

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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ADVANCED PRACTICE BURNOUT STUDIED

In one of the first studies to document burnout among advanced practice registered nurses (APRNs) and physician assistants (PAs), Vanderbilt researchers examined causes and solutions.

The results were recently published in the *Journal of the American Association of Nurse Practitioners*. Researchers sent surveys to every APRN and PA at Vanderbilt — 1,014 of them, said April Kapu, DNP, APRN, associate nursing officer for VUMC Advanced Practice and director of the Office of Advanced Practice.

The 78-question survey “examined perceptions of wellness, inclusion, social support, personal coping mechanisms and status of burnout.”

Forty-four percent responded. Of those, 59% said that they either experience burnout or formerly experienced burnout. Forty percent said they weren’t burned out, and 33% said they were.

The study found two leading causes of burnout — workload and limited opportunities for professional growth and development. Patient volumes and acuity are increasing at a rate higher than staffing, putting more stress on clinicians.

“It is definitely something that we’re seeing more and more as health

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Happy New Year! I hope you all enjoyed the holidays and are rested and ready for another year of nursing excellence at Vanderbilt.

In this issue, we spotlight one of the first studies to document burnout among advanced practice registered nurses and physician assistants. The data derived from the study will help shape our efforts to build resilience and wellness in our nursing workforce.

One of the ways we support each other is recognizing and celebrating a job well done.

I encourage you to nominate an outstanding colleague for our annual Nurses Week Awards and Recognition, which is held in May.

In this issue, we recognize the latest round of recipients of The DAISY Awards. These nurses represent excellence throughout our hospitals and clinics. It is a pleasure to work with you all.

Enjoy this issue,

ADVANCED PRACTICE BURNOUT STUDIED
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care institutions are more and more economically challenged," Kapu said. "We're seeing a lot of the workload fall to clinicians, and advanced practice nurses are a big part of that clinician workforce."

Many previous studies have shown the deleterious effects of burnout, including job dissatisfaction and poor quality of life, leading to a decline in patient outcomes.

Survey participants were asked to identify solutions to burnout, which fell into four main categories — supporting self-care, career development, leadership support and creating community.

The task force that organized the study is now addressing potential interventions to build resilience, Kapu said.

The Nursing Executive Board recently voted to approve

a clinical advancement model for advanced practice professionals, and provider/patient ratios are being studied to align those with best practices.

"We looked for opportunities to see where we could work

together with the physician groups and others on interprofessional approaches to address burnout," Kapu said.

One of those was a website with resources developed by Jim Kendall, LCSW, CEAP, manager of Work/Life Connections.

It can be found at <https://www.vumc.org/health-wellness/your-well-being-navigator>.



Kapu

Other suggested solutions include creating "Zen spaces where people could go and take a break from the stress that they're experiencing and just have a moment of calm in a quiet room," along with yoga breaks, massages and pet therapy, Kapu said.

The study said that more research is needed on the factors of burnout for advanced practice professionals.

"Nurses provide compassionate care to our patients and families, but we must not forget that self-care is also a very important priority," said Marilyn Dubree, MSN, RN, NE-BC, Executive Chief Nursing Officer.

"This research will help leadership to bolster our efforts to better support our fellow nurses and encourage resilience throughout our careers."

NOMINATIONS SOUGHT FOR NURSES WEEK AWARDS AND RECOGNITION

Vanderbilt nurses are invited to nominate an outstanding colleague for recognition during the 2020 Nurses Week Awards and Recognitions, to be held in May.

Nominations may be made in nine categories, with 12 total awards. The Rosamond Gabrielson Staff Nurse of the Year will be awarded to a recipient in each entity — Vanderbilt University Adult Hospital, Monroe Carell Jr. Children's Hospital at Vanderbilt, Vanderbilt Psychiatric Hospital and The Vanderbilt Clinics.

The other eight award categories are: Rebecca Clark Culpepper Education and Mentorship, Jerita Payne Advanced Practice Registered Nurse of the Year, Licensed Practical Nurse of the Year, Nursing Professional Development, Nancy Wells Nursing Research & Evidence-

Based Practice, Team, Adrienne Ames Transformational Leader, and Friend of Nursing.

A group or an individual may make nominations and individuals may nominate themselves. The nominator does not have to be a nurse; anyone can nominate.

The nominator will be asked to describe and demonstrate the excellence of the person being nominated using key criteria. The more examples provided, the stronger the nomination.

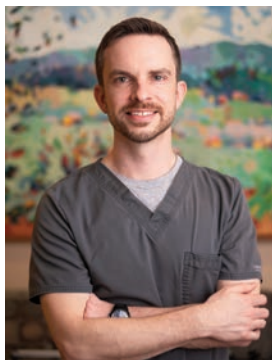
The deadline for nominations is 11:59 p.m. on Feb. 4. Award criteria and nomination forms can be found at <https://www.vumc.org/vanderbilt-nursing/nurses-week-celebrations>. Nominations may only be made by VUMC staff and login is required.

SPOTLIGHT ON DAISY AWARD RECIPIENTS



Jennifer Baldwin, RN
Unit: Medical Infusion Clinic
Entity: Vanderbilt Adult Clinics

From the nomination: "The pharmacy was closing and there were post-chemo meds I had to take and (my husband) had my wallet and money with him! Jenny Baldwin, RN, was my nurse that day and when she realized what was going on and saw the stress and fear in my eyes of trying to figure out how to get the medications, she said, 'Don't worry about that! You just focus on you right now. I will go get your medications and pay for them and when your husband gets back, we can square things away then.' It was only \$15, but it felt as though she was giving me the world at that moment and like she had taken such a weight off of me."



Carter Wamp, RN
Unit: Surgical Intensive Care Unit
Entity: Vanderbilt University Adult Hospital

From the nomination: "My son has a neurological condition that has left him mostly paralyzed, blind and in pain. He was having a very frustrating day with therapy and was feeling as if the doctors were giving up. Carter was so kind and compassionate. All day he had explained everything he did to my son, asking him for permission before he did anything – just making sure he felt that he mattered and still had some control in his life. But when my son had just had it and started crying, Carter stopped everything he was doing and came in and just talked to him and calmed him down. He was also the one to suggest some type of anxiety management with the doctors. This has really helped my son."

SPOTLIGHT ON DAISY AWARD RECIPIENTS

Kayla Felker, RN

Unit: Adult 1

Entity: Vanderbilt Psychiatric Hospital



From the nomination: “Kayla, from day shift, was my assigned nurse multiple times during my stay at Vanderbilt Psychiatric Hospital. Not only was she very kind to me during my stay, she was attentive, compassionate and patient. She made herself available to me as often as I needed her, and was very knowledgeable when it came to my treatment plan. She always had a smile on her face, and treated me with dignity and respect. I never felt as though I bothered her. She made sure I was comfortable and reassured me I was safe. She also was very kind to my family, and made it a point to be available to them and myself when needed.”



Kaitlyn Henderson, RN

Unit: Pediatric Intensive Care Unit (PICU)

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

From the nomination: “By far she has been my favorite nurse that has been taking care of my daughter. She is very gentle with her any time she checks her or moves her. She keeps a close eye on my daughter and is very observant about what she does and how she reacts. She always answers any questions I have for her. She keeps me updated on everything she is going to do before she does it. She is very helpful with everything. She has been caring, asking me if I may need something too to make sure I am also taken care of and making sure I know where stuff is here if I may need anything.”



WANT TO NOMINATE A NURSE?

Scan the QRcode or go to www.VUMCDAISY.com.

