



**Juli McGinnis,** PhD, MSN, RN, NEA-BC  
*Lean Six Sigma Black Belt*  
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**CAREER SUMMARY:**

Healthcare professional with over 29 years of experience including clinical, education, leadership development, operations, financial management, performance improvement, research, and consulting. Able to lead teams to exemplary results. Strong experience with strategic planning, business case development, large-scale program development/implementation/evaluation, and performance improvement mentoring.

**PROFESSIONAL EXPERIENCE**

- 6/2014-present      **Regional Director of Nursing Professional Practice**  
Kaiser Permanente, SCAL Region Patient Care Services, Pasadena, CA  
*Nursing Excellence/SCAL Magnet Program; RN Leadership Development Programs (RN New Managers – Transition to Practice; RN Directors)*
- 7/2023-present      **Adjunct Faculty – MSN/Healthcare Administration & Leadership Program**  
Azusa Pacific University, Monrovia, CA
- 4/2023–7/2023      **Interim Regional Director of Nursing Research**  
Kaiser Permanente, SCAL Region Patient Care Services
- 4/2009-5/2014      **Professional Development & Education/Quality Consultant/Improvement Advisor**  
Kaiser Permanente, SCAL Region Patient Care Services
- 2005-2009      Acute Neurorehabilitation & Research Unit  
University of California, Los Angeles (UCLA) Medical Center, Los Angeles, CA
- 2001-2005      **Charge Nurse – Periop/GI Lab**  
Sherman Oaks Hospital and Health Center, Sherman Oaks, CA
- 1997-2000      **Charge Nurse – Neuroscience Unit; High Risk Labor and Delivery**  
University of California, Los Angeles (UCLA) Medical Center, Los Angeles, CA
- 1995-1997      **Charge/Staff Nurse – Medical/Surgical/Orthopedics Unit**  
Northridge Hospital Medical Center, Northridge, CA
- 1991-1994      **Accountant/CPA – Art Gallery**  
Wing Gallery, Sherman Oaks, CA
- 1988-1991      **Accountant/CPA - Public Accounting Firm**  
KPMG Peat Marwick, Woodland Hills, CA

**SELECTED PUBLICATIONS, PRESENTATIONS AND ABSTRACTS**

- 2024: TBD      *McGinnis, J., Spicer, J., Aquino-Maneja, E., et al., (2024). **Regional transformation: An integrated system’s approach to Magnet designation utilizing high-reliability organization implementation strategies** (2024). *Journal of Nursing Care Quality*. Online Early Access, pending.*

- 2024: TBD *Kim, H., Aquino-Maneja, E., McGinnis, J., et al., (2024). **The role of the nurse scientist and nursing research within a national integrated healthcare system** (2024). *Nursing Administration Quarterly*. Issue date pending.*
- Nov 2023 *Associations and Predictive Pathways between Shared Governance, Autonomy, Magnet, Nurse Sensitive Indicators, and Nurse Satisfaction; Virtual “Podium” Presentation. KING International Nursing Conference (2023).*
- Sep 2023 *McGinnis, J., Dee, V., Rondinelli, J., Li, H. (2024). **Associations and predictive pathways between shared governance, autonomy, Magnet, nurse sensitive indicators, and nurse satisfaction.** *Journal of Nursing Care Quality*. Online Early Access, 9/2023*
- Sep 2022 *McGinnis, J., Dee, V., Rondinelli, J., Li, H. (2022). **Sociodemographic characteristics of nurses and their perceptions of shared governance and autonomy on nursing sensitive indicators;** (Publication #29392938) [Doctoral dissertation, Azusa Pacific University]. *ProQuest Dissertations and Theses Global*.*
- Feb 2021 *“Call to Excellence: Magnet Forum”; Virtual “Podium” Presentation, Co-presenter: Aquino-Maneja, E., Geloso, K.; Sigma Theta Tau Biannual Conference – Creating a Healthy Work Environment; Virtual.*
- May 2017 *“Building a Culture of Excellence”; Podium Presentation, Co-presenter: L. Leavell. Kaiser Permanente Voice of Nursing Conference; Disneyland Hotel (Anaheim, CA).*
- Sep 2016 *“Innovating Delivery Models to Sustain the Total Force”; Podium Presentation; Co-Panelists: Hurd, A., Jennings, K., McGinnis, J., Doumont, L.; The Association of the United States Army’s Institute of Land Warfare; Hot Topics AUSA Conference and Event: “Army Medicine Enabling Army Readiness Today & Tomorrow” (Arlington, VA)*
- Jul 2015 *Lin, M., Heisler, S., McGinnis, J., Fahey, L., Whiffen, T. (2015). **Nurse Knowledge Exchange Plus: Human-centered implementation for spread and sustainability;** *The Joint Commission Journal on Quality and Patient Safety*. 41(7).*
- Sept 2014 *“Transforming Culture: Human-Centered Design Approach”, Podium Presentation, Co-presenter: L. Fahey. AVATAR Solutions Best Practice Symposium, (Chicago, IL).*
- Feb 2013 *“Harnessing “Parent Power”: Partnering with Parents to Transform Communication Handoffs”, Poster Presentation. Co-presenters: S. Koshy, L. Wynsma, T. Whiffen, & L. Fahey. Association of California Nurse Leaders (ACNL) Annual Conference, (San Diego, CA).*
- May 2012 *“SCAL NKEplus Story: Inspiring And Hardwiring Reliable Practices”, Podium Presentation, Co-presenters: S. Heisler, T. Whiffen. KP National Quality Conference, (Sacramento, CA)*

- Mar 2012 *“NKEplus: Hardwiring a Patient-Centered, Empowered Culture of Communication, Collaboration, and Innovation”*, Poster Presentation. Co-presenters: C. Farugia & Linda Fahey. American Organization of Nurse Executives (AONE) Annual Conference, (Boston, MA).
- Jan 2012 *“Nursing Makes a Difference: Quality Improvement Initiatives”*, Podium Presentation. KP SCAL, Service-Academia Conference, (Pasadena, CA).
- Apr 2011 *“Best of Both Worlds: Service-Academia”*, Podium Presentation, Co-presenters: L. Caputi, R. Ketchum, Y. Ramirez. National League for Nursing (NLN) Conference, (Orlando, FL).
- Feb 2011 *“Narrowing the Student Nurse Preparation-Practice Gap: Integrating QSEN across the Curriculum”*, Panel Presentation. Co-presenters: Y. Ramirez & R. Zimmerman, Kaiser Permanente Southern California Region, Service-Academia Conference (Pasadena, CA).
- Feb 2011 *“Narrowing the Student Nurse Preparation-Practice Gap: Integrating QSEN across the Curriculum”*, Poster Presentation and Abstract. Co-presenters: Y. Ramirez & R. Zimmerman. Association of California Nurse Leaders (ACNL) Annual Conference (Sacramento, CA).
- Jun 2010 *“Relationship-Based Care...A Transformational Journey”*, Oral Presentation. Co-presenter: Y. Ramirez. Kaiser Southern California Chief Nurse Executives’ & Senior Leadership Off-Site, Westin Hotel (Pasadena, CA).
- Feb 2010 *“The Power of Partnership: Narrowing the Student Nurse Preparation-Practice Gap”*, Poster Presentation and Abstract, Association of California Nurse Leaders’ Annual Conference (Rancho Mirage, CA).

## **SELECTED INNOVATIVE/BEST PRACTICE WORKS**

- 2023 **Associate CNE Program development (work in progress):**  
*Collaborating with a diverse workgroup, including Chief Nurse Executives, RN managers, HR, and finance on the development and implementation of an Associate Chief Nurse Executive (ACNE) role and program ensuring proactive succession planning, mentoring, professional development, seamless transition of hard to fill roles, and retained continuity of leadership and mission critical positions.*
- 2022 **New RN Manager Preceptor Program development:**  
*Spearheaded the development of a KP SCAL Region new RN Manager Preceptor Program to support the recruitment and retention of new RN managers and bridge the existing transition-gap experienced by clinical RNs as they move to managerial positions. The program includes strategies to enhance nurse manager resiliency and wellbeing and enhance leadership competencies aimed at ensuring culturally sensitive care delivery for KP SCAL communities.*

- 2021 **KP SCAL Magnet Excellence Journey (ongoing):**  
*Works collaboratively with the SCAL VP of Patient Care Services to oversee the SCAL Region Magnet Strategic Plan. Works collaboratively and interdependently across the continuum with national, regional, local, and labor key stakeholders in the ongoing development of an infrastructure supporting quality, safety, care experience, affordability, professional development, research, and leadership excellence. The SCAL standardized, centralized infrastructure aligns with OneKP National organizational strategic priorities while embracing each medical center's unique culture & standards (i.e., standardized excellence at the core with customizable margins). The 15 SCAL & Hawaii sites are at varying states along the Magnet excellence trajectory which are categorized as follows (Feb 2024): 1) Nine sites have achieved Magnet accreditation; 2) One is submitting documents in Jun 2024, and 3) the remaining five are working on gap closure endeavors and will be applying for Magnet within the next year.*
- 2019 **New RN Manager Transition to Practice Program:**  
*Partners with National KP leaders overseeing the new RN Manager Transition to Practice Program (Summit) ensuring structures, processes, and strategies align with ANCC Magnet and Practice Transition and Accreditation Program (PTAP) excellence criteria.*
- 2017 **KP National Inter-regional Magnet Excellence Journey:**  
*Collaborated inter-regionally with national, regional, and local leads in the development of a National KP Nursing Excellence (Magnet Roadmap) Strategic Plan, Magnet Business Case, and Executive Summary promoting KP nursing professional practice excellence utilizing Magnet excellence standards as the framework. Strategic Plan outlines infrastructure to support/promote nursing professional practice excellence/Magnet standard enculturation as a system wide.*
- 2015 **SCAL RN Director - Leadership Development/Succession Planning Program development:**  
*Collaborated with KP SCAL region & local stakeholders and community university faculty in conducting gap analysis, best practice surveillance, & developing SCAL RN Leadership Development/Succession Planning Program. This leadership development series brought together the experience and expertise of Academic & Kaiser Permanente Faculty. The program initiated in 2015 with 75% external faculty and 25% KP faculty. In 2016 (year 2), Juli spearheaded the leveraging of KP subject matter experts to facilitate the program (80% internally driven) supplementing with 20% external faculty. Program outcomes (2015-2017) included a 2% reduction in RN Manager/Director turnover (\$600K) and internal program facilitation savings of \$142K; total program return on investment (2017) = \$742K. Outcomes between (2015-2021: 1) 19 - 25% of the prior years' cohorts advanced into positions of higher leadership; 2) Leadership competencies (pre and post assessments) demonstrated statistically significant improvement post program. As of Feb 2024, five program Alumni are KP SCAL CNEs (5/15, 33%). Cohort Capstone projects tied to organizational strategic priorities impact both qualitative and quantitative outcomes.*
- 2015 **SCAL Video Storytelling Workshop (2013; 2015):**  
*Collaborated with National Care Experience and local clinical, performance improvement, and operations leads in planning & developing a SCAL program/infrastructure to promote video capturing capabilities across the SCAL Region to allow more person-focused improvements in quality, safety, and care experience.*

- 2015 **KP National Nursing Strategy White Paper:**  
*Collaborated with KP National Patient Care Services in the creation of a KP Nursing Strategy white paper highlighting: Kaiser Permanente Nursing, 7 Strategies to Maximize Potential, September 2015, Oakland, CA*
- 2015 **KP Nursing Leadership Development Map**  
*Collaborated with KP National PCS & Army Fellow in the development of this electronic dashboard career advancement/clinical pathways map. The map integrates ANA Scope & Standards of practice, ANA Ethics, AONE leadership competencies, and ANA competencies along with experiential criteria to highlight developmental pathways/competencies recommended for all levels of RNs.*
- 2014 **KP Professional Practice Developmental Grid development:**  
*Developed the KP Professional Practice Developmental Grid. The grid shows how using the framework of the High-Performance Programming (HPP) model (Nelson & Burns, 2005) along with components of the KP Nursing Professional Practice Model can be used to design a strategy for advancing nursing professional practice. This model is used within KP's Voice of Nursing 2.0.*
- 2014 **SCAL Regional Professional Practice Community development (2014; 2017):**  
*Collaborated with national, regional, and local administrative, clinical, operations, and labor leads in developing cascading infrastructure and strategic plan to support/promote enculturation and ongoing growth of nursing professional practice across the continuum of care. Additional stakeholders include patient advisors and frontline staff.*
- 2012 **Kaiser Permanente Professional Nursing Model:**  
*Collaborated with Maria O'Rourke and KP National Nursing Leaders regarding the re-evaluation and redesign of the KP Nursing Professional Practice Model*
- 2012 **Kaiser Permanente National Nursing Pin Award:**  
*Collaborated with National KP Nursing Leaders in designing the reward and recognition criteria, structures, and processes for the KP National Pin Award*
- 2012 **Kaiser Permanente Nurse Knowledge Exchange (NKE)plus (Bedside Shift Change) Model Prototyping for Specialty Units:**  
*Collaborated with SCAL Region Specialty Units regarding the development, testing, adoption, implementation, and evaluation of structures, processes, and standardized tools within specialty units (i.e., NICU, ICU, L&D, Peds)*
- 2011 **Magnet Recognition Program: Development of Magnet Resource Toolkit/Sharepoint Site;**  
*provision of internal and external standardized, centralized tools (i.e., templates, timelines, financial considerations, etc.)*
- 2011 **Creation of SCAL NKEplus Ideabook site**

- 2010 **Academic-Service Collaborative Program Joint Curriculum & Learning Activity:**  
*Worked with Chaffey College Faculty and Education Consultant (L. Caputti) to develop learning activities/strategies that integrate classroom teachings with clinical application (i.e., Clinical Activity Portfolios). Integrated Quality Safety Education for Nurses (QSEN) competencies into nursing curriculum (Co-participants, R. Ketchum, L. Caputti, Y. Ramirez).*
- 2010 **Academic Service Collaborative Program** – liaison between Academia and Service: *Plan, develop & implement best practice strategies to enhance student nurse competencies and the clinical learning environment; “Seamless transition from Academia to Service: Bridging the Gap”: 1) Phase I: Development of KP staff nurses as Clinical Adjunct Faculty to assist Nursing School affiliate partners in project; 2) Phase II: Professional Partnership Program created to focus on senior nursing students’ formation and build unit infrastructure of QSEN competent preceptors for student nurses; 3) Phase III: Senior Leadership Development initiated to augment BSN clinical leadership experience*
- 2010 **Delegation Activity Tool creation; Quality Safety Education for Nurses (QSEN.org) Website; Teaching Strategy;** Co-creator, S. Herman (Chaffey College Professor, Nursing).
- *Interventions embedded within the tool enhance the students’ knowledge, skills, and attitudes regarding team building and management, communication practices, and clinical prioritization and reasoning.*

## PROFESSIONAL DEVELOPMENT

- 2017 Juran Institute; Lean Six Sigma Black Belt
- 2016 Kaiser Permanente “Energy Project – Leader Program”
- 2016 The Ariel Group: “Leading with Presence”
- 2015 Kaiser Permanente, Middle Management Program
- 2014 Kaiser Permanente Quality Professional Fellow Program (KP Performance Improvement Institute/IHI, April 2014-December 2014)
- 2013 ANCC Fundamentals of Magnet, Certificate Holder; 2013
- 2012 Kaiser Permanente, Advanced Performance Improvement Institute, San Francisco, CA
- 2012 Kaiser Permanente: Video Storytelling for Quality Improvement Program
- 2011 Kaiser Permanente, Performance Improvement Advisor Program, Long Beach, CA
- 2010 American Organization of Nurse Executives, Aspiring Nurse Leader Institute (Scottsdale, Arizona).
- 2010 Relationship-Based Care Leadership Seminar/Series (Oakland, CA).

## EDUCATION

- 2022 PhD Azusa Pacific University, Pomona (Doctor of Philosophy in Nursing)
- 2009 MSN University of California, Los Angeles (Nursing Administration)
- 2007 BSN University of California, Los Angeles (Nursing); Cum Laude
- 1995 ADN Los Angeles Pierce College (Nursing)
- 1989 BSBA California State University, Northridge (Business Administration/Accounting)

## PROFESSIONAL LICENSES/CERTIFICATIONS

California RN License	#512356	Exp. 2/28/2025
California Certified Public Accountant License	#67090	Exp. 1/31/2025
Nursing Professional Development, RN-BC	#2014032333	Exp. 7/26/2021
American Nurses Credentialing Center Certification		
Nurse Executive, Advanced, NEA-BC	#2017037191	Exp. 4/8/2028
American Nurses Credentialing Center Certification		
Juran Institute; Lean, Six-Sigma Black Belt (2016 – present)		

## AWARDS AND HONORS

- 2019 Nursing Excellence, Clinical Practice - Association of California Nurse Leaders (ACNL)
- 2014 KP Quality Professional Fellowship – IHI Fellows Award
- 2014 AVATAR “Blue Sail Innovation Award” – NKEplus “shift hand-off”
- 2013 Kaiser Permanente National Nursing Excellence Pin Award – Professionalism & Excellence
- 2013 Kaiser Permanente, SCAL Region Patient Care Services, Workplace Warrior Award
- 2008 Member, Sigma Theta Tau International, Honor Society of Nursing; Gamma Tau Chapter
- 2008 Dean’s List/Academic Honors, University of California, Los Angeles, Graduate School
- 2007 Cum Laude, University of California, Los Angeles (UCLA)
- 2007 UCLA Nursing Class, elected speaker for Commencement ceremonies (Royce Hall, UCLA)

## PROFESSIONAL ASSOCIATIONS: MEMBERSHIPS

**Association of California Nurse Leaders (ACNL):** 2014 Quality & Patient Safety Committee Member; 2016 Leadership Committee Member

**Sigma Theta Tau International** – Gamma Tau Chapter

**King International Nursing Group (KING)**

**Kaiser Permanente, Institute of Healthcare Improvement (IHI) Fellow, 2014-**

**American Organization of Nurse Leaders (AONL)**

**University of California, Los Angeles Alumni Association**