



Annual Report 2022

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

CONTENTS

- 1 Message from the Board Chair
- 2 Message from the CEO
- 3 The Benner Institute for Teaching and Learning
- 4 California Simulation Alliance
- 5 Centralized Clinical Placement System
- 6 HealthImpact DAISY Nurse Leader Award in Policy
- 7 National Forum of State Nursing Workforce Centers
- 8 State of the Nursing Workforce—Post COVID-19
- 9 This is Our Shot/VACUNATEYA
- 10 2022 Financial Information
- 11 2022 Financial Partners
- 11 2022 Board of Directors
- 12 Staff

MESSAGE FROM THE BOARD

Dear Colleagues & HealthImpact Supporters:

I hope this year finds all of you healthy and thriving as we take a look back at 2022 in this report to our constituents. I am thrilled to share that 2022 was a turnaround year in more ways than one. In 2021, we were still in the midst of the COVID-19 pandemic that had certainly impacted every one of us in some way. Our organization, like many others, also faced workforce and financial challenges in 2020-2021. I'm so happy and proud to report that, due to Dr. Garrett Chan's outstanding leadership and the exceptional work that our HealthImpact staff have done over the past year to adapt and overcome those challenges, the year ahead looks much rosier. This year's annual report highlights both continuing and new initiatives that maintain HealthImpact at the cutting-edge of innovating and optimizing health

HealthImpact has even greater focus on programs that upskill the workforce, one of our most important roles in the state. In this report you will read about the Benner Institute for Teaching and Learning expanding their work with a regional joint venture to provide clinical faculty, the growing work of the California Simulation Alliance, the state of nursing post COVID-19, National Forum of State Nursing Workforce Centers, and the Bay Area Practice Consortium. The Board continues to provide input to CEO, Dr. Garrett Chan, on these initiatives and to refine our strategic vision to create revolutionary programming that will help transform nursing education, expand support for interprofessional team-based care, and prepare the future nursing workforce.

I strongly encourage you to read about the important and innovative ongoing work being accomplished by HealthImpact! As always, I hope you will then go to the home page and DONATE so the HealthImpact team can continue this critical work to optimize health through a highly skilled, interprofessional healthcare workforce.



DEB BAKERJIAN, PhD, APRN, FAAN, FAANP, FGSA
Chair, Board of Directors, HealthImpact

"HealthImpact has even greater focus on programs that upskill the workforce, one of our most important roles in the state"



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

Dear Colleagues & HealthImpact Supporters:

As the world was emerging from the COVID pandemic in 2022, we were hard at work on initiatives that focused on the seven key areas of workforce strategy developed by HealthImpact that are outlined in the graphic below. One of the most significant initiatives for HealthImpact in 2022 was to increase the course offerings within the Benner Institute for Teaching and Learning. We appreciate our continued collaboration with the Bay Area Community College Consortium who funded our first cohorts of clinical faculty and clinical agency educators to begin the movement toward radical transformation of nursing education that was the call to action by Dr. Patricia Benner and colleagues in 2010 in her monograph, *Educating Nurses. A Call for Radical Transformation*.¹ In late 2022, HealthImpact partnered with Western University to apply for and receive a Health Services Research Administration (HRSA)

grant to educate clinical faculty, clinical agency educators, and preceptors throughout the US Department of Health and Human Services Region 9 (California, Nevada, Arizona, Hawai'i, and the Pacific Islands) based on the Benner Institute for Teaching and Learning courses.

Through this grant, all pre-licensure nursing programs will have the ability to send their clinical faculty and partner clinical agencies to the courses. Other important initiatives by HealthImpact are detailed in this 2022 Annual Report. I want to thank the Board of Directors and the staff for being visionary, hardworking, and creative as we continue to support the nursing workforce in California.



GARRETT K. CHAN
PhD, RN, APRN, FAEN, FPCN, FNAP, FCNS, FAA NP, FAAN
Chief Executive Officer, HealthImpact



¹ Benner, P., Sutphen, M., Leonard, V. & Day, L. (2010). *Educating Nurses. A Call for Radical Transformation*. Jossey-Bass.

THE BENNER INSTITUTE FOR TEACHING AND LEARNING

In 2019, HealthImpact, the California nursing workforce and policy center, collaborated with Dr. Patricia Benner to create the Benner Institute for Teaching and Learning at HealthImpact. According to the Carnegie Report, *Educating Nurses: A Call for Radical Transformation* by Dr. Benner and colleagues, nursing education must undergo essential changes to transform nursing education. The Benner Institute offers the Clinical Faculty and Educator (CF/E) Certificate Program with the goal to equip clinical faculty in academia and clinical educators in clinical agencies with the theory, tools, and skills necessary to develop their practice of teaching. The CF/E Certificate Program is a 6-class, 4-hour Zoom series co-created with Dr. Benner to integrate the latest neuro and learning sciences into clinical education. Additionally, the Preceptor Certificate Program in the Benner Institute was created in 2022 to educate and train preceptors.

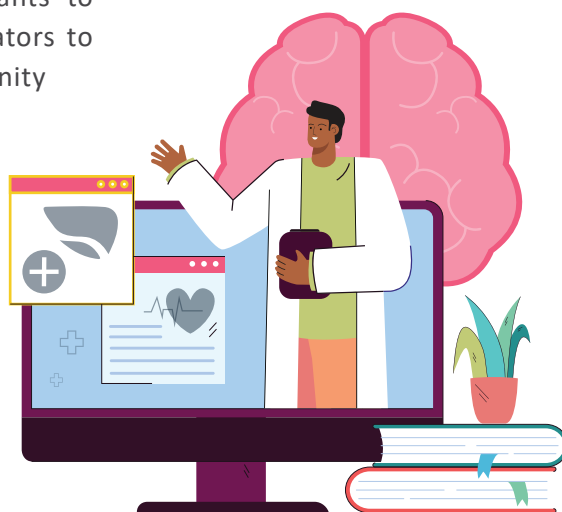
In 2022, HealthImpact received two grants to support clinical faculty and clinical educators to attend the courses. The Bay Area Community

College Consortium partnered with HealthImpact to obtain a Regional Joint Venture grant to prepare up to 80 clinical faculty or nurses who were interested in becoming clinical faculty throughout the 18 Bay Area community colleges. In 2022, 43 participants were enrolled in the class. This grant continued into 2023.

The second grant was obtained from the Health Research Services Administration (HRSA) through a partnership among HealthImpact, Western University in Pomona, and San Antonio Regional Hospital in Upland on October 1, 2023. This grant was awarded to educate over 800 clinical faculty, clinical educators, and preceptors over the course of 4 years within the US Department of Health and Human Services Region 9, which includes California, Nevada, Arizona, Hawai'i, and the Pacific Island Nations. The first three months of the grant were focused on developing the infrastructure to launch this large-scale initiative.

The Benner Institute Mission

- ▶ Learning Science
- ▶ Curriculum
- ▶ Professional Apprenticeships
- ▶ Nursing Paradigm Shifts



CALIFORNIA SIMULATION ALLIANCE

The California Simulation Alliance (CSA) conducted courses both in-person and on Zoom, presented at conferences and consulted with clients. This year marked our 15th year as a program of HealthImpact.

CSA has also been busy offering needed classes to faculty and educators. Course offerings include Simulation Intensive, Simulation Operations Specialist, Financial Planning/ROI, and the CHSE Blueprint Course. Many of the participants were seeking national certification as a certified healthcare simulation educator (CHSE), and CSA offered classes to ensure the participants were both eligible to sit for the exam and well-prepared to pass the exam. This year we also added consultation regarding preparing for SSH Accreditation. Work began in 2022 to launch the TransPacific Simulation Alliance in collaboration with the Victorian Simulation Alliance and the Hawaii Simulation Collaborative.

CSA convenes the seven regional simulation collaboratives to coordinate simulation efforts, share best practices, and identify strategic initiatives for simulation in healthcare.

The seven regional simulation collaboratives are the Rural Northern Area Simulation Collaborative, Capital Area Simulation Collaborative, Bay Area Simulation Collaborative, the Central Valley Simulation Collaborative, Inland Empire Simulation Collaborative, Southern California Simulation Collaborative, and San Diego Simulation Collaborative.

CSA has also been a proud partner to simulation companies to offer discounts to CSA members.

Among Our Clients

- ▶ University of California, Davis Health
- ▶ Humboldt
- ▶ Saddleback College
- ▶ College of the Desert
- ▶ Riverside Community College

2022 Conference Presentations

- ▶ International Meeting on Simulation in Healthcare (IMSH)
- ▶ UCSF School of Medicine Annual Simulation Conference
- ▶ American Association of Colleges of Nursing (AACN)
- ▶ International Nursing Association of Clinical Simulation and Learning (INACSL)

2022 Highlights

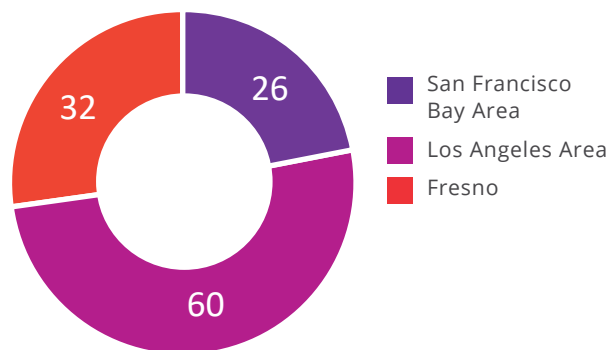
CSA FACULTY	21 Certified Healthcare Simulation Educators (CHSE) 4 Certified Healthcare Simulation Operations Specialist® (CHSOS®)
CONSULTATIONS	4
COURSES	15 Training Courses with 177+ Participants
INDUSTRY SPONSORS	CAE Healthcare, Kyoto Kagaku America, Laerdal Medical, Limbs & Things, Inc., Pocket Nurse, Education Management Solutions, Medical Shipment

CENTRALIZED CLINICAL PLACEMENT SYSTEM

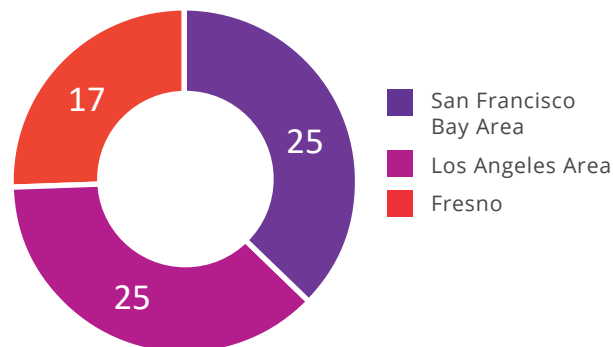
Clinical placements for nursing students and advanced practice registered nursing students continue to be a struggle across the country. As a result of a California State Auditor investigation in 2019,² there has been policy initiatives to understand clinical placement availability and actual placements for nursing students. Assembly Bill 2684 (Berman, Chapter 2684, Statutes of 2022) directed the California Board of Registered Nursing to annually collect, analyze, and report information related to the number of clinical placement slots that are available and the location of the clinical placement slots within the state (Business and Professions Code §2786(c)(3)).

The Centralized Clinical Placement System (CCPS) was created through a joint collaboration between two non-profit organizations, HealthImpact and the Foundation for the California Community Colleges (FCCC) in 2004. The goals of CCPS are to curate clinical placement opportunities, match clinical agency available slots with nursing student needs, and streamline communication and collaboration through regional consortia in California. HealthImpact supports the Greater Bay Area Consortium, the Los Angeles County Consortium, and, in 2022, added the San Joaquin Valley Nursing Education Consortium. Through this initiative, CCPS has the capacity and ability to meet the statutory and policy focus of improving student placements, data collection, and reporting possibilities.

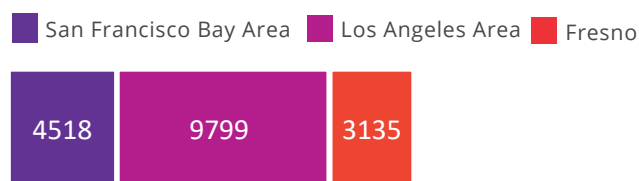
Clinical Education Placements Processed Through CCPS in 2022



Nursing Schools (RN, LVN)



Clinical Facilities



Placement Requests Scheduled

² See <https://www.bsa.ca.gov/reports/2019-120/index.html>

2022 HEALTHIMPACT/DAISY NURSE LEADER AWARD IN POLICY

HealthImpact and The DAISY Foundation™ honored Dr. Susan Hassmiller, PhD, RN, FAAN, with a Lifetime Achievement award for advancing compassion through policy.

This recognition was created in 2020 to honor nurses whose work in policy advances compassionate care that improves the health of populations. Dr. Hassmiller was the first to receive the Lifetime designation as she has dedicated her career to strengthening the nursing profession through strategic policy advocacy. Her tireless pursuit of meaningful change has had a profound impact on the nation's health and healthcare.

Her lifetime commitment to public health and nursing policy included initiatives with the Robert Wood Johnson Foundation, the American Association of Retired Persons, the U.S. Public Health Service Primary Care Policy Fellowship, the National Academy of Medicine, the American Red

Cross and she recently became a member of the International Coaching Federation (ICF). Additionally, in recognition of her outstanding service on behalf of nursing, Dr. Hassmiller has received many awards and four honorary doctorates, including the Florence Nightingale Medal, the highest international honor given to a nurse by the International Committee of the Red Cross. She is an elected member of the National Academy of Medicine and is a fellow in the American Academy of Nursing, where she holds the Living Legend status.

Dr. Hassmiller's lifetime service to the public through the advancement of health equity and the nursing profession serves as inspiration and a reminder that each of us can contribute to improving health through compassionate policy work. We honor and thank Dr. Hassmiller for the tremendous contributions that have improved the world we live, work, and play in.

An expert from one of her nominations stated, "Her work in health policy at the local, state, and national levels have lifted nursing's voice so that all nations in the world have listened and many have advocated for the expanded role of the professional nurse."



HealthImpact and The DAISY Foundation were honored to bestow this award to her illustrious career that has impacted so many.

Dr. Susan Hassmiller
PhD, RN, FAAN



NATIONAL FORUM OF STATE NURSING WORKFORCE CENTERS

The National Forum of State Nursing Workforce Centers, also known as the Forum, is a national organization whose 32 members are recognized state nursing workforce centers. HealthImpact has been very active in the leadership of the Forum, with former HealthImpact CEO, Judee Berg, being a past president. In 2022, HealthImpact employees Edward “Eddie” Burns, Jr., MSN, RN, NPD-BC, PCCN-K, Director of Strategic Initiatives served as Co-Chair of the Justice, Equity, Diversity, and Inclusion (JEDI) Committee. Garrett Chan served as the Co-Chair of the 2023 Annual Conference Committee, Governance Committee, and Nominations Committee.

In addition to volunteering to support the Forum, HealthImpact was instrumental in providing educational documentation and leadership in making the policy case to support the creation of House Resolution 8817/Senate 4844, the National Nursing Workforce Center Act in the 117th Congress.

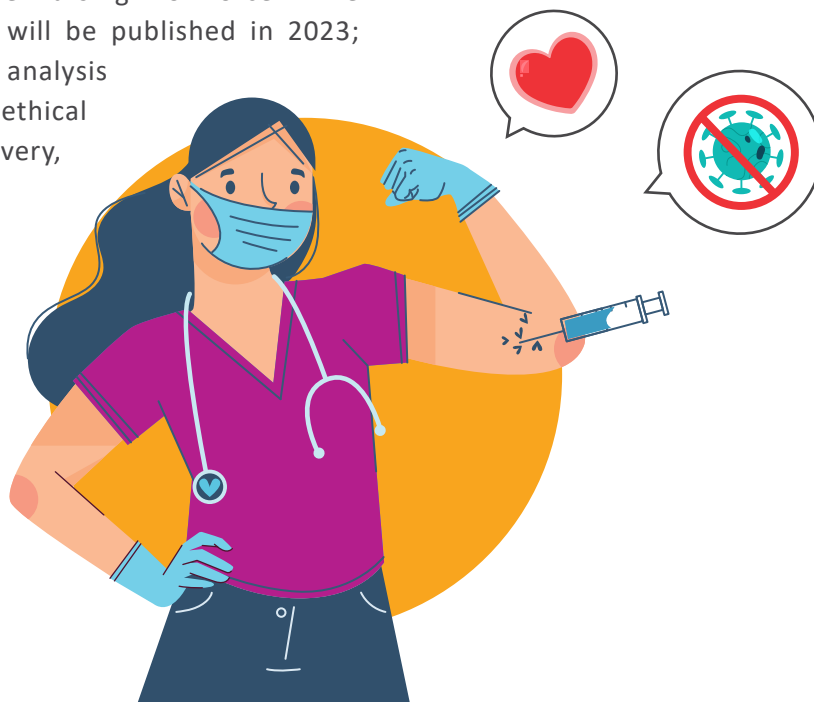
This act would support the development of state nursing workforce centers the remaining 18 states that do not have a designated state nursing workforce center and support the Forum in providing technical assistance to those developing state nursing workforce centers. While the 117th Congress adjourned without taking action on this proposed legislation, efforts to reintroduce the legislation in the 118th Congress are planned.



STATE OF THE NURSING WORKFORCE POST COVID-19

The impact on the nursing profession from COVID-19 cannot be underestimated. The impact that COVID-19 had on the mental health, work conditions, attrition, and nursing education have been well-described in other publications.^{3 4 5} With these data, HealthImpact worked with researchers from the University of California, Irvine to conduct a study on moral injury, intent to leave, and other mental health impacts that COVID-19 had on the nursing workforce. The results of the study will be published in 2023; however, preliminary analysis findings suggest that ethical violations in care delivery, institutional betrayal, and traumatic strain all have significant impacts on the moral distress and injury experienced by California direct care nurses.

HealthImpact will continue to partner with other organizations both within and external to nursing to identify areas for potential intervention to improve the health and well-being of nurses from the bedside to the board room. All nurses, regardless of being in direct care or not, have been adversely affected by the pandemic, mis- and disinformation, and violence in the clinical settings among other contributing factors.



³ See <https://www.mckinsey.com/industries/healthcare/our-insights/assessing-the-lingering-impact-of-covid-19-on-the-nursing-workforce>

⁴ See <https://www.mckinsey.com/industries/healthcare/our-insights/around-the-world-nurses-say-meaningful-work-keeps-them-going>

⁵ See <https://www.ncsbn.org/research/recent-research/workforce.page>

THIS IS OUR SHOT/VACUNATEYA

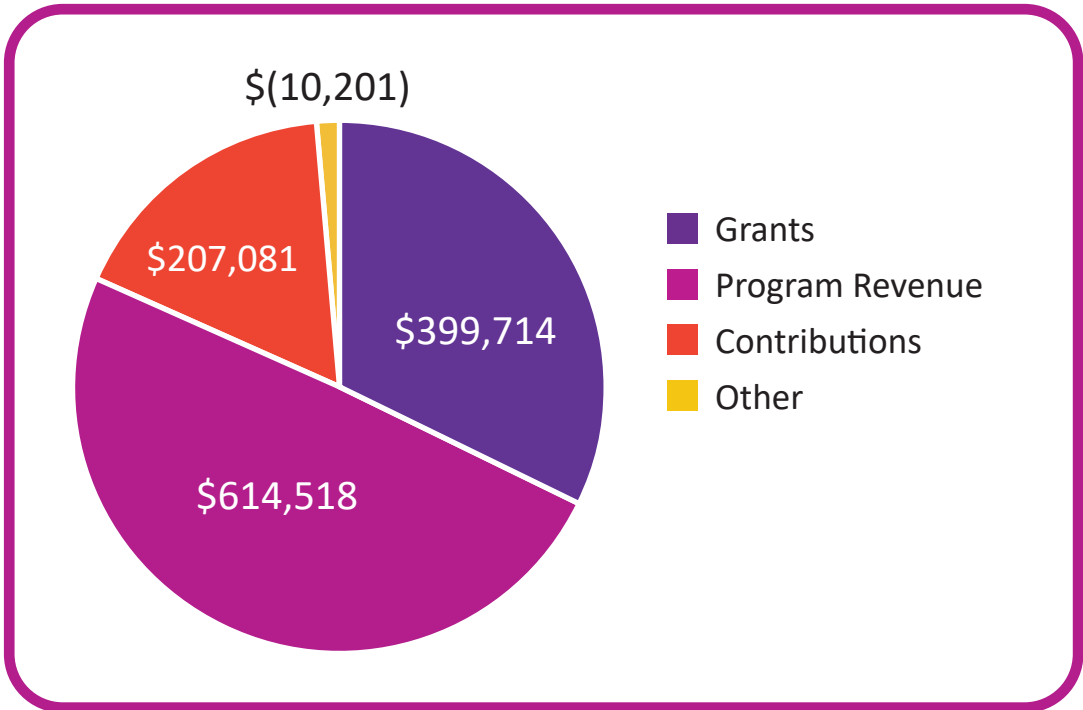
HealthImpact was an early supporter of the work of #ThisIsOurShot / #VacunaTeYa in December 2021. #ThisIsOurShot (TIOS) Mission Statement is, “To build healthier communities by elevating trusted voices of health heroes.” The vision statement is, “To be the nation’s premier digital grassroots coalition of health heroes by providing accurate health information, promoting effective health policy, and building trust in science.”

TIOS is a national, grassroots movement of healthcare heroes and allies that aims to build vaccine-trust and combat misinformation and disinformation for a COVID-free world by elevating the voices of healthcare heroes as trusted messengers through stories, photos, and videos. Currently, HealthImpact has the only nurse on the advisory board and as a leader. Recently, TIOS has been subsumed by The Public Goods Project, where the work continues with more resources and greater scope.

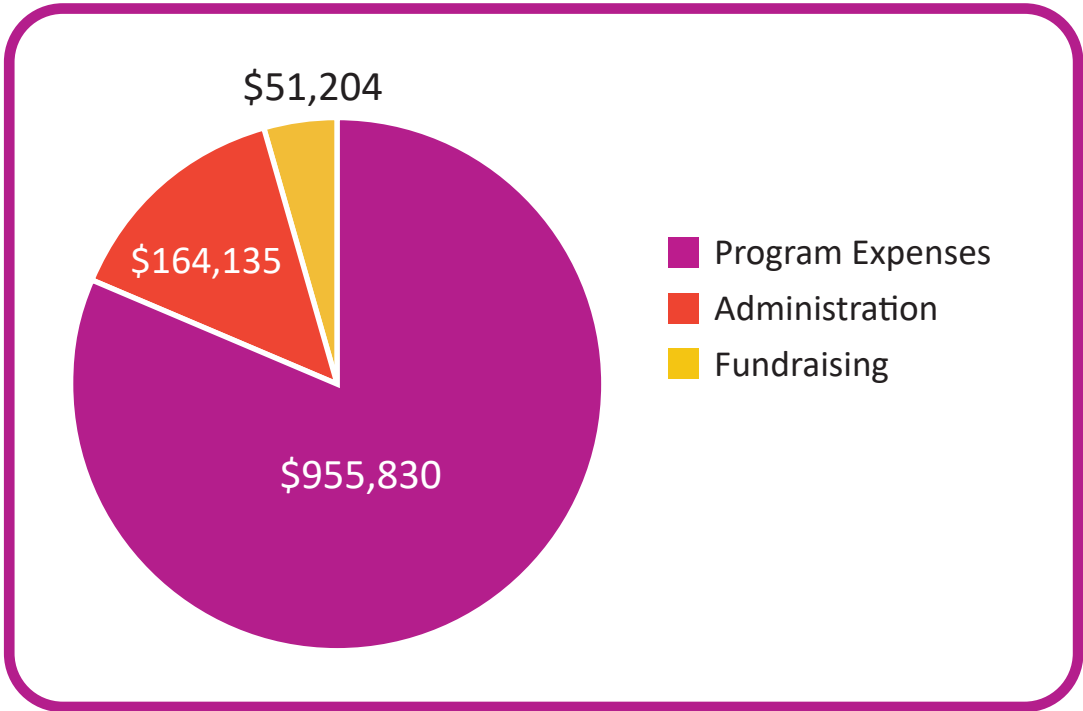
Regular webinars are supported with a keynote address scheduled for May 3rd, 2023, at California Department of Public Health, with a keynote Lessons from the Pandemic. Past meetings were hosted with HealthImpact and TIOS, including a Long Haul Covid Update presented by Dr. Sharon Goldfarb, DNP, FNP-BC, Program Manager at HealthImpact on September 14th, 2022. Other past TIOS events include Surgeon General Dr. Vivek Murthy and Dr. Anthony Fauci. HealthImpact and TIOS developed many PowerPoints that were presented nationally. Training schedule included HealthImpact presenting to several organizations including several presentations to CDPH on Vaccine Hesitancy, COVID-19 Updates, and COVID and Rural Considerations to California Department of Health. Several writing projects and grant applications were included in the partnership between TIOS and HealthImpact; including a grant for Together Towards Health. Several media broadcasts were done including one featuring HealthImpact on the Daily Remedy. And a partnership was brokered between both ANA-C and ANA to produce a video. A testimony was also requested by the surgeon general and was submitted with COVID stories including one by Dr. Goldfarb. An impact report was completed in conjunction with Made to Save. But data analytics revealed that TIOS has partnered formally with 15 organizations, 49 organizational partners including training over 5100 medical professionals and having over 25,000 digital activated connections and have had over 1.3 billion social impressions. HealthImpact is proud to continue our work and partnership with TIOS.



HEALTHIMPACT FINANCIAL INFORMATION



**Program
Revenue:**
\$1,211,112



**Program
Expenses:**
\$1,171,169

The financial information shown here was derived from HealthImpact’s 2022 financial statements.
Copies of the audited financial statements may be obtained by contacting HealthImpact.

HEALTHIMPACT FINANCIAL PARTNERS

BENEFACTOR

California Healthcare Foundation
Cedars-Sinai Medical Center
San Jose Evergreen Community College
District/Regional Joint Venture
UCLA Medical Center
Western University of Health Sciences/Health
Resources & Services Administration

PATRON

California Hospital Association (CHA)
La Familia Counseling Center

PARTNER

California Association for Nurse Practitioners
John Muir Health System

FRIEND

Ridgecrest Regional Hospital
Santa Barbara Cottage Hospital
UC San Diego Medical Center

CONTRIBUTOR

Margarita Baggett
CA Association of Clinical Nurse Specialists
Garrett Chan
Lynette Chen
Children's Hospital Los Angeles
Community Hospital of the Monterey Peninsula
Hospital Council of Northern & Central CA
Anna Kiger
David Marshall
Network for Good
Pomona Valley Hospital Medical Center
Melanie Rowe
Ruth Ann Terry
Linda Zorn

DONOR

Amazon Smile	Michelle Chan
Debra Bakerjian	Terry Hill
Marc Bomactao	Cath Kutys

HEALTHIMPACT BOARD OF DIRECTORS

OFFICERS

**Debra Bakerjian, PhD, APRN,
FAANP, FGSA, FAAN**
CHAIR

Clinical Director
BIM School of Nursing
UC Davis Health System

**Garrett Chan, PhD, RN, APRN,
FAEN, FPCN, FCNS, FNAP, FAAN**
PRESIDENT

Chief Executive Officer
HealthImpact

Terry Hill, MD, FACP
TREASURER
Geriatrician

Ruth Ann Terry, RN, MBA
SECRETARY
Nursing Education Consultant

MEMBERS

Margarita Baggett, RN, MSN
Chief Clinical Officer
UC San Diego Health System

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

**Anna Kiger, DNP, DSc, MBA, RN,
NEA-BC**
System Chief Nurse Officer
Sutter Health

**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

HEALTHIMPACT STAFF

Garrett K. Chan, PhD, RN, APRN, FAEN, FPCN, FNAP, FCNS, FAANP, FAAN

President & Chief Executive Officer

Edward Burns, Jr., MSN, RN, NPD-BC, PCCN-K

Director of Strategic Initiatives

Alexandra Duke, DNP, RN-BC, CEN, CHSE, CNEcl, EBP-C

Manager & Faculty

California Simulation Alliance

Laura Ford

Media & Graphic Design Manager

Owen Metzger, MBA, PMP

Program Manager

Daniel G. Ortiz, Jr., DNP, MBA/MSN, RN, PHN, CDP, CHSE CSA

Manager & Faculty

California Simulation Alliance

Laine Snowman

Finance Manager

Jessie Tohmc, MSN, RN, PHN

Faculty

Ella Vallejo, MSN, RN, CNL

Program Manager

KT Waxman, DNP, MBA, RN, CNL, CHSE, CENP, FAONL, FSSH, FAAN

Director & Faculty

California Simulation Alliance

HEALTHIMPACT

c/o Alta Bates Summit Medical Center
3012 Summit Street, Rms G677 - G678
Oakland, CA 94609

www.healthimpact.org