

NURSING

VANDERBILT UNIVERSITY
MEDICAL CENTER

Transforming patient care through professional practice

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A newsletter
from the office
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Chief Nursing
Officer

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Spotlight on DAISY Award recipients

NURSE RESIDENT COHORT LARGEST EVER

Vanderbilt University Medical Center's Nurse Residency Program is facing a unique challenge this summer — welcoming more than 350 nurse residents, its largest cohort ever, while drastically altering the program to respond to the COVID-19 pandemic.

VUMC's Office of Nursing Education and Professional Development was in the middle of interviewing more than 1,300 applicants for the highly competitive program in March when the pandemic hit. Suddenly, interviews shifted to a virtual platform requiring interviewers and candidates to adapt. Licensure and testing requirements have been adjusted as students suddenly weren't able to meet requirements due to COVID-19-related delays.

"Our nurse residents are coming from 38 states and Washington D.C. and 136 different nursing programs," said Susan Smith, MSN, RN, NPD-BC, FNP, director of the Nurse Residency Program.

"Each of them uniquely had an experience in the last few months that changed their final clinical experiences, their graduation and the end of their nursing education career."

VUMC's 12-month Nurse Residency Program supports new RNs as

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Welcome nurse residents! Our largest cohort ever is joining us this month. I know you will join me in making them most welcome. Our nationally-recognized program brings the best and brightest nurses from around the country right here several times a year. Please read more details on this page.

In this issue, we spotlight another remarkable group of recipients of The DAISY Award. We have been receiving so many nominations for nurses in our Cancer Clinic that our Adult Ambulatory Clinics are now

awarding two awards each quarter — one from the Cancer Clinic and one from another clinic.

Thank you again for your continued efforts during the COVID-19 pandemic. I am very proud of your contributions in so many areas of the Medical Center. It is my great pleasure to work alongside you every day.

Enjoy this issue,

NURSE RESIDENT COHORT LARGEST EVER
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they transition from student to professional nurse. The program, which began in 2008, supports the development of 300 to 500 effective, competent and committed nurses each year. Nurse residents are asked to make a two-year commitment to VUMC.

As VUMC prepares to welcome the new nurse residents on July 20 and July 27, it is anticipating a much different onboarding experience.

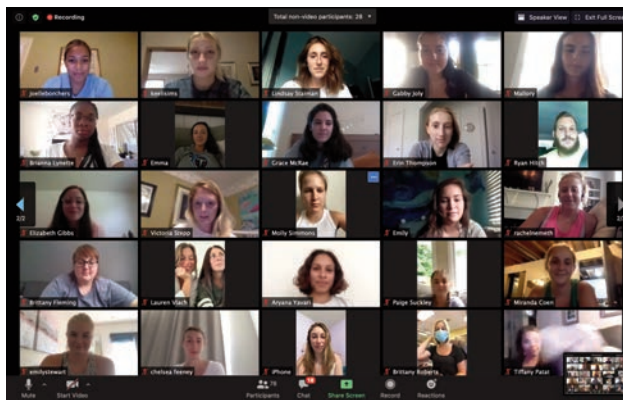
Normally, the cohort would be welcomed and spend a week together, bonding and learning the foundations of VUMC, before splitting into different entities and departments.

This year, the group will be welcomed with blended in person and virtual sessions. In-person orientations have been staggered so no more than 25 nurse residents are together at once. Groups will meet at different times, in person and virtually. When together, all nurse residents will wear masks and practice appropriate social distancing.

Many of the connections that are so important for new nurse residents have formed over a private Facebook group that they were invited to join.

“There are a lot of activities

to build that community virtually, so that when they’re together in person, they recognize each other and build relationships,” Smith said.



A heavy dose of virtual meetings helped VUMC's Nurse Residency Program welcome its largest cohort ever — more than 350 nurse residents.

Smith acknowledged that many of the nurse residents, most of whom recently received undergraduate degrees, are anxious about the new reality of the virus.

“As a team, we’ve been doing open office hours virtually for them, letting them call in on Zoom and ask questions of us as a program as well as sending frequent communication via email with updates,” she said.

Adapting an established program on the fly has been challenging, but its longstanding structure and support from leadership has made the job easier, Smith said. Just last year, the program was accredited with distinction as a Practice

Transition Program by the American Nurses Credentialing Center’s Commission on Accreditation in Practice Transition Programs.

The process to receive the accreditation solidified a structure that made the transition smoother, she said.

The program’s structure gives nurse residents specific education and skills training to assist them in developing effective decision-making,

sound clinical judgement and professional performance.

Professional development workshops incorporate evidence-based practice to strengthen the nurse resident’s commitment to professional nursing as a career choice and target specific transitions in the first year of practice as a nurse.

Residents are recruited to staff units in each of Vanderbilt Nursing’s four entities — Vanderbilt University Adult Hospital, Monroe Carell Jr. Children’s Hospital at Vanderbilt, Vanderbilt Psychiatric Hospital, and, new this year, Adult Ambulatory Clinics. Five residents will begin this year in the latter entity.

SPOTLIGHT ON DAISY AWARD RECIPIENTS



Valerie Matthews, MSN, RN, CBN

Unit: Surgery Patient Care Center

Entity: Vanderbilt Adult Ambulatory Clinics



From the nomination: “Valerie is truly amazing. She takes phone calls and manages the SWL Facebook page being there to support her patients, like myself, filter content to assure it is supportive and runs a support group in Hendersonville in her own time, unpaid and off the clock. This is a true example of going above and beyond, not for personal gain but because surgical weight loss patients don't always have a crisis Monday to Friday, 8-5, but it can happen any time of day or night any day of the week and for this, Valerie needs to be recognized. If it weren't for these extras not as many people would be as successful even with the tools SWL gives us. Thank you, Valerie. Your actions do not go unnoticed!”



Sophia Fickel, BSN, RN

Unit: Cancer Infusion Center

Entity: Vanderbilt Adult Ambulatory Clinics

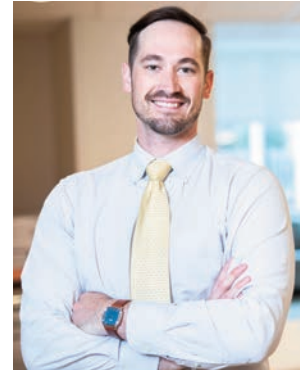
From the nomination: “We came into the clinic exhausted, mentally shot, and unaware of what to do next. Sophia took the time to listen, to talk to us and give us incredible advice in our time of need. She didn't have to, but she did it anyway. She regularly checked up on us, offering us food and drinks and blankets, and just to talk. All whilst being pregnant! Pregnant and working in a hospital during the time of COVID-19. In my humble opinion, she exemplifies everything great about nurses. She should be lauded and praised and held up as the moral exemplar for all nursekind. Her kindness, her manner, her grace and efficiency all shine bright in these darkest of hours. Thank you Sophia! You're one in a million.”

SPOTLIGHT ON DAISY AWARD RECIPIENTS

Jordan Smith, BSN, RN

Unit: Eighth Floor Pod A, MRB IV

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



From the nomination: "Jordan has been a joy to work with and know. His first-hand knowledge of diabetes has been a godsend to my recently-diagnosed daughter. During her clinical drug trial, he gave us all the information we needed, was incredibly patient and has been responsive to all communications. Of special note are two things:

1. Even though he did not have to do so, Jordan took the time to help my daughter 'install' her first Dexcom Continuous Glucose Monitor. He showed her videos, talked her through it and explained how he had been doing so for years. Taking the time out of his crazy research schedule to help her out was really exceptional.
2. We had to return to the adult CRC for bloodwork. True to form, Jordan was wonderful. We had to come back to the CRC because of something forgotten, and when he entered the room, my daughter ambushed him with a snowball! He laughed so hard and said, 'That was awesome!' What an incredible way to make a teenager feel special."



Rachel Peladeau, RN

Unit: Labor and Delivery

Entity: Vanderbilt University Adult Hospital

From the nomination: "I was nervous to have my baby. I was nervous to show up at my own place of work as a patient instead of being the nurse. I have never been on the other side before. How do those beds feel on my own back? What does IV placement feel like on the other side? I had so many questions. Even more so, I had never had a baby before and was only relying on my nursing education for the next 24 hours of labor and delivery. But I didn't have to rely on myself, because Rachel was there with her expertise and skills ready for me! Nurses don't nurse for the credit. It's not who we are. But the truth is that Rachel Peladeau does amazing things every day regardless of anyone noticing, and she deserves the credit."



WANT TO NOMINATE A NURSE?

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

