

NURSING

VANDERBILT UNIVERSITY
MEDICAL CENTER

Transforming patient care through professional practice

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A newsletter
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VUMC NURSING PARTNERS WITH MNPS

VUMC nurses are collaborating with Metro Nashville Public Schools (MNPS) to mentor high school students to become medical assistants or care partners who have identified a future goal of being a registered nurse.

Members of the Medical Center's Nurse Diversity, Equity and Inclusion Committee (NDEIC) are meeting monthly with 19 high school seniors at Pearl-Cohn High School in North Nashville as the students prepare for a career after graduation.

Mamie Williams, MPH, MSN, RN, FNP-BC, senior director of Nursing Diversity and Inclusion, said the collaboration with Pearl-Cohn's Health Science Academy is just the beginning. As this program demonstrates its success and long-term benefits, the plan is to expand to additional academies throughout the Metro school system.

The program serves a mutual need. VUMC needs diverse nurses, medical assistants and care partners to care for its increasingly diverse patient population. Metro schools needs career opportunities for its students.

For VUMC, the mentorship work is an opportunity to reach out to a diverse area to recruit future nurses, medical assistants and care partners

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Welcome to fall! It is a season of change, new routines and exciting new initiatives. One of them is highlighted in the story above, about the collaboration between VUMC and Metro Nashville Public Schools. As a part of our growing Nurse Diversity, Equity and Inclusion outreach, Vanderbilt nurses are mentoring high school students to become medical assistants or care partners.

These students have identified a future goal of becoming a registered nurse, and we are helping them get there.

I would like to thank everyone involved in this exciting outreach.

Also in this issue, please read about the latest group of recipients of The DAISY Award. I never fail to be inspired by the stories of these remarkable nurses. The patients who nominate them are passionate about the care that they have received at the bedside. Many thanks to all.

Enjoy this issue,

— all positions in demand.

The committee has studied best practices for community outreach with an eye toward building a pipeline for diverse health care workers. The program will also help VUMC better understand barriers to that diversity.

“The nurses on the NDEIC recognized this as an opportunity for VUMC nurses to invest in the future of the nursing profession,” Williams said. “Additionally, they were motivated to create a sustainable positive generational impact on individuals, their families and their community.”

The collaboration is a “life-changing” opportunity for students to have a career with advancement opportunities, one they can begin right out of high school, said Brittany Edmondson, JD, EdS, MEd, academy coach at Pearl-Cohn.

Many of these students are the first in their families to consider higher education and may feel like they lack career opportunities and direction. The academy gives them confidence, and the mentors are an important part, she said.

“You start putting ripples in that cycle of violence and poverty, and you start setting them up for generational wealth when you offer this type of program,”

she said. “Just having the opportunity to be in this space has been tremendous for them because it’s connecting. There is a sense of pride. You have a lot of bright students. They’ve had moments where there’s no direction. So, for them now to have direction, it makes them excited. It makes them hopeful. They have choices.”

By partnering with health care organizations such as VUMC, the students also have opportunities for clinical experience that makes them more hireable, Edmondson said.

“The academy demonstrates Vanderbilt’s commitment to engaging with the community and increasing paths for diversity. I am excited to engage with the next generation of Vanderbilt nurses,” said VUMC Executive Chief Nursing Officer Marilyn Dubree, MSN, RN, NE-BC.

Edmondson said the academy, which formed in the 2018-19 school year, now has 232 students who are interested in becoming a medical assistant, nurses’ aide or patient care tech. Of those, 19 are in the mentorship program with VUMC.

Mentors will meet with students throughout the year and discuss various topics that are foundational to an individual’s success as a health care profes-

sional.

“The discussions will focus on familiarizing the young students with the complexities of health care, including social determinants of health and their ability to address their community’s health challenges,” Williams said. “We will talk about how to move from one clinical role to the next, what’s expected of you as someone providing care to patients, and how you communicate with patients while being sensitive to their state of vulnerability.”

After graduation, students may qualify to attend VUMC’s Care Partner Academy, a tuition-free, full-time training opportunity for people interested in becoming care partners. After that program, which lasts about a month, participants will be employed as care partners at VUMC.

Williams noted that once high school graduates are employed as medical assistants or care partners at VUMC, there is also a pathway for them to pursue higher education and become a nurse. That pathway is backed by VUMC’s Nursing Tuition Benefit, which covers up to \$8,000 in tuition charges per fiscal year for full-time employees enrolled in accredited associate, bachelor’s or master’s degree programs in Nursing.

SPOTLIGHT ON DAISY AWARD RECIPIENTS



Sarah Ankrom, BSN, RN

Unit: Labor & Delivery

Entity: Vanderbilt University Hospital

From the nomination: I had a very long induction course. When I was told my blood pressure went up on Friday and I had to come in Saturday to be induced, I was disappointed and nervous. All of my nurses were amazing, but Sarah went above and beyond. ... I can never thank her enough for not only her excellent nursing care during the day when I was unmedicated and she was supporting me, but also her phenomenal help once I had my epidural and needed to progress in labor. She is such a special person. She was my angel for my labor course and I will never ever forget all that she did for me, my husband and my baby!



Shelby Bracewell, RN

Unit: Labor & Delivery

Entity: Vanderbilt Tullahoma-Harton Hospital

From the nomination: “Shelby was my L&D nurse this January. As this was my first delivery, I had minimal experience and knowledge about the process. Shelby was warm, welcoming, beyond helpful, efficient, and purposeful. She went above and beyond to not only check on my physical status but to also explain the process and give me information so I could form better educated decisions about my care process. I am so thankful and grateful that she delivered my daughter. She was there for every step of the process and was so supportive. Shelby is a huge asset to this department and is extremely skilled, supportive, and well received. I can’t commend her enough for her expertise and bedside manner.”

SPOTLIGHT ON DAISY AWARD RECIPIENTS



Dylan Cardwell, BSN, RN

Unit: Neuro Intensive Care Unit

Entity: Vanderbilt University Hospital

From the nomination: “Dylan was my husband's nurse for three days, and he was absolutely amazing. Kind, compassionate, patient and empathetic are a few of the words I'd use to describe him. Dylan went above and beyond for us — not only did he fulfill his duties efficiently, but he also is very close to our age and went out of his way to relate to us. My husband, who is very young for a stroke, had some questions regarding exercise, diet, etc. Dylan did not hesitate to answer my husband's questions thoroughly and patiently, and even took the time to tell my husband about his personal routines as an example.”

Diana Silva, BSN, RN

Unit: Neonatal Intensive Care Unit

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



From the nomination: “My daughter was born at 31 weeks, five days. My pregnancy was considered 'boring' until that point... We heard all kinds of advice — sleep while you can, embrace the golden hour, etc. — but no one told us to mentally prepare for a 28-day NICU stay.... Diana was the nurse assigned to our room for the last hour of her shift when we moved to the 11th floor. We met her only briefly, but after she left I told my husband that there was something about her that I really liked. Diana was so welcoming and positive, and while she of course focused on our daughter, she also went out of her way to make sure we were comfortable for our first night in our room. Diana came back a few days later and became [our daughter's] primary nurse. ... I would love to nominate each and every member of [our daughter's] medical team for all kinds of awards, but Diana in particular deserves special recognition.”



WANT TO NOMINATE A NURSE?

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

