

# NURSING

VANDERBILT UNIVERSITY  
MEDICAL CENTER

Transforming patient care through professional practice

January 2022



A newsletter  
from the office  
of the Executive  
Chief Nursing  
Officer

Marilyn Dubree,  
MSN, RN,  
NE-BC

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## NEW BENEFIT WILL PAY STUDENT LOANS

The average nursing student has \$30,000 in student loan debt. That's why Vanderbilt University Medical Center (VUMC) will offer a student loan repayment program for direct care nurses, starting in early 2022.

VUMC will contribute \$500 monthly toward undergraduate student loans for direct care registered nurses (RNs), including nurse residents, in good standing at all VUMC clinics and hospitals and Vanderbilt Home Care Services (VHCS). Nurses can qualify for the reimbursement program after just three months of employment with VUMC.

Eligible direct care nurses can participate in this program for four years or until they leave their role as a VUMC employee. This means nurses can reduce their debt by up to \$24,000 while enrolled.

In the short term, this investment in VUMC's nursing workforce is expected to bolster recruiting, improve retention, encourage diversity and boost productivity. In the long term, it will enable nurses to save money that can be used in other ways — purchasing a new home, starting a family or investing in retirement.

"Our nurses have told us that rising student debt is a major concern for them," said Executive Chief Nursing Officer Marilyn Dubree, MSN,

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Happy New Year! We have some wonderful news to share in this issue.

First, it is my pleasure to announce the VUMC Student Loan Repayment Program. This new benefit will soon be available to all direct care nurses with undergraduate student loans. For eligible nurses, VUMC will contribute \$500 monthly to help pay off student loan debt.

We are pleased to offer this benefit because we understand how the burden of student debt affects our workforce. This is

intended to help recruit and retain great nurses and continue to make VUMC the employer of choice. More details are above.

Also in this issue, you will read about our latest group of recipients of The DAISY Awards. Their stories never fail to inspire me. Please join me in congratulating them.

Enjoy this issue,

RN, NE-BC. “This is true both for our new nursing residents and nurses who have been here for a while but are still paying off student loans. We know that once our nurses really get to know VUMC and the community, they tend to stay. This program will give more people the opportunity to build a career at VUMC without the burden of debt.”

Mamie Williams, MPH, MSN, RN, FNP-BC, senior director of Nursing Diversity and Inclusion, said the benefit will help make Vanderbilt a more diverse workplace.

“The student loan burden has greater impact on minority nurses who tend to graduate from college with substantially higher student loan balances,” she said. “The loan repayment

program will make VUMC a more attractive option for direct care nurses, especially nurses from diverse backgrounds.”

Chris Wilson, MSN, RN, senior director of Nursing Education and Professional Development, who helped develop the program with VUMC Human Resources, said the benefit furthers VUMC’s longstanding commitment to helping staff progress academically. “There are so many staff that can benefit,” she said.

The benefit is exclusively for loan debt for undergraduate loans for nursing degrees (ADN, BSN), completed at any time. Graduate loans are not eligible for this program. Staff members who participate commit to one year of full-time

employment with VUMC or VCHS following the last loan payment from VUMC.

“We are excited to be able to help address the financial well-being of our direct care nurses by adding one of the most popular new benefits to our total rewards program,” said Chief Human Resources Officer Amy Schoeny, PhD. “As an academic medical center with a deep commitment to learning, this gives us another way to set VUMC apart as a great place to work and grow a career.”

For more details about how this new benefit works and who is eligible, please visit the Nursing Student Loan Repayment page at [hr.vumc.org/benefits/nursing-student-loan-repayment](http://hr.vumc.org/benefits/nursing-student-loan-repayment).

## WINDOWS 7 WORKSTATIONS NEED TO BE UPDATED

Microsoft is no longer supporting its outdated Windows 7 operating system. To ensure the security of our workstations and in support of the broader ExpeditionTech Program, VUMC IT and Vanderbilt Enterprise Cybersecurity are migrating all workstations to the Windows 10 operating system. As a result, all workstations running Windows 7 are

impacted.

The F5 VPN service is no longer supporting Windows 7 workstations; therefore, it is a security risk to allow them to connect to our network. Beginning immediately, workstations running the Windows 7 system will be unable to connect to the VUMC network using the virtual private network (VPN) service.

Beginning in January of 2022, VUMC IT will begin replacing the last identified administrative workstations currently running Windows 7. To determine whether your workstation is running Windows 7 and to learn more about how to complete the transition, please visit <https://www.vumc.org/it/windows10>.

# SPOTLIGHT ON DAISY AWARD RECIPIENTS

**Debbie Dawes, RN**

**Unit: 1 West Medicine/ COVID**

**Entity: Vanderbilt Wilson County Hospital**



**From the nomination:** “I received a call this morning from a patient who was here three weeks ago. She called to brag on staff and mentioned Debbie Dawes by name. She said a large part of why was still here today to make the call was due to Debbie. Apparently, the patient was extremely depressed, tired of being sick, and felt like a burden on her family. She said her full intent was to commit suicide after being discharged. She said Debbie was her nurse on 2N the day she (the patient) was having these thoughts. She told me that Debbie was very caring and pulled up a chair just to let her vent, even though she never expressed her suicidal ideations. The patient said after having Debbie that day, her entire outlook changed, and she no longer thought about doing herself harm after being discharged.”



**Sarah Kelly, BSN, RN**

**Unit: Pediatric Intensive Care Unit**

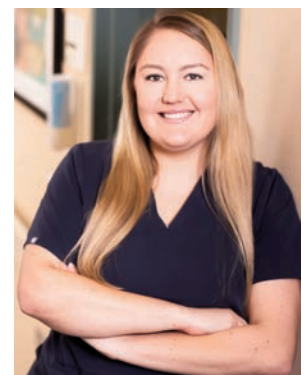
**Entity: Monroe Carell Jr. Children’s Hospital at Vanderbilt**

**From the nomination:** “Our son was in a horrific ATV accident over the July 4th holiday. The PICU team went above and beyond in exceeding all expectations during this tragic time. Sarah was exceptional in her communication throughout the entire ordeal. ... We were forced to make the hardest decision we've ever had to make in taking him off of life support and donating his organs. Sarah was there for every emotion, and patiently explained everything so that we understood even if it took multiple times explaining.”

**Ashley McNeil, RN**

**Unit: Plastic & Cosmetic Surgery**

**Entity: Vanderbilt Adult Ambulatory Clinics**



**From the nomination:** “I was at my follow-up appointment for breast reduction and tummy tuck surgery, and it was the day I was getting one of my drains pulled. ... My body had a different idea and proceeded to pass out, have seizure-like activity, and super low blood pressure. ... After a while, I started to feel better and get a little color back and I had decided I was good enough to leave and go have that lunch. Ashley had another plan. I was going to the ER! ... Ashley's gut feeling was right! Had she not basically made me or pleaded with me to go to the ER, I would have went home and these clots would have went undetected. It could have been fatal. That is a very serious diagnosis, and I will forever say that Ashley saved my life.”

# SPOTLIGHT ON DAISY AWARD RECIPIENTS

**Peyton Meeker, LPN**

**Unit: Medical Telemetry Unit**

**Entity: Vanderbilt Tullahoma-Harton Hospital**

**From the nomination:** “Peyton is a diligent worker and always delivers excellent patient care. He is proactive in his work, and always strives to go above and beyond for each patient. We appreciate Peyton and who he is as a nurse, employee and person.”



**Rheda Robeson, RN**

**Unit: Labor & Delivery**

**Entity: Vanderbilt University Hospital**

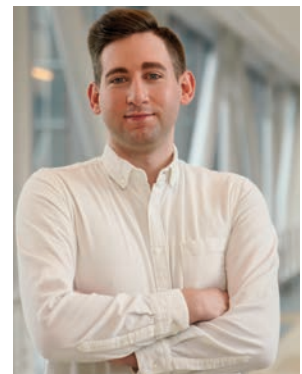
**From the nomination:** “The pushing had started, and the pain was unreal. Rheda was there to my left the whole time comforting me. [My child’s] head was there, almost out, but her shoulder was stuck. They explained to me that they could potentially have to break her collar bone to get her out safely. Shortly after, more doctors and more nurses rolled in. I knew it couldn’t be good. I looked up at Rheda as she held my hand, and she was saying ‘you got this, mama’ over and over again. She kept the encouraging words coming. Out came our sushi roll baby, but it was not over. My placenta was stuck to my uterus ... I was in a panic, but Rheda, still there, still comforting me, still being the angel that God asked her to be.”

**Jody Rochon, BSN, RN**

**Unit: Neurological Intensive Care Unit**

**Entity: Vanderbilt University Hospital**

**From the nomination:** Jody has provided excellent care to my father, who recently had a stroke. He’s been kind, thorough, compassionate and highly competent. As soon as I arrived in the room, he introduced himself and took the time to answer my questions. ... I was so impressed with Jody’s professionalism and overall behavior. ... He has provided my daddy and our family with the upmost care and compassion. Jody has displayed CREDO behavior and we have been incredibly impressed with him.”





# SPOTLIGHT ON DAISY AWARD RECIPIENTS



**Jodie Wickenheiser, BSN, RN**

**Unit: Reproductive Endocrinology & Fertility (REI) Clinic**

**Entity: Vanderbilt Adult Ambulatory Clinics**

**From the nomination:** "My nomination is for Jodie, who has been part of my infertility journey since it began. My nomination isn't from one inpatient stay or outpatient experience, it spans more than two years of dedication and care that is both remarkable and overwhelming to describe. ... She is the cheerleader, the comforter and the nurse you hope to see when you arrive at the REI clinic. ... Jodie manages to make

it feel like you are her primary concern, always. And she does this for many. My heartfelt thanks to Jodie (and all the REI clinic providers) for the care I have received there!"



**WANT TO NOMINATE A NURSE?**

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



## PRINTERLOGIC SIMPLIFIES PRINTING CAPABILITIES

To support the ExpeditionTech program and our enterprise migration to more modern and secure technology, the ExpeditionTech team will convert existing VUMC IT-managed printers to PrinterLogic, for both clinical and administrative systems in the coming weeks.

The rollout impacts all VUMC IT-managed printers, as well as both shared and stand-alone workstations with current mapping to a printer.

The move to PrinterLogic will:

- Establish an enterprise print management solution for

VUMC

- Help every VUMC workforce member get easier access to printing.
- Enable easy management of printers from your workstation.
- Ensure Azure-Active Directory-joined Windows 10 devices maintain existing print capabilities.

This is the timeline for the PrinterLogic rollout:

- Migrations started in late 2021 with enterprise deployment expected by identified groups throughout 2022. See the PrinterLogic Rollout Schedule to determine when

your area is moving:

<https://www.vumc.org/it/sites/default/files/PrinterLogic%20Rollout%20Schedule.PNG>

- See the Enterprise Print Management & PrinterLogic Overview for an overview of the initiative, what to expect, and workforce benefits: <https://www.vumc.org/it/sites/default/files/ET-Print-PPT-One%20Page%20Overview.pdf>

If you experience an issue with your printer, contact the VUMC IT Help Desk at 615-343-HELP (4357) or submit a Pegasus Ticket to <https://pegasus.vumc.org>.