

Nancy Patricia Taquino, DNP, RN, CNL

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Nursing Leader with experience in Hospital Operations, Education, and Quality

Curriculum Vitae

Work experience

Associate Professor, University of San Francisco School of Nursing and Health Professions 8/23-present

Lead Champion AACN Essentials Leadership Team; Vice-Chair SON Faculty; Faculty

Develop structure, process, outcomes for the transformation of the BSN, MSN, DNP programs in the SON in collaboration with faculty and administration colleagues, including the Dean and Associate Dean. Leadership of the SON Department in collaboration with SON Chair focusing on faculty development and support

Adjunct Faculty, University of San Francisco School of Nursing and Health Professions 1/20-8/23 Consultant-Graduate Department (portfolio attached)

Assistant Professor, CNL Program University of San Francisco School of Nursing 8/2015-1/2020

Faculty, RN MSN Program Director and KP USF CNL Program Director

Adjunct Faculty, CNL Program. University of San Francisco. SONHP. 8/2014-8/2015

Developed and implemented 3 successful pilot projects testing a new Kaiser Permanente (KP) and University of San Francisco (USF) CNL Internship Program, Fall 2014, Spring 2015. As KP USF Faculty liaison, collaborating with practice and academic leaders to design and implement a KP CNL Program for KP nurse leaders to begin 8/2015. Piloted KP Practice Faculty role for students from 8/2014 to present, integrating performance improvement content and collaborating with faculty for students in following role courses: N 615, N 623, N 628, N 651, N 653. Taught N 628 on line course, Spring 2015. Teaching entry level CNL N 615 course on ground, Summer 2015.

Kaiser Permanente Northern California Regional Quality Department. Oakland, CA 10/2008—5/2014

Clinical Practice Leader

Responsibilities:

- | Regional Quality Performance Improvement Lead for | |
|--|--------------|
| • NCAL Sepsis Program | 2009-present |
| • NCAL Breast Feeding Collaborative | 2010-2012 |
| • Pediatric Collaborative | 2011-present |
| • Pediatric Sepsis Pilot | 2011-present |
| • Pediatric Pain Pilot | 2011-present |
| • Virtual Pediatric System (VPS) Oversight | 2011-present |

Kaiser Permanente Foundation Hospital, San Francisco, CA 1986-2008

Service Director-Nursing Education Department 2007- 2008

Responsibilities:

- Development and maintenance of Patient Care Services clinical education and training programs
- Oversight of effective Education Department Operations
- Coordination of clinical student nurse placements (7 Academic Partners)
- Oversight of PCS compliance to regulatory educational requirements
- Manage 9 Clinical Nurse Specialist; 3 Nurse Educators.

- Planning/design for required/professional development classes, competency validation systems, nurse leader development.
- Collaborate with diverse audiences to meet Medical Center objectives, i.e. School of Nursing/University partners, medical center leaders, staff

Accomplishments:

- | | |
|---|------------------|
| 1. Develop/Coordinate SF Nursing Leadership Conferences | 9/07, 6/08, 9/08 |
| 2. Coordinate Kathy Kolcaba, National Nurse Theorist Site Visit | 2/08 |
| 3. Coordinate PCS Leadership Offsite Retreat-Comfort Implementation | 4/08 |
| 4. Co Chair Heroes Steering Committee | 8/07-08 |
| 5. Develop/implement USF MSN Student Intern Practicum Rotation | 1/09 |
| 6. Implement Regional KP/ CNA RN Mentor Program | 7/07-08 |
| 7. University of San Francisco Adjunct Faculty
Graduate Department | 1/08-1/09 |

Service Director, Maternal Child Health (MCH)

2001- 2007

Responsibilities:

- Direct, evaluate, coordinate Inpatient Nursing Services for 67 bed Maternal Child Service Line
- Service Line Includes: Pediatric Unit with Oncology Subspecialty, CCS Certified Level III Neonatal Intensive Care Unit, Labor and Delivery Unit, High Risk Ante Partum Unit, Mother Baby Unit
- Manage 160 FTE through 4 Direct reports.
- Create/administer MCH department budgets, policies and procedures, performance improvement, personnel management, and compliance with regulatory agencies.

Accomplishments

1. SF Perinatal Patient Safety Team Co Chair

PPST program outcomes:

- Develop/integrate multidisciplinary Code C/S code team roles into daily operations q shift, 24/7
- Set schedule for Critical Events Simulation Team Training for Labor and Delivery, NICU Care Team twice yearly
- Initiate Regional FHR Tracing Interpretation Competency Validation Program for Perinatal physicians and nurses
- Train/implement SBAR communication. Integrate/adapt SBAR as standard for interdisciplinary communication during emergent clinical situations
- Implement monthly Multidisciplinary Clinical Practice Committee to set unit standards, resolve practice issues

2. Reduced RN vacancy rate from 33% to 4%.

- Reduced temporary employees from 36 FTE to 3 FTE
- Implemented strategies to recruit top talent from local schools of nursing

4. Sponsor Evidence Based Performance Improvement Projects

- NICU Humidity in Very Low Birth Weight Infant Project
- Pediatrics Multidisciplinary Plan of Care and Discharge Planning Project
- Perinatal Critical Events Team Training for Perinatal, NICU Multidisciplinary Staff
- Mom/Baby Maternity Service Enhancement Project

5. RN Professional Practice Model Development

- Implemented MCH Unit Councils.
 - Outcome:
 - Improved MD/RN collaboration, patient quality metrics and unit operational outcomes.
- Implemented NICU/Pediatric Cross Training Program
 - Outcome:
 - Improved Continuity of Care for NICU Patients Graduating to Pediatric Unit
 - Increased pool of cross trained RN.
 - Reduced overtime to 5% from 8%.

- Consolidated NICU/Pediatric Unit Council
 - Outcome:
 - Improved teamwork/ sharing best practices across units.
 - Redesigned NICU/Pediatrics Discharge Planning Processes
 - Improved coordination between Nursing, Discharge Planning, and Social Services.

Nurse Manager, NICU

1990- 2001

Responsibilities

- 24-hour responsibility for staffing, budgeting, personnel management, quality improvement and patient care outcomes for 22 bed NICU.
- Accountable for 50 direct report FTE. Implemented Primary Nursing Care Model with nursing teams.

Accomplishments

1. Developed and implemented performance improvement projects, i.e. Developmentally Supportive Care Program and NICU Pain Management Program.
2. Implemented standardized procedure for PICC and arterial line placement.
3. Developed strong unit leadership team through charge nurse development and unit based committees.
4. Coordinated/taught annual Skills day educational conferences for NICU staff.
5. RN vacancy rate 1%.
6. Unit received Medical Center Quality Award in 2001 and 2002 and Service Award in 2003.
7. Unit ranked the highest performer in the Hospital Operations Improvement Project, in which NICU's throughout the region were benchmarked for cost effectiveness and superior clinical practice.

Assistant Nurse Manager, NICU

1987-1990

Responsibilities:

- 7-3 Shift responsibility for the quality of nursing care, modeling collaborative relationships with MD staff, nursing staff development, quality outcomes, staffing
- Assumes Nurse Manager Responsibilities as necessary

Accomplishments

1. Instituted system for daily multidisciplinary rounds in NICU
2. Orientation Program NICU
3. Primary Nursing Care System
4. Competency Validation Program

Staff Nurse/Charge Nurse NICU

1986-1987

Provided patient care/shift leadership in 22 bed NICU

Methodist Hospital of Southern California-Arcadia, CA

1978-1986

Director, Maternal Child Services

1978-1980

Accountable for the quality of care, unit budgets, staff competency in the Pediatric, Post partum/GYN, Newborn Nursery, Labor and Delivery and Level 2 NICU. Accountable for 60 FTE with three direct reports.

Nursing Department Special Projects Coordinator

1980-1982

Developed budgets, nursing management orientation modules, nursing acuity system

MCH Clinical Educator

1982-1986

Perinatal Outreach Educator. Staff education for MCH Units.

Kaiser Foundation Hospitals, San Francisco

1976-1978

Staff Nurse, Charge Nurse NICU in a 22 bed NICU

Sequoia Hospital, Redwood City, CA

1975-1976

Staff Nurse, in a 50 bed Adult ICU, SICU, Transitional Care Unit

Education

University of San Francisco, San Francisco CA, Bachelor of Science in Nursing 1975.

University of San Francisco, Master of Science in Nursing Administration, 1996

University of San Francisco, Doctor of Nursing Practice, 2016.

Certifications

NIDCAP Certification, Stanford University, NIDCAP Training Center, 1996

Graduate: Institute for Health Care Improvement Improvement (IHI) Advisor Program, 2010

BMGI Black Belt Certification Program 5/2013

Clinical Nurse Leader (CNL) Certification 12/2014

Professional Activities and Memberships

Member, AWHONN, NCAAN

Sigma Theta Tau, Beta Gama Chapter Secretary

CNLA

Large Audience Presentations

2001. Neonatal Nurses of Northern California Conference. Implementation of a Developmentally Supportive Care Program.

2003. National Kaiser Permanente Perinatal Safety Team Conference. Characteristics of Highly Reliable Perinatal Units

2007. Comfort Theory-A Holistic Approach to Nursing Practice. Kaiser Permanente, San Francisco. Grand Rounds

2012. The Power of a Collaborative-Improving Breast-feeding Rates in NCAL. Presentation. KP National Quality Forum

Awards

1998 HOIP Best Practice Unit NICU-Most Cost Effective/Quality Outcomes

2001 San Francisco Pyramid Award for Quality-NICU

2003 San Francisco Perinatal Patient Safety Award

2004 San Francisco Pyramid Award for Departmental Pride and Morale

2005 Lawrence Patient Safety Award for Dedication to Perinatal Patient Safety Project

2006 San Francisco Quality/Service Award-NICU

2011 KP National Voh's Award-NCAL Sepsis Program –regional team member recipient

2016 University of San Francisco School of Nursing and Health Professions Doctor of Nursing Science Dean's Award for Advancing the Profession