

NURSING

VANDERBILT UNIVERSITY
MEDICAL CENTER

Transforming patient care through professional practice

June 2017



A newsletter
from the office
of the Executive
Chief Nursing
Officer

Marilyn Dubree,
MSN, RN,
NE-BC

STATE OF NURSING IS STRONG AT VUMC

Executive Chief Nursing Officer Marilyn Dubree, MSN, RN, NE-BC, revisited the successes of Vanderbilt Nursing over the last year and looked to the future in her 2017 State of Nursing address on May 25 in Light Hall.

The Medical Center's Strategic Compass, the recent Magnet site visit, nurse recruitment and retention and EpicLeap were some of the main themes of Dubree's address.

Dubree said she was grateful for the Strategic Compass that serves as a fundamental guide for where Vanderbilt Nursing is going. The compass has four Strategic Directions for VUMC — design for patients and families, make diversity and inclusion intentional, amplify innovation and discover, learn and share.

Those principles guided more than 500 individuals who participated in the Magnet site visit from April 24 to 28. More than 60 Magnet escorts helped the appraisers from the American Nurses Credentialing Center visit more than 100 units, clinics and departments, the last step toward receiving a third Magnet designation. "We had a fabulous week," Dubree said.

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2017 Nursing Honors

May was a special month at Vanderbilt. We celebrated Nurses' Week, reviewed the State of Nursing and honored our remarkable nurses at our annual awards ceremony and reception. I truly look forward to it every year. It is so important to pause and celebrate our accomplishments.

One key accomplishment I want to share with you is our commitment to building a smart, dynamic and innovative workforce. We are winding down a 100-day recruitment campaign to bring the best nurses to Vanderbilt. We have been hiring an average

of more than four nurses a day during the campaign. We have added experienced nurses as well as a summer cohort of 282 nurse residents.

Not only are we recruiting, but we are making strides to keep our exceptional nurses for years to come. Thank you for making Vanderbilt a wonderful place to work.

Enjoy this issue,

To maintain Vanderbilt's excellence, recruiting and retaining nurses is a critical priority. "We are building a workforce that is smart, dynamic, and innovative," she said. As a part of that effort, Vanderbilt launched a 100-day nurse recruitment campaign in March. VUMC is doing more community outreach to find the best candidates – with digital and outdoor advertising encouraging nurses to text directly with a recruiter. Recruiters are staffing local events such as Nashville Sounds games and building a talent network that serves as a pool for hiring. Many more events are planned that will reach out to potential candidates.

"We want to make sure that this community knows about Vanderbilt nursing and Vanderbilt University Medical Center," she said. "A lot of people are moving to Nashville, 80 to 100 people a day... It's a great place to live and Vanderbilt is a great place to practice nursing. However, we know there is competition for nurses in our city and the surrounding areas."

Numbers show that Vanderbilt's nurse recruitment efforts are already paying dividends. In the campaign, as of May 12, 150

experienced nurses have accepted positions and 281 nurse residents have been accepted in the cohort that starts this summer. VUMC has been hiring about 4.5 nurses a day during the campaign.

Recruiting is just part of the equation. "We also have to rethink how to onboard those individuals in a way that they feel confident to practice nursing in our large academic Medical Center. We also want to show them they can develop their career here that allows us to retain them for as long as

we possibly can," Dubree said.

Amid this flurry of effort, Vanderbilt nurses are also preparing to switch to Epic clinical systems in November, a project called *EpicLeap*. "We are about to be in the middle of what I would describe as the largest change most of us will experience in our careers," she said.

All hospitals, clinics and departments will switch systems at the same time, which is the best approach because of how VUMC is structured, she said.

Amid all the change and hard work Vanderbilt nurses do, "we want to make sure that whatever we do, we continue to achieve the remarkable," she said.



Executive Chief Nursing Officer Marilyn Dubree, MSN, RN, NE-BC, delivers the 2017 State of Nursing address.

2017 NURSING HONORS

Rosamond Gabrielson Staff Nurse of the Year Vanderbilt University Adult Hospital

Terrence Hyde, RN, Specialty Nurse, Cardiology



Monroe Carell Jr. Children's Hospital at Vanderbilt

Kathy Snider, BSN, RN, RN2-CC, Neonatal Transport



Vanderbilt Psychiatric Hospital

Katelyn Vaughan, BSN, RN, RN2, Adult I Unit



Vanderbilt Clinics

Sarah Dirkmaat, BSN, RN, RN4, Eskin Diabetes Clinic

Rebecca Clark Culpepper Education & Mentorship

Clare Thomson, DNP, JD, RN, FAANP, Interim Director, Healthcare Leadership Specialty; Assistant Dean for Clinical and Community Partnerships, Vanderbilt University School of Nursing

Research and Evidence-Based Practice

Summer Fitts, BSN, RN, RN2-CC, PACU/HR, Monroe Carell Jr. Children's Hospital at Vanderbilt

Adrienne Ames Transformational Leadership

Joanie Jeannette, MSN, RN, NEA-BC, Administrative Director, Inpatient Medicine, Vanderbilt University Adult Hospital



2017 NURSING HONORS

Children’s Hospital “Spirit of Nursing” Contest

Emily Saxton, BSN, RN, Post-Anesthesia Care Unit, Monroe Carell Jr. Children’s Hospital at Vanderbilt



Advanced Practice Nurse of the Year

Buffy Krauser-Lupear, DNP, CRNA, APRN, Assistant Chief CRNA, Senior Quality and Patient Advisor, Anesthesiology, Vanderbilt University Adult Hospital



Staff/Unit/Department Educator of the Year

Maria Sullivan, MSN, RN, CNOR, Nursing Education Specialist, Children’s Nursing Department, Supporting Perioperative & Procedural Services, Monroe Carell Jr. Children’s Hospital at Vanderbilt

Friend of Nursing

Katie Fischesser, Registered Respiratory Therapist, Respiratory Care, Monroe Carell Jr. Children’s Hospital at Vanderbilt



Licensed Practical Nurse of the Year

Jennifer Wolters, LPN, LPN2, Brentwood Walk-In Clinic

Team Award

Helipad Relocation Team

