

May/June 2023



A newsletter
from the office
of the Executive
Chief Nursing
Officer

Marilyn Dubree,
MSN, RN,
NE-BC, FAAN

ADDRESS HIGHLIGHTS WORK OF NURSES

In her 2023 State of Nursing Address, Executive Chief Nursing Officer Marilyn Dubree, MSN, RN, NE-BC, looked back on another extraordinary year as nearly 9,000 Vanderbilt nurses cared for patients and families and the health system continued to grow.

Dubree's May 23 address to nurses throughout the enterprise in person and online was part of VUMC's ongoing recognition of National Nurses Month, which honors the 200th birthday of Florence Nightingale, considered the founder of modern nursing. C. Wright Pinson, MBA, MD, Deputy CEO and Chief Health System Officer, offered introductory remarks.

"Celebrate and reflect on the incredible work that you do," Pinson said. "In the face of the ever-evolving health care landscape, nurses have consistently been at the forefront, providing the vital care, support and comfort to those in need. From the patient side to the community, nurses serve as the heart and soul of the health care system."

In her address, Dubree was frank about the challenges facing nursing and health care today, but said nurses have always met them.

"This year has been a testament to the qualities which make a Vanderbilt nurse — compassion, competency, resilience, and a steadfast commitment to excellence," she said.

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I hope each of you took a moment to celebrate yourselves during Nurses Month in May!

In this May/June issue, we share highlights of the Nursing Honors award recipients and feature an article about the State of Nursing Address. These nurses represent the very best of Vanderbilt nursing throughout our hospitals and clinics.

In nurse wellness news, we extend a warm welcome to our new director of Nurse

Safety & Well-being, Sarrah Spohnholtz, MSN, RN and kudos to Mamie Williams, PhD, MPH, RN, FNP-BC, senior director of nursing diversity for her appointment as co-chair of the American Nurses Association's Healthy Nurse, Healthy Nation advisory committee.

Enjoy this issue,

Since the onset of COVID-19 three years ago, nurses have faced patient care challenges as well as personal impacts of the pandemic. They've done this despite a national shortage of nurses and other team members. They've adapted to new tools and new technologies to care for the patients we serve.

In the meantime, Nashville and Middle Tennessee continue significant growth, and Vanderbilt continues to expand its physical footprint to care for those patients.

To meet these challenges for nurses, Vanderbilt has partnered with community organizations, academic institutions, and is reaching out to high schools to cultivate interest in health care and nursing. Scholarships, tuition reimbursement programs, targeted recruitment incentives and a nursing tuition reimbursement program are in place to reduce the burdens of student debt for nurses.

"We've evolved our comprehensive orientation programs, preceptor initiatives and our mentorship opportunities that will provide guidance, support and a nurturing environment for growth," she said.

Dubree said VUMC is at the forefront of designing new care delivery models, collaborative teams and advancing shared governance models that empower nurses.

"Each team member plays a vital role in providing comprehensive and patient-centered care," she said. "Every individual brings their unique skills and their expertise to our work, and they must be able to work to the top of their license and education to bring the best of that to our patients."

Another important initiative is enhancing the safety and well-being of nurses.

"We must work diligently every day to make sure that we make this environment as safe as possible for those who are called to do this work," she said. "We recognize that nurses are at the front line of care, often facing physical and emotional demands that can and do impact their overall well-being. We are committed to creating a culture of safety, providing the necessary resources, support and systems that ensure our nurses feel protected."

Dubree acknowledged one of Vanderbilt Nursing's major accomplishments in the last year, attaining the fourth

Magnet designation from the American Nurses Credentialing Center (ANCC). Magnet is the highest honor an organization can receive for the provision of nursing care and interprofessional collaboration.

The address included a recorded tribute from Pete Weber, sportscaster for the Nashville Predators, saluting nurses who cared for him. Weber credits his nurses for doing the diagnostic tests that pinpointed his condition, leading to two surgeries, the most recent one to place a shunt into his brain, restoring his balance and ability to walk.

"The nurses were there when I had difficulty, and I could lean on them. They gave an extra hand when I needed it. They were very vigilant watching me so very carefully, and I'm so grateful," Weber said.

"We're so grateful to Pete for sharing his story and his experience," Dubree said. "His affirmation of Vanderbilt Nursing resonates for me for so many reasons.

"I'm so grateful to you and have confidence in the work that you will do in the future; thank you so much for joining us today."

2023 NURSING HONORS

Rosamond Gabrielson Staff Nurse of the Year

Vanderbilt University Hospital

Jasmine Harrell, BSN, RN, Staff RN, Emergency Department C-Pod



Harrell



Gobbell

Monroe Carell Jr. Children's Hospital at Vanderbilt

Kathleen Gobbell, BSN, RN, Holding Room(HR)/Post-Anesthesia Care Unit (PACU)



McAfee



Hearington

Vanderbilt Behavioral Health

Melanie McAfee, RN, Child & Adolescent (C/A) Unit

Vanderbilt Adult Ambulatory Clinics

Joanna Harington, RN, Vanderbilt Orthopaedics, Hand and Upper Extremity Care



Young



McAnly

Vanderbilt Bedford County Hospital

Kayla Young, RN, Critical Care Unit

Vanderbilt Tullahoma-Harton Hospital

Michael McAnly, RN, Interventional Radiology Nurse, Radiology



Griffin

Vanderbilt Wilson County Hospital

Dorothy Griffin, RN, Behavioral Health

2023 NURSING HONORS

Rebecca Clark Culpepper Education & Mentorship

Mary Ann Jessie, PhD, RN, Associate Professor; Assistant Dean for Academics, Generalist Nursing Practice, Vanderbilt University School of Nursing



Jessie

Nancy Wells Research and Evidence-Based Practice

Melissa Hill, RN, Neonatal Intensive Care Unit (NICU), Monroe Carell Jr. Children's Hospital at Vanderbilt



Hill

Adrienne Ames Transformational Nursing Leader

Jeanne Yeatman, BSN, MBA, RN, MOM, CMTE, EMT, Chief Nursing Officer, Vanderbilt Wilson County Hospital



Yeatman

Jerita Payne Advanced Practice Nurse of the Year

Kaitlyn Chapin, MSN, RN, CCTC, AGPCNP-BC, APN Team Lead, Transplant Clinical Services, Vanderbilt Transplant Center



Chapin

Nursing Professional Development

Meghan Luebbert, MSN, RN, CPNP-PC, Nursing Education Specialist, Monroe Carell Jr. Children's Hospital at Vanderbilt



Knostman

Friend of Nursing

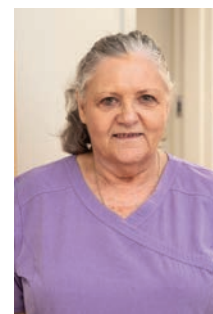
Molly Knostman, PharmD, MHA, Executive Director, Inpatient Pharmacy Operations, Vanderbilt University Hospital



Luebbert

Licensed Practical Nurse of the Year

Rita Raines, LPN, Medical Specialties Clinic, Vanderbilt Adult Ambulatory Clinics



Raines

Team Award

Autism diagnosis quality improvement program team:
Holly Miller, MSN, APRN, CPNP-PC
Laleh Bahrami, MD
Tori Foster, PhD
Cara (Theoret) Miller, MD
Abhi Ganesh, DO
Jeffrey Hine, PhD



Team Award

DIRECTOR OF NURSE SAFETY AND WELL-BEING NAMED

Sarra Spohnholtz, MSN, RN, has been named director of Nurse Safety and Well-being at Vanderbilt University Medical Center.

In the newly-created role, Spohnholtz will collaborate with VUMC nurses, the health care workforce, Occupational Health & Wellness, and leadership teams to cultivate an environment in which VUMC is a leader in workplace wellness for nursing. She will focus on addressing mental health, physical well-being, and occupational safety to facilitate a setting where nurses thrive and provide the highest quality care.

Spohnholtz joined VUMC in 2020 as a night shift nurse in the C Pod of the Emergency Department. She progressively assumed a charge nurse role



Spohnholtz

and then an assistant nurse manager role, demonstrating her dedication to providing exceptional patient care while fostering a culture of empathy and collaboration among her peers.

Prior to joining VUMC, Spohnholtz worked as a registered nurse at Mercy Hospital and Medical Center in Chicago on its COVID unit, which was previously the Neurology step-down unit.

“Increasing mental health support, addressing workplace violence, and creating a positive community for us as nurses and a health care system has been my passion throughout each stage of my career,”

Spohnholtz said. “I am excited and blessed to be in a position that will have a direct effect on these initiatives.”

Spohnholtz holds a Master of Nursing Science degree from DePaul University and a bachelor’s degree in Community Health with a focus in Hospital Administration from the University of Illinois Urbana-Champaign.

“Sarra’s commitment to nurse safety and well-being is evident in her work to improve retention, enhance morale and elevate occupational standards,” said Executive Chief Nursing Officer Marilyn Dubree, MSN, RN, NE-BC, FAAN. “I am confident that Sarra’s expertise, compassion and commitment will positively impact the well-being of our nursing staff.”

WILLIAMS NAMED TO LEAD ANA WELLNESS COMMITTEE

Mamie Williams, PhD, MPH, MSN, APRN, senior director of Nursing Diversity and Inclusion at Vanderbilt University Medical Center, has been named co-chair of the American Nurses Association’s Healthy Nurse, Healthy Nation (HNHN) Advisory Committee.

According to the ANA, the HNHN committee’s goal is to broadly connect and engage individual nurses and partner



Williams

organizations to nurses, gather data, and to take action within six domains: physical activity, rest, nutrition, quality of life, safety, and mental health.

In addition, the committee aims to provide a web platform to inspire action, cultivate friendly competition, provide content and resources

to nurses, gather data, and connect nurses with each other, with employers, and with organizations.

While serving on the VUMC Nurse Wellness committee, Williams established a partnership with the HNHN initiative, which led to the organization inviting her to co-chair the advisory committee.

Williams has more than 25 years of nursing experience

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SPOTLIGHT ON NURSE WELLNESS

Kim Alfeldt, RN3 in the Holding Room/PACU at Vanderbilt University Hospital, has a plan to get nurses moving for wellness. She invites the whole unit, including nurses, care partners, medical receptionists and unit-based transporters, to participate in a step challenge. People with the most steps at the end of the month get a \$10 gift card to places like Panera and Starbucks, which are accessible on the VUMC campus.

It's a way to bring people together, she said.



Nurses in the Holding Room/PACU at Vanderbilt University Hospital are excited about their step challenge. From left, are participants Karen Moschella, RN, and Brianne Lovan, RN; and organizer Kim Alfeldt, RN.

"We're such a large unit, and we all work different schedules," she said. "I feel it's hard for us to get together as a whole unit, so I started doing a step challenge so that everybody could be involved and participate."

Alfeldt said the initiative has had a positive impact on staff.

"I think steps are good physically, mentally and even holistically," she said. "It doesn't matter if you walk 500 steps or if you run marathons. It's all about just what you can do and being healthy

for yourself. It's a journey, and everyone has their own personal journey for wellness."

To learn more about VUMC nurse wellness resources, visit <https://www.vumc.org/nurse-wellness>.

WILLIAMS NAMED TO LEAD ANA WELLNESS COMMITTEE continued from page 5

and has held progressive nursing roles at VUMC for more than 10 years. In 2021, she was named senior director of Nursing Diversity and Inclusion, in which she builds on efforts to create a sustainable system for diversity, equity and inclusion in nursing at VUMC, working within VUMC and engaging the wider community.

Williams formerly served as the founding co-chair of the VUMC African American Employee Resource Group, which aims to foster a feeling of inclusion, promote professional development, raise

awareness of relevant issues and is open to all employees. She credits her work as the co-chair of the VUMC Racial Equity Task Force as instrumental to her abilities to lead a disparate group of leaders to an innovative goal.

"By leveraging my experience and knowledge gained from working with the VUMC Nurse Wellness Committee, I can make a meaningful impact on a national level," Williams said. "I am honored to be asked to concentrate on improving the work environment for nurses across the country."

Williams holds a Doctor of Philosophy in Nursing from the University of Kansas, a Master of Science in Nursing from Tennessee State University and a Master of Public Health from the University of Illinois.

"Congratulations to Mamie on this important new role," said Executive Chief Nursing Officer Marilyn Dubree, MSN, RN, NE-BC, FAAN. "Mamie is truly a national leader in nursing, and I am so proud of her efforts to promote nurse well-being in this nationwide forum."

VUMC AMBULATORY NURSES CREATE DIABETES TOOLKIT

The VUMC Office of Health Equity (OHE) and nurses from Vanderbilt Adult Ambulatory Clinics collaborated with Charis Health Center in Wilson County to create a Diabetes Education Toolkit to better serve Charis' patient population.

Charis Health Center, located in Mt. Juliet, Tennessee, provides affordable primary care to those who don't have access to health insurance and are often homebound.

Charis volunteers will distribute the toolkits, which contain materials explaining diabetes, the steps to manage it and how to live with it. But that's not the end of it. Patients given the toolkit will be asked to perform an assessment before receiving the materials



Creators of the diabetes toolkit include, from left, Charis Health Center's Carolyn Moore and Lauren Smith and VUMC's Lindsay Miller, Lucy Leon, Bianca Sarr, Hannah Beddoe, Autumn Montgomery and Kimberly Burkeen.

and after, to see how well they retained the information. The patients and the educators will also be evaluated to see what's working well and what could be improved.

"The goal with this toolkit is to help these patients understand the disease process and how to prevent it from getting worse and prevent other complications," said Bianca Sarr,

RN, VUMC administrative nursing fellow.

Lindsay Miller, MSN, RN, NE-BC, associate nursing officer for VUMC Adult Ambulatory Clinics, said, "This project is a good example of how we can leverage our adult ambulatory nurses to help address our strategic priorities of promoting health equity within our communities."

PUN, ELY RECEIVE AACN PIONEERING SPIRIT AWARD

The American Association of Critical-Care Nurses (AACN) presented the research team of Brenda Pun, DNP, RN, FCCM, and E. Wesley Ely, MD, MPH, with its AACN Pioneering Spirit Award.

The award recognizes significant contributions that influence progressive and critical care nursing and relate to the AACN's mission, vision and values.

For about 20 years, Ely and



Pun



Ely

Pun have worked together at Vanderbilt's Critical Illness, Brain Dysfunction, and Survivorship (CIBS) Center. The center's team members work with patients who are, or

have been, critically ill and who have suffered from delirium and are at risk for long-term cognitive, functional and neuropsychological impairments. More information is available at the center's website, ICUdelirium.org.

Ely is an internist, pulmonologist and critical care physician who founded the center and now serves as co-director. Pun is an advanced practice nurse who serves as the center's director of data quality.