

NURSING

VANDERBILT UNIVERSITY
MEDICAL CENTER

Transforming patient care through professional practice

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A newsletter
from the office
of the Executive
Chief Nursing
Officer

Marilyn Dubree,
MSN, RN,
NE-BC

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MAGNET SITE VISIT SET FOR APRIL 24-28

The American Nurses Credentialing Center (ANCC) will bring a team of four appraisers to Vanderbilt University Medical Center (VUMC) from April 24 to 28 as part of the Magnet Third Designation process, Marilyn Dubree, MSN, RN, NE-BC, executive chief nursing officer, announced on Jan. 21.

Dubree made the announcement during a meeting of the Medical Center Nursing Board at Monroe Carell Jr. Children's Hospital at Vanderbilt that included nurses from throughout VUMC.

"I don't know of any group of people I would rather have accompany me to showcase the best nursing care, nursing practice and environment for patient care in this region," Dubree said. "You do that every day and you are now going to have the opportunity to share your stories."

The site visit has been designed by the ANCC to determine the Medical Center's culture by listening to as many nursing and Medical Center staff members as possible. Appraisers are coordinating with nursing leaders to develop a schedule to visit every unit, clinic and department during the five-day visit. All nurses will have multiple opportunities to talk to appraisers, both in their areas and in other settings.

The ANCC's Magnet designation is the most prestigious honor an

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It was with great excitement that I recently announced that our Magnet Site Visit has been scheduled for April 24 to 28. This is a wonderful opportunity for every nurse to tell the appraisers about the great work that we do every day.

Many of you will be assuming leadership roles to coordinate the visit, and I am very thankful for your professionalism and expertise. This is our time to shine. All of us should remember that we are already a Magnet-designated organization, and this Magnet journey is simply a continuation of the remarkable work that we are already doing.

Our work toward transitioning to Epic clinical systems is continuing in advance of our go-live date on Nov. 2. Please read more in this issue about the roles you will play in making this a successful transition.

Nurses Week is around the corner in May, and I invite you to nominate an outstanding colleague for recognition. There are more details inside. It is a real pleasure to recognize our valuable nurses each year.

Enjoy this issue,

NOMINATIONS SOUGHT FOR NURSES WEEK AWARDS

Vanderbilt nurses are invited to nominate an outstanding colleague for recognition during the 2017 Nurses Week Awards and Recognitions, which will be held in May.

Nominations may be made in nine categories: Rosamund Gabrielson Staff Nurse of the Year, Rebecca Clark Culpepper, APRN, LPN, staff/unit/department/nurse educator, nursing research & evidence-based practice, team, Adrienne Ames Transformational Leader, and Friend of Nursing.

A group or an individual may make nomi-

nations. Individuals may also nominate themselves. The nominator does not have to be a nurse; anyone can nominate.

The nominator will be asked to describe and demonstrate the excellence of the person being nominated using key criteria. The more examples provided, the stronger the nomination.

The deadline for nominations is 11:59 p.m. on Feb. 24. Award criteria and nomination forms can be found at <https://www.mc.vanderbilt.edu/root/nursenewsletters/Nurses-Week2017/>.

Magnet site visit set for April 24-28
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organization can receive for the provision of nursing care and interprofessional collaboration. Only about 6 to 7 percent of hospitals have the distinction, and VUMC has received it twice — in 2006 and 2012.

Hosting the site visit is the culmination of years of work by nursing staff in the journey toward a third designation. In April 2016 VUMC submitted its electronic Magnet document, consisting of examples from across the organization in response to 72 questions. Additionally, it provided demographic information including data on quality and patient and staff satisfaction. The document would have been 275 pages if printed.

In October, VUMC submitted supplemental information at the request of the ANCC. Having satisfied those ques-



Marilyn Dubree, MSN, RN, NE-BC, discusses the upcoming Magnet site visit during the recent Medical Center Nursing Board meeting.

tions, VUMC was determined to be ready for a visit. The appraisers are expected to announce the outcome of VUMC's third Magnet designation before the end of the year.

"This is a very exciting announcement," said Sabrina Downs, MSN, MBA, RN, NE-

BC, director, Professional Practice and Magnet. "We will be ready when they come in April."

For the latest information on the Magnet Third Designation process, please visit <https://www2.mc.vanderbilt.edu/vanderbilt-nursing/40032>.

KRAUSE NAMED TO RONALD McDONALD HOUSE BOARD

Kathie Krause, MSN, RN, NNP-BC, NEA-BC, Chief Nursing Officer for Monroe Carell Jr. Children's Hospital at Vanderbilt, has been named to the board of directors of Ronald McDonald House Charities Nashville.

She will join a board of 38 individuals, including business and community leaders, parents, health care providers, McDonald's owners and volunteers. Her term on the board is for three years.

"It is truly an honor to serve on the Ronald McDonald House Board," Krause said. "I have witnessed firsthand the support and comfort that the Ronald McDonald House offers patients and families during their time of need, and it is a privilege to be of service. I am looking forward to giving back to an organization that has given so much to others."

Luke Gregory, chief executive officer of Monroe Carell Jr. Children's Hospital at Vanderbilt, said Krause has shown outstanding leadership since beginning her current role at the beginning of 2015.

"Kathie will be a tremendous asset to the Ronald McDonald House board," he said.

"We look forward to continuing our partnership with this important organization, which benefits the families we serve."

Marilyn Dubree, MSN, RN, NE-BC, executive chief nursing officer, added, "This recognition of Kathie's leadership on behalf of children and families is well deserved."

The local Ronald McDonald House, which is located near Children's Hospital, has partnered with Vanderbilt University Medical Center since opening in 1991. It is a home away from home for patient families that offers 32 bedrooms, hot meals, a laundry room, playroom, library and two kitchens, as well as emotional support from staff and other families going through similar circumstances.

In addition to the house, Ronald McDonald House has operated a family room on the fifth floor of Children's Hospital since the freestanding Children's Hospital opened in 2004. It includes a children's play area, a half bath and staff and volunteers ready to help. Families can spend quiet time there during the day and get snacks.



Kathie Krause

CERTIFIED NURSES DAY GROUP PHOTO SET FOR MARCH 1

Join us for the annual Certified Nurses Day Group Photo.

- Wednesday, March 1
- 202 Light Hall
- Arrive by 7:30 a.m.
- Photo taken at 7:45 a.m.

If you are unavailable to attend the group photo, submit photos of Certified Nurses from your unit/area (group photos preferred) with names and credentials to sherri.stringfellow@vanderbilt.edu by Friday,

March 10.

Certification is the formal recognition of specialized knowledge, skills and experience demonstrated by the achievement of standards identified by a nursing specialty to promote optimal health outcomes.

After meeting defined eligibility criteria, a certification candidate achieves a nationally recognized credential through successful completion of a rigorous examination.

PRECEPTORS READY TO HELP UNITS IMPLEMENT E-STAR

VUMC Nursing will use Epic Leap Preceptors as change agents to help sites be ready for implementation of the Medical Center's customized version of Epic — "E-Star."

"We know from experience that the quality of the technology is only part of the recipe for success," said Karen Hughart, MSN, RN-BC, senior director of Nursing Informatics. "Effectively managing the people and the process part of the change is critical to realizing overall project objectives."

Epic Leap Preceptors, who are being identified over the next few weeks, will help ensure sites — Inpatient Units, Outpatient Clinics, and Operative and Procedural areas — are successful with the planned changes. Nurses can begin to tackle some process changes now and have these changes "hard-wired" when E-Star goes live on Nov. 2. They can prepare

for these changes through testing, planning and simulation. Epic Leap Preceptors are key to both kinds of work process change.

Proven leadership ability, experience leading smaller-scale changes and commitment to project objectives are some of the characteristics nursing leaders will look for as they identify this small army of change agents.

Site Leaders, who are typically managers, will be accountable for completing the steps and tasks needed for a successful implementation. They will partner with Epic Leap Preceptors, who will be responsible for leading many of these details. Preceptors will participate in several kinds of testing and lead "workflow walk-throughs" within their site and with other sites to ensure that new work processes will function as planned.

Preceptors will help staff prepare for training, track

training completion, and encourage practice to build on skills learned in class. They will be the experts in their areas and on what techniques are most effective in implementing change with their patient population and health care team.

Therefore, it is important for them to use this knowledge and their creativity to complete the lengthy to-do list for their site.

Preceptors will complete the same training as Super Users and will coordinate Super User efforts as they provide "at the elbow" support for the site during the immediate post go-live period. Additional training will be provided to give Preceptors the new knowledge and skills required to do this big job.

"We are excited about the expertise and abilities our preceptors will develop and the ambitious results they will help us achieve," Hughart said.

Epic Leap

Go Live November 2017