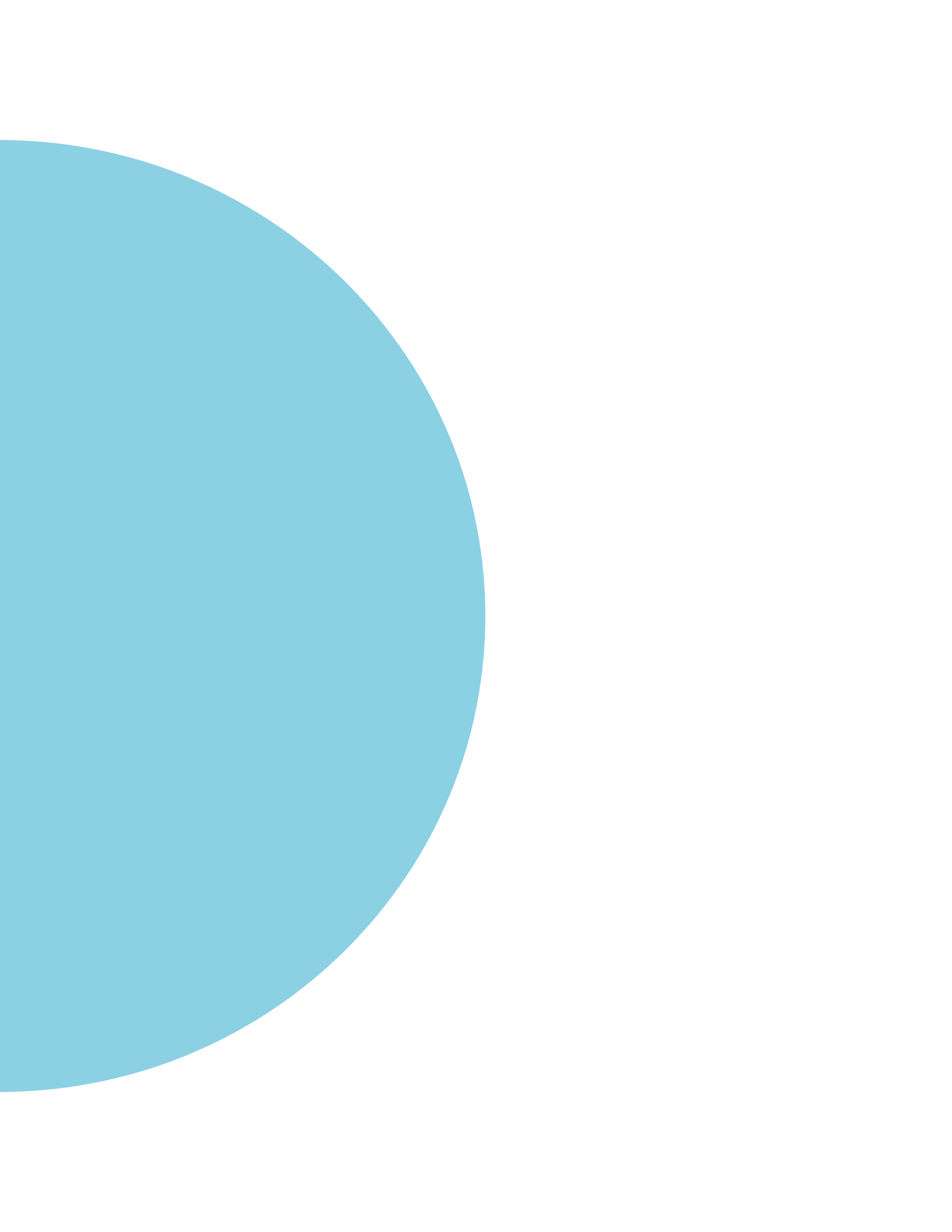


# Annual Report 2020





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# Letter from the Board Chair

Dear Colleagues & *HealthImpact* Supporters:

As we look back at 2020 as the Year of COVID, it would have been impossible to imagine a year ago, just how much our lives would change in response to the COVID-19 pandemic. There was not a single part of our lives that wasn't impacted.

Once again, this year's annual report highlights the initiatives that make *HealthImpact* a cutting-edge organization, leading efforts to advance nursing and interprofessional team-based healthcare in California and nationally. Amid the COVID-19 Pandemic and under the leadership of our new CEO, Dr. Garrett Chan and with the considerable efforts of our staff, *HealthImpact* collaborated with a number of organizations to create COVID-19 resources including the "CA COVID-19 Academic Credit for Clinical Experiences Tool Kit" and other COVID related resources, to help California Schools of Nursing to address shortages of clinical sites for nursing students and educate nurses throughout California on the COVID-19 related issues.



**Deb Bakerjian**

PhD, APRN, FAAN,

FAANP, FGSA

*Chair, Board of Directors*

In addition to the existing *HealthImpact* programs such as the California Simulation Alliance, Garrett and the staff have created new programs that have now been initiated including the Benner Institute for Teaching and Learning and coordinating connections between NovEx and schools of nursing. These programs exemplify Garrett's (and the Board's) strategic vision to create revolutionary programming that will help transform nursing education, build programs to support team-based care, and prepare the healthcare workforce of the future. I encourage everyone to read about the fantastic and innovative work being done by *HealthImpact* and then go to the home page and DONATE so that *HealthImpact* can continue this important work.

## Staff

**Garrett K. Chan, PhD, RN, APRN, FAEN, FPCN, FCNS, FNAP, FAAN**  
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**Deborah Bennett, PhD, RN, CHSE**  
*Manager/Faculty, California Simulation Alliance*

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*Project Manager/Program Coordinator*

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*Director, Statewide Initiatives*

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*Media & Graphic Design Manager*

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*Consultant, Centralized Clinical Placement System, Northern CA*

**Susan McNiesh, PhD, MS, RNC-OB**  
*Program Director, Benner Institute for Teaching and Learning*

**Carolyn Orlowski, MSN, RN**  
*Director, Workforce Strategy*

**Laine Snowman**  
*Finance Manager*

**Carina Valdes-Fajardo, BS**  
*Statewide Program Coordinator, Centralized Clinical Placement System*

**KT Waxman, DNP, MBA, RN, CENP, CHSE, FAAN, FSSH**  
*Director, California Simulation Alliance*





# Letter from the Chief Executive Officer

On January 1, 2020, the world was full of optimism and hope. The World Health Organization declared 2020 as the International Year of the Nurse and Midwife. *HealthImpact* was ready to celebrate and highlight the contributions to health and healthcare through an infographic with associated articles to illustrate nurses in action ([bit.ly/ImpactofNursing](https://bit.ly/ImpactofNursing)). At the same time, we were hearing about an epidemic erupting in Asia. However, there have been local epidemics in the past and so did not anticipate the development of a worldwide pandemic that showed up in significant numbers in March 2020. Then, our whole world

*HealthImpact* quickly shifted our focus to supporting COVID-19 pandemic efforts. In this Annual Report, you will read about the outcomes of convenings of statewide leaders to support academic institutions, nursing students, faculty, and clinical agencies. To adapt to the fiscal turmoil of the pandemic, we continued our nimble practices of examining and reducing expenses while continuing services. This put us on sound financial footing at the end of the year.

We also continued our core programs to ensure smooth transitions in pre-licensure education, understanding social determinants of health for new graduate nurses, upskilling the workforce, convening stakeholders, and advancing policy. Of note, California took a huge step forward to increase access to care through nurse practitioner and certified nurse-midwife practice without physician supervision by passing legislation that was signed into law by Governor Newsom. The *HealthImpact* Advanced Practice Registered Nurse (APRN) Coalition played an important role in supporting efforts through subject matter expertise and collaborations.

As we continue through the COVID-19 pandemic and into 2021, we will focus on expanding our activities to meet the needs of under-resourced and underserved communities to improve health. All of us at *HealthImpact* wish you and your loved ones health and happiness in these challenging times.



**Garrett K. Chan**  
PhD, MSN, RN, APRN, FAEN,  
FPCN, FCNS, FNAP, FAAN  
*Chief Executive Officer*

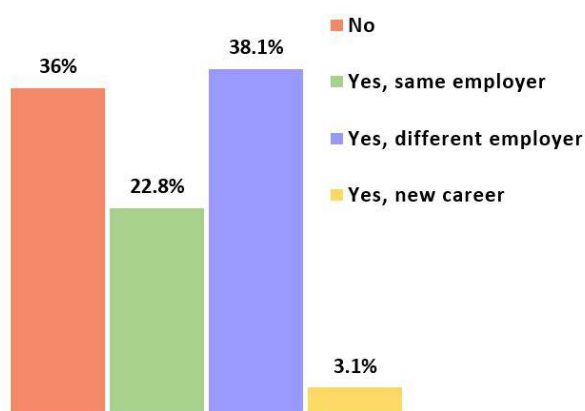
# The Annual Newly Licensed RN Survey

*HealthImpact*'s annual statewide study of RNs newly licensed in California was conducted to understand the employment experiences of the emerging workforce and analyze workforce trends. Findings from the study provide evidence to inform change and strengthen policy supporting preparation of the future nursing workforce. Download the entire report here: [bit.ly/RNSurvey2020](https://bit.ly/RNSurvey2020)

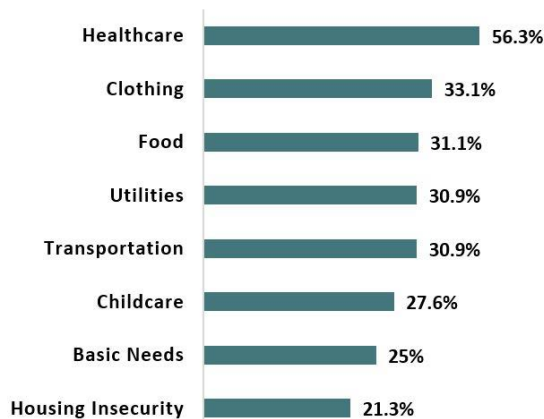
## Key Findings: Social Determinants of Health

This year, information on the prevalence and impact social determinants of health have on the wellbeing of students completing RN programs and transitioning into practice was obtained. Key factors that impact health and well-being provide evidence for change in nursing education resources to support student success, and inform policy to strengthen the health, well-being and diversity of the nursing workforce:

Newly Licensed RNs Considering a Job Change within 1-2 Years



Challenges Experienced by RN Students in Living Situation/Housing



## Implications for Practice

Analyzing the emerging nursing workforce supply and patterns of employment informs the alignment of nursing education programs preparing RNs for the future considering evolving workforce needs and job opportunities.

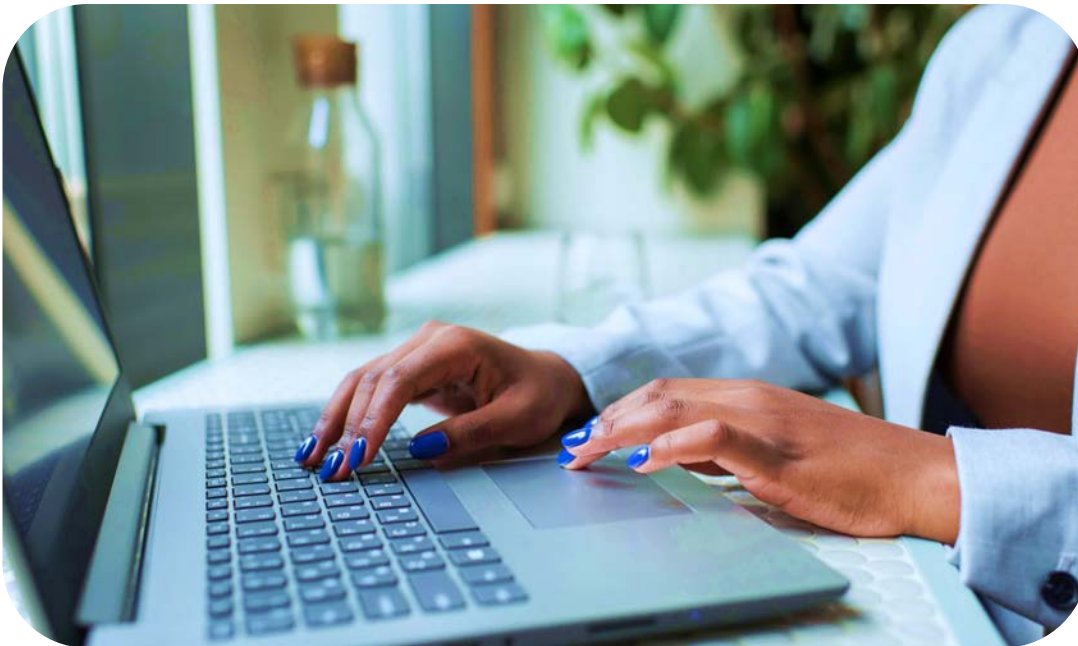
Developing processes, allocating resources, and providing programs that recognize and address social determinants experienced by nursing students supports development of a diverse nursing workforce that is racially, ethnically, and socioeconomically aligned with California's population, improves access to culturally competent care, advances health equity, and improves outcomes.

# Benner Institute for Teaching and Learning

Amidst the Covid19 pandemic year of 2020, the Benner Institute for Teaching and Learning (BI) was created to aid in the transformation of nursing education, and most particularly to address the education-practice gap. Beginning in June, we developed and produced five webinars of interest to nurse educators in both practice and academic settings. The first three webinars, led by Dr. Patricia Benner and moderated by Dr. Garrett Chan, focused on the key universal professional apprenticeships: Cognitive (knowledge, theory, science and technology), Practice (clinical reasoning, caring practices, and skilled know-how), and Ethics/Formation (developing the character, agency and everyday ethical comportment) of Professional Education. Each webinar featured a panel discussion with content experts. The second series focused on online learning, during a time when most nursing education out of necessity abruptly moved to a virtual environment. The intent was to offer helpful tips for designing and delivering a learner centric curriculum to increase and maintain student engagement. Each of the two webinars, informed by instructional experts, began with a theoretical framework and then gave suggestions for course design and delivery of the content, based on the learning sciences. All webinars are now available for asynchronous use via the *HealthImpact* online store.

## The Mission of the Benner Institute

- Learning Science
- Curriculum
- Professional Apprenticeships



We spent the final two months of the year on “thought projects”, developing the overarching aims and future plans for the institute. In addition, we worked on optimizing the visibility and ease of access of BI on the *HealthImpact* website. Finally, we began discussions with the other entities within the *HealthImpact* “family” to develop cross-collaborative projects in the future.



# California Simulation Alliance

The California Simulation Alliance (CSA) is a virtual alliance to benefit all simulation users in the state of California and beyond. The purpose of the CSA is to enhance and foster the development of simulation as a modality for transforming the education of healthcare professionals.

## Among Our Clients

**Riverside Community  
College/Inland Empire**

**Kaiser Permanente**

**University of California,  
Davis Health**

### 6 Consultations

### 6 Industry Sponsors

CAE Healthcare  
Kyoto Kagaku America  
Laerdal Medical  
Limbs & Things, Inc.  
Pocket Nurse  
Education Management  
Solutions

**16 Training Courses**  
with 400+ participants

**20 CSA Faculty**  
Certified Healthcare  
Simulation Educators  
(CHSE)

## 2020 Conference Presentations

**International Meeting on Simulation in Healthcare  
(IMSH)**

*San Diego*

**Irish Association for Simulation Symposium**

*Galway*

**Organization for Associate Degree in Nursing  
Annual Conference**

*Austin*

**National League for Nursing National Education  
Summit**

*Orlando*

**Unitek Conference**

*Virtual*

**Global Leadership Conference**

*Cape Town*





# COVID-19 Disaster Response

## Meeting the Challenge

To meet the challenge that the healthcare workforce was facing during the outbreak of the COVID-19 pandemic in March of 2020, *HealthImpact* diverted all its resources to convene workgroups of subject matter experts to help guide the nursing profession on aspects of the Governor's Executive Order and direction to increase the workforce.

The Academic workgroup focused on understanding the various aspects of clinical experiences and conventional crisis situations, creating opportunities to continue student progression and receive clinical hour credits, providing a guidance document for documenting clinical experience during crisis and a list of alternate care sites that could be used for clinical hours.

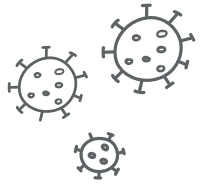
The Practice workgroup focused on how to prepare a clinical agency to work with nursing students who may be assigned to a hospital through HealthCorps, where alternative care sites are located in California and what documentation is needed for students to record and track their clinical experiences.

The Education workgroup focused on curating resources that would educate students, faculty and practicing clinicians in regard to COVID-19. The topics of education related to the clinical, ethical, and social care of COVID-19 patients and families and best practices on how to teach in an online environment. All of these resources were centrally located on the California Simulation Alliance's website for anyone to use as well as the CSA's case scenarios.

The Advanced Practice Registered Nurses (APRN) Coalition worked specifically on looking at scope of practice and educational barriers. As APRNs, they were uniquely positioned to assist in dividing and conquering the growing numbers of COVID-19 patients. It was essential to remove barriers of education and practice in order to help meet the growing population of COVID-19 patients.

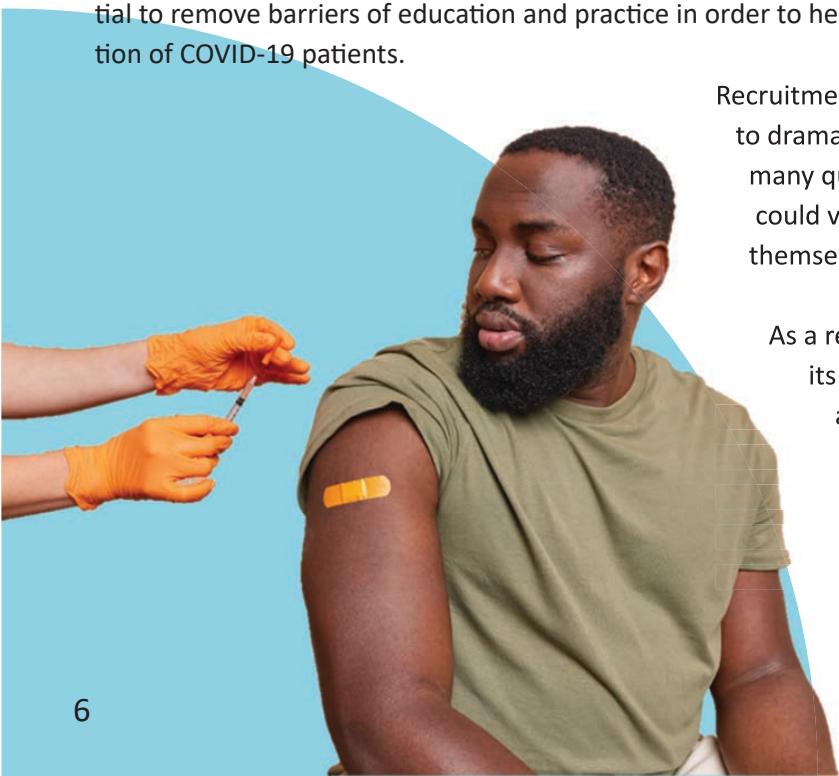
Recruitment was the focus of our final workgroup. With the need to dramatically increase the healthcare workforce, there were many questions about how students and other health professionals could volunteer and what they would need to do to prepare themselves for assignment.

As a result of these workgroup's efforts, *HealthImpact* along with its valued partners in industry and academia were able to create a series of toolkits and guidance documents for institutions to use during a time of uncertainty and chaos. Information from these convenings and others across the state were shared at regional consortia and various professional organizations which quickly put *HealthImpact* on the map.



## Toolkits, Documents, & Resource Center

- Academia
- Clinical Agencies
- Immunizations
- Webinars
- Preparation for Assignments



# Centralized Clinical Placement System

## Advancing Policy through Data

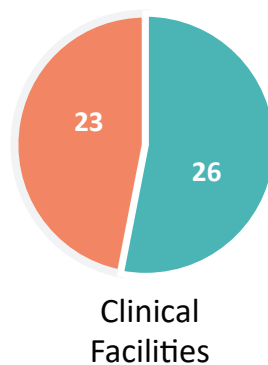
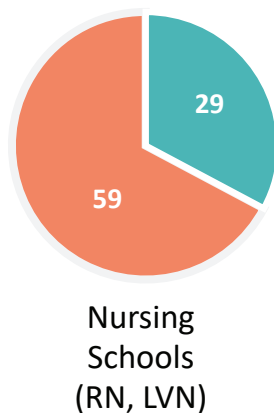
The Centralized Clinical Placement System (CCPS) is more than just a clinical rotation scheduling tool it is also aggregates data that has been proven to be critical in providing a real time evidence of clinical displacement at a regional level.

During the COVID-19 outbreak, nursing students had their clinical rotations postponed which meant that students could not graduate and join the workforce. Nurse educators were faced with innovating new curriculums and strategies to help continue academic progression. As a result, nursing programs looked to simulation to help fill required clinical hours, however, this would require regulation changes.



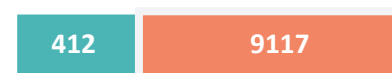
It was through the reporting capabilities developed by the Foundation for California Community Colleges (FCCC) that **HealthImpact** was able to use regional reports from CCPS to inform policy makers of the need for an emergency waiver for increased simulation hours in place of direct patient care hours so that students could progress academically and ultimately graduate and join the workforce to fight the pandemic.

### Clinical Education Placements Processed Through CCPS in 2020:

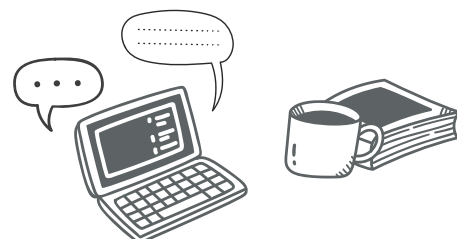
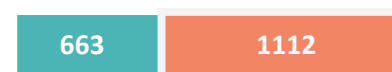


■ San Francisco Bay Area  
■ Los Angeles Area

#### Students Placed



#### Placements Requests Scheduled





# HealthImpact DAISY Nurse Leader Award in Policy

In 2020, the DAISY Foundation partnered with *HealthImpact* to create an award to honor nurses whose work in policy advances compassionate care that improves the health of populations.

Nurses are often at the forefront of creating and driving policy that assures a compassionate environment for individuals and communities. Nurses work to provide broad access to safe, quality care, addiction treatment, palliative and end-of-life care, protection for communities of color, COVID-19 safety, and more. They prevent domestic violence, increase inclusion and equity, and create communities of healing that reflect a compassionate and caring society for all.

## 2020 Award Recipients

Five individuals and one team were selected by a national panel of healthcare policy experts for the inaugural *HealthImpact* DAISY Nurse Leader Award in Policy.

**Sharon Dills, MSN, RN, HACP**  
*Ascension*

**Lacey Eden, MS, FNP-C**  
*Brigham Young University College of Nursing*

**Annamarie Flick, MSN, RN-BC, NE-BC**  
*ChristianaCare*

**Mayor Dr. Beth Haney, DNP, FNP-C, FAANP**  
*University of California Irvine Student Health Center and the City of Yorba Linda*

**Laura Reichhardt, MS, APRN, AGPCNP-BC**  
*University of Hawai'i at Manoa School of Nursing & Dental Hygiene and the Hawai'i Center for Nursing*

**Deborah Hutts, MSN, RN**  
**Sherrie Traffanstedt, BSN, RN**  
**Rebecca Bryan, BSN, RN**  
**The COVID-19 Triage Team**  
*University of Arkansas for Medical Sciences*

## 2021 Award Recipients

The 2021 award recipients will be announced in early 2022. Check the HealthImpact website for updates.

## Award Nominations

The HealthImpact DAISY Nurse Leader Award in Policy opens yearly in late summer. Registered Nurses at DAISY partner facilities with any degree who have demonstrated work in policy, whether it is in their job description or done externally to the institution, are eligible to be nominated for this recognition. Policies that affect local, regional, national, or global populations through legislation, checklists, guidelines, regulation, standards of practice, etc. will be considered.



# Preparing Nurses for Practice in High-Demand Specialty Areas

## Purpose and Need

The demand for California's nursing workforce to be well prepared, highly competent and experienced in diverse settings and roles has never been greater. Nursing programs and health care organizations recognize the importance of preparing the future workforce to meet evolving needs, yet gaps and challenges remain between the academic preparation of RN prelicensure students and their readiness for practice, particularly in specialized areas. *HealthImpact* is addressing the high demand and short supply of experienced nurses in key areas by developing RN transition to practice programs that guide and support professional development during the first year of practice.

## Program Design: Community-Based Model

Curriculum developed by *HealthImpact* based on national standards of practice and core competencies specific to each specialty area.

Conducted in partnership with health care organizations that employ RNs while participating in the program.

Supports effective transition to practice and career pathways for RNs to obtain employment in high-demand specialty areas.

Designed to transform how nurses are prepared for specialty area practice.

*HealthImpact* is working with the Hospital Association of Southern California (HASC) to develop a regional hub-and-spokes model for the TTP/Apprenticeship Program. View the model: [bit.ly/HASCRoadmap](https://bit.ly/HASCRoadmap)

## Two Specialty Programs Launching in 2021

- Ambulatory Care Nursing
- Perioperative Nursing

## Apprenticeship Approval

The California Department of Apprenticeship Standards granted approval to *HealthImpact* in December 2020 to operate as a formal industry-recognized Apprenticeship Program.

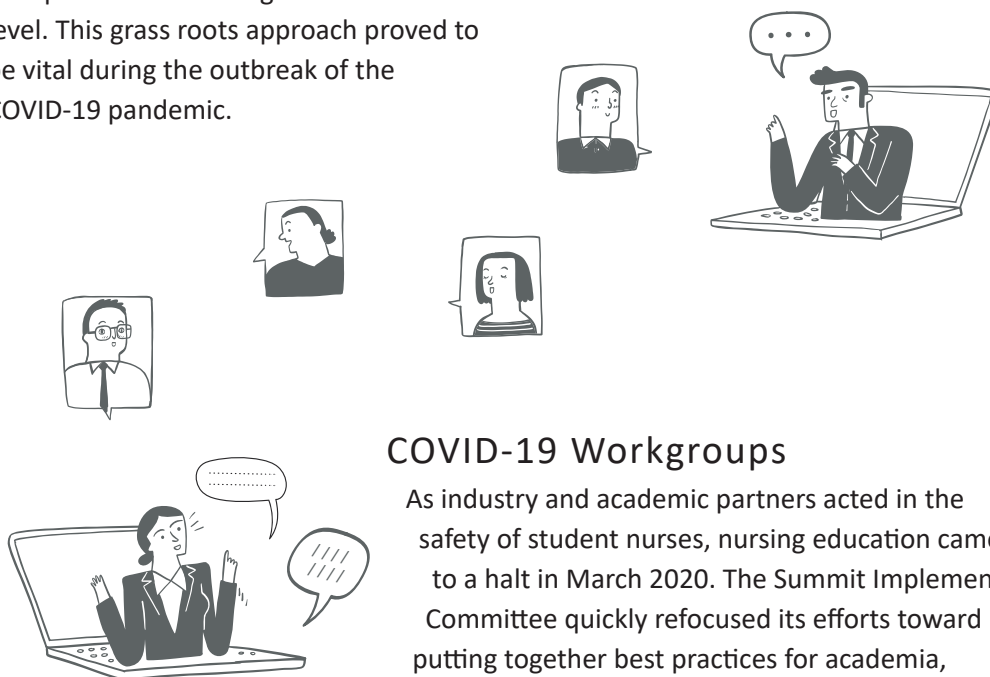


# Summit Implementation Committee

## Nursing Summit Background

In early 2020, due to a lack of funding for a statewide meeting, the Summit Implementation Committee developed a new strategy to begin addressing the priorities identified in the 2019 Regional Nursing Summits Report. The priorities would be looked at through a statewide or regional lens to strategize on the most effective way to implement solutions.

**HealthImpact** began attending regional consortia to find out the current state of nursing education in California. Through the partnerships created at these meetings, **HealthImpact** has been able to elevate pain points from the regions to a statewide level. This grass roots approach proved to be vital during the outbreak of the COVID-19 pandemic.



## COVID-19 Workgroups

As industry and academic partners acted in the safety of student nurses, nursing education came to a halt in March 2020. The Summit Implementation Committee quickly refocused its efforts toward putting together best practices for academia, industry, and nursing students.

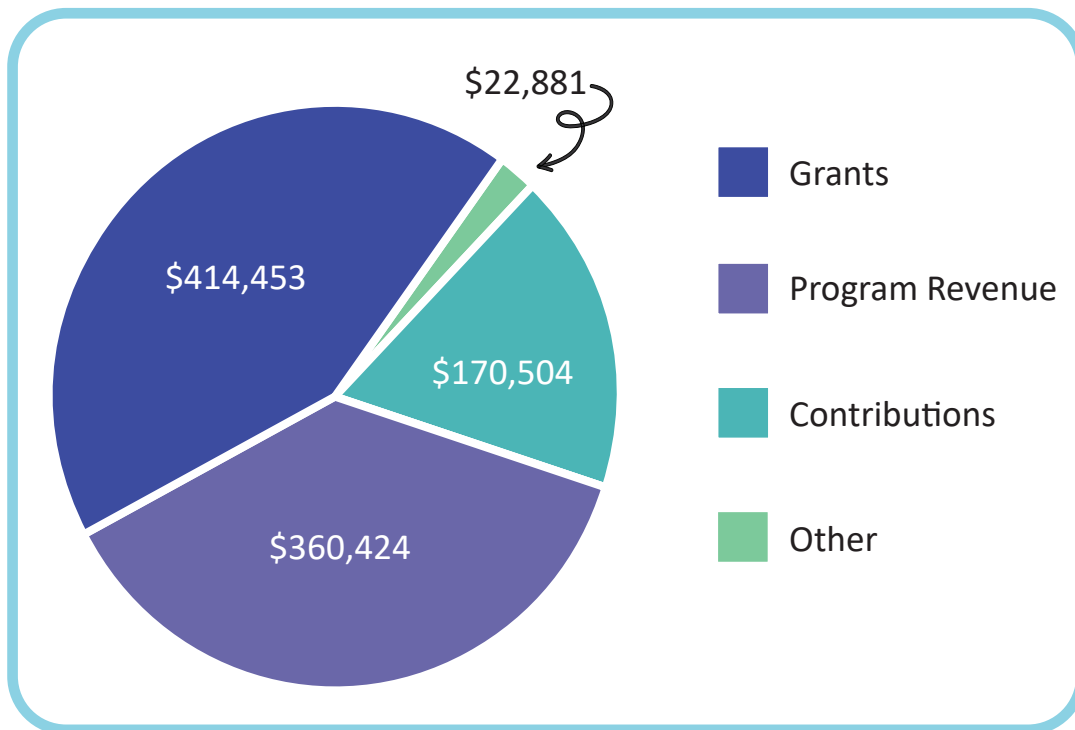
It was through the workgroups formed by this committee that the **HealthImpact** COVID-19 resource center was created.

In a rapid response to the pandemic, **HealthImpact** facilitated several meetings with each of the workgroups to gather and share information from various organizations to help inform the governing bodies of California on the current needs of hospitals, frontline workers, and nurse educators. By the end of 2020, **HealthImpact** met with six out of fourteen regions and will continue to form new partnerships in the remaining eight regions.

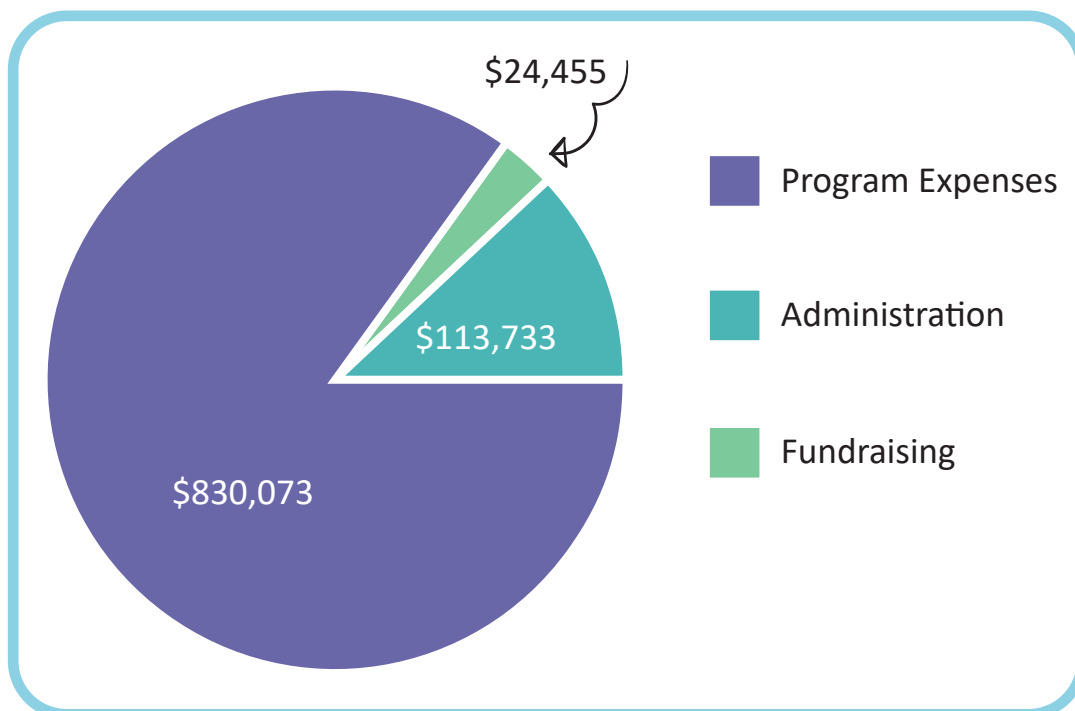
## Nursing Education Highlights

- Simulation to Aid Clinical Experience
- Regional Reporting as Evidence for Displacement and Graduation Delays
- Statewide Telenursing Program for Completion of Clinical Rotation

# 2020 Financial Information



**Program Revenue:**  
**\$968,261**



**Program Expenses:**  
**\$968,261**

The financial information shown here was derived from HealthImpact's 2020 financial statements. Copies of audited financial statements may be obtained by contacting HealthImpact.

# 2020 Financial Partners

## BENEFACTOR

Butte College  
Cedars-Sinai Medical Center  
Gordon and Betty Moore Foundation  
Laerdal Medical  
UniHealth Foundation

## PATRON

California Hospital Association (CHA)

## PARTNER

Linda Burnes Bolton  
College of the Canyons/  
Santa Clarita CCD & The  
Health Workforce Initiative  
John Muir Health System  
Lucile Salter Packard  
Children's Hospital at  
Stanford

## FRIEND

Association of California  
Nurse Leaders (ACNL)  
California Association of  
Colleges of Nursing (CACN)  
Henry Mayo Newhall  
Memorial Hospital  
Santa Barbara Cottage  
Hospital  
Sierra View Medical Center  
Valley Children's Hospital

## CONTRIBUTOR

J. Kendall Anderson  
Margarita Baggett  
Debra Bakerjian  
Patricia Benner  
California Association of  
Colleges of Nursing (CACN)  
California Community  
Colleges Chancellor's  
Office & The Health  
Workforce Initiative

California Association for  
Nurse Practitioners (CANP)  
California Organization of  
Associate Degree Nursing  
Programs (COADN) – North &  
South  
Carter C. Chinnis Charitable  
Trust  
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Community Hospital of the  
Monterey Peninsula  
Loriann De Martini  
Sharon Goldfarb  
Karen Grimley  
Mary Dee Hacker  
Terry Hill  
Hospital Association  
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(HASC)  
Anna Kiger  
Limbs & Things

NorthBay Healthcare  
UC San Diego  
Medical Center  
UC San Francisco  
Linda Zorn

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*Clinical Director*  
BIM School of Nursing  
UC Davis Health System

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PRESIDENT  
*Chief Executive Officer*  
HealthImpact

**Ruth Ann Terry, RN, MBA**

SECRETARY  
*Nursing Education Consultant*

**Terry Hill, MD, FACP**

TREASURER  
*Geriatrician*

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*Chief Clinical Officer*  
UC San Diego Health System

**Linda Burnes Bolton, RN, DrPH, FAAN**

*SVP & Health System Chief Nursing Executive*  
Cedars-Sinai

**Loriann De Martini, PharmD, BCGP**

*Chief Executive Officer*  
California Society of Health System Pharmacists

**Karen Grimley, PhD, MBA, RN, FACHE**

*System Chief Nursing Executive*  
UCLA Health

**Mary Dee Hacker, RN, MBA, NEA-BC, FAAN**

*Chief Nursing Officer Emerita*  
Children's Hospital Los Angeles

**Anna Kiger, DNP, DSc, MBA, RN, NEA-BC**

*System Chief Nurse Officer*  
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**David Marshall, JD, DNP, RN, CENP, FAONL, FAAN**

*SVP, Chief Nursing Executive*  
Cedars-Sinai

**Linda Zorn, MA, RA, FAWHP**

*Executive Director Economic and Workforce Development*  
Butte-Glenn Community College District

## VISION

A highly skilled health care workforce optimizing health through innovation, interprofessional leadership, and nursing excellence.

## MISSION

To shape health care through workforce strategy, stakeholder convening, and policy advocacy.

## VALUES

Core values that guide our work and the decisions we make every day to achieve our mission:

- Create initiatives that ultimately improve health
- Build strategic partnerships through diversity, inclusivity, and equity
- Be courageous in taking strategic risks and using scientific evidence to advance a greater good
- Empower staff, partners, and the community to make changes in the world



*HealthImpact* is devoted to improving the health of Californians by promoting a dynamic, well-prepared nursing workforce. In 2001, a group of nurse leaders across California saw the need for comprehensive planning in the field of nursing. They launched *HealthImpact*, formerly the California Institute for Nursing and Healthcare (CINHC), as a forum for cooperation and sharing best practices across the state. As health care undergoes major changes, nurses play an ever-increasing role in providing care and keeping the public healthy. *HealthImpact* brings together leaders in nursing, academia and policy to ensure that nursing stays ahead of the changes in our profession. We are a catalyst for innovation and promote the collaboration of partners from all areas in the field.

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