What a spectacular Nurses Week! I hope you enjoyed your own local, unit or department level celebrations and had an opportunity to join in organization-wide events such as the Nursing Honors, State of Nursing Address and research poster session. I certainly relished the opportunity to share with the Vanderbilt community the meaningful work that our nurses do every day.

This has been a challenging year for health care and for our own institution, but despite the changes, Vanderbilt nurses have never wavered in providing the highest level of care to every patient and family. I honor each of you for your commitment and service. Thank you for all that you do.

Enjoy this issue,
gram embraces attributes such as vision, empowerment and innovative thinking to develop transformational leadership throughout the organization. This work started at Monroe Carell Jr. Children’s Hospital at Vanderbilt in October 2012 and will be completed with implementation at Vanderbilt University Hospital this fall.

Evaluation of areas within Vanderbilt that have already adopted this approach show significant improvement with managers and staff providing positive feedback.

“My commitment is to the engagement of staff,” said Dubree. “We work really hard to make sure that happens, and when we don’t do that well our efforts suffer.”

The shared governance structure and active staff nurse councils provide ongoing feedback, and the rapid cycle work redesign approach has spawned improvements based on hundreds of observation hours and nurse focus groups.

To date, rapid cycle work redesign has improved standard medication administration times, shortened nursing documentation procedures, eliminated unnecessary manual data entry and enhanced the process of finding equipment. All projects cycle in 100-day waves. Working together, Dubree believes they will result in efficiencies in care and time savings.

She highlighted current work such as transitions of care, the Standard Inpatient Operating Model, Valve Surgery Bundle care coordination, Discharge toolkits and the Center for Women’s Health’s population management clinic model.

“Our work is about teams — nurses, physicians, therapists and others — coming together to effectively work, communicate and assist the patients we serve. Our commitment as an organization is to being stronger and better than we were before.”

Unable to attend the State of Nursing Address? Click here to watch it online.

RN/LPN REFERRAL BONUS PROGRAM RETURNS

Vanderbilt University is positioning for the future and needs experienced nurses and LPNs. The RN/LPN Referral Bonus Program was created to help meet this demand. The program starts May 12 and ends Aug. 1, 2014.

- Vanderbilt will pay $2,500 to an employee who successfully refers a full-time nurse with a BSN degree and at least one year of experience.
- Vanderbilt will pay $1,000 to an employee who successfully refers a full-time LPN.

How to make a referral:
- Ask the RN or LPN to go to the Work at Vanderbilt website, www.vanderbilt.edu/work-at-vanderbilt, and complete an online application.
- Make sure the RN or LPN includes your name as listed in People Finder, phonedirectory.vanderbilt.edu/cdb, as the referral source.
- See hr.vanderbilt.edu/nurse-referral for detailed eligibility guidelines.

Questions? Contact the Human Resources Talent Acquisition department: Nieya Wallace at 343-8809 or Novonda Lilly at 343-4043
2014 NURSING HONORS

Rosamond Gabrielson Staff Nurse of the Year
Monroe Carell Jr. Children's Hospital at Vanderbilt
Susan Stults, BSN, RN2, 6C PMAC

Vanderbilt Clinics
Amanda Frazer, BSN, RN3, Breast Center

Vanderbilt University Hospital
Tiffany Wagoner, BSN, RN3-CC, CVICU

Vanderbilt Psychiatric Hospital
Jessica N. Walker, BSN, RN3, Adult 2

Rebecca Clark Culpepper
Education & Mentorship
Sheila Ridner, PhD, RN, ACNP, FAAN, Martha Rivers Ingram Professor at Vanderbilt University School of Nursing

Research and Evidence-Based Practice
Leanne Boehm, BSN, RN, Allergy, Pulmonary and Critical Care Medicine

Vivian Thomas Award for Excellence in Clinical Research
Patricia “Cookie” Minton, RN, Allergy, Pulmonary and Critical Care Medicine

Children’s Hospital “Spirit of Nursing” Contest
Megan Mitchell, BSN, RN2-CC, 6A Myelosuppression

Photos by Anne Rayner
2013 Awards and Recognition

**Adrienne Ames Transformational Nursing Leader**
Janet Lucas, BSN, RN, Manager, 11 North, VUH

**Advanced Practice Nurse of the Year**
Angela Wilson-Liverman, MSN, RN, CNM, Assistant Professor, Division Director, Midwifery and Advanced Practice Nursing, OB/GYN

**Licensed Practical Nurse of the Year**
Shannon Peyton, LPN2, IBD Clinic

**Staff/Unit/Department Educator of the Year**
Kimberly Moore, MSN, RN, CVICU

**Friend of Nursing**
Joanna Stollings, PharmD, MICU Pharmacy

**Team Award**
Palliative Care 5RW and Palliative Care Consultation Service