

Tanya Scott Cannady, DNP, MHR, RN, NEA-BC, CPHIMS

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Professional Summary

Transformational nurse executive with 20+ years of progressive leadership in large, complex health systems and academic medical centers. Doctoral-level preparation in executive nursing leadership with deep expertise in hospital operations, capacity management, digital health and EHR optimization, workforce planning, and high-reliability systems. Demonstrated success leading cross-functional teams to deliver measurable improvements in throughput, safety, financial stewardship, and patient experience. Skilled executive partner to physicians, informatics, quality, and finance leaders; experienced in board- and enterprise-level collaboration.

Core Competencies

- **Hospital Operations & Throughput:** Capacity management, bed flow, procedural operations, surge planning.
 - **Care Delivery Innovation:** Digital health strategy, telehealth, connected-care models, analytics-driven redesign.
 - **Clinical Informatics & EHR Optimization:** Go-live leadership, workflow redesign, clinician adoption strategies.
 - **Operational Transformation:** Large-scale change management, Lean/Six Sigma integration, performance metrics.
 - **Financial Stewardship:** Budget development and management, revenue cycle collaboration, cost containment.
 - **Workforce Development:** Succession planning, leadership coaching, high-reliability culture building.
 - **Regulatory & Quality:** Accreditation readiness, patient safety programs, quality metric improvement.
 - **Stakeholder Partnership:** Physician engagement, executive sponsorship, board-level reporting.
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EXPERIENCE

Employer: Kaiser Permanente (Regional Office), March 2026 to September 2026 (*Stretch Assignment*)
Pleasanton, California, **NCAL Sr. Regional Director, Patient Care Services**

Employer: Kaiser Permanente, January 2025 to *present* (*Large Hospital*)
Oakland, California, **East Bay Area Patient Care Services Operations Director, Patient Care Services**

- Accountable for Hospital Nursing Operations team and patient flow management
- Responsible for staffing, scheduling, and payroll for (2) hospitals and (7) departments
- Developer of standard work and operational flow cadence for improved value-based care
- Assisted finance team with correcting a \$-107M budget deficit to \$50M+ profit
- Reduced Patient Care Services Overtime usage from 14-21% to 4.0-4.9% in (1) year

Employer: Kaiser Permanente, September 2024 to January 2025 (*Stretch Assignment*)
Oakland, California, **East Bay Area Patient Care Services Operations Director, Patient Care Services**

Employer: Kaiser Permanente (Regional Office), April 2024 to September 2024 (*Stretch Assignment*)
Oakland, California, **NCAL Regional Director, Patient Care Services**

Employer: Kaiser Permanente, September 2020 to February 2022 (*Stretch Dual-Role Assignment*)
Oakland, California, **Director, Clinical Education, Practice, and Informatics**

Employer: Kaiser Permanente, December 2019 to January 2025 (*Stretch to Permanent Assignment*)
Oakland, California, **Clinical Services Director**
Integrated member-based health system with Pay for Performance budget accountability - \$95M

- Served as East Bay Equity, Inclusion, and Diversity Co-Lead for KFH
- Achieved National Safety Recognition for Patient Safety in Labor & Delivery going from last to first in Northern California region
- Achieved Regional Safety Recognition for no employee safety claims for all of Pediatric and Pediatric Intensive Care Services
- Established nurse-led Magnet Councils to impact financial margins in Family Medical Unit

Employer: Kaiser Permanente, March 2017 to August 2020 (*Medium Hospital*)
Modesto, California, **Clinical Services Director, Maternal Child Health**
Integrated member-based health system with Pay for Performance budget accountability - \$50M

- Leadership partner for a 110 FTE clinical team
- Restructured leadership team for greater departmental oversight and workload division
- Implemented nurse led councils in partnership with MCH leaders to rebuild and develop trust
- Improved employee engagement in 15 out of 15 metrics in one year
- Improved staff enrollment in higher education programs resulting in over 20 registered nurse enrollments in a Baccalaureate, Masters, or Doctorate program over a two-year period
- Successfully implemented and trained over 330 clinical staff including physicians, nurses, respiratory therapists in TeamStepps communication resulting in increased collaboration, more efficient project implementation and decreased high alert patient care errors

Employer: Kaiser Permanente, June 2016 to March 2017 (*Medium Hospital*)
Modesto, California, **Interim Clinical Services Director, Maternal Child Health**

EDUCATION

Doctor of Nursing Practice (DNP) (Executive Leadership)
University of San Francisco, San Francisco, California – *Graduated*

Certificate (Cannabis Medicine & Therapeutics) – *Completed*
Pacific College, California

Masters in Human Relations (MHR) with emphasis in Multicultural Organizational Development & Management, University of Oklahoma, Norman, Oklahoma – *Graduated*

- Walter Mason Graduate Student of the Year, University of Oklahoma, Norman, Oklahoma
- Graduate Student Leadership Award, University of Oklahoma, Norman, Oklahoma
- Graduate Student Service Award, University of Oklahoma, Norman, Oklahoma

Bachelor of Science (BSN) (Nursing), East Carolina University, Greenville, North Carolina – *Graduated*

Certifications and Technical Summary

- ANCC National Board Certification- Nurse Executive Advanced (NEA-BC)
- Certified Professional in Healthcare Information and Management Systems (CPHIMS)

Technical Summary:

(Multi-State Compact Nursing Licensure)

California* 95040455 (Primary State of Licensure & Residence)

Professional Memberships

American College of Healthcare Executives (ACHE)

American Cannabis Nurses Association (ACNA)

American Nurses Association/California Nurses Association (ANA/CNA)

American Health Information Management Association (AHIMA)

Healthcare Information and Management Society (HIMSS)

National & Local Executive Board Member Service

Association of California Nurse Leaders (ACNL), *Vice President* (Appointed, 2025 – present)

Society of Cannabis Clinicians (SCC), *Treasurer* (Appointed, 2025 – present)

American Cannabis Nurses Association (ACNA), *Treasurer* (Elected, 2022 – 2024)

American Health Information Management Association (AHIMA) Foundation (Appointed, 2016 – 2018)

Professional References

- Available Upon Request