

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

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NURSE RESIDENCY PROGRAM ACCREDITED

Vanderbilt University Medical Center Nurse Residency Program is accredited with distinction as a Practice Transition Program by the American Nurses Credentialing Center's Commission on Accreditation in Practice Transition Programs.

After an extensive evaluation, the ANCC deemed the program as the highest quality with distinction and worthy of public confidence, said Susan Bosworth, MSN, RN-BC, FNP, Nurse Residency Program Director. The accreditation has provided an opportunity to validate and standardize practices across VUMC and further distinguish the Medical Center in the competitive nurse residency market.

"This honor reaffirms the dedicated work and commitment of our entire team to the core values of our organization," she said. "VUMC's Nurse Residency Program is the first in Nashville to achieve transition to practice accreditation and attributes its programmatic success to an organizational commitment to support nurse residents as they deliver safe, effective, quality patient care and outstanding attributes of current and former residents."

The accreditation was the result of a lengthy self-study that

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There is much to be excited about in this issue. Our nurse residency program is accredited with distinction as a Practice Transition Program (PTAP) by the American Nurses Credentialing Center's Commission on Accreditation in Practice Programs. This is national recognition of our growing nurse residency program that brings hundreds of enthusiastic new nurses to our Medical Center every year.

The great news doesn't stop there. The same week we learned of our PTAP accreditation, we also learned that VUMC was recognized with the 2019 Best Workplace for Men in

Nursing Award from the American Association for Men in Nursing (AAMN). This high honor salutes the work of men in the nursing profession throughout our enterprise. It speaks to our leadership in making diversity intentional.

This issue also features a bit of fun with a new escape room game that is teaching hands-on skills to our nurse residents at Monroe Carell Jr. Children's Hospital at Vanderbilt.

Enjoy this issue,

included information on the history of the program, how it has evolved over the years, successes and challenges, quality outcome data and stories from nurse residents. The self-study was further affirmed through a survey of over 450 nurse residents, and a virtual site visit involving more than 50 nurses.

“Vanderbilt’s nurse residency program continues to grow and evolve to meet the needs of nurses new to practice as they join the nursing workforce at VUMC,” said Chris Wilson, MSN, RN-BC, Senior Director of Nursing Education and Professional Development. “The accreditation process has given us the opportunity to validate our program while explor-

ing ways to improve. I’m so appreciative of the team who operationalizes the program and also of the nursing and organizational leaders who continue to support us to offer a quality program.”

VUMC’s Nurse Residency Program is a 12-month program that supports new RNs as they transition from student to professional nurse. The program, which began in 2008, supports the development of between 300 and 500 effective, competent, and committed nurses each year.

In the program, nurse residents receive specific education and skills training to assist them in developing effective decision-making, sound clinical judgement

and professional performance. The program’s professional development workshops incorporate evidence-based practice to strengthen the nurse resident’s commitment to professional nursing as a career choice and target specific transitions in the first year of practice as a nurse.

“This exciting accreditation acknowledges that Vanderbilt’s Nurse Residency Program has set a high standard for excellence in training a new generation of compassionate, evidence-based nurses,” said Marilyn Dubree, MSN, RN, NE-BC, Executive Chief Nursing Officer. “It has never been a better time to be a Vanderbilt Nurse.”



VUMC DEEMED BEST WORKPLACE FOR MEN IN NURSING

Vanderbilt University Medical Center has been recognized with the 2019 Best Workplace for Men in Nursing Award from the American Association for Men in Nursing (AAMN).

The AAMN is a professional organization that works to improve gender diversity and inclusion in nursing. Criteria for the award included recruitment materials featuring men in nursing, strategic plans to increase gender diversity, historical evidence demonstrating an increase in the number of men in nursing and evidence of male nurse involvement.

“Among the more than 6,000 nurses serving patients at Vanderbilt, our male nurses in particular show incredible kindness and ability,” said

Marilyn Dubree, MSN, RN, NE-BC, Executive Chief Nursing Officer. “From our clinical nurses in the Pediatric Cardiac Intensive Care Unit to our Chief Nursing Officer of Vanderbilt Behavioral Health, they promote safe and quality patient care across the enterprise. I offer my heartfelt thanks and congratulations for this remarkable achievement.”

For its 145-year history, VUMC has welcomed men into nursing on all units and at all levels. While acknowledging a stigma around men in the nursing profession globally, VUMC strives to make diversity in its workforce intentional and has included men who are committed to providing quality, compassionate care for patients and families.

As of April 2019, 10% of Vanderbilt’s nurses were male as well as 14% of advanced practice nurses. Among Vanderbilt’s gender-inclusive policies are the parental leave policy that allows new fathers as well as mothers to receive two weeks of paid parental leave. Vanderbilt’s male nurses continue to be regularly recognized with institutional awards, including the Five Pillar Leader Award and Credo Award. In 200 unit boards spanning the Vanderbilt enterprise, at least 30 are co-chaired by men.

“I am proud to stand with these men in nursing,” Dubree said. “They are exceptional and continue to make Vanderbilt University Medical Center a preferred place to work.”



ACNP/PA BOOT CAMP

The ACNP/PA Critical Care boot camp will be held Sept. 9-13. Coverage of the annual event will be found in the October issue of the newsletter.

ESCAPE ROOM TEACHES NURSES HANDS-ON SKILLS

Seven nurse residents at Monroe Carell Jr. Children's Hospital found themselves in an unusual situation on Aug. 8. They were crowded into an unoccupied patient room huddled around the bed of a pediatric mannequin.

The nurse residents were one of several groups taking a turn participating in an escape room, a team-oriented live-action game in which participants have to discover

clues and solve a fictional scenario to "escape."

The game was a new initiative of two nursing education specialist at Children's Hospital: Brandi Meacham, MSN, RN, CPN; and Lesley Worsley-Hynd, MSN, RN, CCRN-K. The inspiration came from nurses that demonstrated an escape room at the 2108 Magnet Conference.

To "escape" the room, the

group had to work as a team to properly treat a fictional 7-month-old patient who received a tracheostomy at 3 months old. Written clues

ask for a clue, but that cost a minute of time.

Meacham said the game tested participants on a number of skills including line

placement, patient safety, infection prevention and medication administration. She hopes to make the game part of RN orientation.

"It was fun creating it," Meacham said. "We had a good time."

Marissa

Lemley

were hidden throughout the patient room and the team had 30 minutes to solve the puzzle.

The team found clues often in the form of a question. For example: "What is required with all high alert meds?" and "How often are CVAD dressings changed?"

The team could take notes on a notepad and poster board. They were allowed to ask a clarifying question or

Brown, MSN, RN, CPN, Director of Clinical Education and Professional Development at Children's Hospital, said that the escape room is a team-building opportunity for new nurse residents who are bonding as a work group. It reflects a move away from strictly giving nurses a lecture-style education. "I think it's important that we give them hands-on skills," she said.



VUMC nurse residents celebrate after solving the escape room puzzle at Children's Hospital.