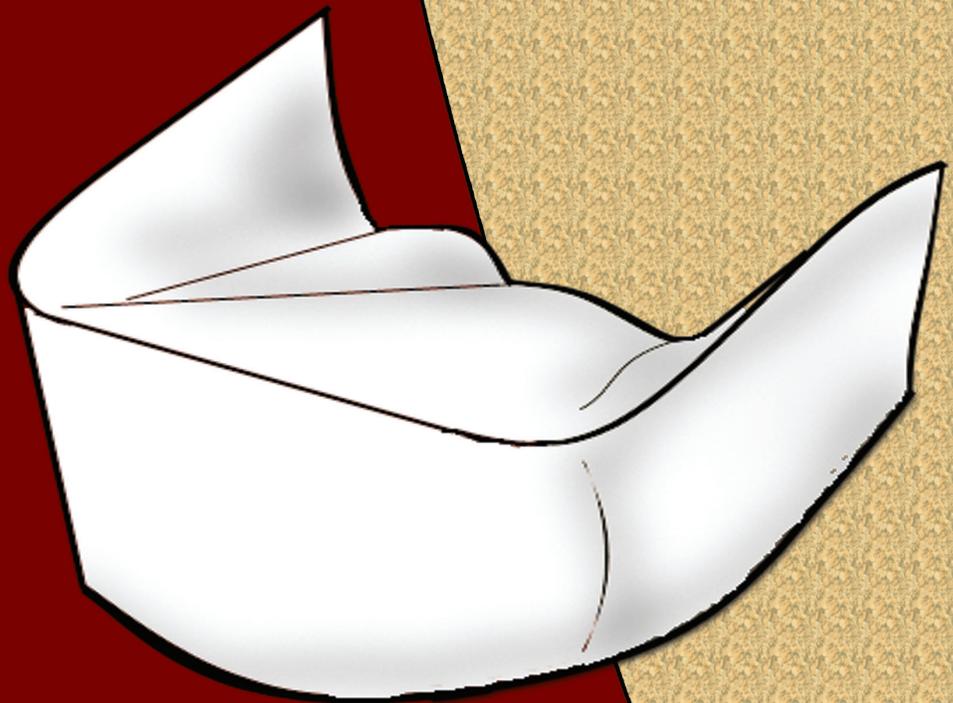


2011 AWARDS

CELEBRATING NURSES



VANDERBILT  UNIVERSITY
MEDICAL CENTER



VANDERBILT HOSPITAL, 1927

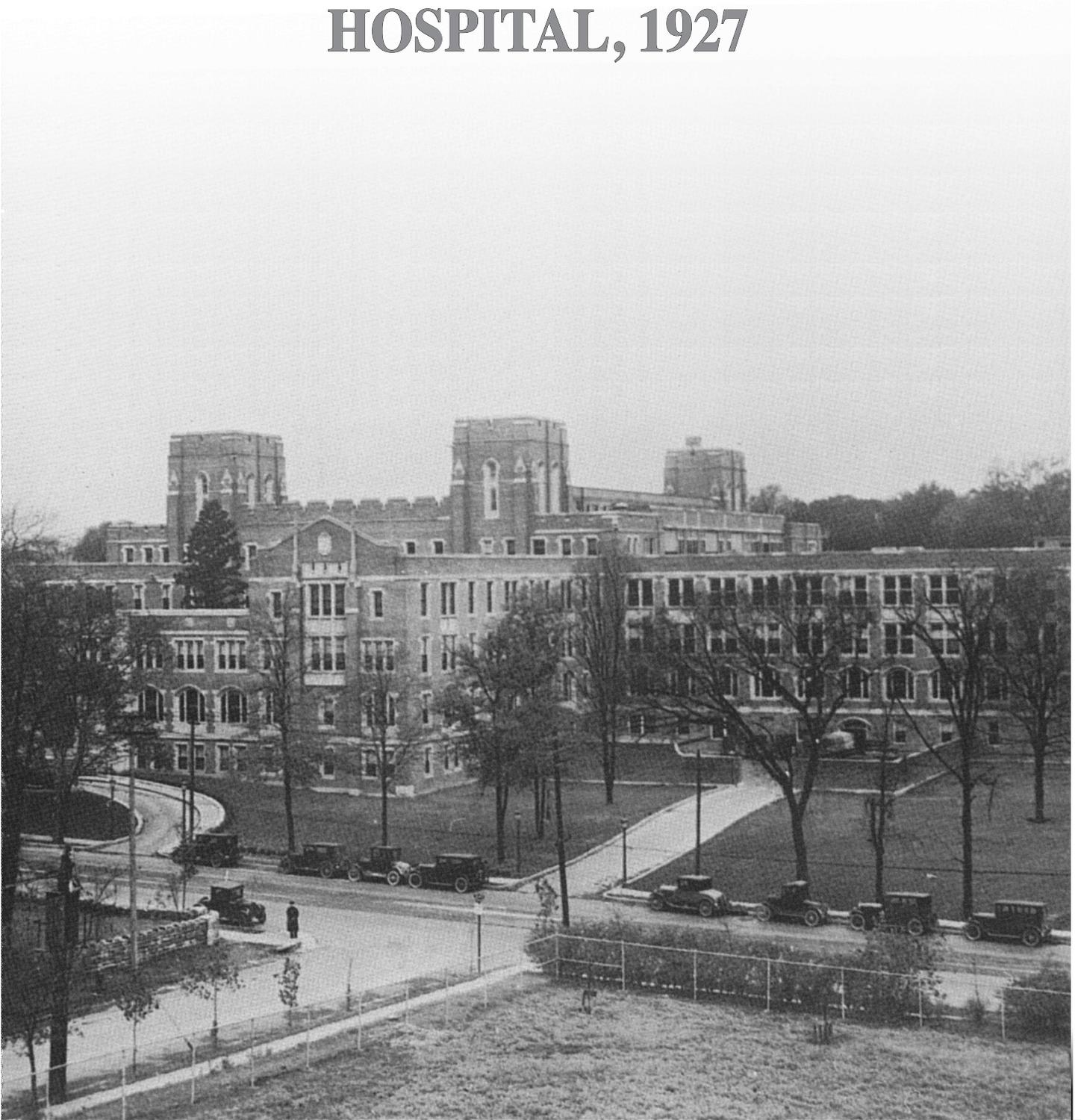


TABLE OF CONTENTS

Message from Marilyn Dubree.....	7
What Nurses Do.....	8
Who was Florence Nightingale.....	9
“Spirit of Nursing”.....	10-11
I. Rebecca Clark Culpepper Education and Mentorship Award.....	12-13
II. Advanced Practice Nurse of the Year Award.....	14
III. Staff/Unit/Department Educator of the Year Award.....	15
IV. Friend of Nursing Award.....	16
V. Transformational Nursing Leader Award.....	17
VI. Licensed Practical Nurse of the Year Award.....	18
VII. Research and Evidence Based Practice Award.....	19
VIII. Team Award.....	20
IX. Special Recognition: Vivian Thomas Award for Clinical Research.....	21
X. Special Recognition: Five Pillar Leader Award.....	22
XI. Rosamond Gabrielson Staff Nurse of the Year Awards.....	23-27
XII. Vanderbilt’s Professional Nursing Practice Program (VPNPP).....	28
XIII. Clinical Research Nurses.....	30
XIV. Honoring Retired Nurses.....	31
XV. Florence Nightingale Tribute to Deceased Nurses.....	32
XVI. Nurses’ Week Planning and Awards Selection Committee Members.....	33

MARILYN DUBREE, MSN, RN, NE-BC

Executive Chief Nursing Officer

Happy Nurses Week 2011 to each of you.

Nurses Week 2010 celebrations were delayed due to the flooding we experienced on May 1. The flooding brought out the best in our organization and staff, as everyone stepped up to help friends, neighbors and colleagues. We weren't surprised, as that is "Who We Are".

Nurses Week 2011 (May 6 - 12) provides us a new opportunity to celebrate, recognize and thank the outstanding nurses who practice at Vanderbilt. The dedication of our nursing staff and leaders and our common goal of providing excellent care are worthy of applause.

We celebrate Nurses Week in honor of Florence Nightingale; noted as a nurse, writer, statistician and the "founder of modern nursing". Florence recognized the importance of nursing both from the caring and critical thinking aspects. Nurses throughout Vanderbilt are compassionate care givers and key members of the healthcare team in regard to high quality patient care and the best outcomes. In addition, as shown on May 2010, Vanderbilt nurses lend a helping hand whenever it is needed.

During this time, we honor our heritage. Rosamond Gabrielson and Rebecca Clark Culpepper are just two of the nursing leaders who helped create and sustain our Magnet culture. "Gabe" as chief nursing officer was an advocate for the direct care nurse and shared decision-making. Becky was an advocate for continued education and life-long learning.

Our culture supports nurses to grow and advance. Join us in celebrating those nurses who are advancing the practice of nursing through their exemplary work. We appreciate our colleagues who have completed years of outstanding service and have retired this past year. We wish them continued good health and adventure. In the course of our celebration we also pause for a moment to reflect on our colleagues who have died. We hope their families, loved ones and colleagues have found peace.

We regret that we cannot name "every nurse", because all VUMC nurses have contributed to our growth and success this past year. We hope that you will take time to recognize your colleagues and maybe you will see a name in this booklet that has made or is making a difference in your nursing practice.

Sincerely,



Marilyn Dubree, MSN, RN, NE-BC
Executive Chief Nursing Officer



WHAT NURSES DO..



“ THE NURSE is temporarily....the consciousness of the unconscious, the love of life for the suicidal, the leg of the amputee, the eyes of the newly blind, a means of locomotion for the infant, knowledge & confidence for the young mother, the ‘mouthpiece’ for those too weak or withdrawn to speak and so on. ”
- *Virginia Henderson, 1961*

WHO WAS FLORENCE NIGHTINGALE?

BORN IN 1820 to an upper-class English family, Nightingale was named after the city in which she was born - Florence, Italy. Despite the objections of her family, Nightingale rejected the usual path of a wealthy Victorian woman which was to marry, have children and tend house, to pursue her interest in nursing. She believed she had a calling to become a nurse and later dedicated her life to establishing nursing as a profession.

Nightingale was 31 that she was granted permission by her father to study nursing at Germany's Kaiserworth School. In 1854, after a year as a unpaid superintendent of a London "establishment for gentlewomen during illness," she and 38 nurses were recruited by the Secretary of War to tend to Britain's wounded military in Turkey during the Crimean War. In addition, it was during this time that Nightingale made her most famous contributions to nursing.

Nightingale earned the moniker "Lady with the Lamp" for her nighttime rounds on patients. While tending to the thousands at the military hospital, Nightingale began collecting data about the mortality rates of British soldiers. In February 1855, the mortality rate at the hospital was 42.7 percent. After improving hygiene and sanitation among the soldiers, the mortality rate dropped significantly.

Because of her impeccable notes and record-keeping practices, Nightingale was able to use statistical data to change the way military and eventually city hospitals were run. She is lauded as a pioneer of nursing and as the catalyst for hospital sanitation reform. Nightingale invented the coxcomb or polar area chart, known today as the pie chart, a hallmark in epidemiology. She was also a leading statistician in her day - elected as the first female member of the Royal Statistical Society.



Nightingale was a pioneer in Nursing and made major changes to military medical practices.



Although from an upper-class English family, Florence got her name from the Italian city in which she was born.

A THANK YOU NOTE TO THE OR NURSE

Thank you for understanding my pain, hunger, and fear that I feel when I first meet you.

Thank you for reaching out to me even when I scream and ignore you.

Thank you for your gentle touch and beautiful smile, you brighten up my day.

Thank you for letting me keep my blanky and my buddy, Teddy.

Thank you for giving me some time to hug and kiss my mom and dad before I went to the OR with you.

Thank you for holding my hand and comforting me before I went to sleep.

Thank you for helping me pick my dream before I could finish counting backwards from 10.

Thank you for checking with everyone that it's my right arm that they're operating.

Thank you for keeping me comfortable and safe while I'm having my surgery.

Thank you for making sure everybody is practicing sterile technique during surgery.

Thank you for babysitting my buddy, Teddy, while I'm asleep.

Thank you for talking to my mom and dad every hour and making them feel better while the surgeon is fixing my arm.

Thank you for keeping me warm the whole time I am asleep.

Thank you for reminding them my favorite color for my cast.

Thank you for staying beside me until I wake up.

Thank you for being my guardian and my advocate.

Thank you for being you, a kind and compassionate nurse.

Prima Te-Lim, RN3, CCRN

MONROE CARELL JR. CHILDREN'S HOSPITAL AT VANDERBILT

“SPIRIT OF NURSING”

CONTEST WINNER

PRIMA TE-LIM, RN3, CCRN

This spring, nursing staff at the Monroe Carell Jr. Children's Hospital at Vanderbilt were encouraged to share their thoughts about the expertise, compassion and care nurses provide in essays submitted to the “Spirit of Nursing” Contest.

A poem, submitted by Prima Te-Lim, RN3, CCRN, an operating room nurse on the third floor of Children's Hospital, has been selected as this year's winning submission.

Te-Lim has been an O.R. nurse at Children's for nearly seven years. She has been a nurse for 16 years, but took a nine-year break to raise her children. Te-Lim laughs when asked how she came up with the idea for her poem.

“It took me less than five minutes to write it! The way I wrote this is how I take care of my patients. I did this step by step from pre-operative, letting them bring something to comfort them from home, to intra-operative, making sure they are warm and keeping them safe. Then we make sure to assist them when they wake up. You are like a guardian



Prima Te-Lim

because they are asleep.”

Te-Lim says she wanted to submit something to the “Spirit of Nursing” contest because she heard the Nurses Week event was started by the late Donna Williams, MSN, RN, NEA-BC. Williams was director of perioperative services before becoming interim chief nursing officer at Children's. Williams died from pancreatic cancer late last year.

“We both started here in the O.R. around the same time. She always encouraged me. I didn't even want to go for RN3, but she told me to make it my project, encouraging me to go forward. I really did it for her,” Te-Lim said.

“ The way I wrote this is how I take care of my patients. I did this step by step from pre-operative, letting them bring something to comfort them from home, to intra-operative, making sure they are warm and keeping them safe. Then we make sure to assist them when they wake up.

- Prima Te-Lim

”

REBECCA CLARK CULPEPPER EDUCATION & MENTORSHIP AWARD

BECKY CULPEPPER was a member of the Vanderbilt University Medical Center community from 1977 to 1995. In her 18 years at Vanderbilt she served in the following roles: Assistant Clinical Professor of Nursing Administration, assistant hospital director, Director of Staff Development for the Department of Patient Care Services, and Director of the Center for Nursing Continuing Education. Prior to coming to Vanderbilt her career path was also aimed at elevating the profession of nursing. Becky served as an instructor in colleges of nursing in Tennessee and Mississippi, Executive Director of the Tennessee Nurses Association and assistant head nurse in Texas.

Becky brought staff development to the nursing administrative team when Rosamond Gabrielson was director of nursing. Becky's vision was to bring education to all levels of nursing. In the Reporter article April 2005, Marilyn Dubree, MSN, RN, NE-BC Executive Chief Nursing Officer is quoted, "[Becky's] leadership was instrumental in helping to build a strong foundation for nursing practice, education and leadership." In that same article, Colleen Conway-Welch, Ph.D., CNM, FAAN dean of the School of Nursing, stated, "She was a very able and knowledgeable leader, very intuitive about patients' needs and colleagues' professional and personal needs, and very caring of people.

She was an acknowledged leader in the area of nursing administration and an unfailing source of wise counsel for us at the School of Nursing."

The award named in her honor recognizes a nurse or faculty member who embodies the promotion of nurse education and professional development.



Becky Culpepper

THE REBECCA CLARK CULPEPPER education and mentorship award is given jointly by Vanderbilt School of Nursing and Vanderbilt Medical Center Nursing to honor Becky's many contributions to both areas. The recipient can be a nurse at VUMC or faculty at VUSN.

The recipient of this award exhibits mentorship of fellow nursing staff, faculty or students and actively promotes of the nursing profession. There is a commitment to professional development at all levels.

The nominees for 2011 include the following:

Todd Griner
Joan King
Greta Montoya

REBECCA CLARK CULPEPPER

EDUCATION AND MENTORSHIP AWARD

RECIPIENT

TODD GRINER, MSN, RN
Manager
7N General Cardiology



Todd Griner

FOLLOWING UP on benchmarking with another health care provider, Todd worked with the charge nurses to initiate three-minute huddles every shift. This small change helped the staff experience more situational awareness of their peers' workload, which has led to coworkers offering and receiving assistance when needed. He was responsible for initiating Heart Failure Rounds as a time-efficient and innovative way for attending physicians to interact and exchange information with nurses as they care for their patients.

Adept at linking colleagues to appropriate opportunities in research, education and clinical

“ In the two and a half years since Todd has been our manager, he has implemented many positive changes...He has remained involved and committed to proving excellence in this team. He has mentored our staff at all levels, developing and leveraging the strength of each individual.

- from the nomination ”

practice, Todd also participated in developing the nurse resident selection process and has remained active with that committee since its inception. His mentoring of an RN colleague led to the development of the Nurse Buddy System, which pairs a new employee with an experienced nurse for six weeks to foster continued learning and assimilation into the workplace. The system has been piloted in the medicine, cardiac and surgery hospital units with very positive responses from staff related to improved problem-solving skills and health care team communication. An active influence on hospital safety, Todd has been involved in development of a response model for safety survey results and a user-friendly action-steps curriculum.

Always looking for opportunities for staff development, Todd coordinates learning events for the charge nurses and the leadership team. True to his commitment to address the needs of staff at all levels, he initiated a training program for administrative assistants that has influenced the promotion of several of these employees.

ADVANCED PRACTICE NURSE OF THE YEAR AWARD

THE RECIPIENT of this award demonstrates clinical expertise and participates in the development of evidence based practice and research. The APN is a leader and role model in their specialty practice and actively mentors in their specialty practice and actively mentors advanced practice nurses and other nurses.

The 2011 Nominees include:

Daniel Barrett
Judy Corfman
Amy Gann
Barbara Johnson
April Kapu

Lewis McCarver
Deonna Moore
Jill Nelson
Sarah Pakron
Vicki Shaub
Kenneth Watford

DEONNA MOORE, MSN, RN, ACNP-BC *Kidney/Transplant*

WITH AN extensive background in the care of renal patients, Deonna is the “go to” nurse practitioner for issues related to kidney and pancreas transplants. She transfers her knowledge to others through a variety of channels and engages team members in reviewing the latest evidence related to patient care. Whether presenting a formal inservice regarding kidney and pancreas transplant patients or teaching an impromptu session directly at the bedside, Deonna demonstrates her clinical expertise in a myriad of ways. She teaches about kidney/pancreas transplant and patient care in the School of Nursing as well as for rotating house staff. In addition, Deonna teaches the transplant elective for second-year and graduate students.

Deonna provides guidance to residents and staff nurses when the attending physicians are unavailable. As a member of a research group moni-



Deonna Moore

“ Deonna holds weekly meetings with the entire nursing group of the kidney/pancreas transplant program... In this setting, all affected members of the team have a say, so there is buy-in and consensus.

- *from the nomination* ”

toring outcomes reported from the transplant patient’s perspective, she has participated in efforts to identify issues related to quality of life, patient satisfaction, return to employment and the economic impact of transplantation. From her one-on-one approach as a preceptor in the hospital, clinic and outpatient areas to maximizing group time to review evidence and update protocols, Deonna approaches evidence-based practice in a collaborative and proactive manner. Her development of an online form that allows prospective living

donors to submit information electronically has accelerated the initial screening of these candidates and provided them more timely responses. Known as a Magnet champion for APNs, Deonna is working with the transplant center quality manager to develop her concept

for a quality assessment improvement process committee.

STAFF/UNIT/DEPARTMENT EDUCATOR OF THE YEAR AWARD

THE RECIPIENT of this award demonstrates participation in and models lifelong learning and positively reflects the image of nursing. The Educator of the Year develops educational plans based on needs assessment and models collaborative practice.

The 2011 Nominees include:

Rebecca Arndt
Marissa Brown
Linda Dial
Venus Manuel
Sandy McGill
Leanna R. Miller

Shelly Padgett
Robin Seaton
Melissa Smith
Cathy Wilson
Johnny Woodard

JOHNNY WOODARD, BSN, RN

Educator

Psychiatric Hospital

JOHNNY IS a nursing leader who encourages shared decision-making. He takes concerns seriously, seeks resolutions and understanding of problems, and is a role model for working together. An effective communicator, he views all colleagues as equally important members of the Vanderbilt team.

Dedicated to researching current evidence-based information that he can pass on to clinical staff, including physicians, he spends many hours on campus teaching and learning - the two activities that define him professionally. Whatever he does, his focus is always on the safety and well-being of others, whether it be patients, families, visitors or staff. His job functions are many and diverse, giving him responsibilities in staff development, infection control, safety, occupational health, computer security and patient advocacy.

In addition to educating in the classroom, Johnny provides hands-on clinical



Johnny Woodward

experiences and training. He provides one-on-one instruction and training tools when needed to meet individual needs and circumstances. He organizes all the educational components for the VPH staff and serves on multiple committees throughout the Medical Center. And by actively participating when medical emergencies arise, Johnny mentors staff by his personal example.

Johnny served as the contact person for the first designation process and continues this role by serving on the Magnet Steering Committee and keeping the staff well informed about the process and their role in it.

Whether dealing with patient and family concerns or developing emergency preparedness information for the staff, Johnny illustrates by both teaching and example what it means to provide safe and high-quality preventive, acute and chronic patient care.

“ He places significant emphasis on staff orientation, inservice education, continuing education, formal education and career development. By his own personal and professional growth he sets an example for others to follow. He is an excellent role model, mentor, preceptor and coach. - from the nomination ”

FRIEND OF NURSING AWARD

The 2011 Nominees include:

THE RECIPIENT of this award exceeds role expectations in collaborative work with nursing. The Friend of Nursing recognizes the importance of the practice of nursing in the delivery of health care and supports and promotes nursing.

Pam Adams
Devin Bender
Ed Burnette
Charlotte Chaney
Teri Darr
Marcus Dortch
Julia Dunagan
Raye Nell Dyer
Dario Giuse

Kim Hunter
Sarah Lovett
Susan Marshall
Carmen McMilan
Willie Melvin
Meredith Pugh
Stephanie Shirley
Bennie Utley
Tifanie Wright
Sergey Zheikov

RAYE NELL DYER

Chaplain
Children's Hospital

DURING THE most challenging times in the lives of patients, families and caregivers, Raye Nell provides care and support that sees us through. From praising nurses in the coffee line to being with a family getting news of a diagnoses or the death of a child, Raye Nell exceeds the expectations of those with whom she works. She is always thinking of how she can support nursing, from providing debriefings after deaths or difficult patient experiences to taking calls from individual staff members seeking counsel or solace.

Recognizing that her support can be needed at any hour, Raye Nell makes herself and resources available for staff on both the day and night shifts. An tireless promoter of self-care for colleagues, she spearheaded the implementation of a weekly Catholic mass at Children's Hospi-



Raye Nell Dyer

tal to serve staff and faculty as well as patients and families. Her coordination of "Blessing of the Hands" ceremony - a beloved part of Nurses Week - recognizes the importance of nursing practice and its role in the delivery of health care.

While keeping her finger on the pulse of the hospital and its nursing staff, Raye Nell also mentors new chaplains who will be the future of the work. She impacts the future of care by

participating in the Clinical Pastoral Education program, partnering with six other health care institutions in Nashville to coordinate and provide quality learning experiences and clinical training for residents, interns and practicum students in divinity programs all over the country.

“ She helps us not only learn how to talk to the patient and the family, but also to express our own feelings of mortality and loss. She is there as a support when we question the meaning of life, the profession that we have chosen, the death of a child. Raye Nell is a rock for those around her and yet is strong enough to show her own grief in the loss of the loved ones we have had this year. - *from the nomination* ”

TRANSFORMATIONAL NURSING LEADER AWARD

THE RECIPIENT of this award is a nurse in a designated leadership role who paves the way for others to be successful. This leader is visible and accessible, is an advocate for nurses and patients and positively reflects the image of nursing at Vanderbilt and in the community.

The 2011 Nominees include:

Christa Hedstrom
Susan Hernandez
Nicole Herndon
Michael Jordan
Suz Kaprich
Teresa Knoop
Katie Koss
Beverly Lee

Sarah Tucker Marlow
Betty Sue Minton
Debianne Peterman
Jennifer Pendergrast
Sherry Raber
Paula Wyatt
Jeanne Yeatman
Laura J. Young

SUSAN HERNANDEZ, MBHA, RN

Associate Hospital Director
Children's Hospital

SUSAN INSPIRES others to learn and grow while encouraging and valuing input from her colleagues to ensure decisions will be consistent with organizational goals and keep patients and staff at the forefront. She is a role model and mentor, working with key leaders to facilitate their ability to participate in shared decision-making and identifying and instituting ways to improve processes to help achieve this goal. Her commitment to patient and staff care and safety is evident at many levels - from the effectiveness of leadership rounding in the Children's Hospital to making the parking garage and grounds safer for staff at night by the installation of emergency phones and additional lighting. Her picture hangs in the hospital "hall of fame" for best hand-washing practices.

Susan is a transparent and passionate leader for nursing, recognized for her great communication skills, action-oriented style and profession-



Susan Hernandez

alism. From performing in *Hey Florence!* - our home-grown musical about nursing that made its way to New York and Australia - to providing support for staff to pursue research, Susan champions nursing research, evidence-based nursing practice and quality outcomes while focusing on what is right for the patient at all times.

Using a management approach that capitalizes on the strengths of her team members, Susan has evaluated challenges and gathered input that led to structure changes that foster excellence in patient care and help staff in their everyday efforts to provide that. Susan is a mentor to staff members for their professional growth.

“ She creates a compelling picture of the future that inspires and catalyzes people and groups to realize their full potential in the pursuit of innovative breakthroughs and the achievement of shared goals.

-from the nomination ”

LICENSED PRACTICAL NURSE OF THE YEAR AWARD

THE RECIPIENT of this award demonstrates commitment to the LPN role and Vanderbilt. They participate in quality improvement activities and educational opportunities for themselves and others

The 2011 Nominees include:

Sandy Berryhill
Tambra Fore
Darla Freehardt
Janice Harvell
Audra Hill
Karen L King

Terrie Lankford
Donna Orphanos
Kathy Magallanes
Lisa Miller
Linda Millican
Kathey Milom
Emily Nesbitt

KAREN KING, LPN

Adult GI/Endo Clinic

AS AN expert in gastrointestinal motility, Karen is engaged in both providing excellent patient care and helping her colleagues gain knowledge and skills that allow them to do the same. She works to educate others about GI motility disorders in a way that helps them feel more comfortable delivering care for patients whose symptoms can cause a decreased quality of life. Her ability to explain procedures in accessible language and provide support during GI testing often is cited by patients during post-procedure follow-up calls. They praise her kindness and patience for helping them understand and tolerate the procedures.

Karen has shared her expertise as a lecturer and program developer for the Society of Gastroenterology Nurses and Associates, Inc., and the American Motility Society.



Karen King

Through her department lectures on motility, Karen has helped her nursing colleagues better understand the technology involved, as well as the disease processes, therefore helping the team provide better care to patients. She not only expertly conducts testing, but also excels at interpreting what the tests reveal. She is a highly regarded and trusted confidant of the physicians who work with her. While fully engaged in hands-on patient care, she also is active as a vital member of a research team.

As a participant in the Music City Fly Girls - a women's fly fishing group - she does annual fundraising work to support breast

cancer survivors. Both an excellent collaborative and autonomous worker, Karen is proactive and efficient. And beyond those stellar professional characters, she is kind and thoughtful to patients and coworkers alike.

“ I would say she exemplifies Credo behavior. She is always ready to explain her role, the equipment, the process, the safety issues, patient comfort and the disease process. She is truly an asset to our department and has definitely enriched me professionally. ”

- from the nomination

RESEARCH AND EVIDENCE BASED PRACTICE AWARD

The 2011 Nominees include:

Margo Black
Elizabeth Card
Gail Gillis
Suzanne Goldman
Wendi R Mason
Darlene McCormick

THE RECIPIENT of this award demonstrates leadership in evidence-based practice and shared decision-making. Also, actively uses research to improve patient care and encourages other staff to engage in and use research findings.

DARLENE MCCORMICK, RN3

CCRN

Medical ICU

DARLENE EXEMPLIFIES evidence-based practice by hearing the concerns voiced by her fellow nurses then acting to learn what to do to alleviate those concerns and share that new knowledge with everyone around her. Through research and consultations with other medical centers on successful practices, she brings proven care approaches to the staff and helps to implement them. This dedication to delivering superior care has been shown in her work related to cleaning EKG leads and chlorhexidine “baths in a bag” for patients. After doing in-depth research to develop protocols for these procedures, which directly affect patients, Darlene worked to educate nurses and care partners on the process changes. Her approach as a positive change agent is both thorough and humble.

A member of multiple committees and other work teams that address best practices, competency and improvement, Darlene took the lead in compiling a manual the preceptor committee determined was needed to help streamline orientation and



Darlene McCormick

“ The nurses that train by her side are thoroughly competent as new nurses entering a challenging work force. As I witness the nurses that precept with Darlene, there is a strong foundation on which their confidence level continues to grow, and they blossom into extremely proficient nurses.

- from the nomination ”

provide consistency, interviewing fellow nurses to get input. The manual provides answers to key questions and fosters proper equipment usage and teaching of techniques, which promote patient safety and support the everyday work of nursing. Darlene not only mentors nurse residents and new hires with a tireless dedication, she leads by example by continually advancing her own skill level.

Delivering superior teaching with a personal touch, Darlene has captivated learners by weaving the personal story of her mother’s care into lessons on evidence-based practice. And

patients and families soon will benefit even further from Darlene’s commitment to excellence, as she pursues interdisciplinary research to assess and ensure that families comprehend the education provided during admission to the Medical Intensive Care Unit.

TEAM AWARD

The 2011 Nominees include:

THE RECIPIENTS of this award demonstrate excellence in clinical performance which results in high quality outcomes that have been or could be shared across the health-care community.

ACE TEAM
Adult ED
Labor and Delivery
MICU - APNs
MICU - Condolence Team
Pediatric ED
Pediatric ED - Charge Nurses
PEDS GI Endoscopy Team
PEDs GI IBD Team

SICU
Trauma ICU
Vanderbilt Emergency Services
Trauma Team
Vanderbilt LifeFlight
VHVI Diagnostics Team
VMG Brentwood Shoppes Primary Care
Women's Health

MICU - APNS

THE MEDICAL Intensive Care Unit Acute Care Nurse Practitioner team, which includes Janna S. Landsperger, MSN, RN, ACNP-BC, Kristina Jill Williams, MSN, RN, ACNP-BC, Susan M. Hellervik, MSN, RN, ACNP-BC, Cherry B. Chassan, MSN, RN, ACNP-BC, Lisa N. Flemmons, MSN, RN, ACNP-BC, Stephanie R. Davidson, MSN, RN, ACNP-BC, Emily R. Evans, MSN, RN, ACNP-BC, Mary E. Bacigalupo, MSN, RN, ACNP-BC began just over one year ago. Remarkably, within nine months of the start of the service, the group was providing around-the-clock care, seven days a week, for a high volume of critically ill patients.

The team now is adept at the placement of central vascular catheters, and their skill set for invasive procedures continues to grow. This level of excellence has been fostered by the development of nearly 50 clinical practice guidelines and the development of a collegial working relationship with supervising physicians and staff nurses.

The team members bring to their work an equally intense commitment to advancing clinical care and evidence-based practice and expanding knowledge through research. With both individual and team leadership they

“ These MICU professionals are the finest, most excited, inquisitive, caring group I’ve ever worked with. - from the nomination ”

have developed a software tracking tool for productivity and set up a multidisciplinary monthly conference to review deaths and adverse outcomes. They established a monthly journal club to keep abreast of developments in critical care and implemented the use of a standardized



Front Left to right: Cherry Chassan, Susan Hellervik, Emily Evans, Jill Williams, Mary Bacigalupo; Rear Left to right: Jana Landsperger, Stephanie Davidson, Art Wheeler, Lisa Flemmons

hand-over document when patients change providers. Their research projects are focusing on outcomes and practices related to the impact of nurse practitioners and work flow in the unit. A submitted manuscript details how to design, train and implement a MICU ACNP team.

In an exciting collaborative effort led by a team member, they are developing a clinic to address the ongoing multidisciplinary care of chronically ill ICU survivors, a need that has only recently developed

with improved survival rates. This model, the first of its kind in the world, could be the most innovative development in critical care in decades.

SPECIAL RECOGNITION: VIVIAN THOMAS AWARD FOR CLINICAL RESEARCH

DEBORAH HUNTER, RN

Director of Quality Assurance
Vanderbilt Vaccine Research Program

A VANDERBILT research nurse was honored for excellence at the seventh annual research staff awards luncheon in November 2010.

Research at Vanderbilt University Medical Center simply could not be done without the contributions of key staff. A select few are honored for their excellence each year at a Research Staff Awards luncheon.

Deborah Hunter, RN received the Vivian Thomas award for Excellence in Clinical Research. The award included a crystal trophy and \$1,000 honorarium.

Deborah is a certified clinical research coordinator and has worked in the Vanderbilt Vaccine Research Program (VVRP) since 2003. She is currently implementing a quality assurance/quality management plan in the Vaccine Treatment and Evaluation Unit (VTEU).



Susan Wente, Ph.D., left, talks with Research Staff Awards honorees, from left, Linda Dupré, Deborah Hunter, R.N., and Deborah Mays

“ Deborah serves as a key to the success of our VTEU research at Vanderbilt,” said VVRP director Kathryn Edward, M.D., in her nomination letter. “The accomplishments within this program are a direct result of her dedication and support. ”
- from the nomination

SPECIAL RECOGNITION: FIVE PILLAR LEADER AWARD



THE FIVE PILLAR LEADER AWARD recognizes superior performance across VUMC’s management “pillars” – employee satisfaction and retention, service, quality, finance and innovation – and for upholding the VUMC Credo. In the last year, three of the award recipients have been nursing leaders. Award Winners exemplify dedication to service.

CONNIE FORD, MHA, RN
Administrative Director,
Inpatient Nursing Services
Children’s Hospital

CONNIE FORD, MHA, RN, administrative director, inpatient nursing services Children’s Hospital, received the Five Pillar Leader Award at Leadership Development Institute in March 2011, which is given to colleagues who exemplify Medical Center leadership standards.



Connie Ford

“ Her every action, on a daily basis, is with her patients and fellow nurses at the forefront of her mind. Connie’s personality and style of leading makes everyone want to rise to the occasion in their work.
- from the nomination ”

ROSAMOND GABRIELSON STAFF NURSE OF THE YEAR AWARD

ROSAMOND GABRIELSON came to Vanderbilt Medical Center as the Director of Nursing after completion of her tenure as president of the American Nurses Association, a position that she held from 1972 to 1976. Her advocacy of the bedside nurses' role did not start at Vanderbilt. One study that she conducted looked at the role that nurses had with physicians. She studied nurses' actions with regard to verbal orders for medications and found that 21 out of 22 nurses followed physicians' orders to give a medication that didn't exist. Nurses were blindly following orders without question. She urged nurses to challenge these relationships and strive for collaborative practice.

She brought this vision and passion for nursing practice and staff nurses to Vanderbilt. She had weekly meetings with the Associate Directors and she was always asking them, "What do the staff nurses think? She was constantly pushing the Associate Directors to think broadly. She wasn't afraid of visionaries, people wanting to try new ideas. There were a number of Nurse Practitioners from the community who were coming to Vanderbilt to see their patients who had been admitted. At this time there was no credentialing of these NP's. Gabe charged two AD's, Adrienne Ames and Frances Carson to gather a group to define a structure around nursing process. Shared governance and the Nursing Bylaws unfolded from this work. Early during her tenure the pharmacy wasn't open 24 hours a day, nurses filled prescriptions during the off hours. She recognized the issues with this practice, pushed and got it changed. She recognized that nurses couldn't competently float to any other area, she stood firm on this notion and from this came self-containment. Ms. Gabrielson wanted to validate the role the nurse plays in a patient's care. She brought Marie Manthey in to consult. From that came



Rosamond Gabrielson

a change in the model of nursing practice to primary nursing with an emphasis of the nurse being as important a member of the Health Care Team as any other discipline.

THE RECIPIENTS

THE STAFF NURSE of the year award recognizes a nurse from each entity, VUH, Children's Hospital, VPH, and TVC/VMG Clinics who embraces Rosamond Gabrielson's vision of nursing practice. This award honors a staff nurse who through his/her practice of direct patient care elevates the profession of nursing.

The Staff Nurse of the year demonstrates the ability to work collaboratively with other Health Care Team members in the delivery of patient care which results in positive outcomes for these patients. He/she exhibits leadership through the exemplary practice of nursing by conducting a practice that is evidence based and quality outcomes focused. This nurse actively encourages and participates in a team approach when dealing with issues of cost, quality, and patient/staff satisfaction. The recipient must be a registered nurse currently practicing as a staff nurse giving direct patient care.

The 2011 nominees for VUH include:

Amy Baker
Jody Barnwell
Denise Gamary
Alyssa Harmon
Darlene McCormick
Nicole Muoio

Leslie Rochelle
Jill Shelton
Ferrol Thomas
Brittany Bale Woodcock

VUH RECIPIENT

DARLENE MCCORMICK, RN3, CCRN *MICU*

Darlene is very knowledgeable and an enthusiastic advocate for her patients. When the health care team is rounding on her patients, she actively participates in the discussion, bringing a necessary perspective to the medical team. The attending physicians recognize her as a valuable resource to the house staff, as well as to the nursing staff.

Darlene's leadership was crucial in the move to the new tower. As a staff nurse representative on the Patient Move and Advocacy Committee, she worked with many other disciplines to develop a move plan that addressed the needs from a nursing perspective. She also volunteered to be a super-user of the many new products in the tower to assist her peers in learning how to use the equipment.

After the move, Darlene recognized that disorganization of the service center was causing frustration and hampering the delivery of quality care in a timely manner. She set up meetings and collaborated



Darlene McCormick

with the service center managers to foster changes with the nurses' input so that everyone could focus fully on delivering the best patient care.

Darlene is always asking how we can do our work better, and she follows up with answers from evidence-based research. From decreasing ventilator-associated pneumonia to providing better oral care, she is tenacious about seeking out proven approaches and working with others to institute them.

Fellow nurses seek Darlene out because she is especially sensitive with families, skillfully helping them navigate end-of-life issues. Accustomed to being assigned the most critically ill patients, Darlene focuses on the person as a whole. She is passionate about nursing and treats all her patients, families and the health care team with respect and compassion.

“ Darlene is unparalleled at prioritization skills and time management, even with severely critically ill patients....Darlene has a way of making everyone feel important, no matter the circumstances. She elevates those around her on so many levels and provides the best possible patient care. ”

- from the nomination

The 2011 nominees for Children's Hospital include:

Roderic Armstrong
Kelly Davis
Jeff Miller
Deborah Newton
Sarah Stamps
Ellie Underhill

Caroline Van
Rebecca Warren

CHILDREN'S HOSPITAL RECIPIENT

REBECCA WARREN, RN4

6B

REBECCA'S DEDICATION to analyzing chemotherapy care patterns is helping to elevate patient care and nurse effectiveness and satisfaction. Rebecca has been a member of the Chemotherapy Working Group, which inspired her to start a Chemotherapy Task Force to evaluate the processes and timeline of chemotherapy administration for pediatric hematology/oncology patients. The research was prompted by concerns on the unit about delays in chemotherapy, including issues related to lab approvals, hydration before admission from the clinic and timing of treatment related to shift changes.

Her research findings have impacted the evaluation of patient safety, showing that more than one-third of the chemotherapy was started during the least favorable time of day and more than half was started on the night shift, when there is no chemo pharmacy support and the least experienced nurses are working.

Rebecca is also leading her nursing peers in the



Rebecca Warren

“ Rebecca has earned the respect of our Hematology/Oncology team through her quiet and professional demeanor and willingness to take on difficult problems and find solutions. She elevates other staff and recognizes their contribution to the team. She has a great sense of humor and is a pleasure to be around. ”

- from the nomination

development of chemotherapy medication guidelines. She is researching protocols for patient care and collaborating with others to develop and make readily available chemotherapy-related resources for nurses at the bedside, which is particularly important for new nursing staff. Not only will this research improve patient care and nurse effectiveness, it could greatly impact the length of stay and reduce unnecessary costs to the patient and the hospital that may not be reimbursed by insurance.

An active participant in continuing education opportunities, Rebecca is caring, professional and respectful of all members of the health care team. From serving as a preceptor of new graduate nurses to advocating for best practices, Rebecca sets the bar for her peers and truly leads by example.

The 2011 nominees for TVC/VMG Clinics include:

Cheryl Landis
Linda Logan
Rhonda Neblett
Georgette Smiley

TVC/VMG CLINICS RECIPIENT

CHERYL LANDIS, RN

Surgical Weight Loss clinic

ALWAYS WILLING to lend a hand in the clinic when needed, Cheryl is a reassuring and vigilant presence in Surgical Weight Loss, supporting patients and educating them about the next steps after their procedure. She works to make sure all patients get the appropriate follow-up care and that the staff is meeting individual needs. While giving this keen attention to patient care, she is always cheerful and eager to assist her coworkers.

Respected by all the employees in the department, Cheryl often orients new employees, providing advice and information that helps them bring a high level of expertise to the work. One of her strengths is keeping watch over patients for unusual signs of discomfort, pain or other worrisome symptoms that may be connected to their surgery. When fellows and other students are in the clinic, she is a very en-



Cheryl Landis

couraging instructor and mentor. She works to make sure they understand the unique work of the department and what the patients need.

Cheryl is always eager to learn more and do more, and she encourages those around her to pursue what they need to accomplish their goals. She participated in the Heart Walk this year and encouraged other employees to join her. A compassion-

ate and strong team member, Cheryl promotes quality care by putting patients and their concerns first while, at the same time, reassuring her nursing colleagues with her positive attitude and a smile on her face.

“ Cheryl encourages the patients to follow the guidelines that have been established for their needs, encouraging them and their families to be mindful of what they need to do in order to succeed in the process they have undertaken. Surgical weight loss is a life change, and she encourages the patients to think of this often and to realize that it will change their lives for the better. ”

- from the nomination

Nicole Hutcherson
Courtney Rowell
Carol Terrell
Molly Wade

The 2011 nominees for VPH include:

VPH RECIPIENT

NICOLE HUTCHERSON, BSN, RN2 *VPH Adult*

Nicole is one of 4 RNs chosen to be a member of the psychosis team - a pilot program that integrates inpatient and outpatient treatment across vertical lines of service. She was selected due to her dedication and initiative with the patients on the unit. Nicole represents nursing in daily interdisciplinary rounds, providing an important communication link for continuity of care. As a team member, Nicole provides a critical perspective on patient behavior and utilizes the gained knowledge for the patient's plan of care toward improved outcomes.

Nicole is the co-chair of the VPH staff nurse council and models shared decision-making in that role. She takes initiative to bring important topics to the council that impact quality and patient and staff satisfaction. She is also an active member of the unit board for the Adult Program.

Serving as a clinical instructor for a community college, she provides a well rounded, dynamic experience and receives positive comments from students. She is a first choice for orientees and nurse residents as a precep-



Nicole Hutcherson

tor. She provides instruction not only in clinical skills, but also patient tolerance and respect for all individuals. Nicole is committed to de-stigmatizing the patient population and consistently models that for all members of the health care team.

Nicole is working toward RN4 and participated in nursing research during the Center for Frontline Leadership Program. She serves as a resource for other units in regard to dealing with psychotic patients. During the renovation, she assisted with unit relocation for multiple units to ensure patient safety and quality of care.

She maintains a positive energetic attitude and models that for others - going above and beyond for patients to meet their needs.

“ Nicole’s philosophy is: “...don’t ask someone to do something you are not willing to do yourself.” She performs every role on the unit, only delegating when appropriate and necessary, but always toward patient safety and positive patient outcomes.
- *from the nomination* ”

VANDERBILT'S PROFESSIONAL NURSING PRACTICE PROGRAM (VPNPP)

VANDERBILT'S PROFESSIONAL Nursing Practice Program is a performance-based career advancement program for RNs and LPNs supported by a comprehensive performance evaluation system to recognize and reward clinical nursing expertise in direct patient care.

VPNPP exists to promote, support, recognize and reward nurses as they grow within the role of the professional nurse as defined by internal and external practice standards, the context of the organization culture and external environmental influences.

VPNPP uses self, peer and manager evaluation to recognize and reward clinical nursing expertise with one of four levels. The goals of VPNPP include attracting and retaining clinical nurses in direct patient care and to build a Performance Development System that promotes, supports, recognizes and rewards RNs and LPNs by:

- Clearly defining expectations of job for each of four RN and LPN levels job descriptions

- Challenging the status quo for the improvement of patient care
- Accurately and objectively measuring performance
- Highlighting strengths and targeting areas for professional growth
- Noting areas of strength and areas for continued development as a pathway to the next practice level.

Another goal is to reward nursing performance in accordance with indicators of clinical expertise and contribution to the team, the work area and the organization. Provide opportunities for promotion for nurses in the practice of direct patient care and achieve consistent nursing performance standards and pay equity across the clinical enterprise.

Congratulations to our new RN 3s, 4s and LPN4s during the timeframe of April 16, 2010 thru April 15, 2011.*

RN3

Jessica Akin, *NICU*

Steven Anliker, *5 South*

Susan Bandy, *11 North*

Anthony Barnes, *Pain Clinic*

Jody Barnwell, *Trauma Unit*

Emily Bartlett, *NICU*

Megan Boykin, *Neuro ICU*

Millie Brown, *NICU*

Jeslyn Buckmiller, *9 North*

Elizabeth Cappadona, *Pain Clinic*

Retina Cooper, *VMG Triage Williamson County*

Susan Cope, *NICU*

Lindsey Dalton, *5 South*

Mariah Daly, *Peds Ortho Clinic*

Kaitlin Davenport, *8 South*

Kelly Davis, *PICU*

Janna Dedman, *Newborn Nursery*

**Names available at time of publication. We apologize for any omissions.*

Ruth Donlon, *Internal Medicine/Medicine Peds*

Carrie Elam, *MOHS Dermatology*

Grace Fallin, *5 South*

Jordan Frenz, *SICU*

Amy Leigh Greer, *NICU*

Hilary Hoffman, *10 North*

Melissa Holt, *Children's Periop Services HR/
PACU*

Charles Randy Hood, *Cardiac Cath Lab*

Sarah Huckabay, *9 North*

Jennifer Johnson, *Adult ED*

Misty Jones, *Children's OR*

Karen King-Parke, *5 South Telemetry*

Rachel Kromer, *8 South*

Martha Lott, *NICU*

Natalie Lyndon, *PICU*

Lori Martin, *Adult ED*

Emily McBride, *Adult ED*

Nancy Moore, *Psychiatric Hospital*

Kathryn Parker, *Peds Critical Care Unit*

Stephanie Prothro, *Children's 6C*

Jason Reed, *Adult ED*

Juli Reynolds, *Periop Services HR/PACU*

Karen Runyon, *5 South*

Leland Smith, *Neuro ICU*

Jennifer Stafford, *9 North*

Lindsay Sullivan, *Neuro ICU*

Christy Veal, *NICU*

Daria Washington, *Neuro ICU*

Robin Waugh, *5 South*

Brittany Webb, *NICU*

Michelle Wise, *Children's OR*

Sandra Wood, *Peds Cardiology Clinic*

Anita Zachary, *4 East OB*

Dongli Zhao, *7 North*

RN4

Therese Adams, *Eskind Endocrinology Department*

Rochelle Anglin, *8 South*

Kimberly Bodine, *VOR/Ophthalmology*

Emily Coleman, *MCE OR*

Traci Denton, *Adult ED*

Darlene McCormick, *MICU*

Sharon Pendleton, *Main OR*

Rebecca Warren, *Children's 6B*

LPN 4

Kathey Milom, *Digestive Disease Center*

JoAnn Wolak, *Children's Medical Specialties
Clinic*

CLINICAL RESEARCH NURSES

UNDER THE GUIDANCE and supervision of the Principal Investigator, the Research Nurse Specialist III (RNS III) is responsible for assuring that the integrity and quality of the clinical research trial is maintained and that the trial is conducted in accordance with Good Clinical Practice Guidelines, federal and sponsor regulations and guidelines and Vanderbilt Policy and Procedure. The RNS III independently plans and manages implementation of research trials, assists in grant/protocol development, negotiating contracts, preparing IRB applications and budgets, conducting coordinating center operations of multiple study sites and interpreting data and reviewing analyses to perform quality assurance. The RNS III position requires 5 years of research experience and an advanced degree or certification is preferred.

Under the guidance and supervision of the Principal Investigator, the Research Nurse Specialist IV is responsible for assisting in the design of the clinical research, assuring that the integrity and quality of

the clinical research trial is maintained and that the trial is conducted in accordance with Good Clinical Practice Guidelines, federal/sponsor regulations and guidelines and Vanderbilt Policy and Procedure. The RNS IV independently plans and manages implementation of research trials, serves as a resource for inquiries on study projects, works autonomously to generate business relationships, increase funding, design new studies and study tools, and present information at formal, educational sessions.

The RNS IV position requires 10 years research experience and an advanced degree or certification.

Congratulations to our new Clinical Research RN II, III, & IVs between the timeframe of April 16, 2010 thru April 15, 2011.*

RN II

Pam Williams, *VICC Clinical Trials*

RN III

Faith Brendle, *Peds Endocrinology*

Judy Francescon, *Cardiovascular Medicine*

Mary Gordon, *Cardiovascular Medicine*

Gayle Kucera, *Clinical Pharmacology*

Shaunita Michael, *VICC Clinical Trials*

RN IV

Elizabeth Card, *Anesthesiology*

*Names available at time of publication. We apologize for any omissions.

HONORING RETIRED NURSES

WE HONOR OUR COLLEAGUES who dedicated themselves to the practice of nursing. Thank you for paving the way and mentoring us to carry forth your great work.

Patricia Hammer, LPN
Internal Medicine

Eula McCall, RN2
*Ortho/Urology,
(after 46 years of service)*

Lynda L. LaMontagne, DNSc, RN
Prof of Nursing, School of Nursing

Jane Patton, RN
General Medicine 8South

Barbara A. Petersen, EdD, RN, CNM,
FACNM
Assoc Prof of Nursing, School of Nursing

Inez Rice, LPN
VMG Franklin Clinics

Carol Rodgers, RN2
Children's Hospital

Virginia (Gena) Turner, MSN, RN, CHPN
Cancer Access Center

Anna (Mary) Wright
Care Partner
*4 East Ob/Gyn
(after 44 years of service)*

Time is a wonderful thing
To have on your side at last.
Look forward with faith to the future,
Accept with peace the past.
Time for travel, fun and adventure,
To discover new dimensions in yourself.
It is time to do what pleases you,
Take a dusty dream off the shelf.
Fulfillment is found in expression,
Priorities are yours to arrange.
Retirement is just another word,
For what can be a wonderful change.

Bee Ewing

FLORENCE NIGHTINGALE TRIBUTE TO DECEASED NURSES

NURSING IS giving of one's self to enhance the lives of others. We honor our fellow nurses who have died and their lifetime commitment to caring. We acknowledge their nursing practice and know that their accomplishments can only be measured in the lives they affected through knowledge, dedication and caring.



If I can stop one heart from breaking, I shall not live in vain
If I can ease one life the aching, or cool one pain,
Or help one fainting robin onto his nest again
I shall not live in vain.
Emily Dickenson

Jon Caldwell, RN
Peds IV Team

Ashley Renee Vanderpool-Ratliff, RN
Neuro ICU

Debra Creasman, RN
Breast Center

Nancy Minnich, RN
Psychiatric Hospital

Deborah Hyde, RN
Clinical Staffing Resources

Anne Louise Mathys-Fuller, RN
Graduate Nurse 1962-1966 (Retired)

Kathy Fowler, MSN, FNP
School of Nursing

Betty S. Frey, LPN
General Medicine 7RW

Sandra (Sonnie) James, RN
Neurology Clinic

Carolyn (Cousins) Fruin, RN
Ped Surgery (Retired)

Priscilla Preuss, MHS, RN
Operative Services

Donna Williams MSN, RN, NEA-BC
Children's Hospital Administration

Names verified by HR as of 4/15/2011. Names available at time of publication. We apologize for any omissions.

NURSES WEEK PLANNING COMMITTEE MEMBERS

Thank you to our Nurses Week Planning Committee for making our celebration possible.

Debbie Arnow	Beki Kazanofski	Donna Ruth
Rhonda Burysek	Katie Madison	Shana Scanlin
Sabrina Downs	Gail Mayo	Theresa Shalaby
Marilyn Dubree	Betty Sue Minton	Georgette Smiley
Raye Nell Dyer	Patricia (Cookie) Minton	Sherri Stringfellow
Terri Edwards	Angie Murphy	Laura Thomas
Shellian Elliot	Jane Patey	Linda Todd
Connie Ford	Maureen Riggs	JoAnn Wolak
Julie Foss	Kathy Rivers	
Lori Harris	Karen Robinson	

AWARDS SELECTION COMMITTEE MEMBERS

Thank you to our Selection Committee for assisting with the difficult task of choosing award recipients.

Elizabeth B. Card	Nicole Herndon	Angie Murphy
Jan Dahlke	Sara Howerton	Shana Scanlin
Carol Eck	Michael Jordan	Melissa D Smith
Shellian Elliot	Becky Keck	Clare Thomson-Smith
Connie Ford	Rachel Senefeld Kromer	JoAnn Wolak
Margaret Forrest	Carl D Larrieu	
Melanie Foster	Karin League	

Special thank you to Meryem Dede, Shana Scanlin, and Linda Todd in recognition of their contribution to planning nurses' week.

STRATEGIC PLAN FOR NURSING

PERSONALIZED PATIENT HEALTH CARE MODEL

Transform the way in which health care is delivered in order to ensure highly reliable personalized care, taking advantage of the capabilities and unique contributions of the entire care delivery team.

EVIDENCE-BASED PRACTICE & EFFECTIVE PROCESSES

Lead the nation in producing evidence that will drive nursing practice, recognizing and legitimizing the evolution of knowledge in a rapidly changing environment. Create passion and discipline for the translation of evidence into practice that will optimize patient outcomes.

TRANSFORMATIONAL LEADERSHIP & PROFESSIONAL DEVELOPMENT

Provide current and future health care leaders and care providers the environment, tools, evidence and skill development to lead during a time of health care reform and transition.

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