

UCI Health

Advanced Practice Providers Program

ADVANCED PRACTICE NEWS



FALL 2021 | ISSUE 5

Advanced Practice News

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"A DAY IN THE LIFE OF AN APP"

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OUR VISION STATEMENT

The UCI Health Advanced Practice Providers Program aims to be a leader in **patient-centered care, research, and "top of the license practice."** We believe that when APPs are used to their fullest potential, the entire healthcare system benefits.

A MESSAGE FROM OUR DIRECTOR OF ADVANCED PRACTICE PROVIDERS

VASCO DEON KIDD, DHSC, MPH, MS, PA-C



Welcome to the fifth edition newsletter. I know some if not all of you have been touched by the pandemic in deeply personal ways. Understandably, there is a level of uncertainty in the air on how long this pandemic will continue and the impact it may have on our lives now and in the future. I would like to show my FULL appreciation for all of your hard work and determination over the last several months in helping us to

continue with our mission. Our APPs play a critical role in healthcare delivery, patient access, community expansion and engagement. As we continue to grow as an organization and adapt to new challenges and opportunities in the marketplace, we remain grateful to the role our APPs play in helping us achieve our short and long term priorities.

Also, I would like to take a moment to celebrate National PA Week. The PA profession has been around for over five decades and PAs are well-respected members of the healthcare community. More than 175,000 PAs have been certified by the NCCPA since 1975. According to the US News and World Report Best job rankings, the PA profession ranked number one among health care professions. Please take a moment and celebrate with our outstanding UCI PA colleagues.

As I close, I hope you will find the newsletter informative and encouraging. Additionally, we continue to move forward with the rollout of the new APP ambulatory practice standards. As you have heard me say on numerous occasions, when APPs work at top of scope, it enhances healthcare delivery. Stay safe and healthy!

Best regards,

Vasco Deon Kidd

HAPPY NATIONAL PA WEEK

RICHARD BRUCE, PA-C

In 1965 Eugene A. Stead Jr., MD, Duke University Department of Medicine chairman, initiated the first educational pathway for Physician Assistants. The educational model created was based on fast-track training of doctors and medical personnel as seen in the military. The first class at Duke University consisted of four former Navy Corpsmen, with three (Kenneth F. Ferrell, Victor H. Germino, and Richard J. Scheele) eventually graduating on October 6, 1967.

As of December 31, 2020, there were 148,560 Certified PAs in all fifty states, as well as many countries around the world. Physician Assistants provide medical care to millions of patients every year.



This past year has been challenging, and Physician Assistants have taken all the recent challenges in stride and continue to play a vital role in the front lines of the COVID-19 pandemic and the exceptional medical care here at the University of California, Irvine. Please join us in celebrating National PA Week (Oct 6-12, 2021) at UCI Health.

SHARE #PAWEEK!

Please show your level of support by celebrating National PA Week! Be sure to tag **#PAWeek** and mention us **@ucihealthapp** on Facebook, Twitter, and LinkedIn to let your networks know about all the good work that our PAs are doing.

A DAY IN THE LIFE OF AN APP: PA

CATHERINE N. TAOSUVANNA, PA-C

1) Tell us about your journey to becoming a PA.

I always knew I had an interest in medicine but was unsure which exact pathway I wanted to pursue. I became interested in becoming a PA later in college. Towards the end of college, I went on a medical mission to Vietnam, which reinforced my desire to enter into medicine. After undergrad, I took prerequisites for PA school at community colleges since my Bachelor's degree is in Psychology. While taking classes, I volunteered at a local hospital and shadowed Physician Assistants in the community. I attended Touro University Nevada, graduated in 2008, and have worked in Aesthetics, Hematology/Oncology, and Orthopedic Spine Surgery. I became a part of the UCI Department of Neurological Surgery in 2019.



2) Tell us about your day-to-day on the job.

I have clinic everyday, working with a different attending each day. In addition to seeing new consults, follow-up visits, and pre- and post-op patients, I also answer patient messages, refill prescriptions, and enter surgery orders. I collaborate with the residents, staff, and other departments. I also run the Neuro Spine Trauma clinic on Monday afternoons.

3) What is the most rewarding part of your job?

The most rewarding part of my job is seeing great surgical outcomes, connecting with patients, and being able to provide compassionate care to patients.

4) What advice would you give an aspiring PA?

Be persistent, have a hard work ethic, be flexible, and regardless of your position, treat everyone with kindness and respect.

5) What is one fun fact that most people don't know about you?

My childhood nickname is "4." In the Vietnamese culture, families often called their children by number because families were usually large.

6) What does PA Week mean to you?

To me, PA Week means a celebration of our profession and a week to spread awareness of our profession considering it is relatively new compared to others.

APP AWARDS

As a follow-up to our previous newsletter, we will be implementing a new APP awards program in 2022, which is currently under review. The new system will recognize the many achievements and contributions of individual APPs from diverse professional backgrounds. A nomination process along with specific criteria has been developed.

We will recognize three APP of the Year Awards:

- **CRNA of the Year Award**
- **NP of the Year Award**
- **PA of the Year Award**

The awards will be determined by a panel of diverse APPs (3 CRNAs, 3 NPs and 3 PAs).

The APP Awards Subcommittee include:

- NPs: Angie Nguyen, FNP-BC; Nisa Darian, FNP-BC, MSN; Brenda L. Flores, MSN, WHNP, FNP
- PAs: Catherine N. Taosuvanna, PA-C; Richard Bruce, PA-C; Valerie George, PA-C
- CRNAs: Michael Marino, FNP-C, CRNA; Nilu Patel, DNAP, APRN, CRNA; Kelby Carey, CRNA



To nominate your fellow APP, please visit the link below:

<https://bit.ly/APP AwardsNom2021>

The APP Awards nomination form will close on Friday, December 31, 2021.

APP Awards will be announced sometime in 2022.

More information regarding the award nomination process is available online at:

<https://app.health.uci.edu/app-awards/>

APP ANNUAL PERFORMANCE EVALUATION TOOL

The Office of Advanced Practice is excited to share the newly approved/modified APP annual performance evaluation tool that went into effect on July 1, 2021. We collaborated with the Advance Practice Council (APC) on this new process to help provide transparency and standardization to the annual performance review process for all APPs.

The tool is comprised of fill-in-the-blank and checkbox items to improve quick completion of the form. The tool uses predetermined criteria categorized by ranking skills and abilities using a performance rating scale. The evaluation can be completed by the CAO/MSO and supervising physician, or designated APP supervisor. Additionally, embedded in the tool is an employee self-evaluation section, which gives the APP the opportunity to assess their own contributions to the department.

The UCI Health Performance Evaluation for Advance Practice Providers (APPs) will assess all APPs within the following groups:

- Nurse Practitioners (NP1, NP2, NP3, NP-PD)
- Physician Assistants (PA SNR, PA-PD)
- Certified Registered Nurse Anesthetist (CRNA, CRNA-SR, CRNA-PD)

APPs will be evaluated on the following:

- Professionalism & Behavior
 - Communication Skills
 - Engagement Across Differences
 - Work Ethic
 - Respectful Team Engagement
 - Work & Safety Standards
- Clinical & Interdisciplinary Practice
 - Clinical Analysis & Diagnosis
 - Interdisciplinary Practice
 - Maintaining Clinical Credentials and Competency
- Professional Development
 - The APP Leader
- Observed/Reviewed Clinical Practice

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UCI Health
Performance Evaluation for Advance Practice Providers (APPs)
Nurse Practitioners (NP1, NP2, NP3, NP-PD) Physician Assistants (PA-SNR, PA-PD) and
Certified Registered Nurse Anesthetist (CRNA, CRNA-SR, CRNA-PD)

Employee Name:	EO:	Department:	Division (if applicable):
Position Title:	UC Hire Date:	Time in Present Classification Years: Months:	Evaluation Period From: To:
% FTE:			
Name and Title of the Evaluator:			

Professionalism & Behavior	Method of Evaluation	Performance Rating				
		0	1	2	3	4
		Does Not Meet Expectations (Unsatisfactory)	Partially Meets Expectations (Improvement Needed)	Meets Expectations (Satisfactory)	Meets & Exceeds Expectations (Good to Satisfactory)	Consistently Exceeds Expectations (Superior)
Communication Skills The APP formulates a plan of care in collaboration with the family, physician, staff nurse and other members as appropriate. - Communicates with the patient, their family and/or support system regarding the changing health care needs of the patient. - Effectively communicates with other health care members. - Open & receptive to giving/receiving coaching & feedback, provides clear & direct feedback in an appropriate & professional manner. - Demonstrates effective use of verbal, non-verbal and written communication skills, using strategies that promote problem resolution.	Observation Feedback Document	Communication is unclear or inappropriately delivered. Fails to keep others informed. Is often misunderstood. Does not document.	Verbal communication is clear, but documentation is incomplete, inaccurate or delivered with suboptimal professionalism. Does not document.	Communicates clearly to others. Documentation is clear, concise, complete and professional.	Articulates thoughts clearly and listens well to responses. Identifies opportunities for improving channels or systems of communication.	Has outstanding communication skills. Seeks input of others on the team, listens well and integrates their insights. Articulates thoughts clearly. Sets an exemplary standard for communication as a member of the healthcare team.

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UCI Health
Performance Evaluation for Advance Practice Providers (APPs)
Nurse Practitioners (NP1, NP2, NP3, NP-PD) Physician Assistants (PA-SNR, PA-PD) and
Certified Registered Nurse Anesthetist (CRNA, CRNA-SR, CRNA-PD)

Employee Name:	EO:	Department:	Division (if applicable):
Position Title:	UC Hire Date:	Time in Present Classification Years: Months:	Evaluation Period From: To:
% FTE:			
Name and Title of the Evaluator:			

Professionalism & Behavior	Method of Evaluation	Performance Rating				
		0	1	2	3	4
		Does Not Meet Expectations (Unsatisfactory)	Partially Meets Expectations (Improvement Needed)	Meets Expectations (Satisfactory)	Meets & Exceeds Expectations (Good to Satisfactory)	Consistently Exceeds Expectations (Superior)
Communication Skills The APP formulates a plan of care in collaboration with the family, physician, staff nurse and other members as appropriate. - Communicates with the patient, their family and/or support system regarding the changing health care needs of the patient. - Effectively communicates with other health care members. - Open & receptive to giving/receiving coaching & feedback, provides clear & direct feedback in an appropriate & professional manner. - Demonstrates effective use of verbal, non-verbal and written communication skills, using strategies that promote problem resolution.	Observation Feedback Document	Communication is unclear or inappropriately delivered. Fails to keep others informed. Is often misunderstood. Does not document.	Verbal communication is clear, but documentation is incomplete, inaccurate or delivered with suboptimal professionalism. Does not document.	Communicates clearly to others. Documentation is clear, concise, complete and professional.	Articulates thoughts clearly and listens well to responses. Identifies opportunities for improving channels or systems of communication.	Has outstanding communication skills. Seeks input of others on the team, listens well and integrates their insights. Articulates thoughts clearly. Sets an exemplary standard for communication as a member of the healthcare team.

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NEW APPS FY2022

We are pleased to welcome the new advanced practice providers to our team in FY2022.

Anesthesiology & Perioperative Care

- Oliver T. Bandonell, CRNA

Surgery: Cardiothoracic

- Rachel Chieh Xing Wang, PA

Medicine: Hematology/Oncology

- Sara K. Cooper, NP

Surgery: Trauma

- Shannon E. Franco, NP

Medicine: Nephrology

- Nancy C. Kamimura, NP

Urology

- Leanna Gonzales, PA
- Robin Hong, PA



SPOTLIGHT ON APP ACHIEVEMENTS FOR JUNE-OCTOBER 2021



The purpose of this section is to recognize any achievements of the APP workforce during the months of June to October 2021. Future newsletters will continue to highlight APP awards, research publications, book chapters, poster presentations, and leadership nominations in your professional associations or at UCI Health. We firmly believe in giving spotlight to our amazing and dedicated APP workforce.

Michael De Guzman, MSN, APRN, NP-C

- **Michael De Guzman, MSN, APRN, NP-C** was selected for the UCI APRN/APP of the Year Award 2021 for his contributions during the pandemic.

Christina M. Kirk, RN, MSN, CNS, AOCNP

- Nursing News recognizes **Christina M. Kirk, RN, MSN, CNS, AOCNP** as an Oncology Nursing Champion finalist. News release online at:

<https://www.ucihealth.org/news/2021/09/uci-health-nurse-recognized-by-oncology-nursing-news>

Susanne J. Phillips, DNP, APRN, FNP-BC, FAANP, FAAN

- **Susanne J. Phillips, DNP, APRN, FNP-BC, FAANP, FAAN, Associate Dean of UCI School of Nursing**, was nominated for the American Academy of Nursing's COVID-19 Courage Award in Leadership. This award honors the incredible contributions nurses have made to save lives, advance health equity, and protect communities in the critical areas of innovation, leadership, policy, and science during the COVID-19 pandemic.

Vasco Deon Kidd, DHSc, MPH, MS, PA-C

- **Vasco Deon Kidd, DHSc, MPH, MS, PA-C** has been appointed by Governor Gavin Newsom to the Physician Assistant Board on August 23, 2021. Full press release available online at: <https://www.gov.ca.gov/2021/08/23/governor-newsom-announces-appointments-8-23-21/>
- **Kidd, V.D.**, Hooker, R.S. Postgraduate Programs in Orthopaedic Surgery for Physician Assistants and Nurse Practitioners [published, 2021 Jul 2]. *Orthop Nurs*. 2021. PMID: 34269325. Free article access: <https://doi.org/10.1097/NOR.0000000000000772>
- **Kidd, V.D.** Implementation of SB 697 at an Academic Medical Center. Accepted poster presentation. California Academy of PAs virtual annual conference on October 5-9, 2021.

APP GRAND ROUNDS

APP Grand Rounds continues to thrive in 2021! As of July 1, 2021, we are pleased to announce that APP Grand Rounds has been approved for CME accreditation of a Regularly Scheduled Series (RSS) by the UCI School of Medicine Office for Continuing Medical Education (OCME). APP Grand Rounds complies with the Criteria for Accreditation of the Accreditation Council for Continuing Medical Education (ACCME) and is now certified for AMA PRA Category 1 Credit™. Registration is **FREE** and completion of post-event evaluations are required in order to receive CME credit.



In the past few months, APP Grand Rounds has hosted exceptional presentations from a diverse group of experts across our organization. In May, Nilu Patel, DNAP, APRN, CRNA provided us with a clinical update on local anesthetics and intralipid therapy. In June, Kristen Ko, PHN, FNP-BC, CCTC educated us on kidney and pancreas transplant. In July, Dr. Dawn Lombardo provided us with a comprehensive discussion of heart failure management. In August, Steve Bereta, MS, RN, FNP-C explored clinical updates for PSA screening in primary care. And in September, Molly Nunez, MSN, RN, ACNP led us through an integrative health case study and discussed integrative health services available at UCI. If you missed any of these exciting presentations, we invite you to view the Zoom recordings and meeting materials at <https://app.health.uci.edu/grandrounds/>.

In the coming months, we look forward to closing out 2021 with two more outstanding presentations—Janette Villalon, PA-C, will be speak on “Inflammatory Bowl Disease (IBD),” in October 2021, and Deon Kidd, DHSc, MPH, MS, PA-C, will explore “Post-Graduate Fellowship Training for Advanced Practice Providers” in November 2021. We hope you can join us!

The APP Grand Rounds Committee is currently securing speakers for 2022 with a broad range of topics that are sure to be of great clinical interest to our dynamic APP team. If you would like to suggest ideas or are interested in presenting on a clinical topic, public health initiative, or legislative update, please contact Deon Kidd (vkidd@hs.uci.edu) for further details.

APP Grand Rounds is hosted on the second Monday of each month from 12:00pm-1:00pm via Zoom. Meeting links are sent out via email a week prior to the event. Please contact Mei Deng (meiweid@hs.uci.edu) if you need assistance in obtaining the Zoom information. All sessions are recorded and posted on our APP website at <https://app.health.uci.edu/grandrounds>.

APP DASHBOARD UPDATE

We are excited to announce the newest feature of the our APP Dashboard, which includes session utilization metrics. This feature is now available online at the SOM Decision Support Services (DSS) Reports page: <https://dss.hs.uci.edu/DSS20/Reports>. As a friendly reminder, to access your APP Productivity Dashboard report, please be sure to be connected to UCI Health network via VPN or access the on-site internet connection and log in with your UCI NetID and password.

The newest feature of the APP Dashboard includes the following metrics:

- Available Hours: Total # of *Available Hours* in provider's clinic template
- Booked Hours: Total # of *Booked Hours* in provider's clinic template
- Visit Volume: Total # of completed patient visits
- Visits per Session: Average # of patient visits seen in a 4 hour session
- Session Utilization %: Percentage of template utilization (*Booked Hours/Available Hours*)

APP Productivity Dashboard - Department Data thru Jun 2021

Fiscal Year All	Include months thru June	Performing Provider Department All	Performing Provider Division All	Performing Provider Subdivision All	Performing Provider Name All
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Charges, Payments, and WRVUs

Summary of the total charges, payments, and WRVUs

Quarter	Month	Charge		Payment		WRVU	
		2019_20	2020_21	2019_20	2020_21	2019_20	2020_21
1st Quarter	Jul	2,143,158	1,997,505	557,324	713,951	5,677	5,742
	Aug	2,069,830	2,113,469	577,050	596,601	5,372	5,500
	Sep	1,690,976	2,202,554	480,956	648,212	4,135	5,987
2nd Quarter	Oct	2,037,483	2,425,030	506,830	609,895	5,064	6,900
	Nov	1,815,387	2,314,801	468,166	699,478	4,858	7,039
	Dec	1,862,178	2,281,176	523,842	778,293	5,471	6,609
3rd Quarter	Jan	2,410,716	2,389,496	506,648	668,202	6,300	8,451
	Feb	2,086,381	2,029,583	561,061	605,901	6,096	6,224
	Mar	1,967,673	2,836,050	668,747	858,724	6,124	8,633
4th Quarter	Apr	1,155,933	2,631,693	524,206	816,703	3,605	8,235
	May	1,587,535	2,541,104	472,717	724,261	4,857	8,002
	Jun	2,178,046	2,459,930	617,931	655,550	6,621	7,715
Grand Total		23,005,297	28,222,391	6,465,477	8,375,771	64,181	85,037

Inpatient / Outpatient

Summary of the total charges, payments, and WRVUs

	Charge		Payment		WRVU	
	2019_20	2020_21	2019_20	2020_21	2019_20	2020_21
Inpatient	9,442,736	8,934,725	2,191,689	2,053,773	18,656	18,598
Outpatient	13,369,471	19,282,251	4,177,320	6,320,716	44,679	66,428
unknown	193,090	5,415	96,467	1,281	846	11
Grand Total	23,005,297	28,222,391	6,465,477	8,375,771	64,181	85,037

Session Utilization

Summary of the average % of session utilization (Benchmark = 85%)

Month	Available Hours	Booked Hours	Visit Volume	Visits / Session
Jul	2,252	1,204	2,498	8
Aug	1,919	1,036	2,273	9
Sep	2,067	1,156	2,434	8
Oct	2,548	1,278	2,541	8
Nov	1,952	1,095	2,201	8
Dec	2,330	1,160	2,369	8
Jan	2,251	1,135	2,234	8
Feb	2,849	1,191	2,359	8
Mar	3,563	1,640	3,316	8
Apr	3,021	1,594	3,328	8
May	3,164	1,697	3,665	9
Jun	3,111	1,960	4,246	9
Grand Total	31,027	16,146	33,464	8

Payer Mix

Summary of total charges by payer type

Payer Mix	2019_20		2020_21	
	Amount	% of Total	Amount	% of Total
Cal-Optima	\$127,742	2%	\$45,050	1%
Capitated	\$16,688	0%	\$35,487	0%
Case Rate/Grant	\$16,123	0%	\$51,953	1%
CCS	\$24,976	0%	\$14,367	0%
Commercial-Contracted	\$2,460,841	38%	\$3,727,402	45%
Commercial-Non Contracted	\$198,428	3%	\$234,228	3%
County	\$24,419	0%	\$16,680	0%
Liens/Workers Comp	\$31,621	0%	\$30,723	0%
Managed Cal-Optima	\$743,928	12%	\$972,844	12%
Managed Commercial	\$373,099	6%	\$442,464	5%
Managed Medi-Cal	\$131,235	2%	\$218,883	3%
Managed Medicare	\$705,390	11%	\$632,187	8%
Medi-Cal	\$278,894	4%	\$275,694	3%
Medicare	\$1,278,988	20%	\$1,639,155	20%
Non-Insured	\$53,105	1%	\$38,656	0%
Grand Total	\$6,465,477	100%	\$8,375,771	100%