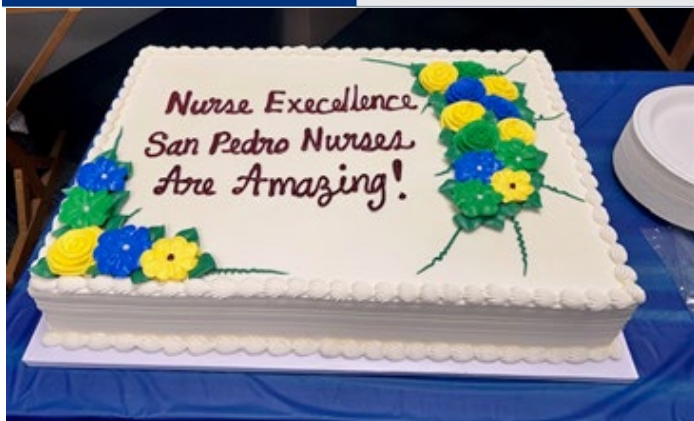
2025 Nursing Awards

Category: Behavioral Health

Michael Yonamine

Advanced Specialty Staff RN
Providence Little Company of Mary
San Pedro

5 years as a nurse
1.5 years at Providence



South Bay Nursing Excellence Awards

Adrian Capil-Honoree Bridges

Melissa Moran-Rookie 2 West

Michele Maher-Honoree 2 West

Helman Gabalunos-Rookie 3 West

Rachele Abella-Honoree 3 West

Briana Jones-Rookie PeriOp

Nicole Cook-Honoree PeriOp

Emilie Sarringhaus-Rookie Float Pool

Crystal Tribble-Honoree Float Pool

Karla Bonney-Rookie ICU

Jeff Calliham-Honoree ICU

Jennifer Valdez-Rookie SACC

Melvin Guevarra-Saavedra-Honoree
SACC

Nicholas Aranda-Rookie ED

Glenn Russ-Honoree ED

Rosa Hernandez-Honoree SFP

Cynthia Martinez-Rookie Acute Rehab

Claudia Merete-Honoree Acute Rehab

Remy Magnon-Rookie CDU

Susan Smith-Honoree CDU

Shahrukh Anwer-Rookie OBHC

Chenghu Gao-Honoree OBHC

Tayler Ongarato-Rookie Quality

Mary Wineinger-Rookie Education

Elisa Fajardo-Honoree Education

Nursing Excellence Awards

South Bay Nursing Excellence Awards



San Pedro Strong

