


NP III Application



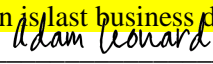
Your NP III application must contain the following 7 documents in this order:

- This cover sheet with signatures. Please print name to follow signature.
- Current resume or curriculum vitae.
- Personal Essay.
- Two letters of recommendation signed and dated.
- A copy of NP II performance evaluation signed and dated within 12 months of the NP III application due date.
- Leadership Activities Form over the preceding prior 24 months of application due date.
- Proof of attendance for minimum 30 CEUs within 24 months of the NP III application due date (or can be listed on most recent NP II performance evaluation).
-  ^{DS} **I attest that I am a credentialed and privileged provider in good standing at UCSF Health.**
(initial)

Accepted formats for the application are *Word or PDF only*. All information must be in one file. Name of file must be your last name and first initial (for example, "EricksonM"). Email one file to AdvancedPractice@ucsf.edu.

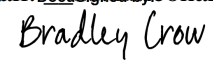
An exemplar application is available upon request from [Advanced Practice@ucsf.edu](mailto:AdvancedPractice@ucsf.edu).

Deadline for submission is last business day of March or September at 5pm PST

DocuSigned by:
Applicant (signature): 

Applicant (print): Adam Leonard

Date: 3/30/2022 Email: adam.leonard@ucsf.edu

DocuSigned by:
Manager (signature): 

Manager (print): Brad Crow

Date: 3/31/2022

DocuSigned by:
Collaborating Physician (signature): 

Collaborating Physician (print): Sara Buckelew

Date: 3/31/2022

FTE Appointment
0.80 FTE

University of California, San Francisco
CURRICULUM VITAE

Name: Adam Leonard (he/they)

Position: Nurse Practitioner II
Adolescent and Young Adult Medicine Clinic
UCSF Benioff Children's Hospital

Assistant Clinical Professor--Volunteer
Community Health Systems
School of Nursing

Address: University of California, San Francisco
Email: Adam.Leonard@ucsf.edu

EDUCATION

2001 - 2005	Saint John's University	BA	Political Science, Peace Studies
2007 - 2010	University of Minnesota, Twin Cities	MPH	Community Health Promotion
2007 - 2010	University of Minnesota, Twin Cities	MSW	Community Practice
2011 - 2014	University of California, San Francisco	MS	Pediatric Nurse Practitioner
2013 - 2014	University of California, San Francisco	Nurse Trainee	Leadership Education in Adolescent Health traineeship
2009 - 2010	University of Minnesota, Twin Cities	Public Health Trainee	Leadership Education in Adolescent Health traineeship

LICENSES, CERTIFICATION

07/2012	Registered Nurse, California Board of Registered Nursing
11/2012	Public Health Nurse, California Board of Registered Nursing
07/2014	Nurse Practitioner, California Board of Registered Nursing
08/2014	Certified Pediatric Nurse Practitioner in Primary Care, Pediatric Nursing Certification Board
12/2015	Pediatric Primary Care Mental Health Specialist, Pediatric Nursing Certification Board
11/2016	Practicing HIV Specialist, American Academy of HIV Medicine
2/2018	DEA Practitioner Waiver to Prescribe Buprenorphine (X-Waiver)

PRINCIPAL POSITIONS HELD

03/2020 - present	UCSF Benioff Children's Hospital, Adolescent and Young Adult Clinic	Nurse Practitioner	Division of Adolescent Medicine
02/2015 - 02/2020	San Francisco Department of Public Health	Nurse Practitioner	Community Health Programs for Youth
01/2018 - 03/2019	San Francisco Department of Public Health	Lead HIV Prevention Specialist	Center for Learning and Innovation
11/2016 - present	University of California, San Francisco School of Nursing	Assistant Clinical Professor	Community Health Systems
10/2010 - 05/2011	Public Health Institute	Research Associate	Health Intervention Projects for Underserved Populations

HONORS AND AWARDS

2019	Helen Martin Award for Excellence in Clinical Precepting	University of California, San Francisco School of Nursing
2012	Nurse Corps Scholarship Program	U.S. Health Resources and Services Administration
2012	Alex Anagnos Scholarship for Commitment to Serving the Needs of Vulnerable and Underserved Populations	University of California, San Francisco School of Nursing
2011	Nancy Karen Tempkin Memorial Scholarship for an Outstanding Student in the UCSF MEPN Program	University of California, San Francisco School of Nursing

KEYWORDS/AREAS OF INTEREST

HIV/AIDS, HIV Prevention, Adolescent Health, LGBTQ Health, Healthy Youth Development, Public Health, Substance Use Disorders, Mental Health

CLINICAL ACTIVITIES

CLINICAL ACTIVITIES SUMMARY

Adam Leonard, NP, MPH (he/they) is a nurse practitioner specializing in caring for adolescents and young adults at the University of California San Francisco Benioff Children's Hospital. In his role at UCSF, he provides comprehensive primary care to youth. He is particularly interested in providing non-judgmental sensitive services for youth in the areas of sexual and reproductive health, mental health, and substance use. He is a board-certified nurse

practitioner with additional certifications as a primary care mental health specialist and HIV specialist. Prior to joining UCSF, Adam worked for the San Francisco Department of Public Health providing community-based care to young people with cooccurring HIV infection, substance use disorders and psychiatric diagnoses. He is skilled at inserting and removing Long Acting Reversible Contraception methods as well as prescribing buprenorphine for treatment of opioid use disorder.

CLINICAL SERVICES

2020 - present	Nurse Practitioner, UCSF Adolescent and Young Adult Clinic	26 per week
2014 - 2020	Nurse Practitioner, Community Health Programs for Youth, SFDPH	40 per week

PROFESSIONAL ACTIVITIES

MEMBERSHIPS

2009 - present American Public Health Association
 2009 - present Society for Adolescent Health and Medicine
 2012 - present National Association of Pediatric Nurse Practitioners
 2013 - present Association of Nurses in AIDS Care

SERVICE TO PROFESSIONAL ORGANIZATIONS

2015 - present	Society for Adolescent Health and Medicine	Health Services - LGBT Sub-Committee
2014 - 2018	Bay Area Chapter of the National Association of Pediatric Nurse Practitioners	Secretary
2015 - 2017	Northern California Chapter of the Society for Adolescent Health and Medicine	Co-President

SERVICE TO PROFESSIONAL PUBLICATIONS

2018 - present Journal of Adolescent Health, reviewer

INVITED PRESENTATIONS - INTERNATIONAL

2022	15th International Conference on Neonatal & Childhood Pulmonary Vascular Disease	Platform Presentation
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INVITED PRESENTATIONS - NATIONAL

2019	Association of Nurses in AIDS Care	Workshop
2019	Society for Adolescent Health and Medicine	Platform Presentation

2018	Association of Nurses in AIDS Care	Workshop
2018	United States Conference on AIDS	Poster
2017	National Biomedical HIV Prevention Summit	Workshop
2017	United States Conference on AIDS	Poster
2017	United States Conference on AIDS	Workshop
2017	San Francisco Department of Public Health Center for Learning and Innovation	Webinar
2017	Society for Adolescent Health and Medicine Annual Meeting	Workshop
2017	San Francisco Department of Public Health Center for Learning and Innovation	Webinar
2016	United States Conference on AIDS	Roundtable
2016	National Ryan White Conference on HIV Care and Treatment	Workshop
2016	Conference on Social Work and HIV/AIDS	Workshop
2016	UCSF HIVE	Webinar
2012	American Public Health Association 140th Annual Meeting	Poster Presentation

INVITED PRESENTATIONS - REGIONAL AND OTHER INVITED PRESENTATIONS

2021	UCSF Advanced Practice Provider Conference	Presentation
2019	San Francisco Bay Area Chapter of the National Association of Pediatric Nurse Practitioners	Presentation
2017	Adolescent Health Working Group	Panel
2016	San Francisco Getting To Zero Consortium	Presentation
2016	Adolescent Health Working Group	Workshop

CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT ACTIVITIES

2013	Society for Adolescent Health and Medicine Annual Conference
2014	UCSF/ZSFG Positive Health Program HIV/AIDS Grand Rounds
2014	Society for Adolescent Health and Medicine Annual Conference
2014	National Association of Pediatric Nurse Practitioners Annual Conference
2015	UCSF/ZSFG Positive Health Program HIV/AIDS Grand Rounds
2015	Society for Adolescent Health and Medicine Annual Conference
2015	UCSF Medical Management of HIV/AIDS and Hepatitis Conference
2016	UCSF/ZSFG Positive Health Program HIV/AIDS Grand Rounds

2016	Society for Adolescent Health and Medicine Annual Conference
2017	Society for Adolescent Health and Medicine Annual Conference
2018	Society for Adolescent Health and Medicine Annual Conference
2019	Association of Nurses in AIDS Care
2021	Society for Adolescent Health and Medicine Annual Conference
2022	Society for Adolescent Health and Medicine Annual Conference

UNIVERSITY AND PUBLIC SERVICE

UCSF CAMPUSWIDE

2020 - present	UCSF Benioff Children's Hospital Advanced Practice Provider Leadership Committee. The purpose of this committee is to provide recommendations and guidance to BCH leadership regarding standards of practice, protocol development, competency, and appropriate utilization of APPs.	member, Chair 21-22
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COMMUNITY AND PUBLIC SERVICE

2018 - present	Lavender Youth Recreation and Information Center (LYRIC)	Co-Chair, Board Member
2017 - present	San Francisco Getting To Zero Consortium	Co-Chair Adolescent and Young Adult Committee
2015 - present	San Francisco Getting To Zero Consortium	PrEP Provider Sub-Committee member

CONTRIBUTIONS TO DIVERSITY

CONTRIBUTIONS TO DIVERSITY Contributions to Diversity, Equity & Inclusion Guidance

Mentor, UCSF Health Advanced Practice Provider Collaborative Career Advancement Network (C-CAN) program of the APP Justice, Equity, and Inclusion Committee.

TEACHING AND MENTORING

TEACHING SUMMARY

Adam's teaching expertise is in adolescent and young adult health. He also leads the foundational and advanced problem-based learning seminars for the HIV Prevention and Care Concentration in the School of Nursing. He provides project oversight for students in the evidenced-based project planning courses and has guest lectured on topics in adolescent

health, HIV care, and intervention implementation in the Schools of Nursing, Medicine, and Public Health and UC San Francisco and Berkeley.

FORMAL TEACHING

	Academic Yr	Course No. & Title	Teaching Contribution	School	Class Size
	2022 - present	N246.04B Clinical Reasoning, Diagnosis and Management of Common Acute Pediatric Conditions	FOR	Nursing	9
	2022 - present	N280 Closing the Opioid Treatment Gap via Nurse Activation	Co-FOR	Nursing	
	2021 - present	N245.04 Pediatric Health Promotion and Protection	Co-FOR	Nursing	40
	2020 - present	N242A Foundations of HIV Clinical Care	Co-FOR	Nursing	
	2020 - present	N242D Complex HIV Management Clinical Seminar	FOR	Nursing	6
	2020 - present	N242E HIV Grand Rounds	Co-FOR	Nursing	
	2017 - present	Leadership Education in Adolescent Health Patient Management Rounds	Guest Lecturer	Medicine	
	2015 - present	N414.10, N414.11, N414.15 FNP, PNP, WHNP/CNM clinical practicums	Clinical Preceptor	Nursing	
	2021 -	PH 180 Human Sexuality	Guest Lecturer		90
	2019 -	N232.05B Pathophysiology and Pharmacology in Pediatric Complex Care	Guest Lecturer	Nursing	

	Academic Yr	Course No. & Title	Teaching Contribution	School	Class Size
	2018 -	N232.05B Pathophysiology and Pharmacology in Pediatric Complex Care	Guest Lecturer	Nursing	
	2017 -	N245.04 Pediatric Health Promotion	Guest Lecturer	Nursing	
	2017 -	N232.04A Pediatric Pharmacology	Guest Lecturer	Nursing	
	2016 - 2018	234A Evidence-Based Project Planning I	Project Sponsor	Nursing	
	2015 -	N272 Care of Children with Special Health Care Needs	Guest Lecturer	Nursing	
	2015 - 2016	N150 Community Health Nursing	Clinical Preceptor	Nursing	

RESEARCH AND CREATIVE ACTIVITIES

RESEARCH AND CREATIVE ACTIVITIES SUMMARY

Adam's research is rooted in community-based participatory research methods focused on all phases of service implementation science: needs assessment, project planning, implementation, evaluation, and dissemination. His grant work is consistently situated at the intersection of adolescent / young adult health, HIV, substance use, and mental health.

RESEARCH AWARDS - CURRENT

1. 1H79TI083993-01	Co-Investigator	12 % effort	Tierney (PI)
Substance Abuse and Mental Health Services Administration (SAMHSA), Center for Substance Abuse Treatment (CSAT)		09/30/2021	09/29/2024
Closing the Opioid Treatment Gap Through Advance Practice Nursing Activation		\$ 149,845 direct/yr 1 direct/yr 1	\$ 449,558 total total

This grant supports the development and implementation of a nursing education curriculum to teach future Advance Practice Registered Nurses (APRNs) to prescribe medication assisted treatment (MAT) for opioid use disorder (OUD) under the DATA2000 waiver with the aim of increasing the number of APRNs providing MAT for OUD within their practice. The targeted population of learners includes future APRNs studying at the UCSF School of Nursing, plus nursing faculty supervisors and preceptors who do not possess the waiver. This grant will provide focused content on MAT for OUD among three priority populations: racial and ethnic minorities, rural populations, and adolescents. Oversee the development, internal and external coordination, and implementation of all project activities, including curriculum development and evaluation for a novel course at the UCSF School of Nursing.

2. 1H79 SP082094-01	Key Personnel	8 % effort	Dawson-Rose (PI)
	Substance Abuse and Mental Health Services Administration	08/31/2020	08/31/2025
Grant Title: Navigate to Health: Linking Minority Youth to Substance Use and HIV Prevention and Care			
The grant will link racial and ethnic minority youth ages 13-24 who are experiencing homelessness in San Francisco, CA to substance abuse and HIV/HCV prevention and care services through the implementation of a robust trauma-informed navigation strategy and partnerships with community sectors.			

RESEARCH AWARDS - PAST

1. SP021285	Key Personnel	20 % effort	Dawson-Rose (PI)
	Substance Abuse and Mental Health Services Administration	09/30/2015	09/29/2020
	Capacity Building Initiative for Substance Abuse and HIV Prevention Services for At-Risk Racial/Ethnic Minority Youth and Young Adults	\$ 283,875 direct/yr 1	\$ 1,419,375 total
The purpose of the Regents project is to expand capacity for delivering evidence-based approaches to substance abuse and HIV/AIDS prevention, engage UCSF psychiatric nurse practitioner students and Larkin Street Youth Services staff in ongoing training efforts as part of a clinic, and conduct a performance evaluation documenting the impact of this effort. The Regents anticipate activity to include: (1) screening; (2) psychiatric case management; and (3) implementation of an evidence-based Street Smart group intervention. The population of focus is over 3,450 homeless and marginally housed youth (ages 13-24) in San Francisco.			

PEER REVIEWED PUBLICATIONS

1. Jain JP, Santos G-M, Hao J, **Leonard A**, Miller AM, Cuca YP, et al. (2022) The syndemic effects of adverse mental health conditions and polysubstance use on being at risk of clinical depression among marginally housed and homeless transitional age youth living in

San Francisco, California. PLoS ONE 17(3): e0265397.
<https://doi.org/10.1371/journal.pone.0265397>

2. **Leonard, A.**, Broussard, J., Wilson, N., & Dawson-Rose, C. (2022). Cabotegravir and Rilpivirine: A Long-Acting Injectable Antiretroviral Treatment for HIV. *The Journal for Nurse Practitioners*. 18, 17-22. <https://doi.org/10.1016/j.nurpra.2021.11.022>
3. Hao, J., Beld, M., Khoddam-Khorasani, L., Flentje, A., Kersey, E., Mousseau, H., Frank, J., **Leonard, A.**, Kevany, S., & Dawson-Rose, C. (2021). Comparing substance use and mental health among sexual and gender minority and heterosexual cisgender youth experiencing homelessness. *PLOS ONE*, 16(3), e0248077.
<https://doi.org/10.1371/journal.pone.0248077>
4. Mocorro, I., Sandhu, P, Roowniak, S., and **Leonard, A.** (2020). Initiation of HIV PrEP in Adolescents and Young Adults: Barriers and Opportunities. *Journal of the American Association of Nurse Practitioners*. https://journals.lww.com/jaanp/toc/online_now
5. Dawson-Rose, C.; Shehadeh, D.; Hao, J.; Barnard, J.; Khoddam-Khorasani, L.; **Leonard, A.**...Cuca, Y. P. (2020). Trauma, Substance Use, and Mental Health Symptoms in Transitional Age Youth Experiencing Homelessness. *Public Health Nursing*. <https://doi.org/10.1111/phn.12727>
6. **Leonard, A.**; Cooper, M. B., Fields, E.L., Chadi, N., Santa Maria, D., Tellier, P. ... Arrington-Sanders, R. (2018). HIV Pre-Exposure Prophylaxis Medication for Adolescents and Young Adults: A Position Paper of the Society for Adolescent Health and Medicine. *Journal of Adolescent Health*, 4(63): 513-516.

BOOKS AND CHAPTERS

1. Schapiro, N. A. and Leonard, A. J. (2022). Comprehensive Information Gathering. In K. Duderstadt & V. Keeton (Eds.), *Pediatric physical examination: An illustrated handbook* (pp. 36-56). Mosby.

OTHER PUBLICATIONS

1. Author, Adolescent and Young Adult Appendix to the San Francisco Health Network Pre-Exposure Prophylaxis (PrEP) Management Guidelines

NP III Application



Personal Essay

Instructions:

Personal essay of 250-1000 words describing your leadership trajectory, elaborating on your leadership activities, their context or impact and your future goals. Also, discuss how your future goals align with UCSF organizational priorities such as DEI. This essay is a critical part of your application.

The opportunity to be recognized for my leadership skills is one of the primary reasons I joined UCSF. In my previous workplace, I experienced many structural barriers to professional growth. I believe APPs are uniquely prepared to be collaborative, equity-minded, effective healthcare leaders. I want to further develop my leadership role at UCSF so I can contribute to clinical expansion and improvement efforts that address health inequities. UCSF's Bay Area footprint is expansive and can be leveraged to eliminate such disparities. Being recognized as a leader within such an organization is personally and professionally important to me.

My leadership activities span the domains of teaching, research, clinical services, and advocacy. I am a volunteer assistant clinical professor of nursing at UCSF where I have grown my course portfolio over the last two years, serving as co- or lead- faculty for five courses. These courses help prepare the next generation of APPs to provide evidenced-based, equitable, patient-centered care. Additionally, my teaching continues in the clinical setting where I consistently precept NP students in the field of adolescent medicine. Importantly, the students I precept in clinic are from diverse backgrounds that are historically underrepresented in healthcare. Providing focused, longitudinal clinical learning opportunities to these students also helps grow a pool of providers interested in working at UCSF who better reflect the communities we serve.

I have engaged in publishing articles in peer reviewed journals and presenting at educational conferences. Covered topics range from clinical teaching for APPs to issues of and solutions to health disparities. Advocacy is another area in which I have contributed to through internal and external committees and governing bodies. As Chair of the BCH APP Leadership committee for FY21-22, I have helped lead the group to plan, develop, and now implement a peer-to-peer APP support network within BCH with the primary aim of helping retain APPs within the Children's hospitals on both sides of the bay. Staff retention is critical to maintaining and growing a diverse APP workforce as often it is APPs who feel isolated because of racial or ethnic identity, gender or sexual identity, or age who are the first to leave citing lack of institutional support.

My leadership and advocacy work is also part of my personal life. I have served as a board member and past Co-Chair of LYRIC since 2018, helping grow the organization's budget and programming and transition to a new executive director. My dedication to LYRIC comes from my commitment to supporting LGBTQ+ youth. Clinically, I have applied that same commitment to the UCSF Adolescent and Young Adult clinic where we have created a LGBTQ+ primary care program, called the Pride Clinic. As part of that effort, I arranged an all-staff training facilitated by the Alliance Health Project on LGBTQ

NP III Application

health equity and inclusion. Importantly, this training was for all staff, not just providers, as front desk and medical assistant staff also have important impact on patient experience. These staff were appreciative of this training opportunity and stated they often felt training was not made available to them within UCSF. This helped not only improve patient care, but also increased staff bonding and trust.

Taking all these activities into account together, I see this NP III application as the logical next step in my leadership trajectory. The NP III designation will support me in continued leadership growth at UCSF. I would like to increase my clinical supervision and leadership role as well as potentially grow into leadership positions within the Office of Advanced Practice or the Office of Population Health where I can contribute to efforts that improve the organization on a larger level.



University of California
San Francisco

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Young Adult Medicine**
Department of Pediatrics

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Amanda Downey, M.D.

Andrea K. Garber, Ph.D., R.D.

Chelsea Garnett, M.D.

Carolyn Bradner Jasik, M.D.

Molly Koren, LCSW, ACSW

Veronika Mesheriakova, M.D.

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Lisa K. Mihaly, R.N., M.S., FNP

Jason Nagata, M.D., MSc

Elizabeth M. Ozer, Ph.D.

M. Jane Park, M.P.H.

Marissa Raymond-Flesch, M.D., M.P.H.

Kathleen Tebb, Ph.D.

Stanley R. Vance, Jr., M.D.

March 31, 2022

Re: Adam Leonard

Dear Members of the Promotions Committee,

It is my absolute pleasure to write this letter of recommendation in support of Adam Leonard's application for promotion to Nurse Practitioner III. I have known Adam since his time as a Leadership Education in Adolescent Health Program nurse practitioner trainee at University of California San Francisco from 2013-2014. I currently work collaboratively and in a supervisory role with Adam in the Adolescent and Young Adult Medicine Clinic where Adam joined us as a nurse practitioner in March of 2020. I serve as the Clinical Director of the Adolescent and Young Adult Medicine Clinic and the Associate Director of the Division of Adolescent and Young Adult Medicine in the Department of Pediatrics. I can speak to several areas where I think Adam excels making him an exceptional applicant for promotion to NP III.

Commitment and Leadership in Adolescent Health

Throughout his career to date, Adam has demonstrated an unwavering commitment to the health and well-being of adolescents and young adults. As I mentioned, I met Adam when he was a trainee in our LEAH program, a program for NP students interested in caring for adolescents to gain expertise in the clinical care and theoretical frameworks critical in caring for adolescents and young adults. Following his time in our program, Adam worked as a nurse practitioner for San Francisco's Department of Public Health Community Health Programs for Youth clinics, continuing to provide direct services to adolescents and young adults. He served as a local leader in adolescent health as the Co-President of the Northern California Chapter of the Society of Adolescent Health and Medicine (SAHM) from 2015-2017, and on a national level sits on the Health Services LGBTQ Sub-Committee of SAHM. His dedication to the care of adolescents and the field of adolescent health are a large reason for why we actively recruited him to join our clinical team.

Clinical Care

Adam joined our group of specialty physicians, nurse practitioners, staff and trainees in our Adolescent and Young Adult Medicine Clinic, a primary and specialty care clinic that serves adolescents and young adults ages 11 to 26. Starting in March 2020, right at the start of the COVID-19 Pandemic, Adam jumped right in to providing clinical care. He was eager to provide services where needed, and his flexibility was highly valued. He provided in person and telehealth services, quickly adapting to both in a new clinical environment. In addition, the care he provided to his patients was fantastic. He has managed patients with common concerns in our adolescent medicine clinic, including STI management and prevention, LARC



placement and contraceptive counseling. He has consistently demonstrated empathy, building strong relationships with patients and families, during both routine preventive visits and during times of healthcare crisis. He is a hard worker who can be trusted to follow up on all pertinent clinical concerns.

Leadership in Clinical Systems

Adam has demonstrated a commitment to developing systems that address the needs and better serve our patients. Adam has worked with me and several of our other colleagues to develop a new clinical service within our clinical program. The UCSF Youth Pride Clinic, specifically provides a primary care home to LGBTQ youth and builds on Adam's professional experiences both at UCSF and his work for SFDPH. Adam worked closely to develop Pride Clinic program, developing a mission and working with others across UCSF and medical centers nationally to identify what was needed to put this program into place. In addition, he identified training needs for our staff to provide affirming care to this patient population. I have been incredibly impressed with what Adam has created and the work he has done to identify the needs this program would fill and plan its development.

All the traits I have described above further emphasize Adam's exceptional work to date and great potential to continue to be a leader in Adolescent Health here at UCSF and beyond. I wholeheartedly support his advancement to an NP III.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Sara M Buckelew', with a stylized, cursive script.

Sara M Buckelew, MD, MPH

Professor of Pediatrics

Medical Director, Adolescent and Young Adult Medicine Clinic

Associate Director, Division of Adolescent and Young Adult Medicine

March 14, 2022

Dear UCSF Nurse Practitioner (NP) 3 Selection Committee:

I have known NP Adam Leonard since 2020 as a manager for Advanced Practice Providers in the outpatient pediatric specialties. NP Leonard reports to Bradley Crow, Administrative Director of Pediatric Primary Care and has a dotted line to me as an APP resource. Through my experience working with NP Leonard, I have witnessed his clinical expertise in Adolescent and Young Adult Medicine and leadership in evidence-based practice, education, quality improvement, diversity, equity, and inclusion (DEI), and research. NP Leonard consistently demonstrates these qualities and is highly motivated to further develop the knowledge and skills to meet the needs of a diverse patient population from a social justice perspective. I enthusiastically recommend him for NP 3 promotion and look forward to working with him in future efforts in leadership to deliver effective, equitable, and compassionate patient care.

NP Leonard joined UCSF Adolescent and Young Adult Medicine in March 2020 after five years with the San Francisco Department of Public Health where he was a nurse practitioner for their Community Health Programs for Youth. He transitioned easily into his new role despite onboarding at the start of the COVID-19 pandemic and spending his first few weeks evaluating pediatric patients at the Mission Bay Respiratory Screening Clinic, a testament to his adaptability, work ethic, and willingness to help where help is most needed. In addition to his pediatric nurse practitioner training and experience, NP Leonard sought out additional certifications relevant to the population he serves as a primary care mental health specialist and HIV specialist. Since then, he regularly participates in continuing education conferences, classes, and literature research. He not only works up to scope of practice as an Advanced Practice Nurse (APN), but he has developed the expertise in adolescent and young adult medicine, particularly in the areas of sexual and reproductive health, mental health, and substance use, to function as a clinical leader. He is skilled at the insertion of Long Acting Reversible Contraception (LARC) methods and prescribing buprenorphine for treatment of opioid use disorder.

In addition to his clinical leadership, NP Leonard is committed to quality improvement and is the lead on a QI project to create a Youth Pride Clinic within Adolescent and Young Adult Medicine serving LGBTQ+ youth. He is also working to establish UCSF as a Family PACT service site to increase access to confidential reproductive health services for adolescent and young adult patients.

NP Leonard demonstrates a strong commitment to education at UCSF, in the community, and beyond. He has presented on various adolescent medicine topics at the regional, national, and most recently international level in February 2022 at the 15th International Conference on Neonatal & Childhood Pulmonary Vascular Disease. At UCSF, NP Leonard has presented to Leadership and Education in Adolescent Health (LEAH) trainees during Patient Management Rounds as well as advanced practice providers during UCSF's inaugural APP Clinical Conference in October 2021.

In addition to institutional and community education, NP Leonard demonstrates leadership in the education of advanced practice nurse trainees. He has served as preceptor for UCSF Nurse Practitioner students since 2015. He regularly presents to primary care NP students at UCSF School of Nursing (SON) and since 2020 instructs or co-instructs courses for NP trainees on a variety of topics in pediatric health promotion, management of pediatric conditions, opioid use disorder, and HIV. In addition to educating current NP trainees, NP Leonard is also committed to APP workforce development and has volunteered as an APP mentor for the Collaborative Career Advancement Network (C-CAN), a program created by the APP committee for justice, equity, and inclusion that aims to help any UCSF employee interested in pursuing an APP career.

In addition to his efforts in academic education, NP Leonard demonstrates research leadership. He is currently Co-Investigator for the research grant titled, "Closing the Opioid Treatment Gap Through Advance Practice Nursing Activation," and key personnel for another research grant, "Navigate to Health: Linking Minority Youth to Substance Use and HIV Prevention and Care." He has six peer-reviewed publications, including two published this year in *PLOS ONE* and *The Journal for Nurse Practitioners*, and is the author of the Adolescent and Young Adult Appendix to the San Francisco Health Network Pre-Exposure Prophylaxis (PrEP) Management Guidelines.

NP Leonard also volunteers his time as Chair of the Benioff Children's Hospital (BCH) APP Leadership Committee, where he has led the group in the development of peer-to-peer office hours for BCH APPs as a venue for support, networking, and problem solving with BCH APP colleagues. He also serves as a Board member for Lavender Youth Recreation and Information Center (LYRIC) as well as Co-Chair of the Adolescent and Young Adult Committee and PrEP Provider Sub-Committee Member for the San Francisco Getting to Zero Consortium.

As NP Leonard continues to develop his advanced practice role at UCSF, I look forward to collaborating with him in support of QI projects to improve patient care, wellbeing, and experience and to help identify projects that would benefit from his leadership. He has exceeded my expectations as a nurse practitioner, and I am consistently impressed by his dedication to evidence-based practice, education, research, and DEI. I give him my highest recommendation for NP 3 promotion.

Sincerely,



Tara Valcarcel, MSN, CPNP-PC
APP Manager, Ambulatory Pediatric Specialties
UCSF Benioff Children's Hospital

**Performance Evaluation for Advance Practice Providers (APPs)
Nurse Practitioners (NP1, NP2, NP3, NP-PD) and Physician Assistants (PA, PA SNR, PA-PD)**

Employee Name: Adam Leonard	EID:	Department: Pediatrics	Unit / Practice: Adolescent Medicine
Position Title: Nurse Practitioner Payroll Title: NP 2 % FTE: 80	UC Hire Date: 03/9/2020	Time in Present Classification Years: 2 Months:	Evaluation Period From: 10/2020 To: 3/2022
Supervisor's Name: Brad Crow, Administrative Director/Tara Valcarcel, NP Manager 1			
Supervisor's Payroll Title:			

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

**Performance Evaluation for Advance Practice Providers (APPs)
Nurse Practitioners (NP1, NP2, NP3, NP-PD) and Physician Assistants (PA, PA SNR, PA-PD)**

Performance Rating		0	1	2	3	4
Professionalism & Behavior	Method of Evaluation:	Does Not Meet Expectations (Unsatisfactory)	Partially Meets Expectations (Improvement Needed)	Meets Expectations (Satisfactory)	Meets & Exceeds Expectations (More than Satisfactory)	Consistently Exceeds Expectations (Superior)
<p>Engagement across Differences:</p> <p>The APP respectfully interacts with and/or cares for patients and team members from diverse populations (e.g. age, gender identity, race, ethnicity, disability, religion, socioeconomic status, education, sexual orientation) with an awareness of the related differences:</p> <ul style="list-style-type: none"> - Demonstrates respect for differences. - Seeks to collaborate on a plan of care within patients and their family and/or support network's personal and/or cultural values. <p>Populations served:</p> <input type="checkbox"/> All age groups <input type="checkbox"/> Neonatal (0-1 year) <input checked="" type="checkbox"/> Pediatric (1-12 years) <input checked="" type="checkbox"/> Adolescent (13-18 years) <input checked="" type="checkbox"/> Adult (19-64 years) <input type="checkbox"/> Geriatric (65+ years)	<input checked="" type="checkbox"/> Observation <input type="checkbox"/> Feedback <input type="checkbox"/> Document	<input type="checkbox"/> Has no knowledge of cultural differences and/or is disrespectful of diversity. <input type="checkbox"/> Behavior has a negative impact on others. <input type="checkbox"/> Is unable to provide service or care that is tailored to the needs of the populations served.	<input type="checkbox"/> Has basic understanding of cultural differences, but not always respectful of these. <input type="checkbox"/> Is unable to integrate knowledge into interactions and/or critical care	<input type="checkbox"/> Attempts to understand individuals' cultural differences. <input type="checkbox"/> Incorporates knowledge into interactions and/or clinical care. <input type="checkbox"/> Provides quality services tailored to the needs of the populations served.	<input type="checkbox"/> Respects individual differences. <input type="checkbox"/> Demonstrates advanced skill in providing culturally tailored service/care. <input type="checkbox"/> Role-models and leads others by example. <input type="checkbox"/> Is a recognized resource for other staff.	<input checked="" type="checkbox"/> Values diversity. <input type="checkbox"/> Demonstrates expertise in the theory and practice of providing culturally tailored service/care. <input type="checkbox"/> Assesses staff learning needs and participates in staff education. <input type="checkbox"/> Identifies opportunities for improving service/care to diverse populations served..
	<p>Work Ethic:</p> <p>The APP is a self-motivated team member with a strong work ethic:</p> <ul style="list-style-type: none"> - Finishes assignments & keeps commitments; supports team members and is willing to help others as needed. - Maintains flexibility in relation to patient assignment, shift assignment, and work schedule. - Is reliable in work habits, attendance, and completing assignments. - Holds self and others accountable for task completion to expected standard. - Recognizes and responds to the needs of the clinical team 	<input checked="" type="checkbox"/> Observation <input checked="" type="checkbox"/> Feedback <input type="checkbox"/> Document	<input type="checkbox"/> Requires considerable supervision. <input type="checkbox"/> Unreliable. Fails to meet deadlines. <input type="checkbox"/> Inflexible in work assignments or schedule.	<input type="checkbox"/> Requires reminding re: job expectations, duties and/or deadlines. <input type="checkbox"/> Flexible at times regarding assignments and schedule.	<input type="checkbox"/> Reliable and conscientious requires only minimal supervision. <input type="checkbox"/> Consistently flexible. Seeks out appropriate assistance or consultation.	<input checked="" type="checkbox"/> Able to function independently. <input type="checkbox"/> Motivated to set and adhere to expectations for quality and deadlines of work. <input type="checkbox"/> Takes the initiative when a need is identified

**Performance Evaluation for Advance Practice Providers (APPs)
Nurse Practitioners (NP1, NP2, NP3, NP-PD) and Physician Assistants (PA, PA SNR, PA-PD)**

Performance Rating		0	1	2	3	4
Professionalism & Behavior	Method of Evaluation:	Does Not Meet Expectations (Unsatisfactory)	Partially Meets Expectations (Improvement Needed)	Meets Expectations (Satisfactory)	Meets & Exceeds Expectations (More than Satisfactory)	Consistently Exceeds Expectations (Superior)
<p>Respectful Team Engagement:</p> <p>The APP establishes and maintains a collaborative relationship with supervisors, staff, and colleagues:</p> <ul style="list-style-type: none"> - Fosters open, respectful dialogue & encourages contributions of all team members. - Does not initiate or participate in damaging, demeaning & disrespectful conversations or gossip; takes action to redirect those conversations. 	<p>X Observation</p> <p>X Feedback</p> <p>Document</p>	<p>Does not view self as part of a team. Does not work well with others. Often unreceptive or uncooperative. Gossips or openly disrespectful of colleagues.</p>	<p>Does not actively contribute to a team effort but will cooperate when asked. Not engaged positively in interaction with colleagues.</p>	<p>Is cooperative, receptive, and responsive to the needs of others. Engages colleagues with care and respect. Often helpful to others on the team.</p>	<p>X Role-models positive work relationships, cooperation, and teamwork. Proactive in fostering positive team dialogue. Consistently offers to help others.</p>	<p>Actively promotes a work environment characterized by mutual respect, support and collaboration. Exemplary team engagement and mutual support.</p>
<p>Work & Safety Standards:</p> <p>The APP demonstrates an understanding of UCSF and department standards of work safety and professionalism:</p> <ul style="list-style-type: none"> - Follows guidelines on use of sick leave and other benefit time. - Attends relevant staff meetings. - Complies with and supports work-related policies and procedures. - Adheres to safety standards. - Abides by infection control policies and procedures. - Responds as needed 	<p>X Observation</p> <p>X Feedback</p> <p>Document</p>	<p>Does not adhere to work policies. Does not attend team meetings. Fails to use personal protective equipment, wash hands, etc. Acts in a manner that is reckless toward self and others.</p>	<p>Inconsistently adheres to work policies. Inconsistently participates in team meetings. Requires reminders to use personal protective equipment or wash hands.</p>	<p>Respects work standards and policies. Consistently attends in team meetings. Is attentive to safety and infection control issues, especially when performing tasks. Observes policies and procedures. Identifies and reports unsafe conditions.</p>	<p>X Respects standards and work policies. Actively participates in team meetings. Observes all safety and infection control procedures. Actively corrects unsafe conditions.</p>	<p>Models respect for work standards. Encourages others' active participate in meetings. Observes all safety and infection control procedures. Actively corrects unsafe conditions. Leads in safety and infection control measures.</p>

**Performance Evaluation for Advance Practice Providers (APPs)
Nurse Practitioners (NP1, NP2, NP3, NP-PD) and Physician Assistants (PA, PA SNR, PA-PD)**

Performance Rating		0	1	2	3	4
Clinical & Interdisciplinary Practice	Method of Evaluation:	Does Not Meet Expectations (Unsatisfactory)	Partially Meets Expectations (Improvement Needed)	Meets Expectations (Satisfactory)	Meets & Exceeds Expectations (More than Satisfactory)	Consistently Exceeds Expectations (Superior)
	<p>Clinical Analysis and Diagnosis:</p> <p>The APP gathers pertinent information systematically from appropriate sources and presents this information in an organized manner:</p> <ul style="list-style-type: none"> - Gathers history, diagnostic test results, and comprehensive physical examination. - Orders routine diagnostic testing according to established protocols and standard of care. - Analyzes collective data and uses critical thinking to make clinical judgments and develop a plan of care. - Differentiates normal and abnormal variations for relevant body systems and accurately interprets diagnostic tests. - Incorporates all assessment findings into a plan to direct patient management. - Develops problem lists with associated differential diagnosis. - Plans and implements appropriate patient education and therapies (pharmacologic and other). 	<input checked="" type="checkbox"/> Observation <input checked="" type="checkbox"/> Feedback <input type="checkbox"/> Document	<input type="checkbox"/> Does not gather or present complete or pertinent information in an organized manner. Unable to accurately and appropriately order tests according to standard of care. Unable to effectively analyze results and data to make accurate clinical decisions or plans of care. Unable to practice safely.	<input type="checkbox"/> Inconsistently gathers and presents complete and pertinent information. Does not routinely present information in an organized manner. Inconsistent in ordering appropriate tests/studies. Requires reminders or assistance to complete differential and plan appropriate management strategy.	<input type="checkbox"/> Gathers appropriate history and data and performs physical exam. Orders appropriate tests based on standard of care and established protocols. Appropriately analyzes results and data to make clinical judgements and plan of care. Documents accurately and in a timely manner.	<input type="checkbox"/> Gathers all appropriate data, history, results and performs a comprehensive physical exam. Integrates clinical understanding and critical thinking to differentiate normal and abnormal variations, and accurately interprets tests results to diagnose correctly and create effective plan of care. Leads by example.
<p>Interdisciplinary Practice:</p> <p>The APP engages actively in interdisciplinary conversations to advance patient care and experience:</p> <ul style="list-style-type: none"> - Initiates referrals based on patient/family needs. - Engages with interdisciplinary colleagues to advance patients' care (nurses, social workers, dieticians, pharmacists, therapists, etc). - Functions within scope of practice, seeking appropriate consultation and collaboration within and beyond their clinical team. 	<input checked="" type="checkbox"/> Observation <input checked="" type="checkbox"/> Feedback <input type="checkbox"/> Document	<input type="checkbox"/> Does not engage in interdisciplinary referrals, consultations, and collaboration. At times practices outside of appropriate scope.	<input type="checkbox"/> Requires reminders to practice within appropriate scope and engage in interdisciplinary referrals, consultations, and collaboration.	<input type="checkbox"/> Engages actively in interdisciplinary referrals, consultations, and collaboration. Practices within scope.	<input type="checkbox"/> Proactively engages in interdisciplinary referrals, consultations and collaboration. Leads by example.	<input checked="" type="checkbox"/> Models collaboration and respect in interdisciplinary referrals and consultations. Practices within scope while envisioning and pursuing advancement of scope of practice within appropriate channels.
<p>Maintaining Clinical Credentials and Competency:</p> <p>The APP:</p> <ul style="list-style-type: none"> - Maintains certification and license renewals in a timely manner. - Maintains current knowledge base by reading professional literature and attending educational programs. - Is up-to-date on all annual Learning Center Trainings. - Keeps APP procedural e-log up to date. 	<input checked="" type="checkbox"/> Observation <input type="checkbox"/> Feedback <input checked="" type="checkbox"/> Document	<input type="checkbox"/> Does not maintain certification and competencies in a timely manner.	<input type="checkbox"/> Requires prompting and encouragement to maintain certification and competencies.	<input checked="" type="checkbox"/> Maintains current licensure and competencies without prompting.	<input type="checkbox"/>	<input type="checkbox"/>

**Performance Evaluation for Advance Practice Providers (APPs)
Nurse Practitioners (NP1, NP2, NP3, NP-PD) and Physician Assistants (PA, PA SNR, PA-PD)**

Performance Rating		0	1	2	3	4
<p>PROFESSIONAL DEVELOPMENT – This section is required for NP3, is encouraged for SENIOR PA, and optional for all other APPs. <i>For NP1, NP2, Senior PA, and PA: recommend completion of this section when the APP has demonstrated accomplishment of these objectives at the Meets & Exceeds Expectations level or higher.</i></p>		<p>Does Not Meet Expectations (Unsatisfactory)</p>	<p>Partially Meets Expectations (Improvement Needed)</p>	<p>Meets Expectations (Satisfactory)</p>	<p>Meets & Exceeds Expectations (More than Satisfactory)</p>	<p>Consistently Exceeds Expectations (Superior)</p>
<p>The APP Leader (NP3):</p> <ul style="list-style-type: none"> - Participates in the development, review, and revision of appropriate policies and Standardized Procedures relevant to their clinical environment. - Identifies and participates in clinical/quality/process improvement projects. - Precepts and mentors new APPs and/or APP students. - Functions as a clinical resource to other clinicians. - Participates in-service education and outreach programs. - Is a member of a professional practice organization relevant to his/her area of specialty or practice. - Actively participates in at least one unit based or hospital wide committee. - Has participated in grant writing and/or research projects. - Has presented at regional, national or international meeting on clinical topic relevant to his/her practice. - Has authored, submitted an abstract, and/or published written materials such as book a chapter, educated opinion piece, or journal article. 	<p>Method of Evaluation:</p> <p><input checked="" type="checkbox"/> Observation</p> <p><input type="checkbox"/> Feedback</p> <p><input type="checkbox"/> Document</p>	<p><input type="checkbox"/></p> <p>Does not engage in educational efforts, department initiatives, or professional development opportunities.</p>	<p><input type="checkbox"/></p> <p>Requires prompting and encouragement to engage in educational or professional development opportunities for self and others.</p>	<p><input type="checkbox"/></p> <p>Engages in educational and professional development opportunities for self and others.</p>	<p><input type="checkbox"/></p> <p>Actively seeks out and participates in educational and professional development opportunities for self and others.</p>	<p><input checked="" type="checkbox"/></p> <p>Actively seeks out and takes a lead role in developing educational and professional growth opportunities for self and others.</p>

**Performance Evaluation for Advance Practice Providers (APPs)
Nurse Practitioners (NP1, NP2, NP3, NP-PD) and Physician Assistants (PA, PA SNR, PA-PD)**

Observed/Reviewed Clinical Practice: (Assessment of the APP's practice by the supervising physician/APP or a clinical peer via direct observation (preferred) of the APP for a minimum of 2 hours or by a review of 5 charts. Please comment on the clinical, professional, and collaborative nature of the APP's practice as observed.) This MUST incorporate the Colleague Survey Tool responses from clinical staff, peers, physicians colleagues, administrative staff or trainees in aggregate and/or free text quotes

Adam is a conscientious and thoughtful clinician with expertise in adolescent medicine. He is recognized as a professional and collaborative colleague with excellent communication skills, appreciated by both his patients and the interprofessional team.

Supervisor Assessment and Comments: Summary of the overall rating and supervisor's assessment of employee's contributions.

Refer to any prior evaluation, include comments on goals met during the appraisal period, relative difficulty of the work, relevance to organizational objectives, and connection to the clinical team.)

Colleague Survey Tool was utilized to request multidisciplinary feedback and perspectives regarding this APP.

Overall Evaluation (check one):

- Does not Meet Expectations** (Unsatisfactory)
 Partially Meets (Improvement Needed)
 Meets Expectations (Satisfactory)
 Meets and Exceeds Expectations (More than Satisfactory)
 Consistently Exceeds Expectations (Superior)

Comments (quoting feedback, as appropriate):

Adam is an integral part of the Adolescent Medicine team and has continued to impress us with his professionalism, maturity, communication skills, and commitment to quality patient care. Adam is steadfast in his commitment to the wellbeing of his patients, reflected in patients' interest in scheduling with him and his involvement with patient-centered initiatives, such as the development of an LGBTQ+ clinic within the Adolescent and Young Adult Clinic and pursuing the enrollment of UCSF as a Family PACT service site. He is highly motivated and has successfully met wRVU targets, helping to increase timely patient access to care. In addition to his faculty appointment at the School of Nursing, Adam has taken on a leadership role for broader Advanced Practice initiatives at UCSF Health, currently as Chair of the BCH APP Leadership Committee. He also volunteers with the Collaborative Career Advancement Network (C-CAN) as an APP mentor. Adam is a clear APP leader and we look forward to continue working with him in support of his professional growth and career development.

**Performance Evaluation for Advance Practice Providers (APPs)
Nurse Practitioners (NP1, NP2, NP3, NP-PD) and Physician Assistants (PA, PA SNR, PA-PD)**

Employee Self-Evaluation & Comments: APPs own assessment of contributions.

	Does Not Meet Expectations (Unsatisfactory)	Partially Meets Expectations (Improvement Needed)	Meets Expectations (Satisfactory)	Meets & Exceeds Expectations (More than Satisfactory)	Consistently Exceeds Expectations (Superior)
Communication Skills				X	
Engagement Across Differences					X
Work Ethic				X	
Respectful Team Engagement				X	
Work & Safety Standards				X	
Clinical Analysis & Diagnosis				X	
Interdisciplinary Practice					X
Maintain Critical Credentials & Competencies				X	
APP Leader					X


I feel like I have been well supported to grow in my NP position at UCSF Adolescent and Young Adult Clinic and take on greater leadership responsibilities. Clinic directors and department leadership have been supportive of new clinical efforts, such as the LGBTQ+ clinic and FamilyPACT site. Additionally, I have been welcomed in as a peer among division faculty and able to meaningfully contribute to clinic structure, onboarding new staff, selecting new Fellows, and growing clinical services.

**Performance Evaluation for Advance Practice Providers (APPs)
Nurse Practitioners (NP1, NP2, NP3, NP-PD) and Physician Assistants (PA, PA SNR, PA-PD)**

Plan for Next Appraisal: (This section should be a collaboration between supervisor and APP to establish new goals, standards, job responsibilities or priorities.)
Goals for upcoming year:

- 1) Continue to move forward Family PACT enrollment for the AYA clinic in the new PB space
- 2) Move into the next phase of the LBGTQ+ clinic launch, which includes marketing and outreach
- 3) Implement 4th generation POCT HIV ag/an testing and injectable PrEP into the clinic following UCSF policies and procedures
- 4) Pursue leadership development opportunities, such as UCSF Leadership Academy for the Advanced Practice Provider (LeAP)



- I understand and agree that in the performance of my duties I must secure and hold a patient's medical and/or financial information in confidence.
- I understand that it is my responsibility to follow safe computing guidelines, including:
 - Protect my User ID(s) and password(s) and not share them with anyone
 - Use strong passwords that are not written down and revealed to anyone
 - Use a password-protected screensaver
 - Always log off shared workstations
- I understand that my User ID(s) constitutes my signature and I will be responsible for all entries made under my UserID(s)
- I understand that under provisions of the California CONFIDENTIALITY OF MEDICAL INFORMATION ACT (CIVIL CODE SECTION 56) and/or the Federal HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT (HIPAA) OF 1996, intentional or involuntary violation of confidentiality may result in disciplinary action up to and including dismissal from employment, fines and imprisonment. Violation of Local, State or Federal statutes may carry the additional consequence of prosecution under the law.


3/30/2022

(Employee's initials)



- I have verified that this employee's access to clinical systems is current and appropriate.
- I attest that I have completed the annual competency assessment on this employee and can provide a copy of this document upon request.

Signature of Immediate Supervisor <small>DocuSigned by:</small>  <small>E217712FCB4E4E5</small>	Date 3/29/2022	Your signature indicates neither agreement nor disagreement with the evaluation, but it does indicate that you have read the evaluation and it has been discussed with you.
Employee Signature <small>DocuSigned by:</small>  <small>649FA8A3F615401...</small>	Date 3/30/2022	

Certificate Of Completion

Envelope Id: 82290C2218EF4955B72201F49646FCA2	Status: Completed
Subject: Please DocuSign: Leonard_Annual Eval_March 2022.pdf	
Source Envelope:	
Document Pages: 8	Signatures: 2
Certificate Pages: 2	Initials: 1
AutoNav: Enabled	Envelope Originator:
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Signer Events

Adam Leonard
adam.leonard@ucsf.edu
University of California, San Francisco
Security Level: Email, Account Authentication (Optional)

Signature

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Signed: 3/30/2022 12:39:01 PM

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Brad Crow
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Electronic Record and Signature Disclosure:
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In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
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Certified Delivered	Security Checked	3/29/2022 7:19:21 AM

Envelope Summary Events	Status	Timestamps
Signing Complete	Security Checked	3/29/2022 7:19:28 AM
Completed	Security Checked	3/30/2022 12:39:01 PM

Payment Events	Status	Timestamps
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NP III Application



Leadership Activities Form

INSTRUCTIONS: List a minimum of six (6) activities within at least three (3) **separate** categories that are *ongoing or completed* within twenty-four (24) months prior to the application due date. Use personal essay to elaborate on leadership activities and future goals.

CATEGORY

- I) Active formal or informal relationship with an academic program. May include guest lecture at School of Nursing or UCSF Fellowship didactic session. (Preceptor information please list under CATEGORY VII).

<i>Institution</i>	<i>Course Name/Activity</i>	<i>Month/Year</i>
1. UCSF SON	Pediatric Health Promotion, Instructor	Fall 2021
2. UC Berkeley SPH	Human Sexuality, Guest Lecturer	Fall 2021
3. UCSF LEAH Traineeship	Presenter at Patient Mgmt Rounds	Fall 2021

- II) Educational leadership activities for patients, UCSF or non-UCSF staff, and community. Examples are presentations at staff in-services, educational forums or health fairs.

None

- III) Committee/Board and leadership activities. Examples include chair, active committee/board member, active QI committee member or task force member, APP committee or advisory board and professional board. Must be on the committee for a minimum of 1 year prior to application deadline and must state your contribution on committee.

<i>Committee/Board</i>	<i>Position/contribution</i>	<i>Inclusive dates w/month</i>
1. BCH APP Leadership Cmte	Co-Chair	March 2020-current

NP III Application



Leadership Activities Form

CATEGORY

- IV) Publication or submission of an article in a professional journal or textbook chapter. You must be named as author, co-author or editor.

Title/Journal/Citation *Month/Year*

1. Jain JP, Santos G-M, Hao J, Leonard A, Miller AM, Cuca YP, et al. (2022)

The syndemic effects of adverse mental health conditions and polysubstance use on being at risk of clinical depression among marginally housed and homeless transitional age youth living in San Francisco, California. PLoS ONE 17(3): e0265397. <https://doi.org/10.1371/journal.pone.0265397>

2. Leonard, A., Broussard, J., Wilson, N., & Dawson-Rose, C. (2022).

Cabotegravir and Rilpivirine: A Long-Acting Injectable Antiretroviral Treatment for HIV. The Journal for Nurse Practitioners. 18, 17-22.

<https://doi.org/10.1016/j.nurpra.2021.11.022>

3. Mocorro, I., Sandhu, P, Roowniak, S., and Leonard, A. (2020). Initiation of HIV PrEP in Adolescents and Young Adults: Barriers and Opportunities. Journal of the American Association of Nurse Practitioners.

https://journals.lww.com/jaanp/toc/online_now

- V) Speaker, panelist, poster, or abstract presented or submitted to a conference in area of clinical expertise. Must add in what way you contributed at the conference (ie: speaker, abstract).

Conference Title *Contribution* *Month/Year*

1. 15th International Conference on Neonatal & Childhood Pulmonary Vascular Disease Platform Presentation February 2022

2. UCSF Advanced Practice Provider Conference Presentation October 2021

- VI) Serve as a mentor to an APP for a **minimum** of 6 months. APP mentor is defined as an experienced NP who substantively and consistently works with a mentee to develop, achieve and evaluate professional goals and provide orientation and support.

None



Leadership Activities Form

CATEGORY

- VII) Sixty (60) hours as a preceptor for a graduate student or APP Fellow. A preceptor is defined as an experienced NP who voluntarily agrees to provide clinical experience and guidance to a graduate APP student or APP Fellow during their educational program. Maximum credit: no more than 3 students/fellows for 180 hours total.

<i>Institution</i>	<i>Student Name</i>	<i>Hours</i>	<i>Inclusive dates w/month</i>
1. UCSF SON	Elizabeth Gonzalez	60	January 2022-Current
2. UCSF SON	Julissa Haya	60	September 2021-Dec 2021
3. UCSF SON	Luke Emerdello	60	January 2021-May 2021

- VIII) Development or substantial revisions of written standards including core competencies, protocols or standardized procedures.

None

- IX) Participation in community or health-related activities including those focused on DEI or other organizational strategic priorities. May be a leadership role or ongoing activity.

<i>Organization</i>	<i>Activity/contribution</i>	<i>Inclusive dates w/month</i>
1. Lavender Youth Recreation and Information Center (LYRIC)	Board Member	July 2018-Current

NP III Application



Leadership Activities Form

CATEGORY

- X) Active participation in a group or independent research. (Must not be an integral part of your job description).

None

- XI) Active participation in a Quality Improvement (QI) or Evidence Based Practice (EBP) Project with a role such as a lead or active team member.

<i>Title of QI Project</i>	<i>Role</i>	<i>Inclusive dates w/month</i>
1. Youth Pride Clinic (QI)	Lead Member	January 2021- Current

