

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,
MSN, RN,
NE-BC

IN THIS ISSUE

Two recipients of Medical Assistant of the Year

Nurse Alerts relaunched to reach more nurses

MA Week declared in Tullahoma

BEST WORKPLACE FOR MEN IN NURSING

Vanderbilt University Medical Center has been recognized with the 2022 Best Workplace for Men in Nursing Award from the American Association for Men in Nursing (AAMN).

This is the third award for VUMC; the first was given in 2019 and the second in 2021. The AAMN is a professional organization that works to improve gender diversity and inclusion in nursing. VUMC received the award at the 47th annual AAMN Conference in Orlando, Florida, which was held from Oct. 20-22.

Criteria for the award included recruitment materials featuring men in nursing, strategic plans to increase gender diversity, historical evidence demonstrating an increase in the number of men in nursing and evidence of male nurse involvement. About 10% of Vanderbilt's nurses are male.

Among Vanderbilt's gender-inclusive policies is the parental leave policy that allows new fathers as well as mothers to receive two weeks of paid parental leave. Additionally, many male nurses chair boards and committees in our Shared Governance structure.

"At Vanderbilt, we welcome men in nursing on all units and at

continued on page 2

November is a month of Thanksgiving. As we prepare to get together with our friends and families, I would like to share my gratitude to work with you. We have had no shortage of challenges this past year, and I thank you for continuously meeting these challenges together.

This issue features plenty to be thankful about. First, VUMC just received the Best Workplace for Men in Nursing from the American Association for Men in Nursing for the third time. I am proud to stand with our Men in Nursing. Congratulations on this

great honor.

Also in this issue, you will read about the two winners of our Medical Assistant of the Year awards. Kudos to these fabulous MAs!

Last but not least, please read about the relaunch of our Nurse Alerts. I wish each of you and your families a very Happy Thanksgiving.

Enjoy this issue,

all levels,” said Marilyn Dubree, MSN, RN, NE-BC, Executive Chief Nursing Officer. “From the bedside to the board room, male nurses are a critical element of our Strategic Direction to Make Diversity and Inclusion Intentional. They are exceptional caregivers that make us all proud. Congratulations on this outstanding achievement.”

A contingent of male nurses throughout VUMC prepared an application for the award, including Avni Cirpili, DNP, RN, Chief Nursing Officer of Vanderbilt Psychiatric Hospital.

“To say I am pleased at receiving this award would be an understatement,” Cirpili said. “I am so proud of the men in nursing that I work with every day, and I am so pleased that they are being recognized for their efforts.”

While acknowledging a stigma around men in the nursing profession globally, VUMC strives to make diversity in its workforce intentional and has long included men who are committed to providing quality, compassionate care for patients and



Avni Cirpili, DNP, RN, center, Chief Nursing Officer of Vanderbilt Psychiatric Hospital, holds the 2022 Best Workplace for Men in Nursing Award from the American Association of Men in Nursing (AAMN.) Anderson Bottomy, MSN, RN (left) and Jeremy Crawford, MMHC, BBA, BSN (right) accompanied Cirpili to Orlando, Florida, to receive the award in October.

families.

Making Diversity and Inclusion Intentional is one of VUMC’s three strategic directions, along with Design for Patients and Families, and Discover, Learn and Share. Increasing diversity in all aspects of the workforce benefits team performance and patient care.

Vanderbilt’s male nurses continue to be regularly recognized with institutional awards, including The DAISY Award, Five Pillar

Leader Award and Credo Award. Male nurses hold leadership roles throughout the enterprise, including chairing or co-chairing dozens of unit boards.

“I am incredibly proud to stand with these men in nursing,” Dubree said. “Their diverse backgrounds not only help make Vanderbilt a preferred place to work, but they also improve care for our patients and families.”

TWO RECIPIENTS OF MEDICAL ASSISTANT OF THE YEAR

Vanderbilt University Medical Center has announced two recipients of the Medical Assistant of the Year awards for 2022.

Kimberly Hanna received the award for Monroe Carell Jr. Children's Hospital at Vanderbilt Outpatient Care, and Shelby Pate received the honor for Vanderbilt Adult Ambulatory Clinics.

They were chosen for demonstrating outstanding Credo behaviors, willingness to consistently exceed role expectations and dedication to patients, colleagues and the VUMC community. They were recognized during 2022 Medical Assistants Recognition Week, held from Oct. 17-21.

Kimberly is a medical assistant in the Vanderbilt Health Multispecialty Clinic in Jackson, Tennessee. She cares for mostly pediatric patients but also some adult patients and assists providers in specialties from cardiology to urology. Her job responsibilities include bringing patients to exam rooms, managing the flow of the clinic and administering vaccines.

"I love working for Vanderbilt," said Kimberly, who has been part of the clinic since 2020, and was previously

a medical assistant in Florida. "I love the fact that it's some-



Hanna



Pate

thing different every day. One day it might be cardiology; the next day is diabetes. It keeps you on your toes."

According to her nomination, Kimberly is "kind, professional and puts her patients and team members first.... She takes ownership in her role and exceeds expectations daily by her service to the patients, team and providers. She is the first one to volunteer, no matter the circumstance."

"Our clinics look forward to serving each child who crosses their threshold, and our medical assistants, such as Kimberly, are right there to help them get started or help them continue their journey," said Kathie Krause, MSN, RN, NNP-BC, NEA-BC, Chief Nursing Officer of Monroe Carell. "We could not do this work without their passion, dedication and commitment."

Shelby is a medical assis-

tant at Vanderbilt Primary Care Brentwood. Her job responsibilities include documenting patients' medical histories, getting them ready to see providers and scheduling for procedures.

"I love everything about my job," said Shelby, who started in the clinic in 1998 and com-

mutes from Columbia, Tennessee. "I love the relationships with the patients that we build. We get to know their families. You get to see things throughout, from the time they come in with the problem to the resolution of the problem."

According to her nomination, Shelby "takes it upon herself to provide exceptional support and service to her patients. She discerns quickly their individual needs and moves efficiently to provide key information, recommendations or direction."

"It is my pleasure to celebrate and recognize you for your hard work, dedication to patient care and commitment to your teams," said Michele Hasselblad, DNP, RN, NE-BC, vice president of Vanderbilt Adult Ambulatory Clinics.

MA Week declared in Tullahoma, story, page 4.

NURSE ALERTS RELAUNCHED TO REACH MORE NURSES

Vanderbilt Nursing has relaunched Nurse Alerts!, an email communication tool designed to provide timely updates on a variety of topics of interest to nurses.

The subscription email announcements, which were first launched in 2009, were relaunched in October 2022 to be inclusive of a larger email group, including VUMC's community hospitals. The relaunch grew the tool from 3,000 to 10,000 subscribers, said Crystal Jackson, MSN, RN, senior director of Nursing Education and Professional Development.

"I think it's a great, useful communication tool," Jackson said. "We're trying to get the word out."

Nurse Alerts! are not distributed on a regular basis, but only when important informa-

tion and updates are available. Subscriptions are limited to VUMC employees.

If you're not already signed up, you can do so with your VUNet ID and password by going to vanderbiltnursing.com and clicking on the "Employee Resources" tab and then "Nurse Alerts."

Here's the information you can expect to receive when you subscribe to Nurse Alerts!:

Professional Development

- Contact Hour Events.
- Shared Governance Learning Events.
- Nursing Research and Evidence-based Practice Events.
- Vanderbilt Professional Nursing Practice Program (VPNPP) Events.
- Preceptor Workshops.
- Nursing Certification Review Courses.

General Information

- Monthly publications of In the Know and the Nursing newsletter from Executive Chief Nursing Officer Marilyn Dubree, MSN, RN.

- Magnet Monthly and Magnet Updates.

- Organizational Nursing events including State of Nursing Address, Poster Presentations, Nurses Week Events.

Nurse Wellness

- Health Plus.

- Vanderbilt Health and Recreational Center.

- Nurse Wellness Committee items.

- Work/Life Connections/ Employee Assistance Program (EAP).

Interested in sharing information through Nurse Alerts? Email nursealerts@vumc.org.



MA WEEK DECLARED IN TULLAHOMA

Ray Knowis, mayor of Tullahoma, Tennessee, far left, recently recognized medical assistants at Vanderbilt Adult Ambulatory Clinics in Tullahoma with a proclamation honoring Medical Assistants Recognition Week. Knowis is pictured with medical assistant Lyudmila Coulson and Stephen Bills, MD. In the second picture is Gina Dudley, MSN, RN, (left) with medical assistant Elizabeth Colvert.

Colvert and Coulson received special certificates as nominees for Vanderbilt Adult Ambulatory Clinics Medical Assistant of the Year.

The other medical assistants recognized were Tina Stacy, Kayla Osborne, Keesha Willis, Theresa Blackburn, Jodi Smith, Felicia Foutch, Yvonne Parker and Tameka Harper.