

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, FAAN

DUBREE TO RETIRE AS EXECUTIVE CNO

After a distinguished career at Vanderbilt University Medical Center promoting excellence in nursing practice, Marilyn Dubree, MSN, RN, NE-BC, FAAN, is retiring from her role as executive chief nursing officer.

Dubree will remain in her position while a nationwide search for her successor is underway and plans to remain at VUMC in a part-time role afterward.

Since arriving at VUMC in 1976, Dubree has risen through the ranks from clinical nurse specialist and nursing instructor to her current role as executive chief nursing officer, a title she has held since 2007. Prior to that, she was chief nursing officer of Vanderbilt Hospitals and Clinics since 1994.

Dubree came to Nashville to obtain a Master of Science in Nursing (MSN) degree from Vanderbilt University School of Nursing and has maintained ties to the institution since, serving as assistant professor, assistant dean for clinical practice and, currently, senior associate dean for clinical practice.

Dubree has overseen the tremendous growth of VUMC's nursing team, which has expanded to more than 9,000 nurses on the main campus,

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Dear friends and colleagues, this issue contains the news that I will be retiring as your chief executive chief nursing officer after my successor is named and assuming a new part-time role at VUMC.

When I graduated from Vanderbilt University School of Nursing 47 years ago, I had no intention of remaining at Vanderbilt for the rest of my career. However, I quickly realized that Vanderbilt nurses have a culture that is truly special, involving deep collaborations with multidisciplinary colleagues. I simply fell in love with this place.

My north star has always been caring for the patients and families that we serve. I so appreciate the relationships that I've made with so many, and I assure you that I am not leaving yet! I want to thank each of you for always challenging me to be the best nurse that I can be, truly present to my patients, families and colleagues.

Enjoy this issue,

the three community hospitals and outpatient clinics throughout Tennessee and in surrounding states. Her accomplishments over the years have been many, both at VUMC and in the community.

“In her role as executive chief nursing officer,” said C. Wright Pinson, MD, MBA, Deputy CEO and Chief Health System Officer, “Marilyn has provided exceptional leadership, ensuring that our VUMC nurses perform at the very top of their licenses. It is because of her dedication that the Medical Center has been continually recognized as being among the best nursing organizations in the country. Marilyn has not only built a legacy of service, but she has become a very good friend to many. We look forward to more important contributions as she transitions to her next role at VUMC.”

Under her leadership, VUMC has obtained four successive Magnet designations from the American Nurses Credentialing Center (ANCC), the highest honor an organization can receive for the provision of nursing care and inter-professional collaboration. The latest Magnet designation, received in November 2022, will be recognized at the ANCC’s annual Magnet conference in October.

Dubree said she is proud of the work she has done to promote Shared Governance, a process which empowers nurses with shared decision-making between nurses and nurse leaders, to participate in developing the guidelines that govern their nursing practice. Vanderbilt was among the first hospitals in the country to create a Shared Governance process, and Dubree was there at the inception with her friend and colleague Adrienne Ames, MSN, who was associate director of nursing in 1980, under the leadership of director of Nursing Rosamond Gabrielson. She is proud of VUMC’s past and excited about its future.

“Looking forward, I’m proud of the work that we’ve started around diversity, inclusion and equity,” she said. “We have made an intentional commitment to have a staff that is truly inclusive and reflective of the patients and families we have the privilege to serve. I am excited to see this work continue.”

Dubree has also made contributions to the community by participation on the Renewal House board of directors, Leadership Nashville, the Middle Tennessee chapter of American Heart Association, the Tennessee Board of Nursing, Girl Scouts of Middle

Tennessee and the American Cancer Society, to name a few. Dubree has been inducted into two prestigious academies in recognition of her pursuit of excellence in nursing and serving as a role model for other women. In 2016, she was inducted into the YWCA’s Academy for Women of Achievement and in 2022, as a fellow of the American Academy of Nursing.

“Since my first introduction to Vanderbilt, through the School of Nursing and the Medical Center, one constant has been the amazing environment of people who are collaborative and dedicated to the work that they’re doing,” she said. “I experienced that in 1976 and continue to feel it today. That Vanderbilt spirit motivated me to stay here because it’s a great place to work, an environment where learning is an essential part of every day. Working with a multidisciplinary team challenged me to become the best I could be.”

In 1982, Dubree was named associate director of Surgical Nursing, and she became director of Operational Improvement in 1989, preceding her role as chief nursing officer.

Over the years, Dubree has become known for her boundless energy, approachability,

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FIVE VUMC NURSES NAMED PRECEPTOR OF THE YEAR



Rood



Rhodes



Reale



Myers



Gibson-O'Grady

Five Vanderbilt University Medical Center nurses were honored as Preceptor of the Year by Vanderbilt University School of Nursing (VUSN) during its August pinning ceremony.

The nurses recognized were:

Neonatal Nurse Practitioner (NP) Preceptor of the Year: Cara Rood, MSN, NNP, neonatal advanced practice provider lead, Critical and Acute Care Services, Monroe Carell Jr. Children's Hospital at Vanderbilt.

Adult-Gerontology Acute Care NP Preceptor of the Year: Dakota Rhodes, MSN, AGAC-NP-BC, Division of Acute Care Surgery, Surgical Intensive Care Unit.

Nursing Informatics Preceptor of the Year: Carrie Reale, MSN, RN, informatics nurse specialist, senior quality assurance analyst, Center for Research and Innovation in Systems Safety.

Psychiatric/Mental Health NP Preceptor of the Year: Cory Myers, MSN, MSSW, PMHNP, associate in Psychiatry and Behavioral Sciences, Division of General Psychiatry, Department of Psychiatry and Behavioral Sciences.

Women's Health/Gender Related NP Preceptor of the Year: Michele Gibson-O'Grady, MSN, CNM, WHNP, assistant professor of Obstetrics & Gynecology.

"Preceptors teach students how to be providers," said VUSN Dean Pamela Jeffries, PhD, RN, FAAN, ANEF, FSSH. "They are vital in developing the next generation of advanced practice nurses. Vanderbilt, our students and society owe them a great debt of gratitude."

"Congratulations to these exceptional nurses," said VUMC Executive Chief Nursing Officer Marilyn Dubree, MSN, RN, NE-BC, FAAN. "They represent excellence in many areas of our Medical Center, and they have generously shared their time and talents with the next generation of nurses so they can practice at the top of their licenses."

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devotion to the needs of nurses from the bedside out, and her emphasis on patient-and-family-centered care. She particularly values relationships and works to know people on a personal level, remembering names and family members.

"I have a deep appreciation for collaboration," she said. "I

am incredibly committed to my relationships and partnerships with colleagues and physicians. We have accomplished great things together, and I look forward to continuing those collaborations in my new role."

A search committee is being organized under the executive sponsorship of C. Wright

Pinson, MD, MBA, Deputy CEO and Chief Health System Officer and Pamela R. Jeffries PhD, RN, FAAN, ANEF, FSSH, Dean of the Vanderbilt University School of Nursing. The search committee will include staff nurses, nurse leaders, physician leaders and key stakeholders.

DIVERSE NURSES VOLUNTEER IN NORTH NASHVILLE

Members of the Nurse Diversity, Equity and Inclusion Committee (NDEIC) recently teamed up with the Hadley Park branch of the Nashville Public Library for a day of new wellness initiatives — including sharing health education information, raising awareness of health risks, and demonstrating healthy oral care habits to the community of North Nashville.

The July event was just one of the latest in a series of monthly community outreach projects for the committee.

The Hadley Park library sits next to senior housing for socioeconomically disadvantaged elderly, who regularly use the library, and was a particularly good location for outreach, said Mamie Williams, PhD, MPH, MSN, APRN, senior director of Nursing Diversity and Inclusion at Vanderbilt University Medical Center.

Lincoln Rico, RN, co-chair of the NDEIC, said health topics discussed included diabetes and infection care. Nurses shared community resources and distributed free hygiene and skin care products, and Vanderbilt's dental hygiene team provided oral health education. The team served more than 40 people.

Rico, a nurse at Vanderbilt Psychiatric Hospital, said such



Vanderbilt community outreach volunteers include, from left, Lincoln Rico, RN, Marsha Sesay, MSN, RN-BC, Lindsay Wade, Amy Freeman, Brenda Reed, Brittany Ewen, Mamie Williams, PhD, MPH, MSN, APRN, Hannah Vaughn and Mary Jones. Not pictured: Jaimie Glatt and Rochelle Symlar.

events are important to reach diverse communities, because the name Vanderbilt may seem elite and unapproachable to some. “To have a diverse group of people who are representing Vanderbilt every month and showing up to these events, just having a presence of diversity, it creates an environment where all are comfortable,” he said.

The group included male nurses and nurses of color, who look more like the specific community they are serving.

“This is a way for us to not only positively affect the community, but also to positively represent the Vanderbilt name and perception as it comes to health care,” Williams said.

That perception is not just important for those who may seek care at Vanderbilt, but also for a diverse population to consider working at Vanderbilt. It also benefits the nurses who participate, said Marsha Sesay MSN, RN-BC, co-chair of the

NDEIC and nurse manager for patient care services for the Vanderbilt Plastic, Cosmetic Surgery, and Wound Clinics.

“Having VUMC Nurses participate in outreach events like this gives nurses an opportunity to experience a different style of nursing, outside the four walls of a hospital,” she said. “It also helps us broaden our outlook on the nursing profession and reminds us that we really can positively impact health in our communities. It expands our interpretation of patient care and what it means to care for patients holistically,” Sesay said.

“By engaging with our diverse Nashville community, we better understand the needs of the patients and families we serve, and we become better nurses,” said Executive Chief Nursing Officer Marilyn Dubree, MSN, RN, NE-BC, FAAN. “Thank you to all who are involved in this ongoing effort.”