

# Annual Report

## FY24



## A Letter From the Chief Nursing Officer

To our remarkable nursing team at Children's Hospital Los Angeles—thank you.

Nursing is a profession like no other. It requires resilience, empathy, and the ability to bring both a scientific mind and a compassionate heart to each patient encounter.

Over the past year, CHLA nurses have relentlessly lived these qualities and embraced new opportunities, leading through expertise and innovation. They've advanced clinical care initiatives, research projects, and milestones in education. In doing so, they have supported CHLA's mission of care and raised the bar for pediatric nursing.

This year's Nursing Annual Report reflects the many ways in which our nurses are guiding the future of care delivery. The integration of the theory of Human Caring into our nursing practice exemplifies a deep commitment to patient- and family-centered healing. Achievements in academia and professional development demonstrate their dedication to lifelong learning. And through championing of patient safety and advocacy, our nurses ensure that CHLA remains a trusted place for the most vulnerable children and their families.

There is a timeworn adage that says nursing is not just a career—it is a calling. It is about showing up every day to make a difference, no matter the challenge. As you reflect on the achievements of CHLA's nurses from this past year, I hope their courage, compassion, and commitment continue to inspire you, as they do me. It is an honor to work alongside these incredible individuals and to celebrate the many successes of our entire nursing team.

Sincerely,

**Kelly M. Johnson, PhD, RN, NEA-BC**  
Senior Vice President, Chief Nursing Officer



## A Message From the CEO

There is no greater testament to the strength of Children's Hospital Los Angeles than the dedication and innovation

demonstrated by our Nursing team. Nurses are at the core of CHLA's mission, as they universally embody human compassion and clinical expertise at each step of every child's health care journey.

This year's Nursing Annual Report highlights the spirit of leadership and collaborative unity that drives CHLA's nursing achievements. From integrating new models of nursing care to expanding academic excellence and mentorship, CHLA's clinicians are leading transformation, both in the hospital and across the nation. These advancements reflect their commitment to evolving and improving health care delivery and enriching patient and family experiences.

The current health care climate is rife with challenges that demand adaptability and resilience. I am immensely proud of how CHLA nurses rise to each occasion, whether through bedside care, conducting impactful research, or mentoring future caregivers. The virtual nursing program, for example, has already provided over 1,000 hours of care, enhancing both efficiency and patient satisfaction across pilot units. This initiative is a wonderful example of how our nurses are reimagining approaches that better serve our young patients and their families.

Across the entire CHLA enterprise, nurses are shaping policies, mentoring colleagues, and championing innovation. As you read about their contributions in this report, I am confident you will see the profound impact they make on patients, families, and each other. And to all our amazing nurses, thank you for your passion and expertise as we create hope and build healthier futures for children together.

Warmest regards,

**Paul S. Viviano**  
Chief Executive Officer



PCS attendees at the Caring Science Retreat in January 2024

## CARING SCIENCE AT CHLA

In January 2024, more than 80 team members from across Patient Care Services (PCS) and Clinical Services (CS) attended a three-day workshop to explore Dr. Jean Watson's Caring Science framework and find ways to operationalize this theory into practice at CHLA. The workshop was led by Christine Griffin, PhD, RN, NPD-BC, a faculty member of the Watson Caring Science Institute who joined CHLA as Chief Well-Being Officer in June 2024.

Through a series of activities, participants reflected internally, offered support in small group compassion pods, learned about the basics of the Theory of Human Caring, and identified priorities in bringing Caring Science to a wider audience within CHLA. Since the workshop, many participants have helped continue the work, including identifying caring moments to feature in PCS staff meetings, and providing a Caring Science lens in the enhancement of CHLA's Professional Practice Model.

When asked to describe Caring Science to team members who may have not encountered this theory before, Dr. Griffin shared, "Jean Watson's Theory of Human Caring is a holistic approach to caring for others, serving as both a philosophy and an ethic with practical implications and theory-guided practices for health care providers. It functions as a guiding framework that empowers care providers to recognize their distinct roles in health care, equipping them with the knowledge to enhance their capacity for sustaining human dignity in themselves and others while remaining attuned to caring values like compassion and hope.

The Caritas Processes combine the practices of authentic presence, compassionate communication, trusting relationships, and healing environments with the concepts of loving kindness, faith, hope, and human dignity. Caring Science provides a foundation for and guidance on how nurses and other health care professionals can more deeply connect with self and others to be more present, authentic, and intentional in order to provide the best care possible within a caring relationship." 🦋

# NURSING EXCELLENCE AWARDS

Each year during Nurses Week, CHLA presents the Nursing Excellence Awards. The awards are sponsored by the Nursing Excellence department and the Nurses Week Task Force to recognize nurses who exemplify the Magnet Model components of Transformational Leadership; Structural Empowerment; Exemplary Professional Practice; New Knowledge, Innovations, and Improvements; and Empirical Outcomes. Clinical Partner and Physician Partner awards are also presented, in recognition of exemplary interprofessional practice and collaboration.

## Transformational Leadership Award

**Jennifer Rojas, MSN, RN, CPN**

Patient Care Services (PCS) Supervisor, Ambulatory

## Structural Empowerment Award

**Brenda Barnum, MA, BSN, RN, RNC-NIC**

PCS Supervisor, NICCU and Nurse Ethicist

## Exemplary Professional Practice Award

**Laurie Newton, BSN, RN, CPN**

Sedation Unit

## New Knowledge, Innovations, and Improvements Award

**Cameron Grant, MPH, BSN, RN, CPN**

PCS Supervisor, 5 East

## Empirical Outcomes Award

**Holly O'Quinn, DNP, RN, ACCNS-N, RNC-NIC, CCRN, C-NNIC, C-ELBW**

Manager/Clinical Nurse Specialist, NICCU

## Clinical Partner Award

**Quyen Tien, RRT**

Respiratory Care

## Physician Partner Award

**Kendra Mitchell, MD**

Hospital Medicine



Left to right: Gina Kemp, Interim Manager of Nursing Excellence; 2024 Nursing Excellence award winners Cameron Grant, Quyen Tien, Holly O'Quinn, Jennifer Rojas, Brenda Barnum, Laurie Newton, and Kendra Mitchell; Kelly Johnson, Chief Nursing Officer





## STRUCTURAL EMPOWERMENT NURSE SPOTLIGHT: KELLY BELL

Nurses at CHLA play an important role in the larger community of nurses on a local, national, and global level. **Kelly Bell, MSN, RN, BMTCN, CPH**, Patient Care Services Supervisor in the Infusion Center, is a second-career nurse with a background in finance and paralegal services.

Bell was elected to serve on the National Student Nurses Association Board of Directors as the Secretary and Treasurer during nursing school. In those roles, she quickly developed a passion for advocating for nurses and connecting with the nursing community. After she became a licensed and practicing RN, she was elected in 2017 to the American Nurses Association\California (ANA\C) Board of Directors as Treasurer. She served three terms in this position. During this time, Bell and the

rest of the board created a structure for the board and the ANA\C. Together, they developed new policies that allowed for modified investments, ultimately growing the ANA\C's budget from less than \$100,000 to over \$2 million.

As part of this involvement, she also helped to launch the ANA\California Foundation, where she currently serves as a trustee. This foundation helps to provide scholarships and assistance to California nurses in need.

On a national level, Bell is currently serving her second term as an appointed member of the ANA Professional Policy Committee and previously served on the ANA Political Action Committee. This non-partisan committee works to raise small amounts of money from registered nurses to support federal health care-related legislation. Specifically, they look for legislation that underscores the importance of nursing and health care for all, putting patients first.

In 2024, Bell was awarded the President's Award by the ANA\C for her years of advocacy and outstanding contributions to nursing. From nursing school through present day, she has continued to surround herself with people who share her belief in the power of nursing, fiercely advocating for nurses and their vital role in health care and society at large. 🌸



# EXEMPLARY PROFESSIONAL PRACTICE: VIRTUAL NURSING

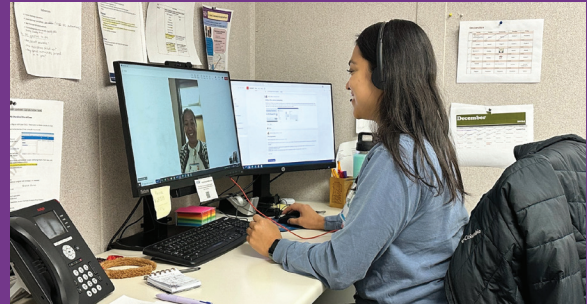
Virtual nursing is an emerging innovation in patient care delivery growing in popularity across the country. Many adult hospitals are using virtual nurses to lessen the workload of bedside nurses and offer a chance to step into a different role within patient care.

This innovation was brought to CHLA in January 2024 for a pilot on two medical-surgical units: 6 West and Duque 5. To prepare for the January rollout, iPads were installed in each patient room, video conferencing technology was added, and the electronic medical record system was upgraded to enable ordering and communication functions to support the virtual nursing process. Nurses from the pilot units volunteered to train for and staff these positions. These virtual nurses, who work remotely from administrative offices on CHLA's Sunset campus, partner with the bedside nurse to complete tasks such as admissions, caregiver education, and discharge teaching.

Since the launch, virtual nurses at CHLA have completed 2,423 virtual visits across the two pilot units, including 1,099 admissions and 1,303 discharges.

"Virtual nurses have given back over 1,000 hours of hands-on care since we started in January this year," said **Krystle Tran, BSN, RN**, 6 West nurse and virtual nurse.

**Belen Vargas, BSN, RN, CPN**, also a 6 West nurse and virtual nurse, said, "I love that virtual nursing has given me a break from bedside nursing and



*6 West Virtual Nurse Belen Vargas, BSN, RN, CPN, begins her day checking in with Unit Supervisor Jesi Bernardo, BSN, RN, CPN.*

has helped reduce work exhaustion. I love that my job gives me the opportunity to experience and appreciate both roles. We have received a lot of positive feedback so far from bedside nurses and families."

Of bedside nurses on the pilot units, 96% reported improved workload management. Pilot unit patients rated their experience 4.7 out of 5 on average.

Added time to provide patient care is a large factor in why both RNs and families enjoy the addition of virtual nurses.

"Having the virtual nurse focus solely on admissions, discharges, and education has allowed an added layer of safety for patients and families by being more available to double-check that all the information being presented or documented is accurate. It's been a huge help for everyone, and we're excited to see how it continues to develop," reported **Megan Herrera, MSN, RN, CPN**, 6 West nurse and virtual nurse.

"The Virtual Nurse experience is especially appreciated by both families and bedside RNs when an interpreter is needed, because we have the time and capacity to use a video interpreter to thoroughly explain everything," added Vargas.

Future plans include expanding the capabilities of the virtual nurses and the areas in which they practice. 🦋

# ACCOLADES AND ACCOMPLISHMENTS

## Poster and Podium Presentations at Conferences in 2024

Ashley Anderson, MSN, RN, CNOR, PCS Education and Research  
Stephanie Brady, MSN, RN, CPN, RN-BC/NPD, PCS Education and Research

Warren Debuayan, MSN, RN, PCS Education and Research  
Kathleen Anulao, DNP, RN, FNP-BC, Vision Center

Jennifer Baird, PhD, MPH, MSW, RN, NEA-BC, NPD-BC, CPN, Nursing Leadership

Melanie Guerrero, DNP, RN, NE-BC, NPD-BC, CPN, Nursing Professional Development

Brenda Barnum, MA, BSN, RN, RNC-NIC, NICCU

Maria Medina-Velasco, MSN, RN, CPON, NPD-BC, PCS Education and Research

Yesenia Navarro-Pais, MSN, RN, CPHON, AMB-BC, PCS Education and Research

Debbie Harris, MSN, RN, CPNP-PC, CPNP-AC, CPHON, Hematology-Oncology

Cat Schaefer, retired

Cheryl Jaingue, BSN, RN, RNC-NIC, ECMO

Danielle Long, MSN, RN, CCRN, CNL, PICU

Julia Srivastava, MSN, RN, CPNP-PC, CPNP-AC, Cardiology

Trish McMahon Peterson, MSN, RN, CPNP-PC, Hematology-Oncology

Bianca Salvetti, DNP, RN, CPNP-PC, Adolescent and Young Adult Medicine

Hui-Wen Sato, MSN, RN, CCRN, PICU

Kathy Van Allen, MSN, RN, CPN, Fetal and Neonatal Institute

## Publications in 2024

Brenda Barnum, MA, BSN, RN, RNC-NIC, NICCU

Sally Danto, MSN, RN, CPNP-PC, RNC-NIC, IBCLC, Plastic and Maxillofacial Surgery

Bianca Salvetti, DNP, RN, CPNP-PC, Adolescent and Young Adult Medicine

Elizabeth Kidde, MSN, RN, CPNP-PC, CPHON, Hematology-Oncology

Hui-Wen Sato, MSN, RN, CCRN, PICU

Kathy Van Allen, MSN, RN, CPN, Fetal and Neonatal Institute

## Great Catch Winners in 2023

July – Shea Crawford, MBA, BSN, RN, RNC-NIC, NICCU

September – Olivia Kelly, BSN, RN, Infusion Center

October – Brittany Hoxie-Wiley, ASN, RN, CS Float Team

November – Ryan Eachus, BSN, RN, BMT Unit

December – Susan Jo, BSN, RN, 5 East

## Great Catch Winners in 2024

January – Andrea Muller, BSN, RN, CPN, 6 West

February – Stephany Forno, BSN, RN, Operating Room (OR)

March – Emily Sanchez, BSN, RN, Emergency Department (ED)

May – Belen Vargas, BSN, RN, CPN, 6 West

June – Priscilla Maguwudze, BSN, RN, 5 East

## GEM Award Winners in 2023

July – Edward Cruz, BSN, RN, CPN, 6 West

September – Erlyn Devries, BSN, RN, 6 East

## GEM Award Winners in 2024

January – Patricia Rios, BSN, RN, CPON, Hematology-Oncology

April – Rebecca Byer, BSN, RN, CPN, 6 West

June – Jessica Martin, BSN, RN, PICU

## DAISY Award Winners in 2023

July – Louise Erdman, BSN, RN, Duque 6 Rehab

August – Majella Doherty, AND, RN, CPN, 6 East

September – Cassidy Herro, BSN, RN, CPN, CCRN, Heart Institute

October – Faith Matthews, BSN, RN, BMTN, BMT Unit

November – Zulema Vega, BSN, RN, CPN, Nephrology

December – Neha Mehta, BSN, RN, CPN, Surgical Admitting

## DAISY Team Award Winner in 2023

November – Liver Transplant Program

(Team Leader: Stephanie Johnson)

## DAISY Award Winners in 2024

January – Melissa Lee, BSN, RN, CPN, Duque 6 Rehab

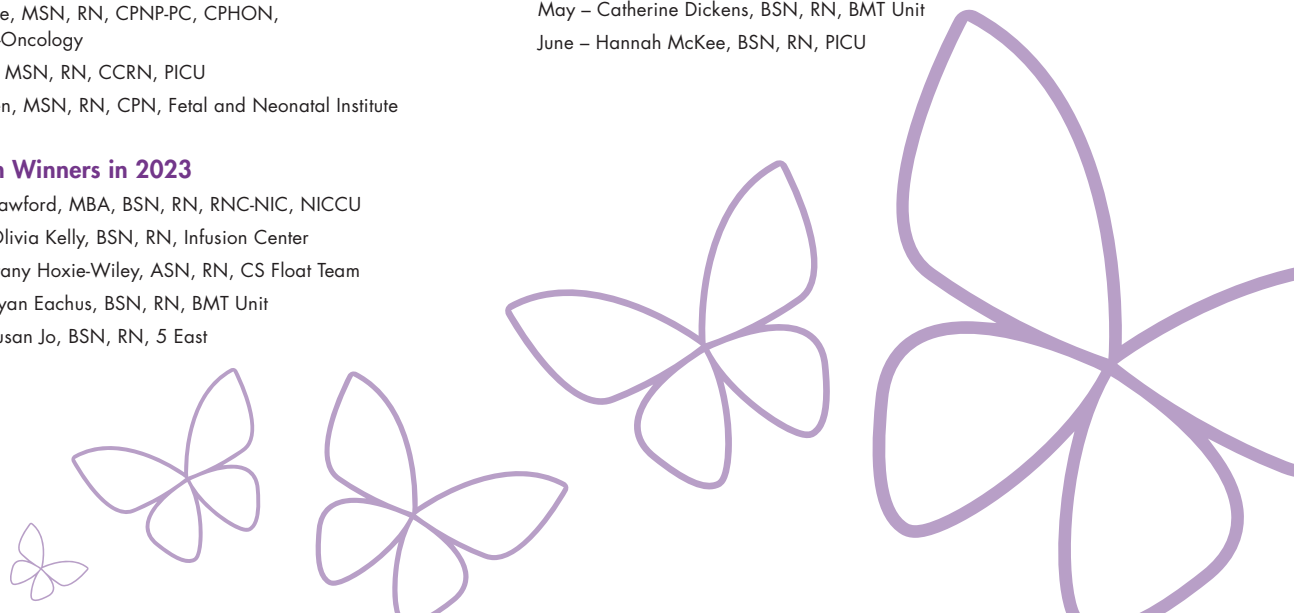
February – Grace Snyder, BSN, RN, ED

March – Wendy Ho, BSN, RN, CPHON, 4 West

April – Meery Panlilio, MSN, RN, CNOR, OR

May – Catherine Dickens, BSN, RN, BMT Unit

June – Hannah McKee, BSN, RN, PICU



# ACADEMIC ADVANCEMENT

## BSN

Nicole Ramirez, BSN, RN, 6 West

## NP, PHYSICAL HEALTH

Melissa Peterson, MSN, RN, CPNP-PC,  
Cardiothoracic Surgery

## DNP

Kathleen Anulao, DNP, RN, FNP-BC, Vision Center  
Alejandra Briseno, DNP, RN, CCRN, NE-BC, PICU

## PhD

Tracy Ono, PhD, RN, CRN, PICU

## MSN

Christine He, MSN, RN, CPN, NPD-BC,  
PCS Education and Research

Maria Medina-Velasco, MSN, RN, CPON, NPD-BC,  
PCS Education and Research

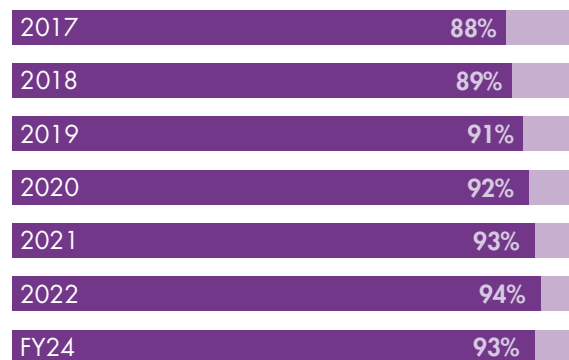
Alma Ramirez, MSN, RN, RNC-NIC, Fetal-Maternal Center

Margaret Lisa Atmodjo, MSN, RN, CRRN, CWOCN,  
FNP-C, Wound Ostomy

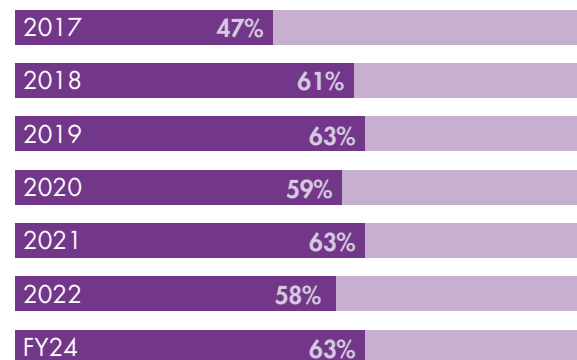
Teresa Renteria, MSN, RN, CWOCN, Wound Ostomy

Kimberly Collantes, MSN, RN, CPN, Float Team

## NURSES WITH BACHELOR OF SCIENCE IN NURSING DEGREE OR HIGHER



## ELIGIBLE CHLA NURSES WITH NATIONAL CERTIFICATION



# STATISTICAL REPORT FY24

177

Nurse  
Practitioners



92%

Nurse Leaders With  
National Board  
Certification



136

Newly Graduated  
Nurses in the RN  
Residency in Pediatrics



9.8 years

Average  
Tenure of a  
CHLA Nurse



43

Experienced  
Nurses in the RN  
Transition Fellowship

