

# SYLVIA L. ANDRADE, DNP, MS, RN

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## EDUCATION

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**Doctor of Nursing Practice**, Health Systems Leadership: 2018  
University of San Francisco, School of Nursing and Health Professions

**Masters of Science in Nursing**, Health Systems, Leadership and Administration: 2010  
University of California San Francisco, School of Nursing

**Bachelor of Science in Nursing**: 1980  
Concordia College, Manila Philippines

## PROFESSIONAL EXPERIENCE

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- **Adjunct Faculty**: Direct supervision of nursing students- undergraduate and graduate levels in provision of care to medical surgical units, critical care units, Emergency Room, Operating Room, Post Recovery Care Units, rehabilitation units, hospice and palliative care units. Assist students in integration of nursing theories to practice. Teach patient care in clinical settings through lectures, hands on skills and actual patient assessments. Directly observe and evaluate student learning in clinical setting.
  - **Dynamic & Experienced Nurse Leader**: having managed both acute and long-term medicine and critical care units, 24 hours accountability for managing unit functions, staffing, education, budget, safety, nursing care and patient outcomes. Currently the Hospital Nursing Supervisor who serves as the resource for all personnel, patients and families included for staffing and clinical issues as well as the contact on site for facilities issues and disaster management. Knowledgeable of The Joint Commission and the Centers for Medicaid and Medicare standards and regulatory requirements. Maintain operational and financial responsibility for designated units.
  - **Clinical Care Expert**: Forty-one years of nursing experience includes direct care and management of acute and critically ill patients, management and supervision of personnel, patient care delivery and activities throughout the medical center. Clinical experience includes acute care of medical and surgical patients, direct care of critically ill patients for over twenty years in cardiac ICU, medical ICU, trauma, orthopedic, spine, vascular and surgical ICU, cardiac ICU, open heart surgery, and neurological ICU. Served as a preceptor, resource nurse, charge nurse, teacher and mentor to new and experienced nurses.
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### December 2010- present: Adjunct Faculty, University Of San Francisco, School of Nursing

- Responsible to Sophomore 1, CNL Master's Entry Program, and Capstone students in clinical areas and Capstone seminar
- Directs, manages and evaluates learning in clinical setting
- Assists the student in integration of theory and practice
- Directly observes and guides student's activities in caring for rehabilitation, long term care patients, hospice and palliative care
- Evaluates student's development and performance
- Provides timely and ongoing feedback to lead faculty
- Serves as a liaison between the clinical agency and school of nursing
- Guide and mentor senior capstone students

**October 1997 – present – University of California San Francisco Medical Center, San Francisco, California.**

**May 2009 – present – Hospital Nursing Supervisor at UCSF Medical Center**

- Facilitates patient care delivery through adequate staffing and collaborative problem solving in patient care units including UCSF Children's Hospital
- Facilitates activities on all nursing units in a manner reflective of the hospital mission and vision
- Serves as a resource for personnel serving as a managerial and clinical resource to nursing, medical staff, patients and, family members
- Maintains operational and financial responsibility on each nursing unit and ultimately the organization through adequate staffing and patient placement.
- Provides leadership and direction in facilitating bed placement on a timely manner in a 700 plus total bed capacity
- Reviews individual nursing unit staffing needs on a continuous basis and adjust staffing accordingly
- Maintains knowledge of DHS, JCAHO and regulatory affairs as it pertains to provision of care
- Responds to Code Blue and any emergency situation as needed
- Mans the Emergency Command Center during the emergency situations, assisting with overall hospital operation planning
- Serves as the administrator contact on site for facilities issues including disaster management for the Medical Center
- Maintains integrity, dependability, sound judgment, effective communication, and resourcefulness throughout the medical center

**March 2006 – May 2009: Patient Care Manager, UCSF, Mt. Zion Campus Acute Medicine Unit**

**August 2007 – May 2009: Patient Care Manager, UCSF, Mt Zion Campus Intensive Care Unit**

**2008: Patient Care Manager, UCSF, 13 Moffitt ICU**

- 24 hour accountability for managing unit functions, staffing, education, budget, and patient outcomes of 28 acute medicine and long term care beds and 7 critical unit beds
- Successful unit opening state inspection approval for both units
- Successful opening of 13 additional acute beds and integration of two medicine units
- ICU and acute care unit budget development and accountability
- Recruitment and retention of staff resulting in zero traveler rate and waiting list for unit hiring
- Implemented daily multidisciplinary rounds on all patients
- Implemented "Music for Healing" program on acute care unit
- Created a Palliative Care program at Mt. Zion site
- Developed Charge Nurse rounding program
- Reduced hospital re-admission on patients with sickle cell anemia
- Implemented individualized pain protocol regimen on sickle cell patients
- Zero VAP/Central Line Infection in ICU through initiation of central line protocols
- Cross trained staff nurses to other critical care units at UCSF to increase staffing flexibility
- Increased ICU census by adding 2 service line population of patients to the unit
- Achieved outstanding performance on management and department IAP goals resulting in end of year bonus
- Successful U Care and a MAR implementation
- Consistently successful CMS and JCAHO visits
- Mentored two Assistant Nurse Managers
- Coordinated the construction and planning of a new 13 Moffitt ICU
- Reduced expenses in 13 Moffitt ICU by reducing the budget for equipment through consistent planning
- Hired and recruit nursing staff for 13 Moffitt ICU
- Participated in the design and development of the 14 beds adult ICU at UCSF Mission Bay Hospital

**January 2006 - March 2006 – Acting Patient Care Manager UCSF Mt Zion**

- Unit preparedness for DHS Survey

- Hired and trained staff needed for the 28 bed medicine unit
- Successful opening of additional 13 beds on February 12, 2006
- Developed admission guidelines for 28 beds acute medicine and long term care patients

**March 2002 – January 2006 Assistant Patient Care Manager: Neurological Intensive Care Unit, Neurological Transitional Care Unit and Adult Critical Care Float Pool**

- Supported PCM in managing unit functions, education, budget, staff recruitment, retention and scheduling
- Supported PCM in ensuring quality patient care by monitoring staff and standards of care
- Completed evaluations on a timely manner
- Payroll management of 150 plus employees
- Assumed full responsibility in the absence of the Patient Care Manager
- Increased organ donation in NICU through education, receiving an award for improved numbers of organ donations for UCSF

**October 1997 – March 2002**

**Staff Nurse, Charge Nurse, Preceptor  
Neurological Intensive Care Unit**

**September 1997 – March 2001**

**Per Diem Critical Care Nurse  
Kaiser Permanente Medical Center, Oakland CA.**

**May 1987 – October 1997**

**Staff Nurse, Charge Nurse in Medical ICU and Surgical ICU  
Hollywood Presbyterian Medical Center, Los Angeles, CA**

**May 1989 – March 1991**

**Per Diem Critical Care Nurse  
Terrace Plaza Medical Center, Baldwin Park, CA**

**November 1984 – May 1987**

**Staff RN in Intensive Care Unit  
Cohoes Memorial Hospital, Cohoes, New York and  
St Mary's Medical Center, Troy, New York**

**June 1980 – July 1984 –**

**Staff RN Surgical Unit  
Makati Medical Center, Makati, Philippines**

## LICENSURE AND CERTIFICATION

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- California State Board of Nursing: Registered Nurse
- New York State Board of Nursing: Registered Nurse
- Philippines Board of Nursing: Registered Nurse
- Basic Life Support
- Advanced Cardiac Life Support

## UCSF COMMITTEES

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- UCSF Medical Center Magnet Steering Committee
- UCSF Medical Center Emergency and Disaster Preparedness Committee
- UCSF Caring for the Caregiver

## AWARDS AND RECOGNITION

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- Distinguished adjunct teaching Award 2018
- Preferred Hiring Pool II Status 2018
- Nominated Mt Zion Pearl Award 2009
- Recipient "Medal of Honor" UCSF Organ Donation 2008

- UCSF Medical Center "Nurse Ambassador" for The California Transplant Donor Network (participated on five breakthrough collaboration with 700-10000 participants.) in San Francisco, Palo Alto, Los Angeles, Chicago and New Orleans
- Achieved high marks on staff satisfaction toward management
- Recipient award for Excellence in Clinical Practice
- Completion of a three year Change Agent Leadership Program through UCSF

## LEADERSHIP DEVELOPMENT

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- Completion of Struder Management classes
- Participant Talent Plus Academy
- "Change Agent Leadership Program" Center for the Health Professions at UCSF Medical Center

## PROFESSIONAL ORGANIZATION

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- Sigma Theta Tau, International Nursing Society
  - American Association of Critical Care Nurses
  - Regional Nurse Network
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