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A newsletter
from the office
of the Executive
Chief Nursing
Officer

Marilyn Dubree,
MSN, RN,
NE-BC

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DOWN'S RETIRING FROM MAGNET ROLE

Sabrina Downs, MSN, MBA, RN, NE-BC, is retiring as senior director of Nursing Professional Practice and Magnet Recognition, effective Sept. 3.

Downs has served VUMC for 27 years during two tours of duty — one from 1981 to 1992 and again from 2005 to present. During her current tenure, she oversaw VUMC's first three Magnet designations and recently coordinated the submissions of the documents for a fourth designation.

Magnet recognition, which is granted by the American Nurses Credentialing Center (ANCC), is the highest honor an organization can receive for the provision of professional nursing care and interprofessional collaboration. Only about 6 to 7% of hospitals have the distinction, and no other hospital system in Middle Tennessee has achieved Magnet designation.

"Sabrina has left a legacy of excellence," said Executive Chief Nursing Officer Marilyn Dubree, MSN, RN, NE-BC. "It has been such a pleasure working side by side with her for many years as Vanderbilt received Magnet designation after Magnet designation. Impeccably organized, she has formed lasting relationships with hundreds of nurses throughout our enterprise to accomplish this important work. I am proud to call her a colleague and friend, and I wish her the very best."

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We have much news to share this month. Our first story is bittersweet for me. Sabrina Downs, our senior director of Nursing Professional Practice and Magnet Recognition, is retiring. Sabrina has dedicated untold hours to ensuring we received recognition for being a Magnet organization — not once, but three times. She has worked with many others to position us well for receiving a fourth recognition next year.

Sabrina has also been the backbone of our Nursing Professional Practice program. She

has been such a pleasure to work alongside, and I wish her much success in the next stage of her journey.

Also in this issue, you will read about Michele Hasselblad, our vice president of Ambulatory Nursing, who has received a prestigious fellowship at The Ohio State University, one of only eight fellows in the nation. Congratulations, Michele!

Enjoy this issue,

Downs said that Vanderbilt has long had the elements of a Magnet organization in place; her role, along with many others, was simply to document it. She did so, multiple times, with examples from across the organization in response to questions, as well as demographic information and quality data and patient and staff satisfaction. If the web-based Magnet documents were printed, they would total thousands of pages.

“Showcasing that work takes a village,” Downs said. “We didn’t necessarily change nursing at Vanderbilt to be Magnet; we just put processes in place to capture the great work of our nurses. That was the exciting part for me — Vanderbilt nurses have received a recognition that they so, so deserve. That’s at all levels — the bedside, the managers, the leaders, the chief nursing officers. That recognition also includes our interdisciplinary colleagues from across the organization. Everybody comes together to make it possible.”

Downs, a native of Western Kentucky, began her career at community hospitals in Paducah and Murray, Kentucky, before starting as a clinical nurse at Vanderbilt in

1981. She worked in critical care before discovering her passion in working with cancer patients. She partnered with John Greer, MD, and the late Steven Wolff, MD, to start Vanderbilt’s bone marrow transplant program, and eventually, as the nurse coordinator, opened the Myelosuppression/ Bone Marrow Transplant Unit.

Her passion for cancer care led her to Baptist Hospital in 1993, when she became program coordinator of the Cancer Center. She eventually became director of Cancer Services for the hospital and then associate chief nursing officer.

In 2005, she rejoined VUMC as director of Magnet Recognition and assumed her current title in 2007, taking on responsibility for Professional Practice. Under her watch, Vanderbilt achieved its first Magnet designation in November 2006, its second in April 2012 and third in July 2017.

This current Magnet journey is the first in which VUMC submitted four Magnet documents, one for each nursing entity — Vanderbilt University Hospital, Monroe Carell Jr. Children’s Hospital at Vanderbilt, Vanderbilt Adult Ambulatory Clinics and Vanderbilt Psychiatric Hospital.

Previously, one document was submitted.

The ANCC will review the documents to ensure they meet criteria. If so, the Medical Center will receive site visits at all four nursing entities within a year. Downs has mentored new Magnet coordinators — at each of the entities — to take the process forward. “It has been my honor to pass that torch and see the growth and the leadership of people across the organization,” she said.

Downs holds a Bachelor of Science in Nursing degree from Murray State University, a Master of Science in Nursing from Vanderbilt University and Master of Business Administration from Belmont University.

“The most important thing that Nursing has brought to my life are relationships that I formed with people who are sometimes at their worst, sometimes at their happiest,” Downs said. “That is a sacred relationship to have with someone, with their family, to share those times with them. Vanderbilt is blessed to have so many patients and families that entrust us with their care. There is no doubt that we are Magnet.”

HASSELBLAD CHOSEN FOR POSTDOCTORAL FELLOWSHIP

Michele Hasselblad, DNP, RN, NE-BC, vice president of Adult Ambulatory Nursing, has been chosen for an inaugural cohort of postdoctoral fellows from the Helene Fuld Health Trust National Institute for Evidence-based Practice in Nursing and Healthcare at The Ohio State University

Hasselblad was selected as one of eight candidates from a highly competitive pool of applicants to participate in its first Doctor of Nursing Practice (DNP) Postdoctoral Fellowship.

"This prestigious fellowship recognizes Michele as part of an elite group of nursing leaders in the country," said Executive Chief Nursing Officer Marilyn Dubree, MSN, RN, NE-BC. "I know Michele's participation will enrich her, enrich Vanderbilt and enrich professional practice on a national scale. I offer my warmest congratulations to her."

The fellows, representing nursing leadership, clinical practice and academia, will work with the Fuld Institute and their home organizations to elevate their experience in

evidence-based practice and decision-making, evidence-based quality improvement, implementation science and strategies, leadership, innovation and navigating change in complex systems.

"Michele is so well-deserving of this very impressive honor," said Thomas Nantais, MBA, Executive Vice President of Adult Ambulatory Operations.

"Since joining Ambulatory Operations in 2019, as our VP of Nursing, she has done amazing work, while completing her DNP at the same time. Her focus on elevating the role of nurses and medical assistants within the ambulatory space has been so very well received. I, too, would like to congratulate Michele on being selected for this most important fellowship."

The goal of the program is to create premier DNP experts who accelerate the



Hasselblad

translation of evidence into practice and leverage the synergies between evidence-based practice, research and quality improvement to advance health care delivery and/or population health outcomes in real-world settings.

"Our office was thrilled to hear of Michele's appointment as a Fuld Institute DNP fellow," said Cathy Ivory, PhD, RN-BC, RNC-OB, NEA-BC, senior director of Nursing Research for VUMC.

"As she learns from this valuable experience, our team will learn too as we expand opportunities to grow our culture of evidence-based practice at VUMC."

Hasselblad joined VUMC in 2005 and served in a variety of progressive leadership roles before becoming associate nursing officer for the Medicine Patient Care Center in 2014. She was named vice president of Adult Ambulatory Nursing in 2019. She recently completed her Doctor of Nursing Practice degree at the University of Alabama, Birmingham.

PERFORMANCE EVALUATION PROCESS EXTENDED

With the recent increase in COVID-19 volumes, we recognize the workload constraints of leaders during this time. To help reduce the burden on leaders during this surge, the deadline for submitting FY21 performance evaluations in Performance Central has been extended to Oct. 29, 2021. Adjustments will be made to the Evaluation Template in

Performance Central to reflect this new timeline. The extension will not negatively impact VUMC compliance requirements or related Human Resources processes. Leaders should continue conversations and check-ins with staff during this critical time.

All staff hired before April 1, 2021, and those whose end-of-orientation falls between April 1 and June 22 will have

an evaluation form in Performance Central for leaders to complete by Oct. 29. Leaders should use the end of orientation review for any staff hired after April 1. This is for both exempt (salaried) and non-exempt (hourly) staff.

For resources, training and other tools for employees and managers, visit <https://hr.vumc.org/performance-central>.

MULTI-FACTOR AUTHENTICATION BEING DEPLOYED

To further strengthen authentication processes and reduce risk, VUMC leadership and the ExpeditionTech initiative are fast-tracking the deployment of multi-factor authentication in two areas.

1) MobilePass+ for VUMC's Virtual Desktop Infrastructure (VDI)

Starting Monday, Aug. 30, if you work on VUMC's Virtual Desktop Infrastructure (VDI), you will see a SafeNet MFA prompt when logging in from outside the VUMC network. SafeNet is the same MFA you currently use to access Box, our VPN and certain areas of Access VUMC and C2HR.

This expansion of MobilePASS+ MFA to the VDI environment ensures that all data entrusted to VUMC is

protected from outside threats.

2) Microsoft MFA for Microsoft 365 services

Recent BYOD efforts through ExpeditionTech have created the opportunity to move our workforce to Microsoft MFA for Microsoft 365 services (like OneDrive for Business, Teams, and Outlook Email). The majority of our workforce members have already installed Microsoft Authenticator on their personal device enabling a quick enrollment experience. This move strengthens our ability to ward off identity attacks and takes the next step on our security roadmap.

Enrollment will begin mid-September and will follow a staggered schedule with impacted individuals receiving a series of four communi-

cations beginning two weeks prior to their scheduled migration.

Once enrolled, users will enjoy improved protections for their VUMC ID identity and Microsoft 365 services as well as fewer sign-in prompts and new self-service capabilities.

Assistance and Support

- For more information on multi-factor authentication at VUMC, see our website: <https://www.vumc.org/enterprise/enterprise/mfa-vumc>.
- If you experience an issue during the enrollment process, call the VUMC IT Help Desk at 615-343-HELP (4357).
- For an overview of the ExpeditionTech initiative visit the Program Navigator <https://www.vumc.org/it/Expedition-Tech>.