

## Meet the Team



***Nurse Workforce & Leadership Development is part of Sutter Health University. This team is dedicated to excellence in education and managing talent of the nursing workforce from “books to bedside to business to boardroom”.***

To learn more, check out the leaRN site at:  
<http://mysutter/Resources/Education/learn/Pages/default.aspx>



**Christine Cress**

Director, Nurse Workforce & Leadership Development  
GalantC@sutterhealth.org



**Anette Smith-Dohring**

Workforce Development Manager  
SmithAM@sutterhealth.org



**Barbara Welton**

SH Nurse Residency Consultant  
WeltonB@sutterhealth.org



**Danielle Anderson**

Project Coordinator II  
AndersD6@sutterhealth.org



**Jennifer Franz-Castellano**

L & D Education Specialist  
FranzJ1@sutterhealth.org



**Lexie Cuckovich**

Project Coordinator II  
CuckovA@sutterhealth.org



**Tamra Tracy**

ED Education Specialist  
TracyT@sutterhealth.org



**Adriene Clark-Wilkerson**

Transition in Practice Education Manager  
ClarkA@sutterhealth.org



**Austin Owen**

Facilities Coordinator  
Owena@sutterhealth.org



**Courtney Danielson**

Project Coordinator  
DanielCV@sutterhealth.org



**Diana Nagatani**

Ops, Design, and Career Pathways Manager  
NagataD@sutterhealth.org



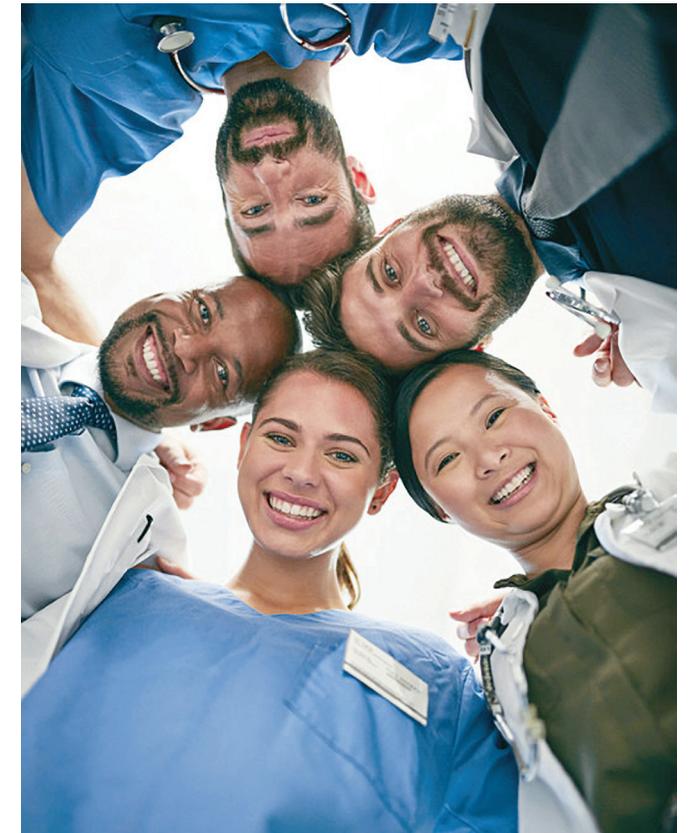
**Kim Windsor**

ICU Education Specialist  
WindsoK@sutterhealth.org



**Rebecca Petrella**

Sr. Talent Development Consultant  
PetreR@sutterhealth.org



**NURSE  
WORKFORCE &  
LEADERSHIP  
DEVELOPMENT**

**2018 PROGRAMS**

## The Sutter Health Nurse Residency Program

The nurse residency is designed to provide support to nurses with less than one year of acute care experience transitioning to practice as an RN. The program is 88-hours and develops competence, confidence, and professional practice skills using evidence-based literature review, simulation learning, case studies, and support over 12 months. Every new nurse hired as a Sutter Health employee will have the opportunity to participate. The manager/director and CNE will work together to enroll their newly hired RN into the residency program.



### Program Start Dates:

Cohort 6 – Jan 22, 2018	Cohort 10 – June 11, 2018
Cohort 7 – Feb 26, 2018	Cohort 11 – July 23, 2018
Cohort 8 – March 26, 2018	Cohort 12 – Sep 17, 2018
Cohort 9 – April 16, 2018	Cohort 13 – Nov 5, 2018

## Transition in Practice Programs

The Transition in Practice Programs are intensive multi-week programs designed for experienced RNs with a track record for excellent patient care who desire to transition to a new specialty area. The courses offer multiple modalities of instruction, including self-directed learning activities, didactics, case studies, role playing, skills practice, simulation, problem solving, discussion and reflection. Participants will be at Sutter Health University to accomplish specific objectives that will help them move from novice to advanced beginner in their specialty field.



## OR RN Transition in Practice Program

This program consists of the Association of periOperative Registered Nurses (AORN) Periop 101 online modules and the Sutter Health University developed Scrub Module. The program is 9 days of instruction

over 12-weeks and focuses on didactic and simulation scenarios for hands-on training in both the circulating and scrub roles. After the participant completes the hands on training in the lab setting, they return to their assigned facility to enhance their skills with a preceptor.

### Program Start Dates:

Cohort 27 – Jan 8, 2018	Cohort 30 – Aug 6, 2018
Cohort 28 – March 26, 2018	Cohort 31 – Oct 8, 2018
Cohort 29 – June 4, 2018	

## Emergency Department Transition in Practice Program

Using ENA guidelines and evidence-based materials, this program offers a basic foundation necessary to work in this fast paced, dynamic environment caring for low to high-acuity patients in an emergency room setting. This program focuses on patient presentations and critical situations (red flag scenarios) common to the emergency department (ED).



### Program Start Dates:

Cohort 6 – Jan 22, 2018	Cohort 8 – July 9, 2018
Cohort 7 – April 16, 2018	Cohort 9 – Oct 1, 2018

## Labor and Delivery Transition in Practice Program

Using AWHONN principles as a framework, this program offers evidenced-based content such as: physiology of pregnancy and labor, labor support, electronic fetal monitoring, complications and emergencies occurring during pregnancy and delivery, OR circulating and recovery, postpartum and caring for the well newborn from birth until discharge. TeamSTEPPS training will be taught as a basis for patient safety and simulation training. This program is 15-days over 10 weeks.

### Program Start Dates:

Cohort 1 – April 9, 2018	Cohort 3 – Aug 6, 2018
Cohort 2 – June 4, 2018	Cohort 4 – Oct 15, 2018



## Critical Care Transition in Practice Program

This program includes 14 days of instruction over 10 weeks, covering essential information to provide safe and competent nursing care to critically ill patients utilizing the AACN guidelines. The cardiac, respiratory, neurologic, GI, GU, hematological, immune

and endocrine systems are covered, as well as the skills needed to care for complex patients.

### Program Start Dates:

Cohort 2 – Jan 8, 2018	Cohort 5 – Aug 13, 2018
Cohort 3 – March 19, 2018	Cohort 6 – Oct 22, 2018
Cohort 4 – June 4, 2018	

## SH Academic Relationships and Placement Program (SHARPP)

SH Academic Relationships and Placement Program (SHARPP) Sutter Health supports clinicians and healthcare leaders by providing high quality education experiences for over 5,000 students in undergraduate and graduate academic programs from more than 80 schools, including our preferred school partner, Samuel Merritt University. SHARPP ensures every student at Sutter Health meets the same background and health screening standards as employees to ensure quality of care and safety of patients and staff. Student placements at Sutter Health are highly competitive, and an affiliation agreement between Sutter and the school partner is required prior to commencement of educational experiences.



## Leadership Development

Nursing practice is an art and science developed over years of experience. So is being a great leader. As a nurse with clinical knowledge gained at the bedside, you are supported in your transition to management of healthcare operations. We offer coursework, coaching, and hands-on experience to help you become the best you can be as a leader of people and operations.

## Educators Career Support

We support career growth and development for new or seasoned educators and people responsible for managing clinical practice changes. Preceptor Foundations is the Sutter Health standard for excellence in preceptor training. Advanced classes in the practice of facilitation, simulation, and managing clinical changes, are also available. Additionally, we support the education leadership community within Sutter Health with monthly collaboration, best-practice sharing from the learning and development industry and nursing education.

## Effective Learning Measurement

The Nurse Workforce and Leadership Development team plays a vital role in Sutter Health's transformation of healthcare through the delivery of evidence-based clinical education programs. Evaluating the effectiveness of those programs as well as leadership development programs is essential to ongoing process improvement. Using various, peer-reviewed or industry recognized methodologies, the Learning Measurement team conducts analysis of pre- and post-learning assessments and produces dashboards connecting learning and development to key operational strategies.