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Year  
of The  
Nurse

2020 Annual Report for  
Monroe Carell Jr. Children's Hospital at Vanderbilt



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*Please click on the image above to view the video.*

# Introduction



*Please click on the above video for an introduction from Kathie Krause, MSN, RN, NNP-BC, NEA-BC, Chief Nursing Officer, Monroe Carell Jr. Children's Hospital at Vanderbilt*



*Monroe Carell Jr. Children's Hospital at Vanderbilt 2020 certified nurses*

# Structural Empowerment

Clinical nurse's engagement leads to reduced surgical site infections



The voice and actions of the bedside nurse at Monroe Carell Jr. Children's Hospital at Vanderbilt speak loudly when it comes to getting better outcomes for patients and families. OR nurse Jason Linsley, BSN, RN, CNOR, proposed a simple solution that resulted in significantly reduced surgical site infection rates.

In September 2019, Linsley learned of increased cardiothoracic surgical site infections at the interprofessional hospital-wide surgical Mortality, Morbidity and Improvement (MM&I) conference. He took it personally.

Linsley began brainstorming for solutions — thinking of any possible variable that might

contribute to the increase in cardiothoracic surgical site infections. He recalled that his surgical patients receive a CHG (chlorhexidine) bath the night before surgery. Then he remembered that the hospital where he previously worked had a protocol that cardiothoracic patients receive a CHG bath right before surgery.

Could that work here?

Linsley's suggestion, voiced at the hospital-wide MM&I meeting, resulted in implementation of a new CHG bath protocol. Working with his colleagues, Jason helped develop the process to ensure that patients would receive a CHG bath in the holding room before surgery.



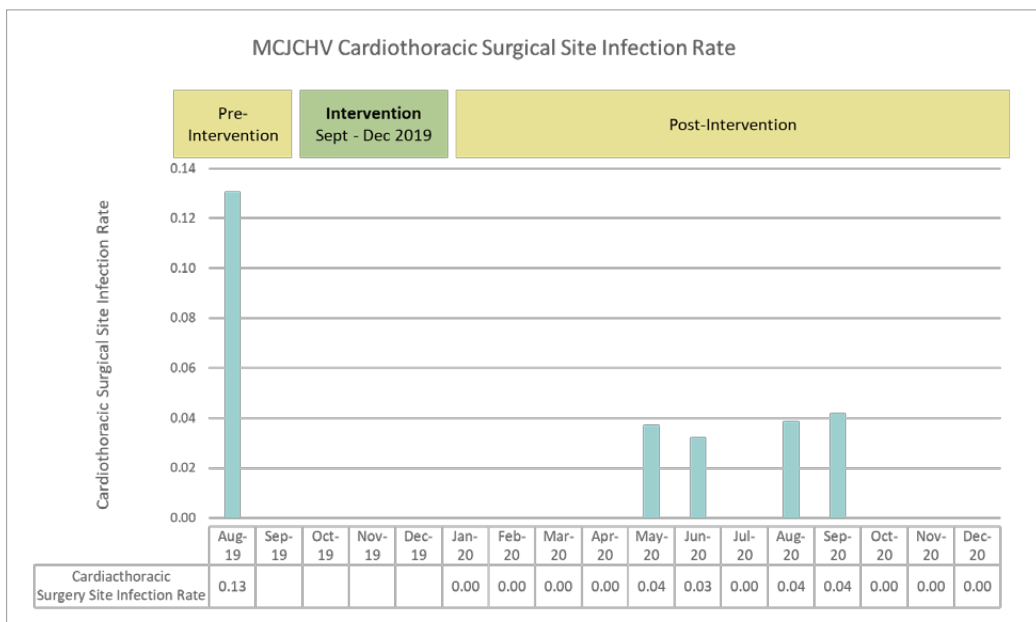
Cardiothoracic surgical-site infection rates dropped from 0.13% pre-intervention in August 2019 to under 0.04% post-intervention in January through May 2020.

“We take our responsibility and our job really seriously for these kids, because we want to make everything as safe as possible and as safe as possible.”  
— Jason Linsley, BSN, RN, CNOR

“It all starts with our culture at Monroe Carell Jr. Children’s Hospital at Vanderbilt. It really empowers

the nursing staff to speak up and share their ideas to improve outcomes and improve the quality of care we provide.” — Leighann Chadwell, MSN, RN, NE-BC, Nurse Manager for the Holding Room and Post Anesthesia Care Unit

“There was a call to act and everyone was willing to take up the appropriate actions and collaborate together to push this initiative off the ground, to keep our patients at the center of how we provide that care.”  
— Lauren Boston, MSN, RN, CPNP-PC, nursing education specialist



# Transformational Leadership

Care plan development to improve care coordination of complex care patients



In 2019, pediatric ambulatory nurses at Monroe Carell Jr. Children’s Hospital at Vanderbilt had a problem: it was difficult to locate critical care information for Complex Care patients in a timely manner, including sick day management, tracheostomy size and home ventilator settings. This created nursing productivity challenges as well as a potential for patient harm due to delayed care.

The ambulatory nurses elevated their concerns to Kathy Moss, MSN, MBA, RN, NEA-BC, Administrative Director, Pediatric Ambulatory Nursing, Wound Ostomy, Respiratory Care and Specialty Projects; and Barron Patterson, MD, Vice Chair for Ambulatory Services, Department of Pediatrics, during their bimonthly safety rounds.

Moss saw the opportunity and developed a proposal for a quality improvement project. Working with the ambulatory nurses, an electronic standardized care plan was developed and implemented that includes patient goals and outlines the needs for nutrition, equipment, supplies, therapies and sick day management

strategies for the Complex Care patients.

In January 2020, the Care plan was created in the electronic medical record for such patients. The plan is personalized for each patient and easily accessible by the care team. Care instructions can easily be shared with patients and families via a care summary. It was all made possible by a combination of staff nurses who were empowered to drive improvements, and Moss, their nurse leader who championed the effort and worked with the interdisciplinary team to get results.

“These Complex Care patients often have home health nursing needs that require plans and information to be kept concisely and in one place. Now, we can find the information quickly and are able to keep it

updated and save time and delays in care. It was a multidisciplinary, collaborative effort of the Complex Care nurses, physicians and advanced practice nurses working together.” — *Kathy Moss, MSN, MBA, RN, NEA-BC, Administrative Director, Pediatric Ambulatory Nursing, Wound Ostomy, Respiratory Care and Specialty Projects*









# Exemplary Professional Practice

Improved care for Behavioral Health patients and the staff who care for them

Between 2015 and 2018, Monroe Carell Jr. Children’s Hospital at Vanderbilt experienced a concerning trend: a 64% increase in primary Behavioral Health admissions. Not only did the total Behavioral Health admissions increase, but the percentage of patients presenting to our Pediatric Emergency Department with aggression increased. This rapid increase in the volume of patients with aggression presented numerous challenges, including concern for the safety of patients and the staff caring for them.

Clinical nurses in the Pediatric Emergency Department (PED) recognized the need for a standardized approach to managing patients who presented with aggression. In the fall of 2018, the PED nurses collaborated with an interprofessional team to implement the Broset Violence Checklist,

The Broset Violence Checklist, My Health Passport and several other improvement strategies focused on the care of the Behavioral Health patients have led to a 92% decrease in staff injuries.



“For the mental health population, the emergency department can be a disruption to their routines and potentially exacerbate emotions and behaviors. The information provided in the My Health Passport can help us identify and intervene in situations before patients become aggressive. I am proud of the work VUMC has done to improve resources available for

**92%** reduction in staff injuries from patient behavior events

**35%** reduction in behavioral restraint usage

**35%** reduction in length of stay for admitted behavioral health patients

**14%** decrease in admissions of behavioral health patients from the PED

an evidence-based tool for identifying patients at risk for aggression. The Broset Violence Checklist was coupled with pharmacological and non-pharmacological strategies, such as the My Health Passport, to intervene with patients at risk for aggression before they injured themselves or the staff caring for them.

A PED nurse, Lindsey Davis, championed the use of the My Health Passport (MHP) in the PED. The MHP is a non-pharmacological tool that helps the healthcare team learn how the patient communicates, identify known triggers and better understand how to de-escalate aggressive patients. Following the success of the Broset Violence Checklist and My Health Passport in the PED, these tools were implemented in the inpatient units in the spring of 2019.

our Behavioral Health population. When properly utilized, the My Health Passport can help keep our patients and team members safe.” — *Lindsey Davis, BSN, RN, Registered Nurse 3, Pediatric Emergency Department*

“A trained staff member is often able to verbally de-escalate effectively and reduce the need for medications and physical restraints. We love our mental health techs and specialists, and their training helps ensure the My Health Passports are completed. The Broset checklist provides a more objective score and is really nice for nurses who are less familiar with the Behavioral Health population.” — *Carolyn Von Lunen, BSN, RN, CPN, Registered Nurse 4, Pediatric Surgical, Trauma, Adolescent Medicine (PSTAM).*



## New Knowledge, Innovation and Improvements

Nurse's research ushers in a quieter PACU

**A**t Monroe Carell Jr. Children's Hospital at Vanderbilt, the post-anesthesia care unit, or PACU, is a hive of activity as patients are awakened from their operating room procedures. Given that each patient's awakening is meant to be gentle, the general noise level in the PACU prompted concern from staff nurse Savannah Ramsey, BSN, RN.

"A survey of the literature indicates not only that higher

noise levels (>45 decibels) contribute to medical errors, but that PACU patients require more analgesia when noise levels are higher," Ramsey said. "Noise also tends to raise stress levels — not optimal for patients, nor, for that matter, for healthcare workers. I thought there might be an opportunity to bring down the sound level without disrupting unit operations."

With the help of a small group of colleagues and



some strategically placed sound-level measuring devices (noise dosimeters), Ramsey studied the effectiveness of a set of measures intended to quiet down the PACU. Interventions included installation of noise dampening curtains (HUSH® curtains) around selected patient bays; nurse education concerning the appropriate adjustment of alarm parameters for each new patient; lowering the volume of certain audible automated team reminders; and a visual cue — a traffic-signal-type display triggered by a built-in noise-level meter — when staff conversations got too loud.

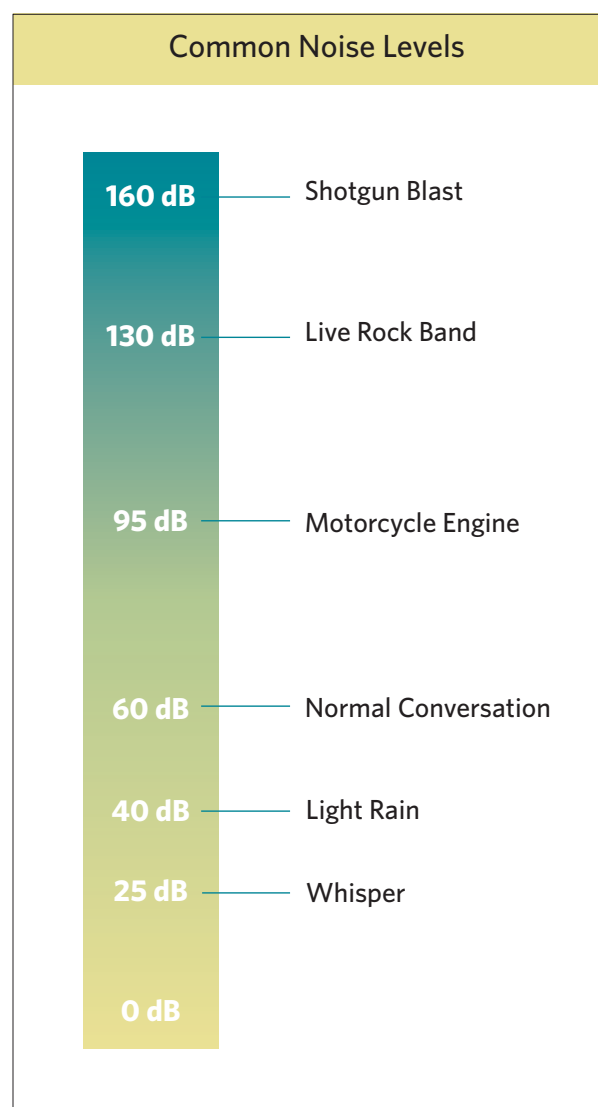
Pre- and post-intervention decibel levels were measured in four areas: on the

lapel of the float medication nurse, at the nurses' station, and in PACU bays #7 and #14. There was no reduction in noise level pre- to post- on the lapel of the float medication nurse ( $p=0.916$ ). Noise measurements decreased significantly pre- to post- at the nurses' station ( $p=0.016$ ), in PACU bay #14 ( $p=0.016$ ) and most significantly in PACU bay #7 ( $p=0.005$ ). The bay with the highest level of noise reduction was surrounded by a HUSH® curtain -- a product specifically made to reduce noise. The success in noise reduction with the use of HUSH® curtains has led to the purchase of these curtains for additional PACU bays and the opportunity to

conduct a replication study.

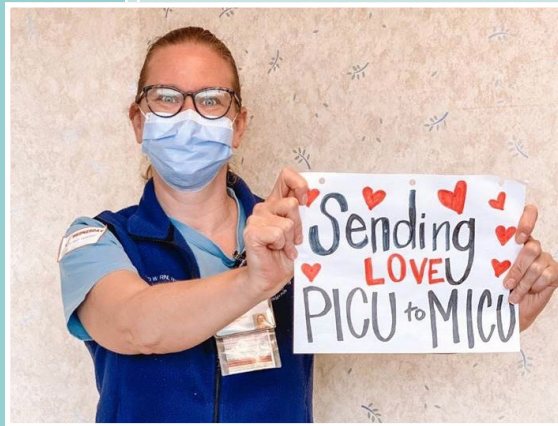
“Based on weeks of sound-level measurement pre- and post-intervention, the resulting reduction in noise levels was quantifiable and statistically significant for each area measured except on the lapel of the floating medication nurse,” Ramsey said, “and large enough to warrant leadership approval to roll these interventions out throughout the PACU.”

The study was published in recent issue of *The Empowered Nurse*, a peer-reviewed journal published at Vanderbilt University Medical Center (VUMC) devoted to VUMC nursing research. Joining Ramsey in the study were Elizabeth Card, MSN, RN, APRN, FNP-BC, CPAN, CCRP, FASPAN; Summer Fitts, BSN, RN, CPAN; and Leighann Chadwell, MSN, RN, NE-BC.



# Meeting the Challenge of COVID-19

PICU nurses support adult hospital colleagues



**F**or weeks the Nashville community rallied around healthcare staff as they mobilized to prepare to care for COVID-19 patients.

While the gratitude for the staff has been far reaching, many within the walls of Vanderbilt University Medical Center have reached out to each other to offer positive reinforcement and morale-boosting gestures.

Diane Holloway, a 20-year registered nurse in the Pediatric Intensive Care Unit (PICU) at Monroe Carell Jr. Children's Hospital at Vanderbilt, is one of those people. Staff of the PICU wanted to show support for its sister unit, the Medical Intensive Care Unit (MICU) in Vanderbilt University Adult Hospital. Within hours, Holloway was receiving donations and ideas.

"It came together so easily and quickly," she said. "It really helped everyone focus on something

positive. We were all excited about supporting them, encouraging them and lifting them up."

Holloway's efforts resulted in a Keurig coffeemaker along with two full carts and four bins of snacks and goodies for the MICU team.

The donation was delivered on Thursday, April 9, to a very surprised team in MICU.

Devin Bunch, MMHC, BSN, RN, manager of the MICU, said the timing couldn't have been better.

"As distant as our two units are, this really shows just how connected we really are during times of crisis," said Bunch. "They knew we needed a little extra thoughtfulness. With all of the stressors that our nurses are experiencing right now, to have our peers providing this level of support is a real comfort. It was an overwhelming amount of support."

# Button Project Reveals Faces Behind the Masks

Children and their families who come to Monroe Carell Jr. Children's Hospital at Vanderbilt for their care are used to seeing the friendly faces and smiles of staff, nurses and doctors.

When COVID-19 cases began rising in Nashville, masking became a regular part of life across Vanderbilt University Medical Center and Children's Hospital as one of several public health safety measures to protect employees and patients from potential COVID-19 exposure.

Children's Hospital decided to get creative to ensure that the 1,700 children and families who visit the hospital and clinics each day can see that the same friendly faces they've always known still exist behind the masks.

And so was born the Button Project, spearheaded by the Children's Hospital Family Resource Center (FRC).

Working with the VUMC Badge Office and the

clinical staff, the Family Resource Center identified teams across Children's Hospital that would like photo buttons of their faces to wear visibly on their shirts for patients to see.

The goal of the Button Project is to eliminate or reduce a level of fear and anxiety for patients who find comfort in seeing the smiling faces of their providers and healthcare team members. With the new safety policies around COVID-19, such as mask wearing, this is a strategy to accomplish that goal.

"Masks can be scary for some children depending on their developmental stage. Our goal is to ensure that patients and families feel safe during their stay, so the staff decided to find a creative way to wear colorful, fun masks and personalized buttons so everyone could see their faces. I am so proud of them. We have a great team of professional nurses who are continually seeking out opportunities to help children and their families." — Barb Shultz, MSN, RN, NEA-BC, Administrative Director of Surgical Services.



# Vanderbilt Nurses Rock, Literally

**J**ust in case anyone needed a reminder: Vandy rocks! And so do the staff, nurses and doctors.

From the elevator lobby in West Garage or walking across the South Garage Skybridge into Monroe Carell Jr. Children’s Hospital at Vanderbilt, those reminders dot paths along the way.

“Just Breathe.” “You are Loved.” “Shine.” “Hope.” “Joy.”

These colorfully painted inspirational inscriptions cover each rock. Painted rocks are also sometimes called kindness stones, meant to spread joy and inspiration to those who encounter them. Maybe especially during the COVID-19 pandemic, kindness counts.

The stones were created and placed around the Vanderbilt University Medical Center campus by nurses in the Radiology Recovery Unit at Children’s Hospital. The idea came from Michele Riley, RN, and Stevie Crossland, BSN, RN. They had help from friends Heather Grimes, RN, and Sarah Beth Gray, a Child Life Specialist.

Their hope is to share joy with staff as they arrive to work and let them know everyone is in this together.

For Riley, one rock, in particular, has a lot of meaning: “hugs,” it says.

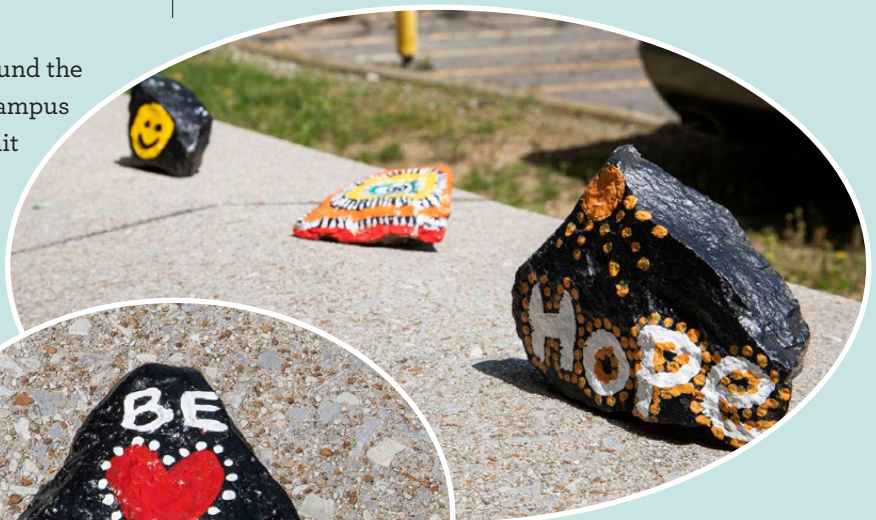
“We wanted to do something to lift everyone’s spirit during this stressful time. Anybody that knows me well, knows I’m a big hugger,” Riley said. “I usually hug staff and patients many times every day. This season of social distancing is especially difficult for me. This is my



way of ‘hugging’ our amazing Vandy family and our sweet patients.”

The group grabbed the rocks from their own backyards to bring kindness to the Vanderbilt community.

“Our wonderful Radiology Recovery unit at Vanderbilt Children’s Hospital loves creating art to fill our patient care areas with welcoming and sensory-friendly decor,” Crossland said. “I thought the rock painting would be a great way to share light and love to our staff members during this dark moment. My fellow nurses were wonderful and eager to help me with this project. I’m so glad everyone is enjoying our Vandy rocks.”





## Kudos Wall Emphasizes Kindness

**“Kind words can be short and easy to speak, but their echoes are truly endless.”**

**T**hose words, spoken by Mother Teresa, couldn’t ring any more true now.

In Monroe Carell Jr. Children’s Hospital at Vanderbilt Post Anesthesia Care Unit (PACU), two nurses, Laura Durchsprung, CRNA, and Cory Smeltzer, BSN, RN, took that idea to a new level by creating a Kudos Wall. The word kudos is of Greek origin and means “praise or renown.”

With creative support from Child Life Services, Durchsprung and Smeltzer invited anyone who works in perioperative and procedural services for Children’s Hospital to write a note of thanks and appreciation to others with hopes to brighten someone’s day, encourage others and help people stay positive.

“I knew there was a definite opportunity to boost the morale on the third floor as COVID-19 started to consume all of our practices. We decided that the opportunity to ‘throw kindness like confetti’ would be an enjoyable way for staff to interact with and encourage one another through the stresses of this season in the healthcare system,” Smeltzer said.

“How nice it is to feel seen through such a challenging time, not only in our hospital but in

the world. It has been inspiring to see the uplifting comments between staff members and from some of our patients. We are truly thankful for the opportunity to weather this storm with such kind co-workers and friends!”

Each day, the Kudos Wall is a little fuller as people “throw kindness like confetti.” Messages include: “You are appreciated, you are prayed over, and you are a hero. Thank you for what you are doing.” They also remind people to “... just pause and remind yourself of the blessings in life.”

“The purpose of creating the encouragement wall was to bring a little cheer to the entire perioperative area. This is a stressful time, full of unknowns, but having a way to honor our co-workers helps us to refocus our attention and remember why we became nurses in the first place. It has truly been a joy to watch people write notes of thankfulness and encouragement to each other. It is a great reminder that we have an unbelievably strong team and that together is better,” Durchsprung said.

Smeltzer added, “The comment that stands out to me is, ‘We are so much more than co-workers, WE are FAMILY.’ This quote truly exemplifies the Children’s Hospital Periop team, not only today as we face unprecedented times, but also every day. Our culture is one of caring for, supporting and encouraging each other – just like a family.”

# Awards and Recognition

Celebrating Excellence in Nursing at Monroe Carell Jr. Children's Hospital at Vanderbilt

## 2019-2020 Nursing Honors:

**Annette Pacetti, MSN, APRN, NNP-BC, NICU, VUMC**  
Award: Jerita Payne Advanced Practice Nurse of the Year

**Ashlyn Miniati, BSN, RN, TNCC, PICU, Special Recognition:** The DAISY Award

**Crystal Bonjiewicz, RN, CLC, NICU, Special Recognition:** The DAISY Award

**Dee Butler BSN, RN, CLC, NICU, Special Recognition:** March of Dimes Nurse of the Year

**Elizabeth Haley Vance, DNP, APRN, CPNP-AC, Pediatric Neurosurgery.** Award: American Academy of Pediatrics & Society of Neurological Surgeons' Kenneth Shulman Award, presented at the 2019 International Pediatric Neurosurgery Meeting

**Heather Jackson, PhD, APRN, FNP-BC, NEA-BC.** Invited to speak and participate as faculty in the Tennessee Pain Society Annual Meeting and Scientific Sessions: Complementary Therapies in Acute and Chronic Pain Management & Online APP Workshop

**Jennifer Dindo, BSN, RN, CPEN, Comprehensive Regional Pediatric Center.** Appointment: Board of Directors, Children's Emergency Care Alliance Tennessee

**Jordan Smith, BSN, RN, Pediatric Endocrinology.** Special Recognition: The DAISY Award

**Kaitlyn Henderson, BSN, RN, TNCC, PICU, Special Recognition:** The DAISY Award

**Kate Copeland, MSN, RN, CPN, NEA-BC, Emergency Services.** Award: Joseph Weinberg Leadership Award, presented at the 2019 Children's Emergency Care Alliance Annual Conference

**Kate Copeland, MSN, RN, CPN, NEA-BC, Emergency Services.** Professional Activity: Board of Directors, Immediate Past President, Children's Emergency Care Alliance Tennessee

**Kathie Krause, MSN, RN, NNP-BC, NEA-BC, Chief Nursing Officer.** Appointment: Governor Lee's Tennessee Health Care Modernization Task Force

**Katie Koss, MSN, RN-BC, NEA-BC, Assistant Director, Children's Hospital Off-site Clinics.** Appointment: ANCC Pediatric Nursing Standard Setting Workgroup



*Marlee Crankshaw, DNP, RN, CNML, Alumni Award: Clinical Achievement in Nursing Vanderbilt University School of Nursing*





*Sarah Tolan, BSN, RN, PCICU. Special Recognition: The DAISY Award*

**Kimberly MacKeil-White, MSN, RN, CPEN, NPJ-BC,** Nursing Education. Professional Activity: Emergency Nurses Association Pediatric State Chair

**Lee Blair, MSN, RN, CEN, EMT-P IC,** Comprehensive Regional Pediatric Center. Professional Activity: Vice-Chair for the Tennessee Committee on Pediatric Emergency Care

**Marlee Crankshaw, DNP, RN, CNML,** Neonatal Services. Alumni Award: Clinical Achievement in Nursing Vanderbilt University School of Nursing

**Marlee Crankshaw, DNP, RN, CNML,** Neonatal Services. VUMC Award: Adrienne Ames Transformational Nursing Leader

**Mary Hannah Baker, BSN, RN, PCARD.** Special Recognition: The DAISY Award

Neonatal Intensive Care Unit (NICU) Interdisciplinary Mock Code Team [**Jordan Bennett, BSN, RN; Caitlin Pugh, MSN, RN, RNC-NIC; Maria Gillam-Krakauer (MD); Christa Sala (RT); Elizabeth Sauvageot, BSN, RN, CCRN; Meghan Kimbro, RN; Kara Fowler, RN**]. VUMC Award: Elevate Team Award

Pediatric Cardiac Intensive Care Unit (PCICU). Award: American Association of Critical Care Nurses Beacon Award, Bronze Level

**Sara Anderson, MSN, RN,** Float Pool. Special Recognition: The DAISY Award

**Sarah Goodsell, BSN, RN, NICU.** Special Recognition: The DAISY Award

**Sarah Sexton Walters, MSN, APRN, CPNP-AC,** Pediatric Otolaryngology. Appointment: Board of Directors of HOSA, Inc., HOSA-Future Health Professionals

**Sarah Tolan, BSN, RN, PCICU.** Special Recognition: The DAISY Award

**Stephanie Abbu, DNP, RN, CNML, NICU,** 2020 Tennessee Nurses Foundation (TNF) Scholarly Writing Contest winner

**Stephanie Abbu, DNP, RN, CNML, NICU,** Named as a contributing editor for *Neonatal Network*, a nursing peer-reviewed journal

**Stephanie Abbu, DNP, RN, CNML, NICU,** Professional Activity: Awarded Tennessee Nurses Association District 3 Vice-President

**Stephanie Abbu, DNP, RN, CNML, NICU.** VUMC Award: Rebecca Clark Culpepper Education and Mentorship

**Stevie Crossland, BSN, RN,** Radiology Recovery. VUMC Award: Rosamond Gabrielson Staff Nurse of the Year

**Tamera Hawkins, RN, LCCE, NICU.** VUMC Award: Rosamond Gabrielson Staff Nurse of the Year

**Tamera Hawkins, RN, LCCE, NICU.** Special Recognition: The DAISY Award

## 2019 – 2020 Disseminations:

**Ashley Jacobs, CRNA, MS.** (2019). Poster: Case Report: Pediatric Patient with Osteogenesis Imperfecta. *The Empowered Nurse, Peer-Reviewed Journal for Innovative VUMC Nursing Research*, 2(1),18

Terry Bosen (Pharm D), Amy Potts (Pharm D), **Ashley Ried, MMHC, BSN, RN, CPPS**, Lauren White, MBA, BSN, RN, and Alyssa Grieshaber BSN, RN-BC. (2019, June). *Development and implementation of a data tool for monitoring automated dispensing station (ADS) overrides at a large academic medical center* [Poster presentation]. American Society of Health-System Pharmacists Summer Meeting, Boston, MA

**Belinda Mathis, MSN, RNC-NIC and Stephanie Abbu, DNP, RN CNML.** (2019). Poster: You're Letting Who Visit the NICU? A New Standard of Care. *The Empowered Nurse, Peer-Reviewed Journal for Innovative VUMC Nursing Research*, 2(1),18

**Brandi Meacham, MSN, RN, CPN** and Susan Bosworth, MSN, RN-BC, FNP. (2019). Poster: Make It Relevant: Facilitated Debriefing to Enhance Nurse Resident Transition to Practice. *The Empowered Nurse, Peer-Reviewed Journal for Innovative VUMC Nursing*, 2(2), 24

**Brandi Meacham, MSN, RN, CPN** and Susan Bosworth, MSN, RN-BC, FNP. (2019, May). *Make It Relevant: Facilitated Debriefing to Enhance Nurse Resident Transition to Practice* [Poster presentation]. VUMC Nurses Research Week, Nashville, TN

**Caitlin Pugh, MSN, RN, RNC-NIC.** (2019, May).

*Decreasing Central Line Associated Blood Stream Infections by Increasing Bundle Compliance in the NICU: A Quality Improvement Project* [Poster presentation]. VUMC Nurses Research Week, Nashville, TN

**Caitlin Pugh, MSN, RN, RNC-NIC; Melissa Hill, BSN, RN, CCRN; Tanya Boswell, MSN, RN, CIC; Lita Baldwin, RN; Nicole Williams, BSN, RN, CCRN; Wendy Todd, BSN, RN; Erin Havrilla, MSN, RN, NE-BC; Eva Dye, DNP, APRN, NNP-BC; Emily Morris, MD; and Dupree Hatch, MD.** (2019, October). *Decreasing Central Line Associated Blood Stream Infections by Increasing Bundle Compliance in the NICU: A Quality Improvement Project* [Poster presentation]. Vermont Oxford Network Annual Quality Congress, Chicago, IL

**Chelsea Carter, BSN, RN, CCRN, CPEN.** (2019, May). *The Empathy Experience: Forming Nurse Residents Who Related* [Poster presentation]. VUMC Nurses Week, Nashville, TN

**Chelsea Carter, BSN, RN, CCRN, CPEN.** (2019, March). *Febrile Neonates: Treating Small Patients with Big Risks* [Poster presentation]. Children's Hospital Association Quality & Patient Safety Conference, Atlanta, GA

**Chelsea Carter, BSN, RN, CCRN, CPEN.** (2019, March). *Febrile Neonates: Treating Small Patients with Big Risks* [Poster presentation]. VUMC Nurses Week Research Poster Session, Nashville, TN



Jordan Smith, BSN, RN, Pediatric Endocrinology. Special Recognition: The DAISY Award



*Neonatal Intensive Care Unit (NICU) Interdisciplinary Mock Code Team, VUMC Award: Elevate Team Award*

**Colleen Moss, DNP, APRN, NNP-BC.** (2019, March). *Examining Job Satisfaction and Retention for Novice and Experienced Neonatal Nurse Practitioners* [Podium presentation]. NANN Research Summit, Scottsdale, AZ

**Colleen Moss, DNP, APRN, NNP-BC.** (2019, October). *Mentoring New Graduate Nurse Practitioners* [Poster presentation]. Nurse Led Care Consortium, Nashville, TN

**Colleen Moss, DNP, APRN, NNP-BC.** (2019, October). *Mentoring New Graduate Neonatal Nurse Practitioners* [Podium presentation]. National Association of Neonatal Nurses Conference, Savannah, GA

**Colleen Moss, DNP, APRN, NNP-BC.** (2019). Mentoring New Graduate Nurse Practitioners. *Neonatal Network*, 38(3), 151-159. doi:10.1891/0730-0832.38.3.151

**Colleen Moss DNP, APRN, NNP-BC.** (2020). Neonatal Hypocalcemia in the Infant of a Diabetic Mother. *Neonatal Network*. 39(4), pp. 200-204. doi.org/10.1891/0730-0832.39.4.200

Adam Vukovic (MD), **Corrie Berry, MMHC, BSN, RN,** and David Johnson (MD). (2019). A Discharge Vital Sign Documentation Improvement Initiative in the Pediatric Emergency Department. *Pediatrics*, 144(3), e20190436. doi.org/10.1542/peds.2019-0436

**Debra Hardy, MSN, RN, NPE-C.** (2019). Abstract: Nursing Perspectives on the Transition to Adulthood for Adolescence and Young Adult Patients with Congenital Heart Disease. *The Empowered Nurse, Peer-Reviewed Journal for Innovative VUMC Nursing Research*, 2(1), 21

**Erin Havrilla, MSN, RN, NE-BC.** (2020, May). *Influence of Parental Factors and Perception of Illness on the Decision to Enroll in a Neonatal Clinical Trial* [Podium presentation]. Pediatric Academic Societies, Philadelphia, PA

**Erin Havrilla, MSN, RN, NE-BC.** (2020, May). *Influence of the Engagement Between Research Team Members and Parents on the Decision to Enroll in a Neonatal Clinical Trial* [Poster Presentation]. Pediatric Academic Societies, Philadelphia, PA

**Erin Havrilla, MSN, RN, NE-BC.** (2020). Poster: Specialty Certifications in Your Unit: Increasing Staff Participation During a Pandemic. *The Empowered Nurse, Peer-Reviewed Journal for Innovative VUMC Nursing Research*, 3(2), 26

**Eva Dye DNP, APRN, NNP-BC, Caitlin Pugh, MSN, RN, RNC-NIC,** Christa Sala, MS, RRT, and Dupree Hatch, MD. (2019, October). *Development of a Unit-Based Quality Improvement Program in a Large, Academic NICU* [Poster presentation]. Vermont Oxford Network Annual Quality Congress, Chicago, IL

**Heather Jackson, PhD, APRN, FNP-BC, NEA-BC.** (2019, May). *How Can Nurse Practitioners Impact Pain Management and Opioid Dependence During an Epidemic of Widespread Opioid Misuse?* [Poster presentation]. VUMC Nurses Week Research Poster Session, Nashville, TN

**Heather Jackson, PhD, APRN, FNP-BC, NEA-BC,** Cristina Lopez, MD, Sarah Miller, MD, and Barbara Engelhardt, MD. (2019). A Scoping Review of Acupuncture as a Potential Intervention for Neonatal Abstinence Syndrome (NAS). *Medical Acupuncture*, 31(2), 69-84. doi.org/10.1089/acu.2018.1323

**Heather Jackson, PhD, APRN, FNP-BC, NEA-BC,** Cristina Lopez, MD, and Sarah Miller, MD. (2019). Neonatal Abstinence Syndrome: An Integrative Review of Neonatal Acupuncture to Inform a Protocol for Adjunctive Treatment. *Advances in Neonatal Care: official journal of the National Association of Neonatal Nurses*, 19(3), 165-178. doi.org/10.1097/ANC.0000000000000630

**Heather Jackson PhD, APRN, FNP-BC, NEA-BC,** Cristina Lopez, MD, Sarah Miller, MD and Barbara Englehardt, MD. (2020). Feasibility of auricular acupressure as an adjunct treatment for neonatal opioid withdrawal syndrome (NOWS). *Substance Abuse*. doi:10.1080/08897077.2020.1784360

**Janna Dedman, MSN, RNC-LRN; Stephanie Abbu, DNP, RN, CNML; and Marlee Crankshaw, DNP, RN, CNML.** (2019, May). *Implementing the Couplet Care Model When Not Every Baby Is a “Well Baby”* [Poster presentation]. VUMC Nursing Research Day Poster Session, Nashville, TN

**Jennifer Dindo, BSN, RN, CPEN.** (2019, December). *Building Excellence Through Pediatric High-Fidelity Stimulation* [Podium presentation]. National Healthcare Coalition Preparedness Conference, Houston, TX

**Jennifer B. Glenn, MSN, RN, CPN** and Tina H. Lewis, DNP, RN, FNP-C, ACHPN, CEN. (2019). The Evaluation of Video Teaching on Preoperative Anxiety in the Outpatient Pediatric Surgical Patient. *The Empowered Nurse, Peer-Reviewed Journal for Innovative VUMC Nursing Research*, 2(1), 28

**Jennifer B. Glenn, MSN, RN, CPN.** (2019, October). *The Evaluation of Video Teaching on Preoperative Anxiety in the Outpatient Pediatric Surgical Patient* [Poster presentation]. VUMC Nursing Research Day Poster Session, Nashville, TN

**Jessica Phillips, DNP, RN, APRN, FNP-C.** (2020). Enlightening Nurses through Human Trafficking Education. *The Empowered Nurse, Peer-Reviewed Journal for Innovative VUMC Nursing Research*, 3(1), 23-25



Wendy Araya, DNP, APRN, NNP-BC, Neonatal Nurse Practitioner, greeting one of seven babies born on Feb. 29, 2020, Leap Day

**Jessica Phillips, DNP, RN, APRN, FNP-C.** (2020, May). *Enlightening Nurses through Human Trafficking Education* [Poster presentation]. VUMC Nurses Week Virtual Research Poster Session, Nashville, TN

**Jon Kraft, BSN, RN, CNOR.** (2019, April). *OR Instrument Scanning - A Journey to Increase A Unit's Compliance* [Poster presentation]. AORN Global Surgical Conference & Expo: Harmonized Care, Nashville, TN

**Jon Kraft, BSN, RN, CNOR.** (2019, May). *OR Instrument Scanning - A Journey to Increase A Unit's Compliance* [Poster presentation]. VUMC Nurses Week Research Poster Session, Nashville, TN

**Jon Kraft, BSN, RN, CNOR.** Do You Know Where Your Instruments Are? *Outpatient Surgery Magazine*, April 2020, 74-78. Retrieved from <http://magazine.outpatientsurgery.net/i/1234908-special-edition-hot-technology-april-2020-subscribe-to-outpatient-surgery-magazine/1?>

Evan Dalton (MD); Alison Herndon (MD); Allyson Cundiff (MD); Dicky C. Fuchs (MD); Heather Kreth (PsyD); **Kate Morgan, MSN, CPNP-AC; Ashley Ried, MMHC, BSN, RN, CPPS;** Derek Williams (MD); and David P. Johnson (MD). (2019, July). *Quality Improvement: Decreasing Violent Restraint Use in Pediatric Patients with Primary Behavioral Health Conditions Admitted to a Children's Hospital* [Poster presentation]. Pediatric Hospital Medicine Conference, Seattle, WA

**Katie Koss, MSN, RN-BC, NEA-BC.** (2020, February). *Employee Engagement When Time Is Money* [Poster presentation]. Pediatric Urgent Care Conference, Los Angeles, CA

**Katie Koss, MSN, RN-BC, NEA-BC.** (2020, February). *Scribes: Write your ticket to success* [Poster presentation]. Pediatric Urgent Care Conference, Los Angeles, CA

**Kelly Robertson, BSN, RN.** (2020, May). *Pediatric PACU: Post-operative Guidelines for Holding Room* [Poster presentation]. VUMC Nurses Week Virtual Research Poster Session, Nashville, TN

**Kimberly MacKeil-White, MSN, RN, CPEN, NPD-BC;** Jaycelyn Holland, MD; Richard Latuska, MD; Daisy Ciener, MD; and Adam A. Vukovic, MD. (2020). Sim One, Do One, Teach One: A Simulation-Based Trauma Orientation for Pediatric Residents in the Emergency Department. *Pediatric Emergency Care*. doi: 10.1097/pec.0000000000002003

**Laura Gray, PhD, RN;** Whitney Loring, PsyD; Beth Marlow, MD, MA; Erica Pryor, PhD, RN; Anne Turner-Henson, PhD, RN; and Marti Rice, PhD, RN. (2020). Do Parent ADHD Symptoms Influence Sleep and Sleep Habits of Children with ADHD? A Pilot Study, *Pediatric Nursing*, 46(1), 18-25, 39. Retrieved from <http://ovidsp.ovid.com/ovidweb>.

**Lauren Boston, MSN, RN, PNP-PC.** (2019, May). *Implementation of a Cardiac Service Line* [Poster presentation]. ASPAN National Conference, Nashville, TN



Sarah Goodsell, BSN, RN, NICU, Special Recognition:  
The DAISY Award

**Lauren Boston, MSN, RN, PNP-PC.** (2019, May). *PEWS in the PACU* [Poster presentation]. ASPAN National Conference, Nashville, TN

**Lauren Boston, MSN, RN, PNP-PC.** (2019, April). *PEWS in the PACU* [Poster presentation]. AORN Global Surgical Conference & Expo: Harmonized Care, Nashville, TN

**Lee Blair, MSN, RN, CEN, EMT-P IC and Jennifer Dindo, BSN, RN, CPEN.** (2019, December). *Brick and Mortar: Building Excellence Through Pediatric High-Fidelity Simulation* [Podium presentation]. National Healthcare Coalition Preparedness Conference, Houston, TX

**Lisa Hacker, MHA, BSN, RN, NE-BC.** (2019, May). *Trust-Based Relational Intervention: Making a Difference in the Behavioral Health Population* [Poster presentation]. VUMC Nurses Week Research Poster Session, Nashville, TN

**Lyndsay Jo Taulbee, BSN, RN, Annette Smith, MSN, RN, and Stephanie Abbu, DNP, RN, CNML.** (2019, May). *Nurses' Perceptions of Caring for the Substance Exposed Mother-Infant Dyad* [Poster presentation]. VUMC Nursing Research Day Poster Session, Nashville, TN

**Lyndsay Jo Taulbee, BSN, RN.** (2019, May). *Cultivating Compassion and Connection: Trauma Informed Care for Mothers of Substance Exposed Infants* [Poster presentation]. VUMC Nurses Week Research Poster Session, Nashville, TN

**Maria Sullivan, MSN, RN, CNOR.** (2019, April). *Streamlined Orientation for the Graduate Nurse* [Poster presentation]. AORN Global Surgical Conference & Expo: Harmonized Care, Nashville, TN

**Maria Sullivan, MSN, RN, CNOR.** (2019). Poster: Streamlined Orientation for the Graduate Nurse. *The Empowered Nurse, Peer-Reviewed Journal for Innovative VUMC Nursing Research*, 2(1), 27

**Maria Sullivan, MSN, RN, CNOR.** (2019, May). *Streamlined Orientation for the Graduate Nurse* [Poster presentation]. VUMC Nurses Research Week Poster Session, Nashville, TN

**Maria Sullivan, MSN, RN, CNOR.** (2020, July). *Academic Medical Center Journey to Pediatric Ambulatory Surgery Center* [Poster presentation]. AORN Global Surgical Conference & Expo, Virtual

**Marlee Crankshaw, DNP, RN, CNML.** (2019, April). *The Match Game* [Poster presentation]. ANA Quality and Innovation Conference, Kissimmee, FL.

**Marlee Crankshaw, DNP, RN, CNML; Erin Havrilla, MSN, RN, NE-BC; and Stephanie Abbu, DNP, RN, CNML.** (2019, May). *Neonatal Staff Engagement Strategies* [Poster presentation]. VUMC Nursing Research Day Poster Session, Nashville, TN

**Matt Lucas, BSN, RN, CNOR.** (2019, April). *Break Tracking: There's an App for That!* [Poster presentation]. AORN Global Surgical Conference & Expo: Harmonized Care, Nashville, TN

**Matt Lucas, BSN, RN, CNOR.** (2019, May). *Break Tracking: There's an App for That!* [Poster presentation]. VUMC Nurses Week Research Poster Session, Nashville, TN

**Micaela Arseneau, DNP, APRN, CPNP-AC.** (2020). Meningitis and Encephalitis. In B. Bolick. (Ed) *Pediatric Acute Care E-Book: A Guide to Interprofessional Practice.* Elsevier Health Sciences

**Michelle Terrell, DNP, APRN, CPNP-AC/PC, NE-BC.** (2019, November). *Impact of Patient Ratio on Pediatric Cardiac Intensive Care Unit Nurse Practitioner Workload* [Poster presentation]. Joint Paediatric Critical Care International Meeting, London, UK

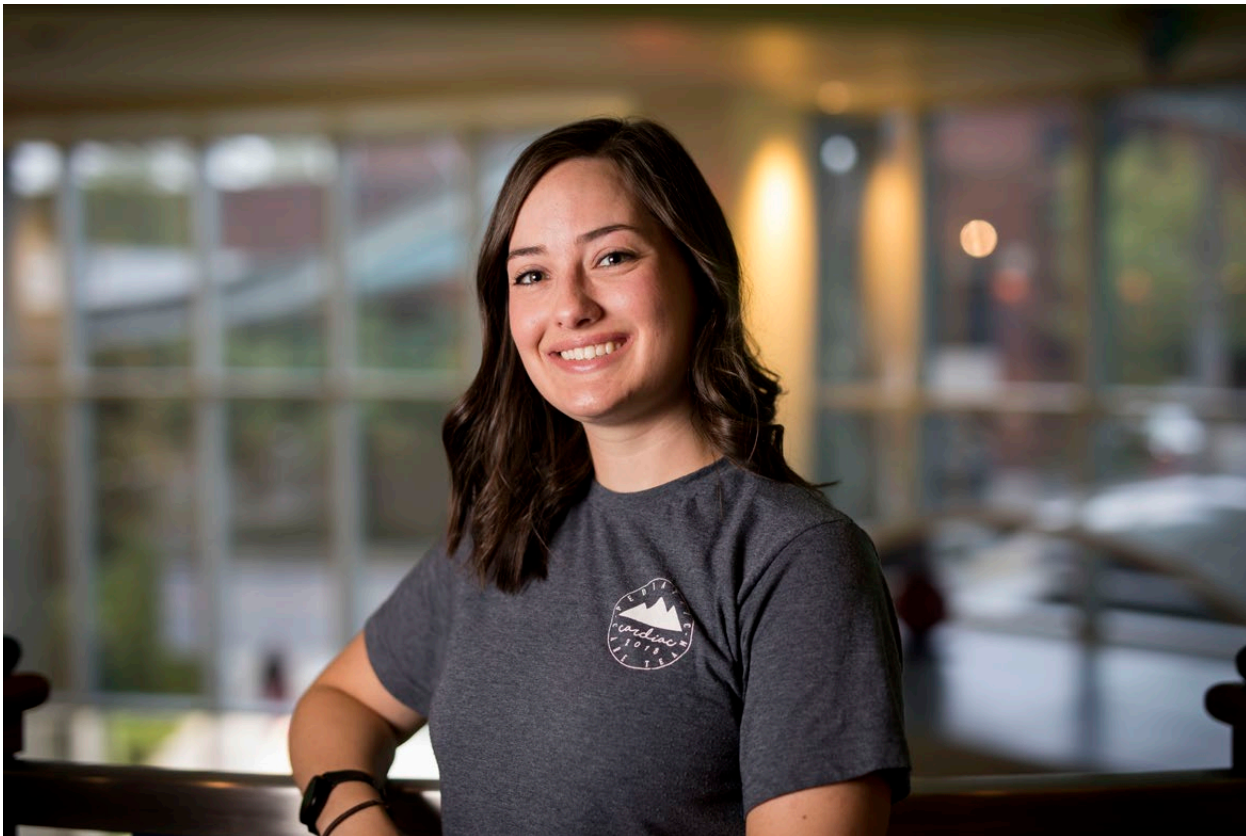
**Monica Milovancev, MSN, APRN, CPNP-AC/PC.** (2019, November). *Evaluation of Length of Stay in Pediatric Blunt Liver and Spleen Injuries: The Need for Updated Guidelines* [Poster presentation]. American College of Surgeons, Dallas, TX

**Natalie Stewart-Mast, BSN, RN.** (2019, April). *The OR Clock* [Poster presentation]. AORN Global Surgical Conference & Expo: Harmonized Care, Nashville, TN

**Natalie Stewart-Mast, BSN, RN.** (2019, May). *The OR Clock* [Poster presentation]. VUMC Nurses Research Week Poster Session, Nashville, TN



Stevie Crossland, BSN, RN, Radiology Recovery. VUMC Award: Rosamond Gabrielson Staff Nurse of the Year



Mary Hannah Baker, BSN, RN, PCARD. Special Recognition: The DAISY Award

**Natalie Stewart-Mast, BSN, RN.** (2019). 12 Step Process: Countdown to Room Setup. *Outpatient Surgery, January 2019*. Retrieved from <http://magazine.outpatientsurgery.net/i/1199007-salary-survey-january-2020-subscribe-to-outpatient-surgery-magazine/9?>

**Natalie Stewart-Mast, BSN, RN.** (2020). Poster: The OR Clock. *The Empowered Nurse, Peer-Reviewed Journal for Innovative VUMC Nursing Research, 3(2),22*

**Patrick Haltom, BSN, RN, CCRN;** Elizabeth Card, MSN, RN, APRN, FNP-BC, CPAN, CCRP, FASPAN; Nancy Wells DNSC, RN, FAAN; and Deborah Lowen (MD). (2019). The Hands That Cradle: A Pilot study of Parent Adverse Childhood Experience Scores. *Journal of the American Associate of Nurse Practitioners, 31(6), 330-336*. doi:10.1097/JXX.0000000000000185

**Rachel Anderson, BSN, RN, NE-BC.** (2019, April). *Smoothly Transitioning a NEW EMR, is it possible?* [Poster presentation]. AORN Global Surgical Conference & Expo: Harmonized Care, Nashville, TN

**Rachel Kraushaar, BSN, RN, CCRN and Meghan Chambers, RN.** (2019, May). *Reducing CLABIs by Nurse Driven Interventions in the PCICU* [Poster presentation]. VUMC Nurses Week Research Poster Session, Nashville, TN

**Rachel Kraushaar, BSN, RN, CCRN and Meghan Chambers, RN.** (2019). Poster: Reducing CLABIs by Nursing Driven Interventions in the PCICU. *The Empowered Nurse, Peer-Reviewed Journal for Innovative VUMC Nursing Research, 2(1), 30*

**Rod Armstrong, MSN, MMHC, RN, CPN.** (2020). Strategies to Increase Chlorhexidine Wipe compliance in Pediatric Hematology Oncology and Stem Cell Transplant Patients. *The Empowered Nurse, Peer-Reviewed Journal for Innovative VUMC Nursing Research, 3(2),21*

**Rod Armstrong, MSN, MMHC, RN, CPN; Amanda Smith, BSN, RN, CPHON; Valerie Herndon, BSN, RN; Deanna Norman-Bryant, BSN, RN, CPHON; Laura Parks, BSN, RN; Patricia Throop, BSN, RN, CPHQ; and Vicki Jones, MSN, RN, NE-BC.** (2020). Poster: Process Improvement to Increase CHG Wipe Application. *The Empowered Nurse, Peer-Reviewed Journal for Innovative VUMC Nursing Research, 3(2),25*

Kevin Blaine; **John Wright, PharmD;** Amy Pinkham; Margaret O'Neill; **Sarah Wilkerson, MSN, RN, CPNP;** Jayne Rogers; Sarah McBride; Charis Crofton; Sarah Grodsky; David Hall, MD; Sangeeta Mauskar; Vinita Akula; Alisa Khan; Alexandra Mercer; and Jay G. Berry. (2020). Medication Order Errors at Hospital Admission Among Children with Medical Complexity. *Journal of Patient Safety*. doi: 10.1097/pts.0000000000000719



Sara Anderson, MSN, RN, Float Pool,  
Special Recognition: The DAISY Award

**Savannah Ramsey, BSN, RN.** (2020). Abstract: Holding Room/Post Anesthesia Care Unit. Vanderbilt Children's Hospital. Reducing Post Anesthesia Care Unit (PACU) Noise. *The Empowered Nurse, Peer-Reviewed Journal for Innovative VUMC Nursing*, 3(1),19

**Sheila Sitarich, CRNA; Heather Frankenfield, CRNA;** Elisabeth Hughes, MD; and Ralph DiPalma, PharmD. Poster: Malignant Hyperthermia (MH). (2019). Case Review: Ryanodx Treatment 8 Month-Old Male Undergoing Urology Procedure. *The Empowered Nurse, Peer-Reviewed Journal for Innovative VUMC Nursing Research*, 2(1),18

**Stacey Williams, MSN, RN, CPNP-AC;** and Heidi Smith (MD). (2020). Pediatric Delirium Assessment, Prevention and Management. In C.Hughes, P.Pandharipande, E.Ely (Eds.) *Delirium: Acute Brain Dysfunction in the Critically Ill*. Springer

**Stacey Williams, MSN, RN, CPNP-AC;** Kudchadkar, Sapna MD; et al. (2020). Physical Rehabilitation in Critically Ill Children: A Multicenter Point Prevalence Study in the United States. *Critical Care Medicine*, 48(5), 634-644. doi: 10.1097/CCM.0000000000004291

**Stephanie Abbu, DNP, RN, CNML.** (2019, May). *The Impact of NICU Graduate Reunions* [Poster presentation]. VUMC Nursing Research Day Poster Session, Nashville, TN

**Stephanie Abbu, DNP, RN, CNML.** (2020, April). *Diversity & Inclusion: Being Asked to the Party AND to Dance* [Podium presentation]. NICU Leadership Forum, Naples, FL

**Stephanie Abbu DNP, RN, CNML.** (2020). "Peer to Peer Mentoring: What's in it for Me?" *Neonatal Network*. 39(3),178. doi.org/10.1891/0730-0832.39.3.175

**Stephanie Abbu DNP, RN, CNML.** (2020). Incubators and Isolation-Protecting NICU Patients during the Novel Coronavirus Pandemic. *Neonatal Network*, 39(4), p. 248-249. doi.org/10.1891/0730-0832.39.4.245

**Elizabeth Card, MSN, RN, APRN, FNP-BC, CPAN, CCRP, FASPAN; Stephanie Abbu, DNP, RN, CNML; Nancy Wells DNSC, RN, FAAN; Janet Myers, DNP, APRN, FNP/GNP-BC, ADM-BC, CDE, NE-BC; Tracy Denton, MSN, BA, RN, CCRN, CPPS; Marilyn Dubree, MSN, RN, NE-BC.** (2020). Empowering Nurses: Creation of a Peer-Reviewed Journal as a Catalyst for Innovation, Nursing Research and Enhancing Evidence-Based Nursing Practice. *JONA: Journal of Nursing Administration*, 50(7/8), 402-406. doi:10.1097/NNA.0000000000000907

**Summer Fitts, BSN, RN.** (2019, May). *PACU Pioneers Around the World: Nursing Quality Improvement Strategies in Kenya* [Poster presentation]. ASPAN National Conference, Nashville, TN

**Summer Fitts, BSN, RN.** (2019, May). *PACU Pioneers Around the World: Nursing Quality Improvement Strategies in Kenya* [Poster presentation]. VUMC Nurses Week Research Poster Session, Nashville, TN

**Vicki Jones, MSN, RN, NE-BC and Autumnne Harding, MSN, APRN, CPPS, PCNS-BC.** (2020, August-September). *Shake, Rattle, and Roll: Involving Families in Quality Improvement in Health Care* [Poster presentation]. International Patient and Family Centered Care Conference, Virtual

**Wendy Araya, DNP, APRN, NNP-BC; Eva Dye, DNP, APRN, NNP-BC; Christa Sala (RT); Matthew Rivard (RT); Casie Smith (RT); Joyce Bolton, RN; Emily Morris (MD); Susan Guttentag (MD); Ryan Skeens (MD); Theresa Scott; Caitlin Pugh, MSN, RN, RNC-NIC; Mindy Markham (MD); Dupree Hatch (MD).** (2019, October). *Increasing the use of Volume-Targeted Ventilation in the Neonatal Intensive Care Unit* [Poster Presentation]. Vermont Oxford Network Annual Quality Congress, Chicago, IL



# Excellence in Advanced Practice

## NP Clinical Advancement Program promotes professional growth and development

Advanced Practice Registered Nurses (APRNs) at Monroe Carell Jr. Children’s Hospital at Vanderbilt have a new clinical advancement program designed to recognize non-faculty nurse practitioners who have demonstrated exemplary performance in research and knowledge translation, education/teaching and clinical practice.

In 2019, a Clinical Advancement Task Force was created to design and pilot a program that gives APRNs the opportunity to optimize the advanced practice role, improve job satisfaction and reward professional engagement and accomplishment. The Pediatric Critical Care Medicine (PCCU)

team, a group of highly specialized and motivated Nurse Practitioners, was selected to participate in the pilot program. The PCCU APRNs had various levels of clinical experience and involvement in quality improvement, research and their professional organizations. Three APRNs from the PCCU successfully advanced during the pilot. Participants demonstrated increased job satisfaction following implementation of this program, especially in the domains of intraprofessional partnerships, autonomy and professional growth.

In July 2020, the program was launched throughout Children’s Hospital and opened to all eligible APRNs. Four additional APRNs successfully advanced during the second half of 2020. The clinical advancement program gives experienced APRNs growth opportunity and serves as a recruitment and retention strategy for these nursing professionals.



*“Being able to recognize APRNs who have devoted time, energy and intellect to nursing practice rewards me as the leader and shows MCJCHV’s commitment to ongoing professional development.”*

– Michelle Terrell, DNP, APRN, CPNP-PC/AC Director of Advanced Practice

*“The APRN clinical advancement program is a gratifying process. This program allowed me to reflect on my career and successes. Having a committee of esteemed colleagues review my accomplishments and deciding in favor of my clinical advancement was a rewarding experience. I have since encouraged several colleagues to complete the process for clinical advancement. I am thankful APRNs have this opportunity for growth.”* – Catrina Bledsoe, MSN, APRN, CPNP-AC, Pediatric Cardiac Surgery

### APRNs Who Advanced in 2020

- |                                     |                                     |
|-------------------------------------|-------------------------------------|
| Daniel Barrett, DNP, APRN, CPNP-AC  | Nancy Jaworski, DNP, APRN, PCNS-BC  |
| Sarah Barrett, MSN, APRN, CPNP-AC   | Whitney Kaslow, DNP, APRN, CPNP-AC  |
| Catrina Bledsoe, MSN, APRN, CPNP-AC | Stacey Williams, MSN, APRN, CPNP-AC |
| Samantha Eagle, DNP, APRN, CPNP-AC  |                                     |

# Nursing Contributions

to the organization and the community we serve

