

NURSING

VANDERBILT UNIVERSITY
MEDICAL CENTER

Transforming patient care through professional practice

May 2024



A newsletter
from the office
of the Executive
Chief Nursing
Officer

Marilyn Dubree,
MSN, RN,
NE-BC, FAAN

IN THIS ISSUE

VUMC creating care partner ladder

Save the dates - Nurses Week events

NURSES GATHER FOR EBP PLUNGE

Over the past few years, Vanderbilt Nursing has held Evidence-based Practice Immersions that explore how evidence can change practice, with instructors from the Helene Fuld Health Trust National Institute for Evidence-based Practice in Nursing and Healthcare. From April 22-26, Vanderbilt's in-house EBP instructors took charge of their own immersion, in a new event lovingly called the VUMC EBP Plunge.

The five-day EBP Plunge featured 26 attendees, including representatives from Vanderbilt University School of Nursing and all VUMC entities including regional hospitals and system-level leaders. The event featured lectures, breakout sessions and mentored work time that reinforced the seven-step EBP model.

"It's a weeklong deep dive into concepts around evidence-based practice in which someone comes with a question they're trying to solve using the evidence," said Jensine Russell, director of Practice Excellence in the Office of Nursing Excellence at VUMC. "Throughout the week, they're mentored and guided through the concepts, and they leave with the beginning stages of an evidence-based initiative."

All participants will work on their own evidence-based practice

continued on page 2

Happy Nurses Week! May is truly my favorite time of the year. Nurses Week has become Nurses Month at Vanderbilt, with celebrations all over our main campus, regional hospitals and ambulatory clinics. Inside this issue, you will find a list of some of the many activities.

Also in this issue, you will read about our recent VUMC EBP Plunge. This event brought together nurses from throughout our health system for a deep immersion in evidence-based practice. I can't wait to see the projects that will come from this inspirational and educational gathering.

Lastly, please read about the new care

partner career development ladder, which is being created at Vanderbilt. This will offer a great opportunity for our care partners to advance in our organization, improving our recruitment and retention efforts. I appreciate all who are involved.

This Nurses Week, I want to thank all of my remarkable nurse colleagues. Take a bow! It is my pleasure to celebrate with all of you.

Enjoy this issue,

NURSES GATHER FOR EBP PLUNGE
continued from page 1



Participants of the EBP Plunge gathered at VUMC from April 22-26.

project over the next year, which they will present in May 2025 during Nurses Week, Russell said. Examples of projects include “Improving Discharge Process,” “Accessing Implanted Ports,” and “Improving Medication Reconciliation for Pre-operative Patients.” EBP mentors are available to guide their projects.

The event also “gamified” aspects of evidence-based

practice to make the concepts more engaging for the participants, Russell said. For example, one session was called “Abstract American Idol,” in which participants had to score abstracts based on criteria they were just taught.

Every day ended with the questions, “What went well?” and “What could we do differently?”

“And then we would ask them a reflective question that

linked back to concepts they learned that day,” Russell said. “We think, overall, it was a great success.”

Russell said that feedback from the event is being used to shape EBP programs, including concepts and teaching materials.

Participants qualified for 25.5 contact hours. Another plunge is planned for September 2024.



VUMC CREATING CARE PARTNER CAREER LADDER

Vanderbilt University Medical Center is developing a career development ladder for care partners to promote their professional development and retain them in the organization. The ladder complements VUMC's existing ladders for nurses and medical assistants.

"This is a performance-based program to recognize and professionally develop care partners," said Christina Mathis, MSN, RN, GERO-BC, nurse manager of the Acute Care of the Elderly unit who is on the Care Partner Council.

The program, which is optional, allows care partners to start at a Care Partner I position and progress to Care Partner II and Care Partner III. Each progression requires them to stay in their role for one year and complete educational programs. The program, still under development, will roll out for inpatient care partner roles at all Vanderbilt Health hospitals, including regional hospitals.

"We want to give care partners the opportunity to showcase their work and provide excellent care, which leads to good outcomes for our patients," said Paige

Barnes, MSN, RN, CEN, CPPS, NEA-BC, nurse manager of the Transplant & Surgical Care Unit.

The program was shaped by care partners themselves through the Care Partner Council.

At VUMC, care partners care for patients in the hospital setting under a registered nurse's supervision. A care partner is a non-licensed position, meaning no specialized degree is required and there are minimal qualifications to be considered as a candidate.

Care partners assist with the personal care of patients, including:

- Bathing, feeding, toileting and changing beds.
- Aiding in daily activities (such as walking and sitting).
- Taking vital signs (temperature, blood pressure, heart rate, breathing).
- Documenting computerized patient information.

To participate in the career development ladder program, care partners must be in good standing and full or part time; PRN staff are not included. The advancement program is focused on four rubrics: quality patient care, professional development and professional practice,

organizational development and continuous learning. Within each of the rubrics are professional standards. To advance in the program each year, care partners will share their professional story and provide evidence that validates those professional standards.

"We are allowing them an opportunity to share about themselves and the great work they have done," Mathis said. "We encourage them to become role models, be coaches and take on opportunities within the unit level or the hospital level. Opportunities include shared governance activities and other opportunities for improvement."

Barnes said VUMC is also developing a mentor program for care partners as a part of the career ladder.

The career ladder will complement VUMC's Care Partner Academy, a tuition-free, paid program that trains individuals to become care partners. No prior health care education or experience is required for those who are selected to attend the academy, which consists of three weeks of sessions. A new class starts each month.



Celebrating
National Nurses Week
May 6 -12, 2024

SAVE THE DATES - NURSES WEEK EVENTS

Inaugural Nursing Grand Rounds, “*Fundamental Care: Creating the Value Proposition for Nursing*,” Speaker Devin Carr, DNP, RN, RRT, ACNS-BC, NEA-BC, CPSS, Chief Nursing Officer, MaineHealth - Southern Region, 8 a.m. May 6, Light Hall 214.

Blessing of Hands, at each entity, scheduled with your Spiritual Care team or chaplain, see posted times in your area or units. Alternative times may be scheduled on units.

Nursing Honors - Awards are being done locally; photos and videos will be posted on the Nursing website.

Virtual Celebration of Nursing - 8 a.m. May 28

Nurses Week Poster Sessions

Vanderbilt Bedford County Hospital, May 8, authors present 1-2 p.m., VBCH Classroom

Vanderbilt University Hospital, May 7-10, VUH Second Floor Lobby

Vanderbilt Adult Ambulatory Clinics, May 6-10, Vanderbilt Health One Hundred Oaks Concourse

Vanderbilt Tullahoma-Harton Hospital, May 8, authors present 11:30 a.m. - 1 p.m., Cafeteria (first floor up from main entrance)

Monroe Carell Jr. Children’s Hospital at Vanderbilt, May 6, Second Floor in front of Seacrest Studios

Vanderbilt Wilson County Hospital, May 13, Cedars Cafe

Vanderbilt Behavioral Health, May 9, authors present 2-4 p.m. Conference Area, Vanderbilt Psychiatric Hospital

Virtual poster displays - Posters may be viewed online on entity nursing websites. For more information, please email nursingexcellenceteam@vumc.org.

For more information, please visit www.vanderbiltnursing.com.