

# NURSING

VANDERBILT UNIVERSITY  
MEDICAL CENTER

Transforming patient care through professional practice

July 2019



A newsletter  
from the office  
of the Executive  
Chief Nursing  
Officer

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## VPNPP PROGRAM CHANGES START IN JULY

The Vanderbilt Professional Nursing Practice Program (VPNPP) is changing to streamline and simplify the advancement process and support nursing staff as they demonstrate exemplary practice and professional growth.

Changes to RN advancement became effective July 1. LPN advancement changes are expected in 2020.

The application process has changed significantly to align with the Magnet framework in allowing the individual nurse to better highlight his/her strengths and how these influence nursing practice.

Current RN3s and RN4s and current LPN3s and LPN4s will maintain their designation level. Nurses must have practiced in their current role/area for at least one year before being eligible to apply for advancement. Nurses will advance sequentially from RN2 to RN3 before being eligible to advance to RN4 level.

The program revisions include a requirement for nurses to re-validate their level of practice every two years. That means that current RN3s and RN4s will renew their status in summer 2021. The details of the renewal process is expected to be finalized in January 2020.

The following criteria for advancement is also changing in the revision

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Summer is here! It is a great time to reconnect with our families and friends through vacations, gatherings in the backyard and swimming in the pool. I hope all of you are enjoying the season.

At the Medical Center, we continue to evolve our processes to better serve our patients. One example is modifications to our Vanderbilt Professional Nursing Practice Program. We implemented our first round of changes for registered nurses on July 1 and will roll this out to licensed practical nurses by 2020. Please read details in this issue as well as

important information about action required to stay connected to our employee Wi-Fi network.

This issue also features our latest round of recipients for The DAISY Award. These nurses represent the very best in our Psychiatric Hospital, Adult Hospital, Children's Hospital and Adult Clinics. Please join me in congratulating them on this honor.

Enjoy this issue,

sions:

- An RN with an ADN or diploma will have the opportunity to advance to RN3. Once this nurse has earned a BSN and obtained certification, he or she may advance to RN4.

- Current RN3s with an ADN or diploma will follow the prescribed process for renewal at that level. For current employees to advance to RN4, a BSN and specialty certification is required.

- Current RN4s with an ADN or diploma will follow the prescribed process for renewal at that level. In addition, staff are encouraged to consider pursuing a BSN. While not required to maintain

their advancement level, it is a great advancement opportunity. Further information can be found by searching on the Nursing Tuition Benefit website, <https://ww2.mc.vanderbilt.edu/vanderbilt-nursing/41281>.

- Advancement or renewal of an RN4 level will require specialty certification. Staff will be required to provide evidence of specialty certification by the 2021 renewal. Currently-certified RN4s should maintain their certification. Current RN4s who are not certified will be required to earn certification by the time of renewal. Consult the ANCC website for more information about certification:

<https://www.nursingworld.org/our-certifications>. The certification page on the Nursing website also provides information: <https://ww2.mc.vanderbilt.edu/vanderbilt-nursing/44465>.

- A BSN and specialty certification are now required for all new RN4 applicants.

The program changes for LPNs have not yet been finalized. Details will be available in January 2020. There will be a process for renewing advancement level every two years, similar to the process that will be in place for RNs. Academic degree and certification requirements will not apply to LPNs.

## ACTION NEEDED TO STAY CONNECTED TO EMPLOYEE WI-FI

The employee wireless (Wi-Fi) network for Medical Center employees is receiving a security upgrade beginning July 17.

Employees with personal devices on the employee Wi-Fi network, VUMCEmployee, will need to reconnect to the network.

In many cases, users can “trust” the new security certificate and reconnect. Visit the VUMC Employee Wireless webpage for device-specific reconnection instructions under “How Do I Connect?”: <https://www.vumc.org/it/us>

[er/login?destination=/it/employee-wireless](https://www.vumc.org/it/employee-wireless).

VUMC-managed workstations and VUMC-managed devices should not experience disruption and will be completed on a building-by-building schedule.

Find out when your building migrates on the VUMC Employee Wireless webpage under “Wi-Fi Upgrade Schedule by Building.”

For assistance and support:

- Visit a Support Kiosk if you are having trouble reconnecting. Look for “Assistance

and Support” on the VUMC Employee Wireless webpage.

- Report an issue by contacting the VUMC IT/NTT Help Desk at 615-343-HELP/3-4357 or submitting a Pegasus ticket and selecting “Report an Issue.” Indicate that you are experiencing issues with the employee Wi-Fi upgrade.

- Visit the VUMC Employee Wireless webpage for details about how to connect, a list of buildings in the VUMCEmployee Wi-Fi network, and other helpful information.

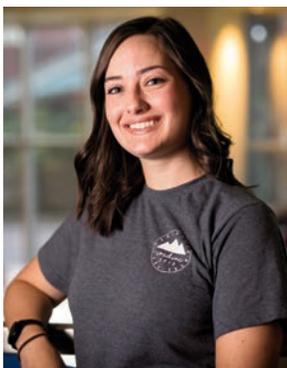
# SPOTLIGHT ON DAISY AWARD RECIPIENTS



**Donna Atherton, RN**  
**Unit: Cancer Clinic**  
**Entity: Vanderbilt Adult Clinics**



**From the nomination:** "I first met Donna Atherton on Feb. 14, 2018, when I drove from Florida after six months of numerous doctor visits; where the Florida doctors could not determine what was wrong with me. I was hurting, scared and frustrated when Donna walked in the examination room and saw how upset I was. She took time, sat down with me, calmed me down and explained in detail what to expect with the numerous tests that I was about to endure at Vanderbilt Medical Center. ... I could not have made it through my miraculous journey without the loving care and thoughtfulness of Donna Atherton, the nurse who has become my partner for life! I believe Donna is beyond deserving of the DAISY award for her care, attention and love she has shown me throughout my journey from diagnosis to healing."



**Mary Hannah Baker, BSN, RN**  
**Unit: Pediatric Cardiology (PCARD)**  
**Entity: Monroe Carell Jr. Children's Hospital at Vanderbilt**

**From the nomination:** "Hannah has an amazing bedside manner. She remained positive throughout her time with us. She was always proactive with feeding our son and bringing supplies before we even had to ask. On the days she didn't have us she stopped in to check on our son, which made us feel loved and supported."

## DAISY MILESTONE

VUMC has surpassed 1,000 nominations for The DAISY Award across the enterprise since it was implemented last year. Congratulations to all our nominees and thanks to every nurse for the compassionate care you provide every day.

# SPOTLIGHT ON DAISY AWARD RECIPIENTS

**Emily Burton, BSN, RN**

**Unit: Adult 2**

**Entity: Vanderbilt Psychiatric Hospital**



**From the nomination:** “Emily B. planned a ‘Gratitude Day’ the night before her Sunday double shift. I know she had worked multiple double shifts leading up to this day, but you would never know this just by her positive attitude, kindness and patience. Emily B. went to Target and bought a “Gratitude Tree” as a reward for contributing our own ideas of things we are grateful for. She also brought in two dozen doughnuts to tie the topic all together, she also planned and led a group meeting on the topic of gratitude. Emily B. helped me focus on how many blessings I have in my life. In summary, Emily B. goes above and beyond every single day at work to make a difference in the patients’ lives. She truly cares.”



**Rachel Henson, BSN, RN**

**Unit: Cardiovascular Intensive Care Unit**

**Entity: Vanderbilt University Adult Hospital**

**From the nomination:** “Our 28-year-old son went into cardiac arrest on Monday, 2/4/19 and was stabilized at an outlying facility before being transferred to Vanderbilt. Rachel was assigned to be his nurse on Tuesday morning, and that was just the beginning of an amazing journey. From the moment she first entered his room, she was very personable, caring and understanding; but above all she talked to Kyle and treated him

as if she had known him forever. Her clinical skills were outstanding and she did everything within her power to ensure he received the best care possible. Before she left her shift on Tuesday, she already seemed like part of our family. She told Kyle it was her intent to see him through his entire stay. ... Had it not been for her dedication, persistence, and holistic care, Kyle most likely would not have been able to provide the gift of life to six organ recipients in the early hours of Saturday morning 2/9/19. Rachel didn't stop giving of herself at the end of Kyle's hospitalization. She also attended the funeral and continues to support us all.”

## WANT TO NOMINATE A NURSE?



Scan the QRcode or go to  
[www.VUMCDAISY.com](http://www.VUMCDAISY.com).

