

# 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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## IN THIS ISSUE

Three VUMC nurses named  
to top TNA leadership

Steaban presented with  
honorary alumna award

AMIA honors Reale with  
Harriet W. Werley Award

## BYLAWS CONVENTION GOES VIRTUAL

More than 170 nurses from across Vanderbilt University Medical Center gathered over Zoom on Nov. 18 for the biennial Nursing Staff Bylaws Convention, the first to be held virtually.

The convention is an opportunity for VUMC nurses to participate in Shared Governance, the document that governs how they do their daily work and practice. Nurses appoint the delegates who gather every two years to approve changes to the bylaws. Many of those same delegates worked for hours at a virtual retreat during the summer to draft proposed revisions.

Vanderbilt was among the first health care entities in the country to create bylaws, and 2020 is the 40th anniversary of their creation. Adrienne Ames, MSN, who was associate director of nursing in 1980, spearheaded the creation of the bylaws with associate director Frances Carson, under the leadership of director of Nursing Rosamond Gabrielson. Ames was present at the virtual event.

“It is a very momentous occasion,” said Erin Tickle, MMHC, RN, director of Shared Governance. “It’s just amazing to see that the foundation of what they did and started then is still here 40 years later amidst this growing health system that we now have. Our nurses still have this incredible set of bylaws to guide our practice and hold our profession up

*continued on page 2*

We have come to the end of an extraordinary year. The COVID-19 pandemic has touched each of us in profound ways, and our Vanderbilt nurses have been at the very forefront. Your efforts, your sacrifices and your continued care for our patients and families is so very much appreciated.

This issue features our biennial Bylaws Convention, which gives every nurse a voice in the governance of nursing at Vanderbilt. Though this year’s event was virtual, it went very smoothly due to the hard work of our Bylaws Task Force and VUMC technical

expertise. Thanks to all.

Also in this issue, you will read about our nurses elected to the leadership of the Tennessee Nurses Association and a very special alumni award from Vanderbilt University School of Nursing for Robin Steaban, Chief Nursing Officer of Vanderbilt University Adult Hospital. Congratulations to all.

I wish you a very happy holiday season and Happy New Year with your families.

Enjoy this issue,

to the highest standard.”

VUMC has held conventions during even-numbered years in recent history. The last convention was held in 2018.

“Having this convention every two years assures that the bylaws truly reflect current nursing practice, so this document is ever evolving, just as nursing is as well,” said Katie Brennan, MSN, RN, CDE, NE-BC, co-chair of the Bylaws Task Force, along with Andrea Hughie, MSN, RN, NEA-BC.

The most recent changes to the bylaws included input from delegates representing VUMC inpatient units, clinics and specialties, as well as the Bylaws Task Force.

“Conducting the convention virtually was a public display of the ingenuity, astuteness and flexibility of VUMC nurses,” Hughie said.

There are two main categories of amendments to the bylaws. Editorial amendments are updates to terminology and titles without changing meaning, while substantive amendments change the meaning or function of the bylaws.

The 2020 convention approved five substantive amendments in addition to various editorial amendments



Marilyn Dubree, MSN, RN, NE-BC and Andrea Hughie, MSN, RN, NEA-BC, participate in the 2020 Nursing Staff Bylaws Convention.

that were on the agenda, as well as an amendment that was introduced on the virtual convention floor. The amendments address VUMC’s rapid growth.

Tickle said the most consequential substantive amendment allowed for a fundamental change to how shared governance happens at the unit/clinic level — allowing them the option of a local unit/clinic model, a combined unit/clinic board or unit/clinic shared governance huddles.

The amendment organizes the Medical Center Nursing Board into a new Medical Center Nursing Leadership Council.

Another amendment changes the structure of the nursing delegates, from a model akin to the House of Representatives to a Senate model. The model allows entities have an equal number of delegates regardless of size.

This is intended to give more equal representation to the pieces of the sprawling VUMC enterprise.

Also adopted was a floor amendment presented by Rachel Senefeld Kromer, MSN, RN, NPD-BC, NEA-BC, director of clinical education & professional development for Vanderbilt University Adult Hospital. In the interest of making diversity and inclusion intentional, it adds to the philosophy statement of the bylaws, “We are committed to caring compassionately and respectfully for all patients and colleagues, regardless of age, race, ethnicity, religion, gender identity/expression, disability, sexual orientation, socioeconomic status, language proficiency or education.”

The Bylaws Task Force will meet soon to begin implementing the changes.

“As we celebrate 40 years of these bylaws and we make changes, we stand on the legacy of something that is bigger than we are,” said Executive Chief Nursing Officer Marilyn Dubree, MSN, RN, NE-BC. “I think we are all grateful for the foresight and vision to have the input of staff nurses, colleagues, leaders and patients in the work that we do. Over those 40 years we have continued to evolve this work.”

## THREE VUMC NURSES NAMED TO TOP TNA LEADERSHIP

Several Vanderbilt nurses have been elected to leadership of the Tennessee Nurses Association (TNA), including president and vice president. VUMC nurses make up three of the seven officers named at the TNA's annual



Hamm

conference, which was held virtually on Oct. 30.

Julie Hamm, MSN, RN, ACNP-BC, was named president-elect. Hamm is manager of the adult Urology Clinic at The Vanderbilt Clinic. Hamm joined Vanderbilt University Medical Center in 2002 as a research nurse, and progressed to roles as cardiac surgery nurse practitioner and nurse practitioner at The Vanderbilt Clinic and One Hundred Oaks clinics, then manager of the Vanderbilt Preoperative Evaluation Clinic (VPEC) and Interventional Pain Clinics.

Hamm has been instrumental in quality improvements and support of the Vanderbilt Pre-operative Evaluation Center and Interventional Pain clinic employees and the patients they care for in addition to perianesthesia nursing statewide. She has presented multiple

times and has written articles for Tennessee Society of Perianesthesia Nurses



Jackson

(TSPAN) regarding Full Practice Authority legislation and potential implications and impact upon nursing and Tennessee residents.

Hamm holds a Master of Science in Nursing from Vanderbilt University School of Nursing and a Bachelor of Science in Nursing from Baptist Health Sciences University in Memphis.

Heather Jackson, PhD, APRN, FNP-BC, NEA-BC, was elected vice president. Jackson is administrative director of Advanced Practice for Vanderbilt-Ingram Cancer Center (VICC).

Jackson has served in different capacities at Vanderbilt since August 2006 when she started with Monroe Carell Jr. Children's Hospital at Vanderbilt as a nurse in the neonatal intensive care unit. As a practitioner, she cared for pediatric trauma and surgery

patients before joining the Vanderbilt Interventional Pain Clinic at One Hundred Oaks.



Copeland

Outpatient Neuroscience, Orthopaedics and Surgery.

Jackson holds a PhD in Nursing Science from Medical University of South Carolina in Charleston, a Master of Science of Nursing from Middle Tennessee State University and a Bachelor of Science in Nursing from University of Alabama at Birmingham.

Kerry Copeland, MSN, RN, CNRN, CRRN, NPD-BC, was elected director of education. Copeland is a nursing education specialist and primary nurse planner. Prior to joining Vanderbilt in 2017, she was education program manager for the Society of Critical Care Medicine.

Copeland has a Master of Science in Nursing Education from Lewis University in Romeoville, Illinois, and a Bachelor of Science in Nursing from Loyola University Chicago.

Before her being named to her current position last year, she was director for Advanced Practice for

## STEABAN PRESENTED WITH HONORARY ALUMNA AWARD

Robin Steaban, MSN, RN, RNEA-BC, chief nursing officer at Vanderbilt University Adult Hospital (VUAH), has been honored by Vanderbilt University School of Nursing (VUSN) with the school's Honorary Alumna distinction. The award was presented in a virtual celebration on Oct. 20.

Honorary Alumnus/Alumna is awarded in recognition of significant contributions to VUSN by an individual whose academic credentials were obtained elsewhere. This can be in clinical, political, academic or other setting.

"This is such an honor from the School of Nursing, which has contributed so much to the

strength of VUAH nursing," Steaban said. "Our partnership with the School of Nursing has been strong and mutually beneficial in advancing the profession of nursing in both organizations. I am humbled and deeply grateful."

In presenting the award, VUSN Alumni Association President Hannah Lowe, DNP, RD, praised Steaban for her leadership over multiple committees and groups at Vanderbilt that place nurses and nurse practitioners in roles



Steaban

that improve patient care and drive operational change across a multitude of clinical areas.

Nominations for the Vanderbilt School of Nursing Alumni Association Awards are made by Vanderbilt alumni, friends and faculty. Honorees are selected by the VUSN Alumni Board in consultation with the school's dean, Linda Norman, DSN.

"I offer my warmest congratulations to Robin for this well-deserved award," said Marilyn Dubree, MSN, RN, NE-BC, VUMC Executive Chief Nursing Officer. "She has exemplified what it means to be a Vanderbilt nurse, and I am proud to work alongside her."

## AMIA HONORS REALE WITH HARRIET W. WERLEY AWARD

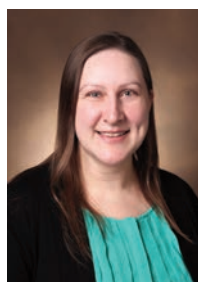
Carrie Reale, MSN, RN-BC, can informatics nurse specialist in the Center for Research & Innovation in Systems Safety (CRISS), recently received the Harriet H. Werley Award from the American Medical Informatics Association (AMIA).

The award "honors a nurse who is the first author of a paper presented at the AMIA Annual Symposium that is judged to be of exceptional scholarship and contribution to the advancement of nursing science through informatics," according to the AMIA.

Reale is the first author on the paper, "User-Centered

Design of a Machine Learning Intervention for Suicide Risk Prediction in a Military Setting." The paper was presented at the 2020 AMIA Annual Symposium, held virtually from Nov. 14 to 18.

Reale's presentation was part of a broader study aiming to deploy a machine learning algorithm to predict the risk of a suicide attempt using electronic health record data. The research seeks to augment current detec-



Reale

tion strategies such as face-to-face screening.

"I'm honored to receive this award and to have the opportunity to collaborate with my talented colleagues in the Department of Biomedical Informatics who helped make this work possible," Reale said.

"The EBP & Nursing Research office is so very proud of Carrie and this example of interprofessional collaboration," said Catherine Ivory, PhD, RN-BC, RNC-OB, senior director of Nursing Research.

Reale is a graduate of Vanderbilt University School of Nursing.