

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,
MSN, RN,
NE-BC

NURSE WELLNESS COMMITTEE RELAUNCHES

Vanderbilt University Medical Center is relaunching its Nurse Wellness Committee, part of ongoing efforts to promote well-being and resilience in its nursing team.

VUMC originally formed its Nurse Wellness Committee in 2002 to improve recruitment and retention efforts. Its purpose is to establish and maintain a great work environment for nurses. This is accomplished by developing and evaluating programs and services based on the identified work/life balance needs of nurses, advocating for the health and well-being of nurses, and serving in an advisory capacity to leaders about nurse wellness.

Though VUMC's nurse wellness efforts never stopped, the committee paused after the beginning of the COVID-19 pandemic brought competing priorities. Nurse wellness efforts have continued at Vanderbilt Work/Life Connections-EAP (Employee Assistance Program), which has a dedicated nurse wellness specialist, Margie Gale, MSN, RN, CEAP. The relaunched Nurse Wellness Committee is partnering with Work/Life Connections to specifically promote nurse wellness.

"As nurses, all of us have felt at some point in our life that we focus so much on caring for others, but we also need to take care of ourselves," Gale said. "Nurse wellness is all about taking care of our nurses and taking care

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Nurse wellness is a major priority at Vanderbilt University Medical Center. When we feel a sense of well-being, belonging and mission, we bring the best of ourselves to serve our patients and families.

It is in this spirit that we have relaunched our Nurse Wellness Committee, and we are refocusing efforts on this work, which has never stopped. Read the story above to learn more about how you can get involved and offer ideas. Please know that I very much

support this work and I am eagerly anticipating the results.

Also in this issue, please read about the latest inspiring group of recipients of The DAISY Award. Congratulations to all.

Lastly, check out our new Certified Nurses Day scrapbook and save some dates for Nurses Week events.

Enjoy this issue,

of each other.”

The committee’s work is twofold — both raising awareness about existing wellness resources and identifying other initiatives to promote nurse wellness.

Many initiatives have taken place over the last 20 years, from the “Take Your Break” campaign in 2002, emphasizing the importance of breaks, to the “Well-Being Wagon” visiting nurses in 2022.

“Creating a culture of wellness is a huge benefit for Vanderbilt — both for individuals and the institution,” said Sarrah Spohnholtz, MSN, RN, co-chair of the committee. “Our staff is going to learn more about being able to take care of themselves in all dimensions of life. Also, we recognize that addressing burnout and creating a culture of wellness is a great way to retain and recruit high-quality staff members.”

The committee officially relaunched during a meeting in March and will be exploring opportunities for wellness initiatives using a “wellness wheel,” with seven spokes of wellness — social, emotional, spiritual, intellectual, environmental, financial and occupational. The idea is that wellness is not just about the workplace, but whether nurses are engaged and healthy in other areas of

their lives.

Committee co-chair Susan Smith, DNP, RN, NPD-BC, who has worked in nurse recruitment and orientation for the last nine years, said one of the most common questions prospective nurses ask is “How is Vanderbilt going to take care of me?”

“It’s about holistic wellness in every aspect of life,” she said. “What are the financial resources? What are the intellectual resources? What are the physical and the emotional resources? How do we look at the whole person and think about wellness in that perspective? That’s been a big game changer for me to think about in recruiting. We give our new nurses a reason to care for our patients and families if we show them how Vanderbilt is going to care for them.”

Ideas the committee has brainstormed include mindfulness breaks, a “Zen Den,” community outreach projects, a book club and social activities. Nurses as well as support staff interested in getting involved in the committee, or just offering suggestions for nurse wellness, are encouraged to complete a REDCap survey at <https://redcap.link/NurseWellness>.

In addition to the relaunched committee, VUMC will be adding a new position of

director of Nurse Safety and Well-Being, said Erin Tickle, DNP, MMHC, RN, associate nurse executive for Nursing Strategy and System Integration. “This position will partner with the committee to make sure that we can continue this important work in even a more focused way,” Tickle said.

Executive Chief Nursing Officer Marilyn Dubree, MSN, RN, NE-BC, said the efforts demonstrate Vanderbilt’s deep commitment to ensuring the health system is the employer of choice for nurses in its ever-expanding service area.

“We not only want the best nurses to join us, but we also want them to stay and design their careers here,” Dubree said. “We do this by building an environment of resilience and well-being where nurses thrive. Looking after each other is the Vanderbilt way, and I am excited about the possibilities of this important work.”

“I think it’s important to be an ambassador to all the places that we serve about well-being activities and well-being resources for everyone,” said Jim Kendall, LCSW, CEAP, manager of VUMC Work/Life Connections-EAP. “We need to constantly make sure we are focusing on the well-being of our nurses because everything else counts on their well-being.”

SPOTLIGHT ON DAISY AWARD RECIPIENTS

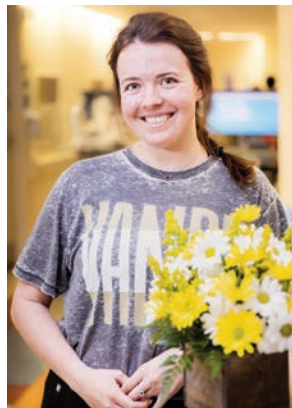
Jackie Lynn Cothron, BSN, RN

Unit: Pediatric Surgery, Trauma, Adolescent Medicine

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



From the nomination: "Jackie Lynn called a Rapid Response Team ... when a patient was having increased work of breathing and continuous vomiting. She went absolutely above and beyond with the patient to try to keep him on the floor. She spent just about all of her time in that room providing about 1:1 nursing care while he was stabilizing out. She communicated with me throughout the afternoon and was very proactive in his care.. I would love to work with her any day."



Katie Grace Daniel, BSN, RN

Unit: 8 South - Cardiology Stepdown

Entity: Vanderbilt University Hospital

From the nomination: "My husband was admitted to 8S Cardiac Stepdown after having a 7.5 hour Hybrid Ablation and Left Atrial Appendage Clip. He had two chest tube sites, a central line and several other surgical incision sites from his procedure and was in significant pain the morning after surgery when Katie Grace introduced herself as our nurse for the day. She immediately recognized that he appeared to be uncomfortable and expedited the process of getting him sufficient pain management ordered. It took her literally the entire shift to get his pain to a tolerable level, but she did not stop contacting the necessary providers until he was ordered what was needed, as well as providing hands-on care at the bedside to help alleviate his pain."

Chelsea Foster, RN

Unit: Labor & Delivery

Entity: Vanderbilt University Hospital



From the nomination: "I was in labor ... waiting in OB triage and here came Chelsea. Even with a mask on, I could tell from her eyes, she was smiling. From the moment we met to the time I left L&D she was by my side. She spoke with such ease and made my husband and I feel so comfortable. ... She advocated for me often throughout the whole process. It was like talking to an old-time friend. She advocated for me often throughout the whole process. She knew I wanted to wait to get an epidural, so she never pushed me and continually updated the providers on what my hopes were for the delivery. When I was ready for the epidural, she advocated with the providers for me to get a certain type of epidural that would benefit my pain better. She never pushed me to do anything and always explained what was going on. I knew I was with someone special that day and so did everyone else."

SPOTLIGHT ON DAISY AWARD RECIPIENTS

Bailee Graun, BSN, RN

Unit: Emergency Department

Entity: Vanderbilt Tullahoma-Harton Hospital

From the nomination: "My 10-year-old son was seen in the ER due to severe pain... Bailee was his ER nurse. She was amazing dealing with a pediatric patient. He has never experienced anything like this and has a sensory processing disorder and anxiety. She was absolutely amazing. She remained calm and had a lot of patience during our visit. She never seemed flustered or like she had anything to do except be there with us (even though I know she was busy that day)... She is an amazing nurse, and I am so thankful for her calming presence during such a stressful time."



Kathy Watts, MSN, RN (DAISY Nurse Leader Award)

Unit: Emergency Department

Entity: Vanderbilt Tullahoma-Harton Hospital

From the nomination: "Vanderbilt Bedford County Hospital currently does not employ a SANE (Sexual Assault Nurse Examiner) certified nurse. Last month, we had a very sad situation with a female patient who needed a sexual assault exam. We contacted Vanderbilt Tullahoma-Harton Hospital and within an hour, Kathy Watts appeared to save the day. She was so pleasant and kind to our ER staff and to this patient in her time of need. Kathy has a very demanding job, and she did not hesitate to come to our ER and spend hours with this patient. She is always willing to go the extra mile for her patients and her co-workers."



WANT TO NOMINATE A NURSE?

Scan the QR code or go to www.VUMCDAISY.com.



SAVE THE DATES - NURSES WEEK EVENTS

Virtual State of Nursing Address - 8-9 a.m., May 23

Nursing Honors - Award presentations will be done locally.

Photos will be posted on the Nursing website.

Research Nurses Poster session - Date pending

Blessing of Hands at Vanderbilt University Hospital - 6:30-

7:30 a.m., 5-6 p.m., May 10, VUH Chapel

Blessing of Hands at Monroe Carell Jr. Children's Hospital at

Vanderbilt - Noon-1:30 p.m., Monroe Carell Chapel

More information available at vanderbiltnursing.com.

Certified Nurses Day scrapbook posted

Vanderbilt's certified nurses are featured in the 2023 Certified Nurses Day Scrapbook. Please visit <https://www.vumc.org/vanderbilt-nursing/2023-vumc-certified-nurses-day-scrapbook>.