

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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MAGNET SITE VISIT IS HERE

The month of Vanderbilt University Medical Center's Magnet Site Visit is here. Four appraisers from the American Nurses Credentialing Center (ANCC) are coming to VUMC from April 24 to 28.

A detailed schedule of the visit is now available online, which shows when the appraisers will be coming to each area of the Medical Center:

<https://ww2.mc.vanderbilt.edu/magnet%20website/>

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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 will visit multiple units, clinics and departments during the five-day visit. All staff 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 organization can receive for the provision of nursing care and inter-professional collaboration. Only about 6 to 7 percent of hospitals have the distinction, and VUMC has received it twice — in 2006 and 2012.

It seems like just yesterday that we began our Third Magnet Journey. Yet, here we are, on the doorstep of our Site Visit. I, like many of you, am very excited to show what makes Vanderbilt nurses such a remarkable group of people. The appraisers want to listen to as many nurses as possible, so I hope you see the visit as an opportunity to tell your own Vanderbilt Nursing story.

Our evidence-based practice, shared governance and dedication to the latest clinical technologies are part of what makes us outstanding. Thank you to all who have helped prepare for this visit. This is our time to shine.

If you haven't already, please take a moment to sign up for our employee celebration event, Celebrate the Difference YOU Make Every Day. There are three sessions available over the course of two days, April 20 and 21.

Because April will be such a busy month, we have rescheduled our annual Aprilfest education event for May. Details are inside. Lastly, please read the lastest update about how we can all prepare for transitioning to e-Star in November as part of our Epic Leap.

Enjoy this issue,



GETTING READY TO MAKE AN EPIC LEAP IN NOVEMBER

How will the way we do work change when we implement e-Star in November and what can we do now to be prepared?

Many people are working collaboratively to answer this question, including Subject Matter Experts and Epic Leap Analyst Teams. Throughout this entire process a small team of experts has been monitoring the process, getting feedback from participants, and doing side-by-side comparisons between current and future state workflow diagrams. The team's multifocal evaluations considered potential positive and negative aspects on:

- Regulatory Compliance – including JC, CMS, & other accreditation agencies; state and federal law
- Safety/Quality
- Finances, including positive or negative impacts on staff efficiency and patient throughput
- Process Change – including role or duty changes and policy/procedure Changes.
- Number of entities impacted – VUH, VCH, and/or VBH
- Impact across the inpatient, outpatient, procedural continuum

All changes were rated as having one of five levels of Impact:

- Critical – impacts are high volume/high risk and/or will require extreme effort to learn and hardwire the change
- High – significant difference between current and future state. High degree of effort required to hardwire the change.
- Medium – difference in current and future state would be adopted by most with minimal effort.
- Low – minimal difference between current and future state
- None - current and future state process match one another exactly.

How do we use this information? We now need to quickly develop and implement effective

"Change Management" Plans that will prepare us to be ready for this change. Some changes can be started now by better using existing technology, such as bar code medication scanning. Other changes cannot be made until the Epic technology is available, such as the ability to produce lab-ready specimen labels in the inpatient setting.

Dozens of policy and procedure changes must be made, and all affected staff must learn the new expectations. We have numerous protocols to develop and approve. There are new downtime processes, new admission and discharge processes, and much more.

It will take focused effort from all to do the ground work needed before starting official Epic classroom training in late summer. Site Leaders and Nursing Epic Leap Preceptors will be sharing more information with you and enlisting your support in the efforts in your area.

You can expect at least three kinds of change strategies:

- The most critical, global impact changes that affect nursing will be planned and supported centrally but unit and clinic leaders will play key parts in ensuring effectiveness for their sites.
- Local impact changes will be owned by a site or small number of similar sites. Leaders in those affected sites would hopefully partner to support the change.
- Communications – many of the changes will require effective communication strategies, so much effort has gone into developing an enhanced tool kit to support this large effort. Expect multiple new ways of sharing information and do your part to keep up with the changes as they come out.

Our success will depend on our shared efforts in this transition. When system implementations fail, it is usually because of people and processes, not technology. We all have a part to play in ensuring everyone is prepared for e-Star Go-Live on Nov. 2.

REGISTER NOW FOR VUMC CELEBRATE EVENT

Plan now to attend the Vanderbilt University Medical Center employee celebration event — Celebrate the Difference YOU Make Every Day! — designed to acknowledge the many contributions of Medical Center staff and faculty. Held in three sessions over the course

work shift or work location.

Employees will hear from leaders during the one-hour program, enjoy live entertainment and listen to inspiring stories from patients and colleagues. Choose to attend one

- Friday, April 21, at 11:30 a.m. with doors opening at 11 a.m.

Registration is required and is now open in the Learning Exchange. Click "Enroll" and then click "Choose Session" to

select the session you will attend.

For more information

about Celebrate, including parking and transportation information and a list of Frequently Asked Questions, please visit www.VUMCcelebrate.com.



of two days, April 20 & 21, Celebrate will take place at Vanderbilt's Memorial Gymnasium, making it as convenient as possible for employees to attend regardless of role,

of the three sessions:

- Thursday, April 20, at 4:30 p.m. Doors open at 4 p.m.
- Friday, April 21, at 7:30 a.m. with doors opening at 7 a.m.

ANNUAL TIME FOR REMEMBERING CEREMONY SET

Every year, Vanderbilt hosts a poignant ceremony to honor the children who have died at Monroe Carell Jr. Children's Hospital at Vanderbilt.

It is meaningful for families to reconnect with the health care team that provided such great care for their child. This event brings a level of solace and comfort to the families and staff. This year's guest speaker is Jill Kinch, MMHC, MSN, APN, CPNP-PC / AC, NE-BC, director of Advanced Practice at Children's Hospital.

The event is sponsored by the Friends of Monroe Carell Jr. Children's Hospital at Vanderbilt and the Children's Hospital Bereavement Committee.

- Sunday, May 7
- 3-5 p.m.
- Langford Auditorium



WELCOME NURSE RESIDENTS

The Nurse Residency Program helps new nurses transition from nursing school to professional practice through hands-on clinical experience, interactive education sessions and the support and guidance of staff.

Meet the Winter 2017 cohort:

112 Nurse residents
 Peds ICU: 6
 Peds CICU: 8
 NICU/NB: 11
 Peds OR: 4

Peds ED: 5
PSTAM: 3
PMAC: 6
PCARD: 2
Psych: 2
Burn: 3
Adult ED: 5
Surgical ICU: 5
Medical ICU: 5
Neuro ICU: 4
Trauma ICU: 1
Acute Medicine: 13
Acute Surgery: 9
Adult Oncology: 4
Adult Cardiac SD: 11
Women's Health: 5
100 percent BSN
55 nursing programs
25 states

APRILFEST MOVED TO MAY

Aprilfest, the annual nursing education event, has been moved to May due to the Magnet Site Visit.

This year's Aprilfest in May is scheduled for May 22-24, with the theme "In and Outside the Nest." Get ready for three great days of informational sessions, including an education expo.

Check the May edition of the Nursing Newsletter for more details.