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Marilyn Dubree, MSN, RN, NE-BC

A newsletter from the office of the Executive Chief Nursing Officer

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STAYING CONNECTED TO RETIRED NURSES

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Each meeting includes a guest speaker, such as Laura Beth Brown, MSN, RN, vice president of Vanderbilt Health Services, Inc., and president of Vanderbilt Home Care Service, Inc., who spoke to the group about the impact of health care reform on Home Care Services, and Margie Gale, MSN, RN, CEAP, nurse wellness specialist, who recently discussed the Green Dots Violence Prevention Program for the workplace.

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As I write this letter, just hours ago I was up at a podium proudly representing Vanderbilt University Medical Center as the Tennessee Nurses Association’s Employer of the Year for 2012. I am honored and humbled by all the hard work you do every day on behalf of patients, families and the Medical Center. This is an incredible honor that we all share together.

As always, we are busy and have a full newsletter to prove it! I hope you had a chance to take advantage of the Research Day offerings. Advancing the science of nursing is an important part of our mission, and this year’s speakers and posters were very impressive.

Also, have you ever wondered how VUMC reaches out to retired nurses? If so, make sure to read the article above about all the work being done to make sure we stay connected to and enriched by these individuals.

And don’t miss the latest installment of our Chief Nursing Office Q&A column. This month we feature Pam Jones, MSN, RN, NEA-BC, chief nursing officer for Vanderbilt University Hospital. Pam is doing a wonderful job with initiatives for our adult hospital.

Enjoy this issue,

Marilyn Dubree

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Marilyn Dubree, executive chief nursing officer, attends the meetings and keeps the group updated on nursing at VUMC.

Group members share different perspectives on what it is like to be a retired nurse. They also share stories of travel and volunteer work.

“It’s a good time for us to play catch-up and see what’s going on at Vanderbilt and in the health care world in general,” said Joyce Poe, RN, who retired in September 2011 from Clinical Research Center, after 25 years as a Vanderbilt nurse.

“I enjoy talking, listening and sharing my opinion with other nurses in the group.”

All Vanderbilt nurses who have retired—either recently or years ago—are welcome to join the group. Organizers are working closely with Human Resources to refine the process of identifying retired nurses and inviting them to join the group.

But it’s not just about group meetings. It’s about the process of retirement and the experience of practicing nursing as a person grows older.

For instance, when organizers find out that someone is retiring or has just retired, Ames reaches out to the person. She meets with them for exit interviews. She thanks them for their service and asks a lot of questions to determine if the individual got enough assistance about the retirement process.

The hope is that this feedback will help identify any areas of improvement.

Poe admits her first year of retirement has been an adjustment. Now she is busy with her Bible study and church activities. She is finally able to enjoy her love of reading, courtesy of the Kindle e-reader her grown son gave her as a retirement present.

“Overall, the group makes me feel a little more valued. Even though I’m gone from Vanderbilt, somebody there still cares about my opinion and being with these other nurses—there’s just so much to be gleaned from them,” said Poe.

The VUMC Retired Nurses Group is open to any retired or retiring nurse, regardless of years of service. For more information, email june.bowman@vanderbilt.edu or marlee.crankshaw@vanderbilt.edu.

VUMC NAMED EMPLOYER OF THE YEAR

Vanderbilt University Medical Center was named the Employer of the Year for 2012 by the Tennessee Nurses Association (TNA). Executive Chief Nursing Officer Marilyn Dubree, MSN, RN, NE-BC, accepted the award on behalf of VUMC at the TNA’s Annual Convention on Oct. 19, in Franklin, Tenn.

“This tremendous recognition reflects the deep commitment our 5,000-plus Vanderbilt nurses make every day,” said Dubree. “Our institutional focus is patient and family-centered care, and our nurses and health care colleagues work tirelessly to make sure we meet or exceed the highest standards.”

The TNA Employer of the Year Award was established in part to honor a health care organization that recognizes and supports the instrumental role registered nurses play in the delivery of quality health care to the people of Tennessee. The criteria include participating in national databases for nurse-sensitive quality indicators, encouraging nurses’ representation in decision-making and ensuring consistent processes and systems according to the Nurse Practice Act.

According to the TNA, Vanderbilt was chosen due to its leadership and support for the advancement of nursing and nursing programs.
GET TO KNOW YOUR CNO: PAM JONES, MSN, RN, NEA-BC

How long have you been a nurse?
I graduated from Vanderbilt in 1981 with a BSN and started my nursing career that year. (31 years)

How long have you been Chief Nursing Officer for VUH?
My first Chief Nursing Officer role was in 1996. I was in that role for 18 months before being promoted to Chief Operating Officer. I have been in my CNO role here at Vanderbilt for a little over four years.

What do you like best about nursing?
To me nursing is a wonderful mix of knowledge, skills, passion and attention to the human spirit. Nurses truly do have an opportunity to connect with people and bring them comfort when they are at their most vulnerable.

What is your favorite aspect of being CNO?
As a CNO, you are given the tremendous honor and responsibility of representing nursing on the senior leadership team. I love taking that opportunity to help create an organizational culture that promotes nursing excellence. The most fun I have in my job is rounding and talking to staff and leaders. At my core, I am a “people person.”

What is the most challenging aspect of being CNO?
It can be difficult to balance the multiple priorities of the role. I believe in striving for excellence and leaving something undone is difficult for me.

What educational experience has been most helpful to you?
All of my educational experiences at Vanderbilt School of Nursing have been invaluable to me. In addition to my BSN, I completed my MSN at VUSN in Health Systems Management while I was working in an administrative role. I am currently in the DNP program after a long hiatus from school. It has been a very valuable experience and I have gained a much deeper appreciation for the evidence-based practice.

What inspired you to be a nurse?
I grew up in a medical household. My father was a physician and my mother was a nurse. I always wanted to be a nurse. There was rarely a doll or stuffed animal that did not have some sort of a bandage and a real stethoscope is one of the first toys I can remember playing with.

What was your first nursing job like?
I was very fortunate. Many nurses from my generation were thrown into their first nursing jobs with little support and structure. My first job was in a neonatal intensive care unit in a Children’s Hospital in Atlanta. I was the first new graduate they had ever hired into an ICU so I received an incredible orientation and learned a tremendous amount. I also learned about the importance of family-centered care from this first nursing experience.

What is your No. 1 piece of advice for nurses?
Find your passion within nursing and follow it. My passion is administration. It brings me joy and energizes me.

What would you be doing if you weren’t a nurse?
I have no idea…
NURSING RESEARCH DAY

A bright spotlight shone on nursing research at Vanderbilt University Medical Center during the Evidence-Based Practice and Nursing Research Committee’s annual Research Day on Oct. 17.

Part of the weeklong OctoberFest 2012 sponsored by VUMC Nursing Education and Professional Development, Research Day featured breakout sessions, poster presentations and a keynote address by Kristen Swanson, R.N., Ph.D., F.A.A.N., dean and Alumni Distinguished Professor at the University of North Carolina at Chapel Hill.

“The quality of work done by our nurses continues to improve year after year. I’m tremendously proud of the research that Vanderbilt nurses have done and am excited about this opportunity for them to show off their work,” said Nancy Wells, DNSc, RN, FAAN, director of Nursing Research at VUMC.

Mary Gwyn Bowen, RN, MA, combined her loves for cardiovascular nursing and art in her research “Art to Heart: The Effects of Staff-Created Art on the Post-Operative Rehabilitation of Cardiovascular Surgery Patients.”

In three separate trials on the 5 South and 6 South cardiovascular care units, using existing art, no art and art created by unit staff, Bowen measured the distance patients walked around the floor. One hundred percent of patients noticed the art, and 86 percent said it made a difference in how they felt. Patients walked further when art created by unit staff was displayed.

“It took two years to get this project done, and I thought it was fun from start to finish. It gave me more enthusiasm for what was happening on the unit and gave me insight into how we as staff respond to our ambulating patients,” Bowen said.

Nursing honor society Sigma Theta Tau chose three top posters to receive monetary awards provided by the Iota Chapter, founded at Vanderbilt University School of Nursing in the 1920s. The winners were:

- First place – Martha Reeves, BA, RN, CCRN, Medical Intensive Care Unit, “Open vs. Closed Endotracheal Suctioning in Mechanically Ventilated Patients with Acute Respiratory Failure”
- Second place – Lindsey Kevetter, BSN, RN, CPN, Children’s Hospital Acute Care, “The Effectiveness of an Admission/Discharge/Transfer Nurse”
- Third place – Jackie Smith, MSN, RN, Infection Control, “It’s Contagious!! CLABSI Prevention is Spreading”

Writing for Publication Workshops

Offering information about the research writing and publication process in a series of four workshops. Contact hours are available. Registration deadline is Nov. 25.

More info available at www.vanderbiltnursingEBP.com