



2022

# Position Specification

**Director CTICU**

A photograph of the Rady Children's Hospital building, a modern glass-fronted structure with multiple stories. The building is illuminated from within, and the "Rady Children's" logo is visible on the top edge of the glass facade. The sky is a clear, light blue.

Rady Children's

*Retained Search Services by:*



This Position Specification is intended to provide additional information about Rady Children's Hospital and the position of **Director CTICU**. It is designed to assist qualified individuals in assessing their interest in the position. Rady Children's Hospital San Diego has retained the Summit Talent Group to conduct this national search. Rady Children's is an Equal Opportunity Employer.

## Position Summary

Rady Children's Hospital of San Diego has retained Summit Talent Group, a leading boutique executive search and interim leadership placement firm with a national healthcare practice, to conduct an executive search for the Director of Cardiothoracic ICU (Director).

Rady is a nonprofit, 505-bed pediatric-care facility dedicated to excellence in care, research, and teaching: the only hospital in the San Diego area dedicated exclusively to pediatric healthcare, pediatric trauma, and teaching hospital for the next generation of pediatric physicians; a major pediatric clinical research center, working in collaboration with world-renowned institutions, including UC San Diego and St. Jude Children's Research Hospital.

Reporting to the Chief Nursing Officer and working in a dyad with the Chief of Cardiac Surgery & Director of Cardiac Transplantation and the Medical Director of the Cardiothoracic ICU & Pulmonary Hypertension Program, the Director will oversee approximately 17 direct and 110 total staff.

The 37-bed Cardiothoracic ICU (CTICU) of Rady Children's Heart Institute provides cardiac inpatient care for people of all ages (from newborns to adults) with congenital or acquired heart disease. This unique space within the Hospital is solely devoted to all levels of inpatient cardiac care, from admission to discharge, with a focus on family-centered care.

The incumbent day-to-day duties include: collaboration with senior leadership and nursing staff; performance & quality improvement (processes, metrics, outcomes); employee engagement & staffing effectiveness; fiscal management; team competencies, training & development; customer service & patient satisfaction; and regulatory/compliance standards. The Director will also have daily rounding and regular on-call rotations.

Key initiatives include: onboarding of and partnership with the newer members of the medical staff; representation at hospital budget, strategy, and leadership meetings; new facility expansion master planning; Beacon Award application; ELSO Award application; technology enhancements (3-D Modeling Lab, MRI/Cath Lab); designing new critical care building (opening 2027) and remodel of current unit; and active in regional and national organizations and conferences.

The ideal candidate will be a dynamic leader holding a BSN, and have earned a master's degree (MSN, MHA, MBA); an active California RN License (or ability to be licensed in CA) is required. The incumbent will have five years of professional management experience (cardiovascular services), expertise in CTICU clinical operations, broad knowledge of national benchmarks, track record of nurse mentorship, education, and training.

<https://www.rchsd.org/>



## Rady Children's Heart Institute Overview

<https://www.rchsd.org/programs-services/heart-institute/>

Rady Children's Heart Institute, an institute without walls, was created to integrate and coordinate the research and educational programs of the Cardiology and Cardiovascular Surgery divisions. Our goal is to provide optimal care for infants, children, and adults with congenital heart defects and to advance our knowledge and understanding of congenital heart disease. We also care for patients with acquired heart disease.

The Heart Institute serves San Diego's pediatric population and is a major referral center for Imperial, Riverside, and Orange counties, as well as the Pacific Rim. Outpatient services are provided at Rady Children's and satellite locations in Encinitas, Escondido, Murrieta, and Oceanside. (Click here for maps and directions.) In addition, we regularly teleconference with our colleagues in Hawaii.

Research, in affiliation with UC San Diego, is a major focus of our Institute. Through clinical trials, outcomes analysis, and the continuous evaluation of our clinical pathways, we strive to discover the most promising treatments and ultimately find cures.

### *Heart Institute Achievements:*

- First in San Diego to have a 3-D Heart Modeling Program.
- Named a California Children's Services (CCS)-designated Center of Excellence, based on meeting strict quality outcomes criteria
- Named an accredited center of care by the Children's Cardiomyopathy Foundation (CCF), a national nonprofit committed to improving the health outcomes and quality of life for children with cardiomyopathy. Learn more on the CCF website.
- First in world to perform a nonsurgical, catheter-only procedure in patient with single-ventricle congenital heart disease.
- The only two ABIM-certified adult congenital heart disease specialists in San Diego, Imperial and Riverside counties. Learn more.
- Ongoing clinical trials to advance the understanding and application of pharmacological interventions, surgical devices and catheter-delivered interventions in the treatment of children and adults with congenital heart defects.
- Collects and analyzes clinical data and outcomes with the assistance of an international clinical outcomes database (CardioAccess).
- Selected to participate in the Congenital Heart Surgeons Society's ongoing, multi-institutional study of outcomes and practices.
- Continues to refine clinical pathways to optimize efficacy and decrease the length-of-stay for patients undergoing heart surgery and catheter interventions.

## Rady Children's Specialists - Heart Institute

<https://www.rchsd.org/programs-services/heart-institute/services-conditions-treated/services/ct-icu/>

### *Inpatient Care: Cardiothoracic ICU (CTICU):*

The 37-bed Cardiothoracic ICU (CTICU) of Rady Children's Heart Institute provides cardiac inpatient care for people of all ages (from newborns to adults) with congenital or acquired heart disease. It is a unique space within the Hospital solely devoted to all levels of inpatient cardiac care, from admission to discharge, with a focus on family-centered care.

In order to meet the needs of all patients, the unit consists of two components: a CTICU and a cardiac step-down unit (CSU). Staffed by critical care cardiac physicians, advanced practitioners, and nurses, 24 hours a day, the CTICU cares for cardiology and cardiovascular surgery patients when they are most critically ill. Many patients are admitted to the unit within hours of being born. The CTICU also cares for patients with heart failure, heart transplants, and those requiring assist devices. As patients recover from their critical illness, they progress to the CSU, where their care is continued under the supervision of cardiologists and cardiology advanced practitioners until they are ready to be discharged home.

Newborn infants with heart disease may also be cared for under the close supervision of neonatologists, who are experts in the care of infants, in collaboration with the cardiac team. All 37 beds in the CTICU are capable of functioning as a CTICU-level bed or CSU bed, assuring an appropriate level of care based on the needs of the patient. To ensure continuity of care, the teams that care for patients prior to their procedures continue to care for them in the unit afterward. And since these teams care for all cardiac patients admitted to the unit, patients who return to the Hospital for subsequent procedures will recognize the doctors and nurses.

A full range of cardiac services and critical care services are provided, including:

- Intensive patient monitoring
- Lab testing
- Radiology exams and cardiac imaging
- Ventilation, invasive and non-invasive
- Renal replacement therapies, including peritoneal and hemodialysis
- Advanced life support therapies, including ECMO (extracorporeal membrane oxygenation), an advanced technology that circulates blood so that oxygen can be supplied to the body when the heart or lungs are not working
- Patients also receive dietary services, social services, and child life services

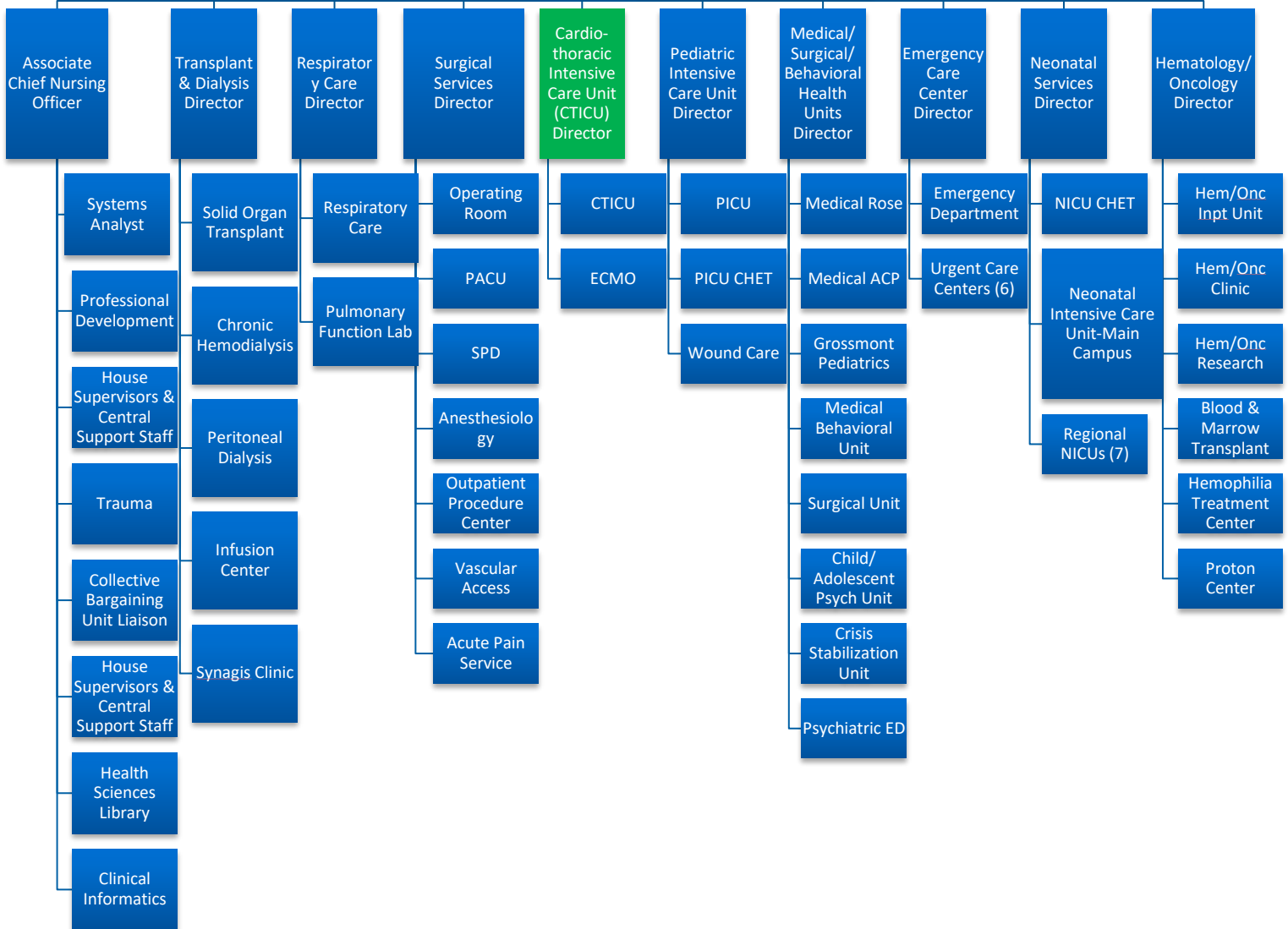
The state-of-the-art unit was created to care for the growing number of cardiac patients requiring specialized services and advanced technology. Our renowned Cardiovascular Surgery and Cath Lab programs perform about 400-500 procedures annually.

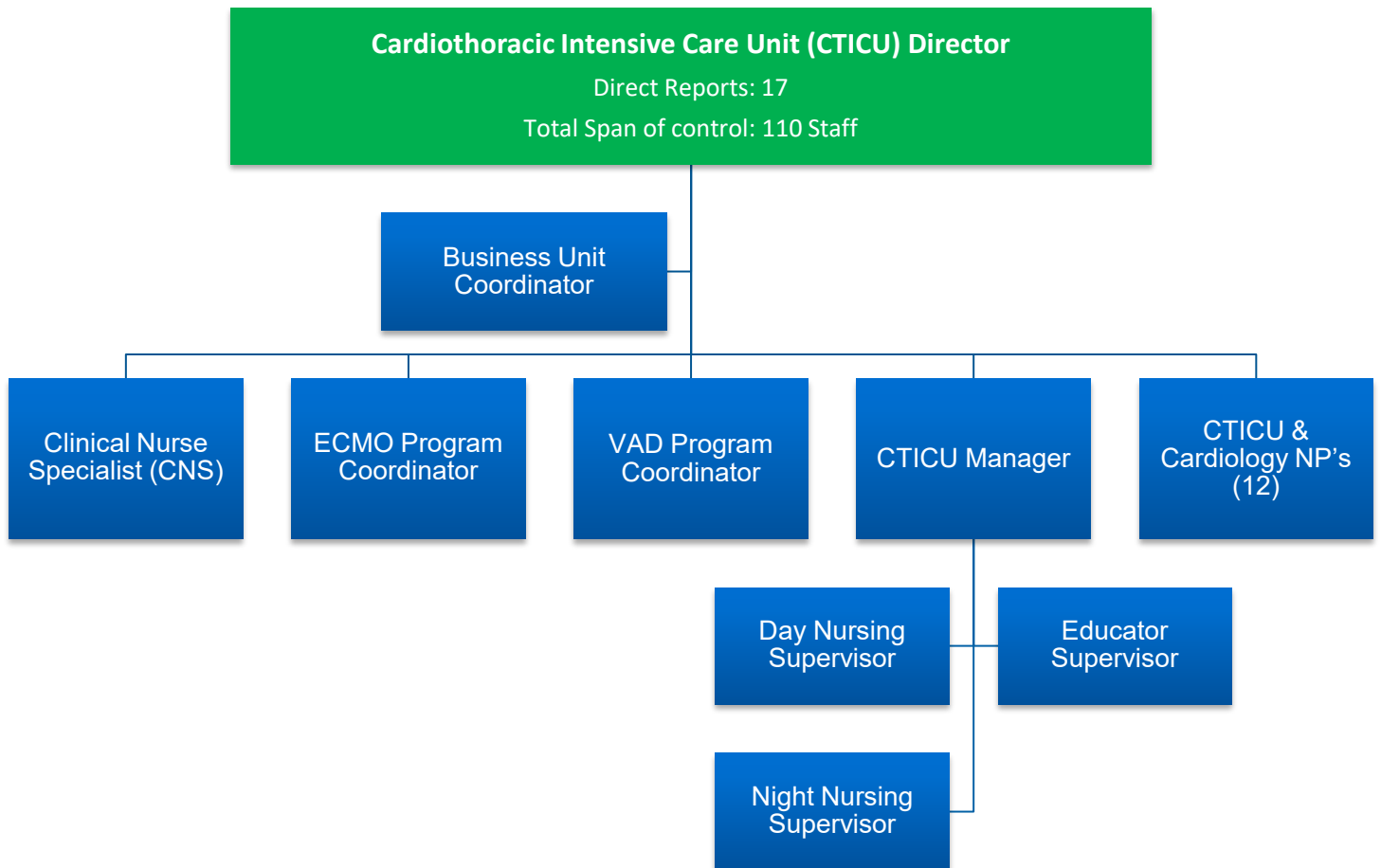
# Reporting Relationships

This position reports to the Chief Nursing Officer/VP of Patient Care Services.

Patient Care Services Vice President and Chief Nursing Officer

Executive Assistant





## Major Duties & Responsibilities

*(The below statements are intended to describe the general nature and level of work being performed by people assigned this classification. They are not to be construed as an exhaustive list of all duties and responsibilities of personnel so assigned.)*

### Quality

· **Quality 1:**

Assures quality and appropriateness of care. Facilitates and supports the establishment of unit-based quality improvement programs and supports continuous improvement processes. Uses processes and metrics to manage/measure accountability for self and assigned unit(s).

· **Quality 2:**

Creates an environment of shared decision-making. Promotes multidisciplinary collaboration on patient care and related issues. Serves as a facilitator by removing barriers that prevent staff from effectively and efficiently performing their roles. Maintains communication lines between self and staff, and among staff, by conducting regular staff meetings and providing opportunities for team building and problem solving within a shared decision-making framework.

· **Quality 3:**

Promotes positive customer relations with physicians, patients, families, visitors, donors, and employees: follows up on all complaints and provides feedback. Monitors level of patient, staff, and physician satisfaction. Adheres to the CARES Behaviors.

· **Quality 4:**

Plans, implements, and evaluates staff development and competency maintenance programs. Ensures that elements of performance improvement findings are incorporated into educational programs as appropriate. Supports professional growth and development programs, such as tuition reimbursement, professional certification and Clinical Grand Rounds. In collaboration with manager(s) /supervisor(s), ensures staff participation in orientation, mandatory and continuing education programs, and other staff development opportunities.

· **Quality 5:**

Develops, implements, monitors, and adjusts capital and operating budgets. Provides variance reports and/or corrective action plans as requested. Mentors subordinate staff in creation and evaluation of budget. Develops, implements, and realizes effective cost containment measures. Collaborates with Finance/Accounting/Supply Chain/Revenue Cycle or other representatives to create supplemental reports as needed.

· **Quality 6:**

Develops business plans and/or requests for proposals as requested/required.

· **Quality 7:**

In collaboration with manager(s), supervisor(s), and unit staff, interviews, selects, evaluates, counsels, disciplines and terminates unit personnel. Ensures that appropriate human resource activities are

completed on a timely basis and in conformance with established policy. Develops, reviews and/or revises and monitors reports related to retention and recruitment activities.

· **Quality 8:**

Ensures compliance with state, federal laws, and regulatory agency standards/requirements. Ensures that all policies, procedures, and standards related to assigned unit/service areas are reviewed/revised as outlined by regulatory standards and are evidence-based. As directed, implements external and internal audit recommendations.

## People

### **COMPETENCE MANAGEMENT:**

- Encourages all employees to enhance their competence.
- Facilitates opportunities for growth and development.
- Develops competence in self and team members.

### **COURAGE:**

- Is open and direct with others.
- Deals directly with interpersonal conflict.
- Tactfully dispenses direct and actionable feedback.

### **EMOTIONAL INTELLIGENCE:**

- Knows and manages own emotions.
- Uses influence to achieve desired results.
- Accurately anticipates the positions and reactions of others.

### **EMPOWERING TEAMS:**

- Assesses strengths and creates opportunities for team members to learn and grow.
- Works to reduce conflict and makes suggestions for change if needed.
- Shows confidence in people and opens the lines for communication.

## Service

### **COMMUNICATION: WRITING FOCUS, SPEAKING FOCUS, LISTENING FOCUS:**

- Shows consistency between words and actions.
- Actively listens to others.
- Expresses ideas clearly and concisely in both speaking and writing.

### **IMPROVEMENT ORIENTATION:**

- Able to identify areas for improvement.
- Develops business cases to support needed improvements.
- Sees needed changes in systems and processes.

### **LEARNING ORIENTATION:**

- Actively pursues continuous learning and self-development.
- Facilitates improvements by evaluating processes and outcomes.
- Provides challenging assignments to self and others.

## Finance

### **ACCOUNTABILITY:**

- Accepts responsibility for completion of tasks.
- Takes ownership of work and leads efforts to accomplish it.
- Works to overcome potential issues affecting tasks.



**ANALYTICAL INSIGHT:**

- Gathers appropriate information to identify and address critical issues.
- Evaluates financial costs and benefits of alternative solutions.
- Identifies underlying issues and root causes of problems.

**BUSINESS ACUMEN:**

- Fully understands own functional area to effectively manage operations.
- Understands roles and interrelationships between organizational functions.
- Demonstrates a solid understanding of all organizational processes.

## Community

**INTEGRITY:** Adheres to the Organization's stated values.

**RESILIENCE:** Stimulates others to make changes and improvements. Takes calculated risks. Champions new initiatives and directions.

**STRATEGIC VISIONING:** Able to articulate a future for RCHSD that is special and unique. Recognizes driving trends in the industry and uses these in decision making. Develops plans, actions and decisions that have long-term impacts.

## Compliance & Physical Requirements

- **Policies & Procedures:** Consistently complies with Policies, Procedures, and Safety Standards.
- **Biohazards:** Working with bio-hazards (blood, sewage, hospital waste, etc.)
- **Carrying – Occasionally:** Occasionally up to 3 hours: 0-10 lbs, no limit; 11-25 lbs, up to 10 ft; 26 - 35 lbs, up to 5 ft; 36-75 lbs, up to 5 ft; 76-100 lbs, up to 5 ft; 100+ lbs, up to 5 ft
- **Carrying - Only with Assistance:** With Assistance: 36-75 lbs, 2 people; 76-100 lbs, 3+ people; 100+ lbs, 3+ people
- **Chemical Exposure:** Exposure to dust, gas, fumes, or chemicals
- **Competing Priorities:** Ability to balance competing priorities and manage multiple projects simultaneously. Ability to work under pressure and within tight timelines.
- **Foot Controls:** Operation of foot controls or repetitive foot movement
- **Hand Use – Constant:** Constant (6-8 hours or 66% to 100% of hours worked): repetitive use of hands (Lab tech and Pharm tech only)
- **Hand Use – Frequent:** Frequent (3-6 hours or 33% to 66% of hours worked): repetitive use of hands, simple grasping, fine manipulation.
- **Hand Use – Occasional:** Occasional (0 - 3 hours or 33% of hours worked): power grasping, pushing/pulling, reaching (above shoulder), reaching (below shoulder), lifting object above shoulder level
- **Lifting – Frequently:** Frequently 3-6 hours: 0-10 lbs
- **Lifting – Occasionally:** Occasionally up to 3 hours: 11-25 lbs, up to 10 ft; 26 - 35 lbs, up to 5 ft; 36-75 lbs, up to 5 ft; 76-100 lbs, up to 5 ft; 100+ lbs, up to 5 ft
- **Lifting - Only with Assistance:** With Assistance: 36-75 lbs, 2 people; 76-100 lbs, 3+ people; 100+ lbs, 3+ people
- **Machinery:** Working around machinery or equipment
- **Physical Demands – Constant:** Constant (6-8 hours or 66% to 100% of hours worked): talking, hearing, seeing (vision), color vision discrimination
- **Physical Demands – Frequent:** Frequent (3-6 hours or 33% to 66% of hours worked): walking, standing, bending (neck), bending (waist), twisting/turning (neck), twisting/turning (waist)
- **Physical Demands – Occasional:** Occasional (0 - 3 hours or 33% of hours worked): sitting, squatting, kneeling
- **Protective Equipment:** Use of special visual or auditory protective equipment

## About Rady Children's Hospital San Diego

Rady Children's Hospital-San Diego is the region's pediatric medical center serving San Diego, Imperial and southern Riverside counties. We treat children from birth to 18 years old as well as a small number of adults with certain conditions for which we have specialized services.



We are:

- The largest children's hospital in California (based on admissions).
- The only hospital in the San Diego area dedicated exclusively to pediatric healthcare.
- The region's only designated pediatric trauma center.
- Provider of care to 91 percent of the region's children.
- Provider of care to 245,850 children.
- Our outstanding team includes nearly 1,000 physicians and nearly 1,500 nurses on staff, more than 5,100 employees, about 500 active volunteers and more than 1,200 Auxiliary members.

## Mission and Vision

### Our Mission

To restore, sustain and enhance the health and developmental potential of children through excellence in care, education, research and advocacy.

### Our Vision

We will be a leader, recognized nationally and internationally, for excellence in patient care, education, research and advocacy.

## Achieving National Recognition

We are nationally recognized for medical excellence. Rady Children's is ranked in all 10 pediatric specialties surveyed by U.S. News & World Report and has achieved Magnet® designation from the American Nurses Credentialing Center (ANCC), recognized as the gold standard in nursing excellence. The Hospital is also named among the nation's "Most Wired" healthcare organizations by the College of Healthcare Information Management Executives (CHIME). Learn more.

## The Rady Name

The Hospital and our new Rady Children's Institute for Genomic Medicine carry the name of our most generous donor: Ernest Rady and the Rady family. We are grateful to the Rady family for their unwavering support throughout the years and for their lifelong commitment to helping kids.

## Training the Best and Brightest

Rady Children's, in partnership with UC San Diego School of Medicine, is also the region's teaching hospital for the next generation of pediatric physicians. Each year, we train more than 550 residents, 240 medical students and 150 fellows.

## Discovering Treatments and Cures

Rady Children's is a major pediatric clinical research center, with more than 770 active research studies underway, including more than 170 active clinical trials. We collaborate with world-class institutions, including UC San Diego, the Sanford Burnham Prebys Medical Discovery Institute, The Scripps Research Institute, the Salk Institute for Biological Studies and St. Jude Children's Research Hospital.

Further demonstrating our commitment to discovery is the establishment of the Rady Children's Institute for Genomic Medicine. The Institute will assemble a team of world-class scientists, researchers and clinicians who will focus their talents on preventing, diagnosing, treating and curing childhood disease through genomics and systems medicine research.

## History of Rady Children's Hospital

On August 19, 1954, Rady Children's officially opened to receive its first 12 patients. Caring for a dozen patients may not seem that momentous, but in a town badly affected by the polio epidemic, Rady Children's was considered a godsend.

Plans for our Hospital began in 1951 when the Board of the San Diego Society for Crippled Children initiated construction plans for a new children's hospital. In 1953, Rady Children's Hospital Auxiliary was formed, and later that year, groundbreaking took place.

Here are recent milestones:

- **2001:** UCSD, Rady Children's and Children's Specialists of San Diego formalize their partnership to unify pediatric patient care, research, education and community service programs.
- **2004:** The Hospital expands to 248 beds
- **2006:** Because of the extraordinary generosity of the Rady Family, the Hospital is officially named Rady Children's Hospital-San Diego.
- **2009:** Rady Children's, now a 261-bed facility, is honored by U.S. News & World Report with six specialties ranked in the top 30
- **2010:** The new Acute Care Pavilion opens, making Rady Children's the largest pediatric hospital in California (for number of patients seen).
- **2011:** Rady Children's, now a 442-bed facility, is ranked among the nation's best by U.S. News & World Report in all 10 specialties surveyed. The "Castle of Care" in Oceanside and Medical West, now known as the Medical Behavioral Unit, both open.
- **2012:** Once again, Rady Children's is ranked in all 10 pediatric specialties surveyed by U.S. News & World Report. 360 Sports Medicine and the Rady Children's NICU at Rancho Springs open, and Child and Adolescent Psychiatry Services (CAPS) moves to Rady Children's.
- **2013:** For the third consecutive year, Rady Children's is ranked in all 10 pediatric specialties surveyed by U.S. News & World Report. The Acute Cardiac Unit opens. Surgeons perform a groundbreaking procedure for scoliosis, for which Rady Children's garners national media coverage.
- **2014:** The Hospital expands to 520 beds. Kathleen Sellick, only the third CEO in the history of Rady Children's, retires. For the fourth consecutive year, Rady Children's is ranked in all 10 specialties surveyed by U.S. News & World Report. And for the first time, every ranked specialty was listed among the top 30 programs in the nation. Rady Children's establishes the Rady Pediatric Genomic

and Systems Medicine Institute at Rady Children's. Dr. Donald Kearns is named president of Rady Children's.

- **2015:** Dr. Donald Kearns named president and CEO of Rady Children's. The Hospital performs its first heart transplant. For the fifth consecutive year, Rady Children's is ranked in all 10 specialties surveyed by U.S. News & World Report. Our Orthopedics program achieved particular distinction, ranking as the #2 program in the nation. Stephen F. Kingsmore, M.D., D.Sc., named to lead the Rady Pediatric Genomic and Systems Medicine Institute at Rady Children's as its president and CEO.
- **2016:** The Rady Pediatric Genomics and Systems Medicine Institute at Rady Children's is renamed the Rady Children's Institute for Genomic Medicine.
- **2017:** Rady Children's achieves Magnet® designation, a recognition given by the American Nurses' Credentialing Center (ANCC) to hospitals that satisfy a set of criteria that measures the strength and quality of their patient care. The standards are high — less than 7 percent of hospitals in the U.S. achieve this status. U.S News & World Report ranks Rady Children's among the nation's top five children's hospitals in Orthopedics and Neonatology, and all 10 pediatric specialties surveyed achieve rankings. Rady Children's Institute for Genomic Medicine expands rapid whole genome sequencing to Children's Minnesota, CHOC Children's.
- Rady Children's Institute for Genomic Medicine sequences more than 100 genomes.
- **2018:** Donald Kearns, M.D., M.M.M., president and CEO of Rady Children's Hospital-San Diego, announced plans to retire from his role. The Rady Children's Board of Trustees asked Dr. Kearns to stay on after the transition to serve in an advisory leadership capacity. He will focus his attention on specific areas of leadership, including genomics and philanthropy. Learn more.
- Rady Children's Institute for Genomic Medicine sequences more than 1,000 genomes. (July 20, 2018)
- Patricio "Patrick" A. Frias, M.D., named new president and CEO (August 21, 2018)
- Rady Children's Hospital launches Project Baby Bear, a Medi-Cal pilot funded by the State of California to provide genomic testing to acutely ill newborns in select cities across California. (September 26, 2018)
- **2019:** Patrick Frias, M.D., starts as Rady Children's Hospital's new president and CEO. Ernest & Evelyn Rady commit \$200 million in matching funds to reimagine the Hospital's campus and infrastructure.

## UC San Diego Affiliation

In 2001, physicians and leadership of the University of California, San Diego, Rady Children's, and Children's Specialists of San Diego unified pediatric patient care, research, education and community service programs, creating a university-affiliated children's health system to serve the region. Over the past two decades, an extensive list of joint programs has developed, with many physicians and researchers playing a role at both institutions.

"This historic agreement with the University of California, San Diego enables us to establish a fully collaborative enterprise excelling in patient care, teaching, research and community health," said Blair L. Sadler, former president and CEO of Rady Children's. "These agreements represent the culmination of much work. They also represent a new beginning and a solemn pledge to harness our energies and abilities to focus on the health of our children. This affiliation has consolidated the clinical, teaching and research and public service programs of the University of California, San Diego School of Medicine's Department of Pediatrics with San Diego's only health care system dedicated to the health and well-being of children."

In 2009, this alliance was strengthened by the creation of Rady Children’s Specialists of San Diego. Formed through a partnership among Rady Children’s Hospital-San Diego, Children’s Specialists of San Diego and UC San Diego, this medical practice foundation further helps to improve the delivery of care and enhance clinical research.

## Innovation

A new idea. A different approach. A better solution. From the research lab to the bedside, Rady Children’s brings a passion for innovation to every moment, always striving for excellence, always seeking to advance. Never forgetting that kids come first.

### Scoliosis Surgery

Peter Newton, M.D., an internationally recognized leader in pediatric spinal conditions, directs the Scoliosis Service at Rady Children’s Spine Center. Patients from around the world come for treatment of adolescent idiopathic scoliosis, neuromuscular scoliosis, congenital scoliosis and failed prior surgery for scoliosis. Along with providing the most advanced treatments, the Spine Center uses the latest technology for diagnosis and treatment planning, including the EOS Orthopedic Imaging System. This ultra-low-dose X-ray system provides high-quality 2D and 3D images while significantly reducing radiation exposure.

### Innovations in Care

- CAR T-cell Therapy, a groundbreaking treatment for acute lymphoblastic leukemia that is refractory (resistant to treatment) or in second or later relapse.
- 360 Sports Medicine, the only program serving San Diego and Imperial counties to provide 360 degrees of care — from preventing and treating injuries to helping improve the performance of young athletes.
- A state-of-the-art Orthopedics & Scoliosis Center and a new Rehabilitation Medicine Center in one central location, under one roof, allowing for seamless care.
- Heart transplant surgery and an Acute Cardiac Unit, providing specialized care for heart patients after surgery and other heart procedures.
- The only child and adolescent medical/behavioral inpatient unit in San Diego, which cares for patients with eating disorders and other medical conditions accompanied by behavioral or psychological problems.
- An Autism Discovery Institute, providing comprehensive diagnostic and treatment services, as well as Alexa’s PLAYC, a unique early education program.
- The Neuro-NICU Program, one of the first in the country to provide the highest level of specialized care for neonates at risk for neurological injury.

### Innovations in Technology

- 3D Innovations Lab, creating 3D models and prints of hearts, spines and other anatomy to aid in surgical planning .
- Minimally invasive epilepsy surgery and other neurosurgical procedures using ROSA, a highly advanced surgical robot assistant.
- Proton therapy (through a partnership with Scripps Health), a highly advanced treatment that targets brain, spinal cord and others cancers with incredible precision.

- The EOS orthopedic imaging machine, which produces 3D images of the spine with significantly less radiation than standard X-rays.
- Telemedicine robots that allow doctors to examine patients from anywhere.
- A kid-friendly MRI machine that enables children to watch a movie during the exam.

### Innovations in Research

- Research by our Allergy/Immunology and Gastroenterology Divisions that has led to the development of a novel treatment for eosinophilic esophagitis, a painful throat disorder.
- Advanced stem cell research for diabetes and pediatric liver disease.
- Rapid whole genome sequencing to identify diseases and provide personalized therapies. Learn about the Rady Children's Institute for Genomic Medicine.
- More than 770 active research studies by more than 170 investigators.

## Rady Children's Health Network

With more than 30 offices located throughout San Diego and southern Riverside counties, you are never far from a Rady Children's Health Network physician. Rady Children's Health Network physicians are affiliated with Rady Children's Hospital-San Diego, recognized as one of the nation's best children's hospitals by U.S. News & World Report. The network includes:

- Children's Primary Care Medical Group (CPCMG)
- Rady Children's Specialists of San Diego
- Children's Physicians Medical Group (CPMG)

### *Rady Children's Health Network Locations*

- Southern Riverside: Temecula, Murrieta, Wildomar, Menifee, Lake Elsinore
- San Diego County

## Select Awards & Recognitions

We're proud to share some of the ways Rady Children's Hospital-San Diego has been recognized — both locally and nationally.

### **Hospital Honored by Chamber of Commerce**

Rady Children's has been named the 2019 Large Business of the Year by the Murrieta/Wildomar Chamber of Commerce. We have cared for patients in this region for the past two decades and partner with Rancho Springs Medical Center to provide neonatal and emergency care. In 2018, we opened the Murrieta Medical Plaza, expanding our pediatric services to provide a wide range of specialty clinics and offer primary care.

### **Survey Ranks Rady Children's Among Nation's Top 10 in Neonatology, Orthopedics**

Rady Children's Hospital-San Diego not only achieved rankings in all 10 specialties surveyed by U.S. News & World Report, but our Neonatology program was ranked as No. 4 in the country and our Orthopedics program as No. 7. The 14th annual Best Children's Hospital rankings recognize the 50 leading pediatric facilities across the U.S. in 10 specialties: cancer, cardiology and heart surgery, diabetes and endocrinology, gastroenterology and gastrointestinal surgery, neonatology, nephrology, neurology and

neurosurgery, orthopedics, pulmonology and lung surgery, and urology. Rady Children's also improved or maintained its rankings in eight of the 10 specialties surveyed when compared to last year's results.

### **Hospital Receives Six PRC Awards**

National health care research leader Professional Research Consultants recently honored Rady Children's with six awards for patient experience excellence. PRC awarded Rady Children's Inpatient Services with its highest honor, the Award of Distinction for Excellent Performance. Additionally, PRC recognized the Hematology/Oncology Care Unit with a Top Performer Award and HomeCare, the Neurosurgery Outpatient Clinic, Outpatient Surgical Services and the Rancho Springs NICU with 5-Star Awards for scoring in the top 10 percent of health care facilities nationwide. Congratulations to all of these dedicated teams!

### **PICU Garners Gold-Level Beacon Award**

Rady Children's pediatric intensive care unit received a 2019 gold-level Beacon Award for Excellence from the American Association of Critical-Care Nurses. Only three PICUs in California and 12 across the United States earned gold-level accolades. The three-year award acknowledges "caregivers in stellar units whose consistent and systematic approach to evidence-based care optimizes patient outcomes." In showing their PICU pride, team members wore gold hats and capes in a celebration for the award winners.

### **Hospital, Opioid Task Force Garner CMS Award**

Rady Children's Hospital and its Prescription Drug Abuse (Opioid) Task Force have received the Quality Improvement and Innovation Group Challenge Coin Award from the Centers for Medicare and Medicaid Services (CMS). A major goal of Rady Children's is to decrease overall Hospital opioid use while maintaining effective pain control. Over a two-year period, an institution-wide quality improvement initiative reduced the number of ambulatory pediatric opioid prescriptions by about one-third and ambulatory doses prescribed by over 50 percent. Learn about our Pain Management program.

### **Genomics Institute Physician-Scientists Discover New Gene Mutation**

Rady Children's Institute for Genomic Medicine physician-scientists have discovered a new gene mutation responsible for a devastating brain disorder in children. Drs. Jennifer Friedman and Joseph Gleeson (pictured right) led the international effort and performed genetic testing on blood samples. The findings pave the way for the first step in developing potential therapies for the rare neurodegenerative condition.

### **Heart Transplant Center Earns CCS Approval**

Rady Children's Hospital received approval as a California Children's Services (CCS) Program-approved Heart Transplant Center and has qualified as a Center of Excellence for meeting strict quality outcomes criteria and for its "ongoing commitment in providing the highest quality care to children." CCS is a state program for children with certain diseases or health problems for children up to 21 years old. Dr. Rakesh Singh (pictured left) is a transplant cardiologist and medical director of our Heart Failure, Mechanical Circulatory Support & Transplantation Program.

### **Hospital, Top Executives Honored by Black Chamber of Commerce**

Rady Children's Hospital and three senior executives were honored at the Central San Diego Black Chamber of Commerce (CSDBCC) 8th Annual Awards Gala, "Honoring African Americans in Healthcare." Dr. Gail Knight, Senior Vice President and Chief Medical Officer, Dr. Nicholas Holmes, Senior Vice President and Chief Operating Officer, and Dr. Herbert Kimmons, Executive Director, Rady Children's

Specialists of San Diego (RCSDD), President, Children’s Specialists of San Diego, and UC San Diego Dean of Clinical Services received The William Jones Lifetime Leadership Award. Rady Children’s received the Medical Center of the Year Award for “taking diversity and inclusion to the next level through the placement of three African Americans on their executive team.”

### **Bernardy Center Earns Top Rating Once Again**

For the 10th year in a row, U.S. News & World Report has recognized Rady Children’s Helen Bernardy Center for Medically Fragile Children as one of the nation’s best nursing homes, with highest possible overall rating of “High Performing.” To generate the ratings, U.S. News & World Report evaluated over 15,000 facilities across the country, and fewer than 20 percent of the facilities were awarded the top rating.

### **Rady Children’s Named HealthCare’s “Most Wired”**

The College of Healthcare Information Management Executives (CHIME) has named Rady Children’s Hospital among its 2018 HealthCare’s “Most Wired” recipients. Healthcare organizations that received this designation not only adopt technology but apply it strategically to achieve great outcomes.

### **Rady Children’s Designated Safe Sleep Hospital**

Rady Children’s has been designated a Bronze Safe Sleep Hospital by the National Safe Sleep Hospital Certification Program. The program was created by the Cribs for Kids foundation and is endorsed by leading health and safety organizations. Hospitals that are certified demonstrate a commitment to making babies as safe as possible in their sleep environments and eliminating sleep-related deaths.

### **Genomics Institute Honored for Collaborations**

Rady Children’s Institute for Genomic Medicine received a RARE Champion of Hope Award from Global Genes®. Awards are given for rare disease advocacy, teen advocacy, science, medical care and treatment, and collaborations. The Institute garnered an award for “Collaborations in Science and Technology.”

### **Hospital, Foundation Recognized for Transparency**

Rady Children’s Hospital and Rady Children’s Hospital Foundation were recently recognized for transparency by GuideStar with a 2018 Gold Seal. GuideStar is the world’s largest source of information on nonprofit organizations. The Gold Seal appears on the Hospital and Foundation profiles on the GuideStar website.

## **Facts & Figures**

In fiscal year 2020 (July 1, 2019 – June 30, 2020), Rady Children’s Hospital:

- Provided care to 237,040 children
- Had 18,159 inpatient admissions.
- Had 261,732 outpatient visits.
- Provided care to 825 [trauma](#) patients. (CY 2019)
- Had 86,233 [emergency care](#) visits and 49,831 [urgent care](#) visits.
- Performed 18,417 surgeries.
- Performed 315 heart surgeries and attended to 28,214 outpatient visits at our cardiology clinics. To date, we have performed 33 heart transplants. [More on our Heart Institute.](#)
- Cared for 237 newly diagnosed cancer patients, attended to 15,204 outpatient visits and provided 26 blood and marrow transplants, and 4 [CAR T-cell treatments](#) at our [Peckham Center for Cancer and Blood Disorders](#).



- Provided trauma counseling to 662 children and parents at our [Chadwick Center for Children & Families](#).
- Evaluated 667 children for autism spectrum disorders, and 176 children were seen for an intervention. [More on our Autism Discovery Institute](#).
- Had 58,292 visits to our orthopedic clinics, including the [360 Sports Medicine program](#). [More on our Orthopedics & Scoliosis Center](#).

#### *Rady Children's Institute for Genomic Medicine*

On July 20, 2018, Rady Children's Institute for Genomic Medicine sequenced over 1,000 patient and family genomes! As a result of the findings: 35 percent of patients sequenced received a diagnosis & 70 percent saw a change in their care plan.

#### **More to Know:**

- Rady Children's 43-bed Helen Bernardy Center is the only pediatric skilled nursing facility in California. In a home-like environment, medically fragile and developmentally disabled children receive round-the-clock care.
- Rady Children's Canine Care Program has nearly 30 volunteer dogs. Dogs and their handlers are on Rady Children's campus five days a week throughout the year.
- The Ronald McDonald House, adjacent to Rady Children's, is available to families whose children are undergoing tests or treatment.
- Patients use more than 2,900 crutches and about 127,000 intravenous (IV) sets each year at Rady Children's.
- Rady Children's gives out more than 21,000 popsicles a year to patients; the playrooms go through about 9,900 packs of crayons a year; hands out about 280,000 Band-aids. Rady Children's also uses about 880,000 diapers, 131,000 oximeters, and nearly 12 million exam gloves each year.
- Rady Children's uses more than 1.6 million pounds of linen (sheets, pillowcases, towels) each year. Rady Children's has gowns to fit all sizes, from infants and children to teenagers.
- A blood pressure cuff for a preemie's tiny arm is about the size of an adult's finger.

## About San Diego, CA



*Image from Alizila.com*

From Sandiego.Org: (<https://www.sandiego.org/articles/about-san-diego-ca.aspx>)

California's second largest city and the United States' eighth largest, San Diego boasts a citywide population of nearly 1.3 million residents and more than 3 million residents countywide. Within its borders of 4,200 sq. miles, San Diego County encompasses 18 incorporated cities and numerous other charming neighborhoods and communities, including downtown's historic Gaslamp Quarter, Little Italy, Coronado, La Jolla, Del Mar, Carlsbad, Escondido, La Mesa, Hillcrest, Barrio Logan and Chula Vista just to name a few.

San Diego is renowned for its idyllic climate, 70 miles of pristine beaches and a dazzling array of world-class family attractions. Popular attractions include the world-famous San Diego Zoo and San Diego Zoo Safari Park, SeaWorld San Diego and LEGOLAND California. San Diego offers an expansive variety of things to see and do, appealing to guests of all ages from around the world.

In San Diego's East County, the terrain varies from gentle foothills to mile-high mountains and the historic mining town, Julian, down to the 600,000-acre Anza-Borrego Desert State Park, offering nature-conscious visitors' endless opportunities to hike, camp, fish, observe wildlife and much more. In San Diego's North County, the agricultural community produces quantities of flowers and magnificent produce. Wine growers are also making a mark by growing and harvesting quality grapes that become excellent wines, which are served at some of the most elegant restaurants and resorts in the region. Along the west, 70 miles of Pacific Ocean coastline not only supports year-round outdoor recreation, such as surfing, boating, sailing and swimming, but also important scientific research at the Scripps Institution of Oceanography. To the south, it's a whole different country, Mexico, featuring its own cultural offerings in various towns along the border and coastline, including Tijuana, Rosarito and Ensenada.

San Diego's arts and culture and culinary arts are booming. The hottest, new culinary arts talents prepare award-winning meals throughout the region's 6,400 eating establishments. Balboa Park, the

largest urban cultural park in the U.S., is home to 15 museums, numerous art galleries, beautiful gardens, the Tony Award-winning The Globe Theatres and the world-famous San Diego Zoo.

San Diego County also features 92 golf courses and a variety of exciting participatory and spectator sports, beachfront resorts and luxury spas, gaming, a dynamic downtown district, annual special events and unique holiday offerings, multicultural festivals and celebrations, colorful neighborhoods and communities, a rich military history and much more.

The most difficult decision to make regarding a vacation to San Diego is determining what to do and see among the region's vast and diverse offerings. San Diego County promises a truly remarkable vacation experience for everyone.

Other Web Resources:

- <https://www.visitcalifornia.com/>
- <https://www.sandiego.gov/>
- <https://www.sandiego.org/>
- [https://www.tripadvisor.com/Tourism-g60750-San\\_Diego\\_California-Vacations.html](https://www.tripadvisor.com/Tourism-g60750-San_Diego_California-Vacations.html)
- [https://travel.usnews.com/San\\_Diego\\_CA/Things\\_To\\_Do/](https://travel.usnews.com/San_Diego_CA/Things_To_Do/)
- <https://www.lonelyplanet.com/usa/san-diego>
- <https://www.10best.com/destinations/california/san-diego/>

## Candidate Inquiries & Consideration

[Summit Talent Group](#), a boutique executive search and interim leadership placement firm with a national healthcare practice, has been retained by Rady Children's Hospital of San Diego to conduct a search for the Director of Cardiothoracic ICU (Director).

Summit Talent Group recently completed the Director – Surgical Services search for Rady Children's, and we can affirm that the leadership and organization is collaborative, innovative and deeply committed to the mission of children's health.

Joann Sherrer is the point of contact for candidate consideration. She can be reached at [Jsherrer@summittalentgroup.com](mailto:Jsherrer@summittalentgroup.com) or Mobile: 443.452.8855.