

HEALTHCARE

CUSTOM CONTENT • May 22, 2023





Dr. Marjan Farid
photographed by
Kimberly Pham

Giving the gift of sight

Rare stem-cell transplant procedure restores vision in people with damaged corneas.

Each year, severe injuries that scar the eye's surface rob tens of thousands of people of their sight. The UCI Health Gavin Herbert Eye Institute is the second medical institution in the nation and the only one on the West Coast to offer a rare vision-restoring treatment for this blinding condition.

Called ocular stem cell transplantation, the procedure involves removing scar tissue from the eye's surface and grafting healthy donor cells from the limbus (the rim of the cornea). These limbal stem cells multiply, replacing the cornea's tissue.

UCI Health cataract and cornea specialist Dr. Marjan Farid is one of the few U.S. ophthalmologists able to perform this sight-saving surgery. She trained with University of Cincinnati ophthalmologist Dr. Edward Holland, who devised the transplant procedure that has restored vision for hundreds of people stricken with severe corneal damage.

Holland and his Foundation for Sight Restoration chose the Orange County eye institute to be the first of five planned U.S. centers of excellence offering this life-changing treatment. Farid explains the unique stem-cell transplant process.

What causes ocular surface damage?

It can result from thermal or chemical exposure, such as acid or alkali burns. About 100,000 people experience such accidents annually, often in the workplace. Some autoimmune diseases also can burn the eye surface from the inside out and limbal cells can be damaged as a side effect of chemotherapy and radiation treatment. Standard therapeutics or cornea replacement aren't options because too many eye surface cells have been destroyed.

What does the transplant involve?

The first step is to surgically remove the scar tissue. Because the eye surface will scar again without healthy stem cells to replenish the eye surface, the next step, done at the same time, is to implant limbal cells harvested from a patient's sibling or another closely related

donor. The donor undergoes a protocol to ensure their cells are healthy. We also supplement with cadaver tissue that has been meticulously prepared and processed. All this occurs before the transplant.

Are donors at any risk?

Taking limbal cells from the eyes is a minor procedure. Although the risk is very low, it's still a surgery and donors need about a week to recover. Most people are born with excess limbal cells that regenerate after the procedure. In a healthy donor, we can safely remove 30% to 50% of the limbus without negative consequences.

How soon do you see results?

We usually know within the first week or two if the limbal cells are reproducing nicely. But just by removing scar tissue, some patients may see clearly as early as the first day. Depending on the underlying cause, patients may have as high as a 75% success rate. Older techniques had a failure rate of 90%, so this is a huge advance.

Why is this procedure so successful?

Overcoming tissue rejection was the greatest challenge. Systemic immunosuppression isn't needed for standard cornea transplants. But Dr. Holland realized that ocular cell transplantation was essentially the same as a solid organ transplant, like a kidney, requiring the careful match of patient and donor tissue and antirejection treatment. He pioneered the transplant procedure and the entire surgical and postoperative patient management protocols, which includes two to four years of immunosuppression medication.

I've treated 40 to 50 patients with varying degrees of ocular damage over more than a decade. These complex cases each take about 80 hours over the course of a year and a team to manage, so I could only do a few annually. The Holland Foundation's support will enable us to rev up our program and treat more patients going forward.

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Whether you have an acute or chronic illness, need an annual physical exam or vaccinations for you and your children, UCI Health primary care physicians offer exceptional care to keep you and your family healthy. As part of Orange County's only academic health system, our primary care doctors work seamlessly with more than 500 world-renowned UCI Health specialists to deliver the highest level of care and treat even the most complex conditions. Also, with UCI Health, you and your family have access to same-day care options for primary care, including walk-in care locations, virtual care and in-home care.

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City of Hope Cures Patient's HIV and Leukemia Through Pioneering Stem Cell Transplant



Jana Dickter, M.D., left, Paul Edmonds, center, Monzr Al Malki, M.D., right



City of Hope, one of the largest cancer research and treatment organizations in the United States, achieved remission for acute myeloid leukemia and HIV in a man who had been HIV-positive for more than 30 years.

After a remarkable stem cell transplant at City of Hope using stem cells from a donor with a rare genetic mutation, grateful patient Paul Edmonds no longer has detectable HIV or leukemia.

“For those who would benefit from a stem cell transplant to treat their cancer, the idea that they could go into remission from HIV simultaneously is amazing,” says Jana K. Dickter, M.D., associate clinical professor with City of Hope’s Division of Infectious Diseases, Department of Medicine. Dickter expects more patients will be cured of both diseases if a donor with the rare genetic mutation can be found each time.

City of Hope is world-renowned for its legacy of pioneering research and cancer breakthroughs. In fact, City of Hope discoveries impact 100 million people around the world each year. More than 18,000 transplants have been performed at City of Hope since it became one of the first cancer centers in the U.S. to perform transplants in 1976. City of Hope is one of the highest volume transplant centers in the nation and the largest in California.

City of Hope pioneered the use of gene-modified blood stem cell transplants to evaluate the use of stem cells engineered to be resistant to HIV infection. The institution was also a primary national co-leader in two National Cancer Institute-sponsored trials for stem cell transplantation for patients with HIV and blood cancers. These trials led to a change in the national standards of care on how best to manage this vulnerable patient population.

To beat his cancer, Edmonds needed chemotherapy and a stem cell transplant from a donor. Giving chemotherapy to a patient who is also taking HIV antiretroviral therapy can be challenging. City of Hope, however, has experience in providing both successful stem cell and bone marrow transplants to people with cancer and HIV.

A City of Hope team led by Monzr Al Malki, M.D., associate professor in the Division of Leukemia and director of City of Hope’s unrelated donor program, set to work on getting both the best donor for Edmonds and one with the rare genetic mutation.

Edmonds received stem cells from the donor in 2019. By March 2020, testing showed no evidence of HIV in his reservoirs. One year later, he stopped taking antiretroviral therapies. His HIV levels were checked weekly. Each time, no virus could be detected. Edmonds’ life had come full circle.

Leveraging expertise in cellular immunotherapy, City of Hope scientists have developed chimeric antigen receptor (CAR) T cells that can target and kill HIV-infected cells and control HIV in preclinical research. The team is working on starting a clinical trial using the CAR T cell therapy, which could potentially suppress HIV for life without antiretroviral therapies.

With more cancer specialists than anyone else in Orange County and the most clinical trials in the region, from diagnosis to survival, City of Hope is Orange County’s most advanced cancer care.

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Amrita Y. Krishnan, M.D., Director of the Judy and Bernard Briskin Center for Multiple Myeloma Research |
Professor, Department of Hematology & Hematopoietic Cell Transplantation



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A Healing Melody

Philanthropy can be powerful medicine. Just ask Emily's parents.

Emily was born eight weeks prematurely and admitted to CHOC Hospital's neonatal intensive care unit (NICU). Music offers therapeutic benefits for babies with health challenges—even in the midst of a hospital setting—but it meant more for Emily, who was born with a rare congenital condition and a poor prognosis. Music helped soothe and calm her and created memories that will last her family's lifetime.

"Your music touched our hearts"

Board-certified music therapist Julia Petrey-Juarez is a certified NICU music therapist with CHOC's Cheresse Mari Laulhere Child Life Department. During Emily's four-month NICU stay, she served on the multidisciplinary team that helped the baby girl in the moment and prepared her family for the eventuality that she may not survive infancy.

As part of the child life team, Petrey-Juarez's work is completely supported through philanthropy. For Emily, Petrey-Juarez brought music to assist with infant-parent bonding, symptom management, meaningful interactions and post-surgery help, as well as positive memory-making and grief support.

"Julia's music brought comfort and ease to difficult moments," says Phuong, Emily's mother.

Before Emily was discharged to go home, the music therapist recorded songs and lullabies including "Baby Mine" from Disney's *Dumbo*. It brought great comfort to the family.

"To this day, Julia's music remains a therapy in our family's ongoing grieving journey of healing and remembrance," says Phuong. "Her music has touched our hearts in a way that words cannot express."

A community's generosity

For nearly 60 years, CHOC has served children like Emily in Orange County and beyond—a growing, diverse, community with a history of imagining great possibilities. Yet when a child becomes ill or injured, big dreams can give way to worst fears. How can the family face the immediate needs that arise with a serious



diagnosis?

The community is an essential part of the solution—because their generosity makes it possible for CHOC to address each family's unique and comprehensive needs through clinical care, advancement, research and education. Philanthropy can be distinctive, ranging from a donation to sponsoring or participating in events like the CHOC Classic Golf Tournament. Hitting the links at Pelican Hill Golf Club is a passion-filled way to make a difference in the lives of children and their families and help give each patient the childhood they deserve. With flexible resources on-hand, powered by philanthropy, CHOC can bolster care where its patients and community need it most. Like music therapy for Emily and her family.

Join others in our community and be a defender of childhood with a pledge to support the health of Orange County's children. Be the difference in their lives. Donate now. <https://campaign.choc.org/music-therapy/>



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Kaiser Permanente's industry-leading, fully integrated care model and renowned Southern California Permanente Medical Group physicians, specialists, and team of caregivers, work together to keep members healthy by delivering high quality, personalized care. By collaborating and sharing members' records, Kaiser Permanente's care teams stay on the same page, and each member's health always takes center stage.

Multiple locations to choose from.

Kaiser Permanente members can get care where, when, and how they want it, near home or work, including same-day, next-day, urgent and emergency care. At most Kaiser Permanente facilities, with many services under one roof, members can do more in less time, including visiting their physician for routine care and preventative services, getting a lab test, and picking up prescriptions — all in a single trip. Members can also leverage phone and video visits* a convenient, secure way to see a physician, face-to-face online.

*when appropriate and available



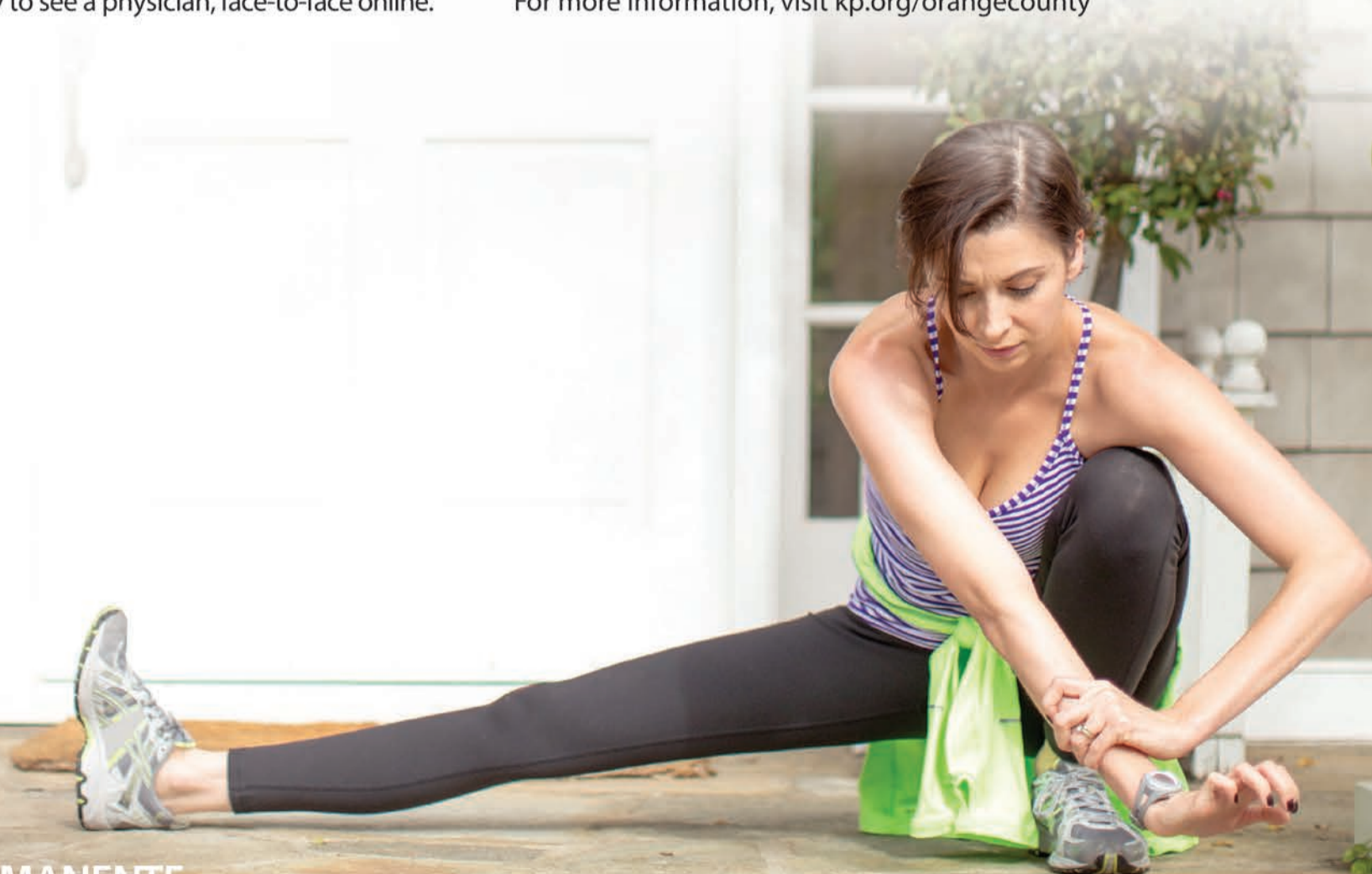
With the Kaiser Permanente mobile app and website, members can make routine appointments, email their physician with non-urgent questions, refill most prescriptions, and view most test results. Health care made convenient.

Health care made inclusive.

Kaiser Permanente recognizes that where one lives and how they live have a big impact on their health and well-being. To provide health access, improve community conditions for health and equity, and advance the future of community health through innovation, Kaiser Permanente shares financial resources, research, nurses and physicians, and their clinical practices and knowledge through a variety of grantmaking and investment efforts.

Kaiser Permanente is committed to helping shape the future of health care and their skilled and caring medical teams are empowered and supported by industry-leading technology advances and tools for health promotion, disease prevention, state-of-the-art care delivery, and world-class chronic disease management.

For more information, visit kp.org/orangecounty



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+ Stay Hydrated

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MemorialCare Continues Growth of Services in OC

New and expanded MemorialCare Medical Group health centers have opened this past year in Long Beach, Cypress and Dana Point. Additional centers are underway in Carson, Lakewood, Rossmoor, Irvine and San Clemente, and many others are planned.

We have a growing number of community-based imaging and surgical centers, as well as the region's largest network of breast centers. We also offer dialysis centers. Our partnership with Physical Rehabilitation Network (CalRehab) has created the largest physical therapy network in the region with 32 locations.

AN INNOVATIVE MEDICAL-DENTAL PARTNERSHIP

Our newest partnership with Pacific Dental Services (PDS), the first of its kind in the nation, brings dentists and physicians together under one roof to provide patients comprehensive whole-person health. The joint venture is propelled by a shared electronic health records system, ensuring a seamless coordination of care and easy access to health records for patients and providers.

Through the unique partnership, several co-located practices will open each year over the next five years to reach a total of at least 25 locations, with PDS-supported dental offices located within select MemorialCare Medical Group health centers throughout Orange and Los Angeles counties.

THE DAO FAMILY CARDIOVASCULAR SUITE

Our hospitals continue to invest in programs and technologies to better serve our communities. The state-of-the-art Dao Family Cardiovascular Suite at Orange Coast Medical Center represents the next phase of development for the MemorialCare Heart & Vascular Institute at Orange Coast. This new suite will enable the hospital to expand its use of innovative therapies for its patients. The suite includes a second state-of-the-art

cardiac catheterization laboratory, a dedicated cardiovascular observation unit for pre-procedural admission and post-procedural recovery and eight additional private patient rooms.

A STEP FORWARD IN WOMEN'S HEALTH

Saddleback Medical Center is building the future of women's health care with its forthcoming Women's Health Pavilion, which will provide convenient access to exceptional breast care and a full range of women's health services. A phased opening of the Sarah & Taylor Niderlander Breast Center, the only integrated breast cancer center in South Orange County with a breast oncologist and breast surgeon under one roof, will begin in the fall of 2023. The breast center will provide women with streamlined and elevated care in a comfortable, spa-like environment, short wait times, access to same-day appointments and expedited screening results.

"After years of planning, it's incredibly fulfilling to see our vision for women's health care coming to life right here in Orange County," said Marcia Manker, CEO, MemorialCare Saddleback Medical Center. "We'll open our doors in 2023 and welcome women to experience a new, integrated and holistic approach to health and wellness."

The MemorialCare network includes four medical centers – MemorialCare Long Beach, Orange Coast and Saddleback Medical Centers, as well as a dedicated pediatric hospital, Miller Children's & Women's Hospital Long Beach. MemorialCare has some of Southern California's best-known physician groups, MemorialCare Medical Group and Greater Newport Physicians – offering more than 200 sites of care – primary care health centers, urgent care centers and physician offices throughout the region.

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Hoag Orthopedic Institute Leads the Nation as #4 for Total Joint Replacement Surgery

Hoag Orthopedic Institute (HOI) continues to be a preeminent leader in spine and orthopedic care, and remains a leader in joint replacements. HOI performs more joint replacements than any other institution on the West Coast and the 4th most in the nation, consistently over the past 10 years.

According to HOI's Division Chief of Joint Replacement, Nader Nassif, MD, the reason for the success of the program comes down to research and education, innovation, and patient experience.

"Over the past decade, HOI has been really involved in education and research from teaching the next generation of surgeons through our fellowships. We are continually improving our processes and technology and evaluating our patients for optimal outcomes," said Dr. Nassif.

Innovation has also been key, from developing a same day surgery program, for joint replacements at HOI hospital (based on key criteria and evaluated for appropriate patients), to adding robot technology to assist with joint replacements at both the surgery centers and hospital.

"Robots in general don't make a surgeon better, but the next generation of robotic devices have the potential to augment a good surgeon's skill because they are compact, easy to use and can help assist with more precision during surgery," added Dr. Nassif.

Dr. Nassif said that the robot can provide more precision for each case. "It helps dial in the delicate balance and alignment that we strive for during the procedure," he added. "Analyzing our outcomes over time will allow us to determine whether or not robotic technology will improve our results in the future."

HOI currently has robotic devices in use at the surgery centers in Mission Viejo, Orange, Marina del Rey and HOI hospital.

Same Day Surgery: Hospital and Outpatient Surgery Centers

As the leading provider of joint replacements on the West Coast, and top 4 in the nation, HOI has been at the forefront of enhanced recovery protocols that allow patients to be discharged home on the same day of their hip or knee replacement surgery.

As demand for outpatient surgery increased, the innovative culture at HOI yielded development and adoption of new surgical and anesthetic protocols which resulted in an increase in volume of joint replacements and other surgeries at the

hospital and four ambulatory surgery centers (ASCs). According to a recent report by Orthopedic Network News (see source below), Hoag Orthopedic Institute performs the highest volume of outpatient joint replacements of any organization at 73% of the total volume.

The move to outpatient total joint procedures has grown since 2015, starting with HOI's Enhanced Recovery Program and transitioning to the Day of Surgery Discharge Program, where a specific set of specially trained orthopedic nurses oversee the discharge of patients the same day of their surgery.

"The key to our joint replacement program success is ensuring that we have the appropriate criteria for identifying the patients who are candidates for same-day discharge," shared Dr. Nassif.

One of the most important components for HOI's Day of Surgery Discharge patients is that they meet specific criteria for discharge. This includes having a dedicated support person who can assist patients with the discharge to home instructions, and support them in their recovery at home. HOI's nursing team works collaboratively with physical therapists, case managers and nurse practitioners to ensure the patient is medically safe and comfortable with their discharge, otherwise patients will spend one night in the hospital.

Specific pre- and post-surgery guidelines were developed by the HOI team to facilitate an enhanced patient experience. The modifications include improved preoperative hydration to reduce nausea, improved pain protocols, and elimination of catheters and drains. These changes have helped to decrease pain and complications after surgery. In addition, at-home physical therapy begins the day after discharge, and patients have multiple follow up appointments at their surgeon's office to ensure they are healing appropriately.

Today, approximately 42% of all total joint replacement patients now go home on the same day as surgery, and 92% are discharged in less than 48 hours. With HOI's foundation and knowledge of enhanced recovery and same-day discharge, HOI surgeons have successfully transitioned more patients to a rapid recovery pathway with the same excellent outcomes.



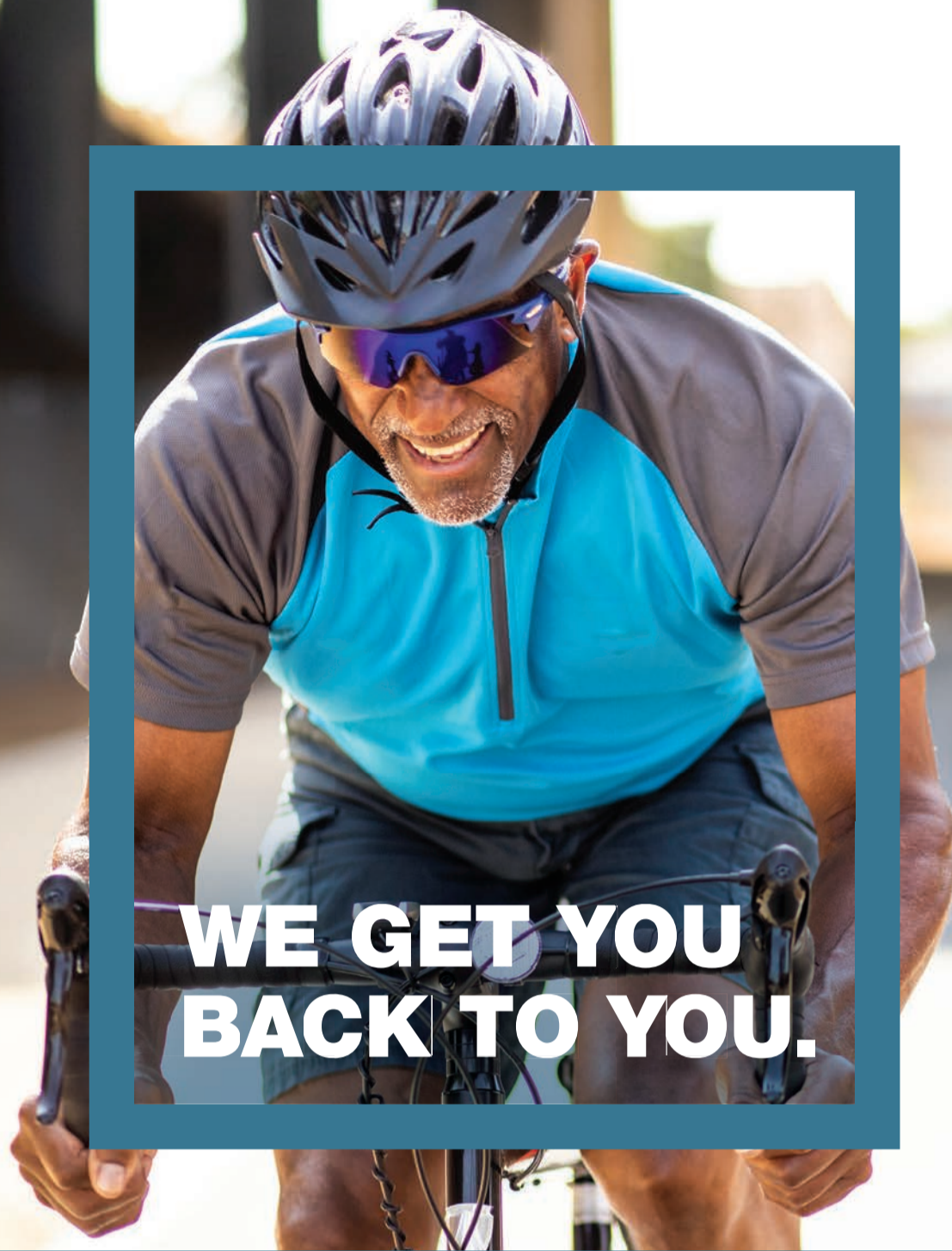
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Source: OrthopedicNetworkNews.com Volume 33, Number 3, August 2022



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UCI's Merage School: Empowering Future Healthcare Leaders



L-R: Todd Zive, VP of Worldwide Marketing at MicroVention; Mark Dickinson, Worldwide President at CERENOVUS, part of Johnson & Johnson MedTech; YJ Oh, Senior VP, Upstream, Brand Global and U.S. Marketing at Edwards Lifesciences; Dr. Romilla Batra, Chief Medical Officer, SCAN Health

Unlock your potential as a leader in the healthcare industry with the UCI Merage School Executive MBA (EMBA) Healthcare track—the premier program designed to prepare you for the challenges and opportunities of today's healthcare industry.

As a healthcare professional, you know that the industry is constantly evolving, and technology is disrupting the way we manage and deliver healthcare. Our program is uniquely positioned to help you stay ahead of the curve and lead your team to success.

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Business of Medicine, Competing with Digital in Healthcare, Healthcare Entrepreneurship, Understanding Managed Care, and Federal Policy in Healthcare (with a residential immersion experience in Washington D.C.). These courses provide you with a deep understanding of the healthcare industry and equip you with the tools necessary to lead your team to success. The Merage School also hosts healthcare-related programs through its Leadership Development Institute, including the Chief Nursing Officer Program and Chief Medical Officer Program. These programs provide opportunities to network with leaders and gain valuable insights into the healthcare industry.

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For more information about The Paul Merage School of Business and our programs, please visit merage.uci.edu.

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CalOptima Health Insures 975,000 OC Residents

CalOptima Health provides health insurance to Orange County's most vulnerable, low-income residents. CalOptima Health serves more than one in four residents — a major portion of the community.

In operation for the past 28 years, CalOptima Health is now focused on growth and innovation, launching specialized efforts to deepen our commitment to caring. Here are just a few recent examples of impactful activities.

Preventing Cancer

Cancer can be devastating, and CalOptima Health cares about preventing members from facing the worst of the disease. In December, we announced a \$50.1 million effort aimed at reducing the incidence of late-stage breast, cervical, colon and certain lung cancers. The goal is to have Orange County lead the nation with the lowest rates of these cancers, which are relatively easy to detect and are treatable when found in the early stages.

Building Food Security

Food is health, and we care that our members have access to healthy choices. For the past year, CalOptima Health has been working with the County of Orange Social Services Agency to



CalOptima Health members attend a community event about CalFresh.

encourage enrollment in CalFresh, California's program offering food assistance to low-income people. A multifaceted outreach effort is building awareness about the importance of food security, and nearly 48,000 CalOptima Health members have gained resources to help prevent hunger and maintain reliable access to food.



Mission Viejo-based Celebrating Life Community Health Center cares for the underserved.

Boosting Community Health Centers

In 2022, CalOptima Health awarded \$50 million in a five-year grant to the Coalition of Orange County Community Health Centers to enhance access to care, improve quality outcomes and strengthen the infrastructure of the health care safety net system across the county.

Expanding Homeless Health Services

Caring and compassion blend with innovation and determination when it comes to CalOptima Health's efforts in serving our members experiencing homelessness. This past year, we launched a variety of services designed to support Medi-Cal members in becoming housed. In April 2023, we rolled out Orange County's first street medicine program to meet members where they are, building relationships and trust while delivering comprehensive care in the community.

Strengthening Children's Mental Health

The pandemic took a heavy toll on children's mental health, and CalOptima Health is partnering with all 29 Orange County school districts to boost access to mental health care. Through a state incentive program, up to \$25 million will fund behavioral health system improvements and open the door for Medi-Cal reimbursement of services delivered at school. In 2023–24, look for significant new resources at schools, putting more counselors, wellness programs, telehealth services, crisis screenings and other programs within reach.



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CalOptima Health, A Public Agency





Providence leads drive to address health inequity

During the pandemic, when health inequities in communities of color became most evident, Providence committed \$50 million across the seven states it serves to address disparities and provide innovative solutions.

Now, after funding a successful two-year partnership with community-based organizations in Black neighborhoods of Los Angeles to address high rates of hypertension and other prevalent health conditions, Providence is expanding to the Orange County and High Desert Latinx communities, said Denise Colomé, director of health equity for Providence in California.

Hypertension Outreach Initiatives

Embracing the expertise of the American Heart Association and other experts, the partnership is committed to simplifying access to care for Latinx, one in four of whom suffer from hypertension. Also called high blood pressure, left untreated, it can cause heart attack, stroke, kidney disease and heart failure.

“We know that it takes partnerships to make a difference,” said Laureen Driscoll, chief executive, Providence South. “The Sisters of St. Joseph have a long history of serving the ‘dear neighbor’ in Orange County and now as Providence, we’ve been able to expand outreach in new and creative ways.”

Those include:

- **Hiring community health workers from targeted regions to serve as trusted, culturally aware caregivers who guide participants on the journey to good health and link them to care and supportive services**
- **Installing a blood pressure kiosk at a public location in Orange County where community members can stop and check their blood pressure, learn what the numbers mean and understand what to do if a blood pressure count is in the hazard zone**
- **Ensuring patients receive free blood pressure machines covered by most health plans**

“It’s a multi-touch effort,” Colomé said of the campaign. “Each patient will be contacted various times by the community health worker team to make sure their blood pressure monitors are working and to see if there are any problems. And then we’re offering resources and social support circles through our partnership with the American Heart Association. The community health worker approach in Orange County is new, so we’re excited to monitor our results.”

The American Heart Association believes every person deserves the opportunity for a full, healthy life, said Sang-Mi Oh, American Heart Association region senior vice president, development & community health. “But longer, healthier lives for all cannot be achieved without addressing a major source of poor cardiovascular health – uncontrolled high blood pressure and the structural inequities that make healthy choices difficult for many.

“Our work with Providence over the past year has resulted in substantial, positive health outcomes for many people in our community,” she added. “We look forward to continuing our collaboration as we pursue our shared goal of eliminating uncontrolled hypertension and advancing longer, healthier lives for all.”

A blood pressure kiosk in the Bay Area has proven effective, possibly lifesaving, she added.

Blood Pressure Management

Under the partnership, the American Heart Association will host free monthly virtual health lessons that focus on managing blood pressure, eating well, activity and social and emotional wellbeing. Live Chair Health, which advocates for access to care in Black communities, will attend community events, providing haircuts and blood pressure testing—a trademark of the group in its effort to eliminate the fear of going to the doctor stemming from historical mistrust among many in communities of color. The program taps into their willingness to have candid conversations at trusted places, such as barbershops and churches.

“This impactful initiative with Providence, is meeting the community where they are by providing needed health education, information and resources,” said Maria Mims, American Heart Association region senior corporate relations account director.

Internally, Providence is reaching out to its Latinx patients who have been diagnosed with hypertension, making sure that they are monitoring their blood pressure regularly and getting the care they need. Caroline Vovan, PharmD., senior manager, pharmacy, for the Providence Clinical Network of California, has pharmacists across the state working as part of the primary care physicians team to manage patients’ blood pressure.

“Our clinic pharmacists who are specialized in hypertension are able to see patients every two to four weeks, in-clinic or virtually, making it convenient with their schedules.” Dr. Vovan said. “We have the time and the expertise to be able to evaluate their home blood pressure readings, adjust their medications and help make lifestyle modifications according to their customized needs.”

Clinical pharmacists do much more than looking at medications, Vovan said.

“It’s about caring for the whole patient. We ask them about their personal goals...so that they can enjoy the meaningful moments in life.”



– Caroline Vovan, PharmD

Congratulations to **Fertility Centers of Orange County** on the completion of their Irvine based, state-of-the-art 7,700 square foot facility. Raymond Fox Architects led the design efforts and Morris, Inc. served as the General Contractor. With three fertility clinics completed and one currently under construction, Morris, Inc. has become an expert in technical laboratory build outs.


Specializing in healthcare & life science construction, Morris has built over 100 projects in these market sectors including tenant improvement and ground up. Owner and President Chris Morris brings over 40 years of construction experience to every project they build.

Morris is currently under construction on six healthcare projects including dialysis centers, a fertility clinic, a dental surgery center and more.

With 33 employees and growing, Morris has quickly become the OC General Contractor of choice.

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www.ocbj.com/2023-embracing-diversity-equity-inclusion/

Diversity in the workplace involves having a workforce inclusive of different backgrounds and national origins. It means gender, socioeconomic, and cultural diversity — and beyond. It also means that the organization fosters a sense of belonging that makes everyone feel like they were part of the team.

Embracing Diversity, Equity & Inclusion acknowledges and celebrates exemplary leadership in advancing diversity, equity, and inclusion in the community with clear positive impacts in areas because of these efforts.

We are looking for organizations that are paving the way for diversity, equity, and inclusion. This special OCBJ section will recognize the efforts of an entire company to set a positive example to other businesses for what it means to be an inclusive organization in 2023 and beyond.



The Importance of Adequate Staffing in Healthcare

Adequate staffing is an essential element of any successful healthcare facility. It's the backbone that delivers patient care with the highest standards of quality, safety, and efficiency. When staffing levels fall short, patient care can suffer. Healthcare workers become overburdened and are at risk of burnout, leaving the facility's reputation at stake. Therefore, ensuring adequate staffing isn't just about keeping operations running smoothly; it's about fulfilling the facility's duty to provide optimal care to its patients and creating an environment where healthcare workers can thrive. Adequate staffing is crucial for achieving improved patient care and satisfaction, as well as stable and efficiently-run healthcare facilities. Although maintaining appropriate staffing levels can be challenging, partnering with a healthcare staffing agency can make all the difference in addressing staffing needs quickly and effectively. With 40% of nursing units in the United States understaffed, this problem is one that is universal across the healthcare industry. Take a look at some of the reasons to maintain proper staffing, the pitfalls of inadequate staffing, and the benefits of partnering with a reputable staffing agency.

Why Adequate Staffing Matters

When a healthcare facility struggles to get by with inadequate staff, the results are detrimental for patients and staff members alike. In fact, a low patient-to-staff ratio increases patients' risk of death within a hospital setting. In addition, patients are more likely to experience a wide range of negative outcomes, including:

- Respiratory failure
- Falls, including falls with injury
- Hospital-acquired pneumonia
- Failure to rescue
- Cardiac arrest
- Increased rate of infection

Hospital workers, especially nurses, also suffer when they're employed in a facility with inadequate staffing. When there are too many patients to care for, nurses are not able to spend the needed time with each patient.

Insufficient staffing takes a toll on healthcare workers who show up to care for patients every day. More than half of nurses point to a workload that is too much to carry. Overworked nurses can inadvertently put their patients at risk because they themselves are plagued with a long list of symptoms associated with burnout, including:

- Insomnia
- Depression
- Fatigue
- High blood pressure

Most healthcare workers entered their careers out of a desire to help people. However, they become more likely to leave healthcare altogether when they hit burnout due to inadequate staff support. As many as 45% of nurses report an intention to change careers as a result of being overworked. That burnout is costly to healthcare providers.

Benefits of Adequate Healthcare Staffing

Adequate healthcare staffing, on the other hand, results in positive outcomes across the board, for patients, healthcare workers, and healthcare facilities alike. When California instituted a statewide requirement regarding nurse-to-patient ratios, the improved numbers were striking, including fewer surgery-related deaths and less time spent in the ICU. Adequate healthcare staffing results in:

- Improved patient safety
- Shorter hospital stays
- Decreased healthcare worker turnover
- Reduced costs in recruitment and training

The combination of overall improved patient outcomes with the promise of cost savings makes adequate staffing a top priority for any healthcare facility. Overworked facilities can find a solution to achieve their staffing goals by teaming up with a healthcare staffing agency that can fast-forward and simplify their hiring process. The Benefits of Working With a Healthcare Staffing Agency

By partnering with a healthcare staffing agency, you can effectively address any issues related to understaffing in your healthcare facility. A specialized staffing agency that comprehends your requirements can provide you with candidates who are well-prepared to deliver excellent patient care right from their first day on the job. Working with a healthcare staffing agency helps you do the following:



Meet our Exceptional Healthcare Recruiting Team: Unlocking Talent, Elevating Healthcare! With years of experience and a passion for excellence, we connect top-tier Healthcare professionals with leading organizations. Our track record in sourcing executives, physicians, nurses, and allied health professionals is unmatched. We understand the unique needs of Healthcare, ensuring both skills and cultural fit. Personalized and collaborative, we build lasting relationships based on trust and transparency. Embracing innovation, we stay ahead of industry trends and technologies. Let us bring transformative talent to your organization and shape the future of Healthcare together.

Widen Your Recruiting Network

Because a healthcare staffing agency has a wide network, you can reach candidates who might not otherwise ever learn of your facility's needs. In an industry with widespread staffing shortages, this access to experienced professionals can make all the difference in staying fully staffed.

Lift the Burden on Your HR Department

Hiring healthcare professionals can be a time-consuming process. When a staffing agency such as Marquee Healthcare Staffing steps in to handle credentialing, your internal hiring process is seamless.

Speed Up the Hiring Process

Recruiting and interviewing healthcare professionals can also be a lengthy process. Staffing agencies help speed this up because they already have a database of candidates for you to draw from and they are well-positioned to recruit even more.

Fill Temporary Positions

A healthcare agency has access to healthcare workers from direct placements, to contract or contract to hire to help your staff open positions as quickly as you requested. Marquee Healthcare Staffing can tap into a network of healthcare professionals, we can adapt to your needs to provide temporary or part-time professionals when you have unexpected staff shortages.

Marquee Healthcare Staffing: The Expertise You Need

Recruitment in today's healthcare environment must go beyond placing online ads — if you want to fill your open positions with the right candidates, that is. When you turn to us at Marquee Healthcare Staffing, you access our years of expertise and our specialized tools. As a result, you get the right people for your needs.

With our help, you can reduce your healthcare costs, ensure legal staffing compliance, and deliver high-quality patient care you can be proud of. Whether you're trying to fill medical or non-clinical healthcare positions, we have a vast talent pool to draw from, so you can fill full-time and part-time vacancies speedily. We help you maintain the staffing levels you need, whether you're coping with turnover issues, lengthy leaves of absence, or overall staff shortages.

At Marquee Healthcare Staffing, we understand the importance of having the right team in place to meet your organization's needs. That's why we provide specialized hiring services to streamline the staffing process for you. Our team handles all screening and interviewing, so you can step in at the end of the process to choose from the most qualified candidates. We also take the burden of recruiting and sourcing candidates off your plate, freeing up your time and resources to focus on other critical tasks. Contact us today (949-222-6430) or visit our website (www.marqueestaffing.com), to see how we can tailor our solutions to meet your unique staffing needs and help your organization thrive.



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- Prevent overwork and burnout.
- Eliminate excess turnover.
- Adapt to census fluctuations.
- Reduce staffing and overtime expenses.

Marquee Healthcare provides flexible solutions to healthcare talent shortages.

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- CNAs
- Nurse Anesthetists (CRNA)
- LVNs
- PPNs
- PBTs (Phlebotomy Technicians)

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- Medical Receptionists
- Medical Billing Specialists
- Insurance Clerks

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