

# NURSING

VANDERBILT UNIVERSITY  
MEDICAL CENTER

Transforming patient care through professional practice

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A newsletter  
from the office  
of the Executive  
Chief Nursing  
Officer

Marilyn Dubree,  
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## PANEL DISCUSSES MEN IN NURSING

Nurses from throughout Vanderbilt University Medical Center came together recently online and in person at Monroe Carell Jr. Children's Hospital at Vanderbilt for the Men in Nursing panel discussion.

The June 29 discussion, presented by the Vanderbilt Nursing Diversity, Equity and Inclusion Committee in collaboration with Vanderbilt University School of Nursing, virtually featured three male nurse experts who talked about the challenges and opportunities for men in nursing, and the importance of recruiting them. Male nurses make up only about 10% of all nurses nationwide, and men of color make up a fraction of that.

"The nursing profession is currently experiencing a severe shortage of nurses," said Mamie Williams, PhD, MPH, MSN, APRN, senior director of Nursing Diversity and Inclusion at Vanderbilt University Medical Center and an organizer of the event. "To tackle this issue, it is essential to reach out to historically underrepresented groups, including racial and ethnic minorities and men and make them aware that nursing offers equal opportunities for all."

The panel included two Black nurses — Ernest Grant, PhD, RN, FAAN; interim vice dean for Diversity, Equity and Inclusion at Duke University School of Nursing and immediate past president of the American Nurses Association; and Randolph Rasch, PhD, RN, former

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I hope everyone is having an enjoyable summer.

In this issue, we feature the recent Men in Nursing panel discussion held in June. This collaboration with VUSN included three male nurse experts discussing the challenges and opportunities for men in nursing.

Next, we showcase a group of Vanderbilt nurses that presented at the Fuld National Institute EBP Summit in Columbus, Ohio in May. They, with their colleagues nationwide, contributed the best and latest evidence to

guide the highest level of practice which leads to improvements in nursing practice. In addition, two Vanderbilt nurses were honored as Rising Stars by the Tennessee Action Coalition. Join me in congratulating them on their accomplishments.

Lastly, we spotlight our DAISY Award recipients from a variety of areas of VUMC and the regional hospitals.

Enjoy this issue,

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dean of the College of Nursing at Michigan State University. They were joined by Blake Smith, MSN, RN, immediate past president of the American Association for Men in Nursing.

Grant offered some of the key lessons he has learned as a mentor to attract more men to the nursing field. One key is to encourage men to stand up for themselves as nursing equals and not be pigeonholed by their colleagues into stereotypical roles, such as lifting and moving patients.

Men are “taking the same courses. You’re doing the same things in the labs,” he said. “Preparing young men both mentally and physically (for) the challenges that they’re going to encounter is one of the best things.”

Rasch added that nurses must do a better job of making men aware that nursing is a career option when they are young in order to build a pipeline of male nurses. “I think each of us has the opportunity to do that,” he said.

Smith noted that many men who are now nurses missed their first and true calling to be a nurse and became nurses as second careers.

The recent Supreme Court decision overturning affirmative action may impact the



The Men in Nursing panel discussion featured virtual and in-person elements. On the screen are, clockwise from top left, Ernest Grant, PhD, RN, FAAN; Blake Smith, MSN, RN; and Randolph Rasch, PhD, RN.

number of men who are admitted and could be seen by some men as a deterrent, Grant noted. Rasch added that the decision is “terribly disappointing” but “I think it’s an opportunity to be more thoughtful about admissions and more thoughtful about how we evaluate people.”

As Smith put it, “the workforce has to reflect the community.” As a man, he can connect with some patients in a way others can’t. “It makes us all better,” he said.

Ultimately, it’s a bottom-line issue, he said. Having a diverse workforce improves the quality of nursing care and improves outcomes for patients.

Mentorship is “everything” in recruiting more men, Smith said. He mentioned his mentors as people who he could go to when he had a question about how to respond in a scenario. Grant added that nurses need mentors both in the workplace and out, someone who can be

called after a scenario. “Things may happen in the work environment that you can’t really address right away,” he said. “Sometimes it takes the effort that you have to go home or go somewhere and digest it a little bit first and then ... reach out to your mentor.”

Rasch added that this goes beyond mentoring and requires coaching. The speakers also talked about being part of affinity groups as members or allies as a way to improve recruitment and retention.

In her introductory remarks, Executive Chief Nursing Officer Marilyn Dubree talked about the importance of men in nursing.

“We are honored to be an organization that is aspiring and striving to be inclusive of all people,” she said. “Not only tonight, but nights and days going forward, we want to not only honor the men who are in nursing at Vanderbilt but to create an environment where we learn from one another.”

## VUMC GIVES PODIUM PRESENTATIONS AT FULD SUMMIT

Nurses from Vanderbilt University Medical Center gave four podium presentations at the 2023 Fuld National Institute EBP Summit in Columbus, Ohio.

The summit, held from May 24-26 at The Ohio State University, was intended to provide nursing and transdisciplinary clinicians, leaders, academicians and researchers with the best and latest evidence to guide the highest level of practice that improves health care quality, safety, policy, patient outcomes and costs.

VUMC's podium presentations were:

- "Use of Personal Electronic Devices on Psychiatric Inpatient Units," by Jon Coomer, MSN, RN, PMHNP-BC.
- "How to Empower



VUMC nurses attended the Fuld National Institute EBP Summit in May. From left, front row: Lindsey Netzel, Ashley Ried, Patti Runyan, Lynn Gallagher-Ford (Fuld Institute chief operating officer and clinical core director), Anna Gallion, and Laura Culwell. Back Row: Jensine Russell, Vicki Jones, and Jon Coomer.

Nurses with Evidence-based Practice: A Plan for Implementation of EBP at a Magnet Designated Hospital System," by Anna Gallion, DNP, APRN, and Patti Runyan, DNP, MBA, RN, NEA-BC.

- "Best Practices for Quality Improvement Plans," by Lindsey Netzel, MSN, RN, CCRN, FCCS, and Laura Culwell, MSN, RN.

- "Brushing Away Mucosal Barrier Blood Stream Infections in a Pediatric Hematology/Oncology Unit: An Evidence-based Approach," by Ashley Ried, MMHC, BSN, RN, CPPS, and Vicki Jones, MSN, RN, NE-BC.

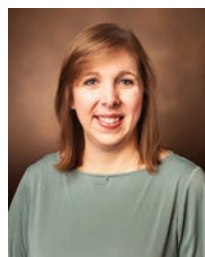
Also attending was Jensine Russell, DNP, RN, NE-BC, director of Practice Excellence in the Office of Nursing Excellence.

## TWO VANDERBILT NURSES HONORED AS RISING STARS

The Tennessee Action Coalition is honoring two Vanderbilt nurses in its roster of 2023 Tennessee Rising Star Nurse Leaders:

- Cory Smeltzer, BSN, RN, is a clinical staff leader for the Holding Room and Post-Anesthesia Care Unit at Monroe Carell Jr. Children's Hospital at Vanderbilt.

- Monika Schmidt Do, DNP, APRN, AGNP-C, FACC,



Smeltzer



Do

is an assistant professor at Vanderbilt University School of Nursing.

The two are among 25 nurses in an elite group of

young Tennessee nurse leaders representing the three grand divisions of Tennessee, a variety of racial and ethnic backgrounds, front-line clinicians, academicians and managers.

"Congratulations to these extraordinary nurses for this impressive accomplishment," said Executive Chief Nursing Officer Marilyn Dubree, MSN, RN, NE-BC, FAAN.

# SPOTLIGHT ON DAISY AWARD RECIPIENTS

**Rebecca Baggett, RN**

**Unit: Emergency Department**

**Entity: Vanderbilt Wilson County Hospital**

**From the nomination:** “I received one of the most unexpected wake up calls — my grandmother was headed emergently via EMS to the ER for a stroke ... Rebecca went out of her way to ensure my family was comfortable while in the ER and lobby. She would take moments out of her busy day and patient load to walk all the way out to the lobby and give us personal updates. If it were not for Rebecca, our visit would have been nothing but miserable and frightening. She even assisted us until the moment my grandmother was wheeled out of the department. Rebecca even checked up on us a few days later during my grandmother's admission. I am very thankful for rare nurses like Rebecca.”



**Devon Barton, BSN, RN**

**Unit: Emergency Department**

**Entity: Vanderbilt Bedford Hospital**

**From the nomination:** “I showed up to the ER with my 5-month old baby girl who had tested positive for RSV two days prior. I had already taken my child to multiple doctors, urgent cares and ER clinics when I had lost all hope. She had gone 12 hours with no wet or poopy diapers and 12 hours without a feeding. As soon as Devon saw my baby girl in the ER triage, she immediately took her in as if she were her own and went to work. She assured me that my concerns were valid, and she was shocked it had gotten this far without the help of others. Devon was the only nurse who made me feel like I wasn't crazy, and that my mother's intuition was absolutely correct. She got us into a room, and on oxygen ASAP and from there she never left our side.”

**Holley Cully, RN**

**Unit: Internal Medicine Leadership Team**

**Entity: Vanderbilt Adult Ambulatory Clinics**

**From the nomination:** “Holley has consistently gone above and beyond expectations to help me obtain needed medical care. For example, several times during the COVID-19 pandemic I developed a skin infection which worsened rapidly within hours and was very painful ... Holley was extremely responsive in making sure I received doctoral and medical care, and that I received an antibiotic prescription that quickly fought the infection and relieved the excruciating pain I was in. This made a tremendous difference in my life, as she more than once worked extra to ensure that I was taken care of before night came or a weekend began and care would be hard to get.”



# SPOTLIGHT ON DAISY AWARD RECIPIENTS

**Brady Hancock, BSN, RN, CPN**

**Unit: Pediatric Surgery, Trauma, Adolescent Medicine**

**Entity: Monroe Carell Jr. Children's Hospital at Vanderbilt**



**From the nomination:** "Brady has proven to be calm, kind, compassionate and professional (both in demeanor and communication) in high acuity situations, promoting and ensuring the safety and well-being of both his patients and his colleagues. Patients on the Behavioral Health Team are patients that present to our hospital in acute behavioral health crisis (suicidal, homicidal, aggressive). They have undergone a crisis assessment in the Emergency Department, and the recommendation is for acute inpatient psychiatric hospitalization due to risk of harm to self or others. ... Brady deserves this DAISY Award for his steadfast compassion and professionalism in the most difficult of situations."



**Marsha Howard, RN**

**Unit: Labor & Delivery**

**Entity: Vanderbilt University Hospital**

**From the nomination:** "I came into L&D at the hospital as a transfer from the birth center. I had another nurse for a couple hours who was also incredible, and she handed me over to Marsha when the shift change occurred and told me 'I'd let Marsha take care of me any day.' By the end of my experience, I definitely understood why! Marsha was so respectful, kind, and understanding of how much my birth plans had already had to alter, and she fought so hard to give me the labor and delivery I was wanting still. She advocated for me as a patient both in labor and after my son arrived, helped me move into so many positions to keep baby happy through contractions, and was never too busy to answer questions or speak to my doula, who she worked so well with."

**Rebecca Hull, RN**

**Unit: Surgical Specialties Clinical Department**

**Entity: Vanderbilt Adult Ambulatory Clinics**



**From the nomination:** "There was a patient ... when she arrived to check in she was short of breath. She has COPD and relies on an oxygen concentrator and her machine died on her way to her appointment. She forgot her charger at home. Our team jumped into action and hooked her up to O2 in clinic. We assessed she could not safely travel home (2.5 hour drive) without O2 ... Rebecca worked for hours to care for the patient and communicate with the team, as we tried and coordinate oxygen for her trip home. Rebecca made sure this patient's needs were met in clinic while we worked to source her oxygen. She performed regular O2 saturation checks, an oxygen tolerance test and other checks which would be required to get patient oxygen to take home. She provided lots of education to the patient and family of what the process looked like, and she spent time providing empathy and compassion when the patient and granddaughter were tired and frustrated. She did all this while diligently keeping the clinic staff and management in the loop until a plan was solidified."

# SPOTLIGHT ON DAISY AWARD RECIPIENTS

**Ashley Nall, BSN, RN**

**Unit: Adult 1**

**Entity: Vanderbilt Psychiatric Hospital**

**From the nomination:** "I arrived at Vandy Psych lost and scared. I felt insane and alone. All alone. I have had multiple stays in psych facilities, but this was a new caliber. I've met a great deal of doctors and nurses but the nurse I would like to spotlight is Ashley. I did not feel like a job that needed doing or a patient needing care, but a friend that needed help. I didn't talk much, but when I did, she listened. She was quick to provide the care and help I needed. She never seems annoyed or too busy."



**Danielle Turnipseed, RN**

**Unit: Intensive Care Unit**

**Entity: 4 East - Mother-Baby Obstetrics Unit**

**From the nomination:** "Danielle made sure that all the education and resources that were at our disposal were clear to us and that we understood how they fit within the needs we had during those first 48 hours. Danielle is wise beyond her years. Not only is she clinically sound, she informs her work by getting to know her patients and is then able to provide the kind of care that deliriously sleepy parents can only dream of. ... Vanderbilt, and by extension our family, is lucky to have her and her experience."

**Jenny Shelton, RN**

**Unit: Labor & Delivery**

**Entity: Vanderbilt Tullahoma Harton-Hospital**

**From the nomination:** "When given the news that our daughter had a very rare, and almost always fatal, chromosomal condition called Triploidy, our hearts were shattered. We moved through life hoping for a miracle, or a misread blood test, but that just was not part of our plan. We checked in at Vanderbilt Tullahoma-Harton Hospital and were immediately greeted by nurse Jenny Shelton. She has the kindest bedside manner, was extremely warm and nurturing. She was delicate with our situation, and graciously welcomed our friends and family that were visiting to love us during such a hard time. Jenny cared for me, and I felt that she was loving me as a daughter as I was laboring to meet my own."



**WANT TO NOMINATE A NURSE?**

Scan the QR code or go to [www.VUMCDAISY.com](http://www.VUMCDAISY.com).

