

**Before the Board of Supervisors in and for the
County of Monterey, State of California**

Resolution No.:

A resolution recognizing **Dr. Nancy Buscher**, Chief Nursing Officer, for her excellence in nursing leadership at Natividad Medical Center.

WHEREAS, Dr. Nancy Buscher holds a Doctorate of Nursing in Practice-Executive Leadership from Rush University, a Master of Science in Nursing Administration from Andrews University, and a Bachelor of Science in Nursing from Nazareth College; and

WHEREAS, Dr. Nancy Buscher brought more than 30 years of executive nursing leadership experience to Natividad; and

WHEREAS, Dr. Nancy Buscher led the nursing division's cross-disciplinary effort to achieve Level II Trauma Center designation, overseeing full-time equivalent (FTE) allocation, staff education and training, and equipment procurement; and

WHEREAS, Dr. Nancy Buscher expanded the Sam Karas Acute Rehabilitation Center from 20 to 28 beds, and under her leadership the center achieved a top 10% national ranking among more than 800 units for seven consecutive years and named to Newsweek's in 2024, and 2025 "America's Best Physical Rehabilitation Centers" list; and

WHEREAS, Under the leadership of Dr. Nancy Buscher, Natividad has received an "A" in Leapfrog Safety Grades for Spring and Fall 2025 and Fall 2024; and

WHEREAS, Dr. Nancy Buscher implemented the Shared Governance Program to empower staff nurses and promote evidence-based practice, including launching the "Code Lavender" program to support staff following traumatic patient events; and

WHEREAS, Dr. Nancy Buscher serves as formal and informal mentor to Nursing Directors and Supervisors, and has precepted Doctor of Nursing Practice students within the nursing leadership team, producing doctoral-prepared nurse leaders; and

WHEREAS, Dr. Nancy Buscher strategically recruited clinical nurse specialists (CNS) across Surgical Services, Intensive Care Unit, Emergency Department, Medical Surgical Units, Neonatal Intensive Care Unit, and Pediatrics, and acute care nurse practitioners in NICU and Trauma Service, advancing evidence-based practice throughout the organization. She also expanded the Simulation Program, securing FTE allocation, high-fidelity equipment, and

dedicated space, leading to accreditation by the Society for Simulation in Healthcare (SSH) in 2021; and

WHEREAS, Dr. Nancy Buscher fosters a healthy work environment built on collaboration, mutual respect, and team building, and championed a flexible scheduling option to support leadership work-life balance; and

WHEREAS, Dr. Nancy Buscher exemplifies lifelong learning through her DNP, MSN, BSN degrees and NEA-BC board certification through ANCC. She launched the Nursing Grand Rounds Lecture Series and secured differential pay for BSN, MSN and board-certified registered nurses to advance nursing education; and

WHEREAS, Dr. Nancy Buscher leads with integrity and compassion, exemplified by implementing the NIC View system, which allows parents to view their critically ill newborns remotely from home; and

WHEREAS, Dr. Nancy Buscher is a dedicated patient and community advocate, participating in the Hartnell College Advisory Council, and volunteering at the Vaccine Clinic during the COVID-19 surge.

NOW, THEREFORE BE IT RESOLVED, that the County of Monterey Board of Supervisors, on behalf of all the residents thereof, hereby recognizes **Dr. Nancy Buscher**, Chief Nursing Officer, for her excellence in nursing leadership and outstanding contributions to the Natividad Medical Center, its patients, families, and the broader community.

PASSED AND ADOPTED on this ___ day of May 2026, upon motion of Supervisor _____, seconded by Supervisor _____ by the following vote, to-wit:

AYES:

NOES:

ABSENT:

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book ___ for the meeting on _____.

Dated:

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California

By _____
Deputy