2020 Annual Report for Vanderbilt University Adult Hospital

Year of The Nurse
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Chief Nursing Officer of Vanderbilt University Adult Hospital

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Introduction

Please click on the above video for an introduction from Robin Steaban, MSN, RN, NE-BC, Chief Nursing Officer, Vanderbilt University Adult Hospital
In mid-March, predictive models showed Vanderbilt University Adult Hospital (VUAH) could expect ICU bed shortages and staff shortages within weeks due to COVID-19. Because of this, VUAH staff from across the organization collaborated to secure the stability of our hospital, staff, patients and their families.

It is because of the collaboration and volunteerism of our staff that we were prepared to continue offering the highest quality care for our community.

| 1,343 | clinical staff cross-trained to inpatient roles. This number includes external labor pool staff from the community and our own VUAH staff from other areas of the organization. |
| 461   | external staff hired into the VUAH Labor Pool. This number includes Registered Nurses (RNs), Licensed Practical Nurses (LPNs), Care Partners (CPs) and Medical Assistants (MAs). |
| 12    | specially-trained Clinical Disease Response Team (CDRT) members volunteered to care for COVID-19 patients. |
| 13    | units moved or opened between February and June 2020. |
“It was more than 12 years since I’d worked inpatient. Krystal made me feel welcomed, valued. She’s super knowledgeable, passionate about her work and patients and is a phenomenal educator!” – Cheryl Rhodes, RN, Center for Women’s Health Outpatient, on being cross-trained to an inpatient role by Krystal Eaves, BSN, RN 4E
“Fear that generates from the unknown can be debilitating and lead us to not performing our best at times. However, the warm welcome of the team absolutely was the catalyst to my excellent experience and positive orientation to 5S.” — Angela Rios-Pagan, BSN, RN, Clinical Staff Leader in the EP Lab, on being cross-trained
UAH staff has increasingly encountered workplace violence by patients. Drug abuse among patients is a major risk factor for violence, and Tennessee is ranked as the state with the third-highest number of opioid prescriptions and fourth in overdose deaths (NIDA, 2020).

In 2016, Vanderbilt University Adult Hospital (VUAH), along with the Monroe Carell Jr. Children’s Hospital at Vanderbilt (MCJCHV), researched staff perceptions in caring for behavioral health patients and found that 44% of the respondents feared for their personal safety. In addition, there were 15 reported workplace violence events towards VUAH staff in September 2018 alone.

Robin Steaban, MSN, RN, NEA-BC, Chief Nursing Officer for VUAH, heard the staff’s concerns, reviewed the data and understood that improving the safety and the perception of safety of our staff were top priorities. Because of this, in April 2020, thanks to Steaban’s leadership and the collaborative efforts of many leaders across the organization, VUAH implemented the first K-9 team in a Nashville hospital.

Kato and Akali, both German shepherds, and their partners, Vanderbilt University Police Department Sgt. Joe Musick and Sgt. Eddie Lawler, provide additional safety and security for patients, staff and visitors. The K-9 team assists in deterrence of criminal activity, searches for illicit narcotics and hazardous devices, and helps de-escalate crisis situations.

References

Clockwise from top: Kato; Musick and Kato; Akali; Lawler and Akali
Exemplary Professional Practice

Improving quality through the use of K-Cards

As the medical complexity and sophistication of technology advances, new innovative methods of education and monitoring are essential. Using Kamishibai Cards (K-Cards), we set out to initiate conversations and influence the nursing practice at Vanderbilt University Adult Hospital (VUAH) specifically regarding pressure injury prevention, Catheter Associated Urinary Tract Infection (CAUTI) prevention, Central Line Associated Blood Stream Infection (CLABSI) prevention and fall prevention.

Using an innovative approach to monitoring best practice reliability has been an effective way of engaging the staff in quality improvement. The transparency in the audit results motivates the staff to implement appropriate quality measures all the time. The idea is as simple as it is effective: Stimulate real-time, peer-to-peer conversations about the steps involved in safety compliance. K-Cards are checklists that help staff ensure all safety measures are in place. They help identify opportunities for improvement.

The 8T3 Medical Intensive Care Unit (MICU) was one of the first VUAH inpatient units to implement K-Cards to ensure consistency in CAUTI safety practices. See the improvement, below.

The 9T3 Surgical Intensive Care Unit began using K-Cards as an aid to help reduce the number of Hospital-Acquired Pressure Injuries, Stage 2 and above, identified on the monthly Pressure Injury Prevention Survey.

![Graph showing improvement in CAUTI SIR for 8T3 MICU](image)

![Graph showing reduction in HAPI Stage 2 & above for 9T3 SICU](image)
VUAH partnered with three Metro Nashville Public Schools (MNPS) with the long-term goal of improving the health of our community. Through this partnership, we aim to provide mentorship and classroom and experiential learning for the students, while also providing VUAH staff volunteer opportunities, to enhance our community impact.

From September 2019 to March 2020, VUMC staff volunteered time to educate students on various healthcare related topics and careers at Haynes Middle School, McGavock High School and Hillsboro High School.

In November 2019, representatives from nursing, pharmacy, physical therapy, occupational therapy and the ambulatory clinics provided an interactive presentation for the Haynes Middle School students. Students learned about the many career opportunities Vanderbilt provides and received a brief demonstration of Basic Life Support (BLS).

Also in November 2019, adult inpatient and outpatient nurses, with an infection prevention colleague, taught McGavock and Hillsboro High School students about the importance of adequate hand washing to prevent the spread of infections.
“It was a very rewarding experience to spend time with these students. This opportunity allowed us to highlight various roles and career path options available at Vanderbilt as well as the opportunity to provide education on topics such as hand washing and infection prevention. The students enjoyed the interactive nature of the presentations, were engaged, and had many great questions for all the presenters. I am so grateful Vanderbilt provides its staff with such a rewarding volunteer opportunity that aims at improving the health of our community.”

- Anderson Bottomy, BSN, RN, SCRN, CCRN, CEN, RN 2 - CC, Neuro ICU
The Vanderbilt Burn Center is the only dedicated burn center serving adults and children in Tennessee. Our team is dedicated to meeting burn patients’ complex physical, medical and emotional needs during their treatment and recovery. We use the most advanced technology and treatment methods to help our patients lead full, productive lives, including the use of a hydrotherapy room.

Hydrotherapy involves the use of water to promote healing by removing dead skin tissue and enabling new healthy tissue to form. By removing the dead skin and cleaning the wound surface, hydrotherapy helps prevent wound infections. Patients undergo daily wound care in the hydrotherapy room. Bandages are carefully soaked off, wounds are assessed and cleaned, and new dressings are placed. Depending on the extent of the wounds, this process can take up to four hours.

In February 2020, renovation began on our 11 South Burn hydrotherapy room. The need for renovation was identified because of an increase in wound infections. The room was outdated, with wood cabinets...
that are known to house bacteria. Throughout the duration of the construction, the 11 South Burn nursing staff, nurse leaders and wound ostomy continence nurses met with contractors to redesign the room. They collaboratively identified the most efficient way to set up the room to be sure they had all the tools and resources to provide the highest quality of care.

In August 2020, the newly improved 11 South Burn hydrotherapy room reopened. See above for the improvement in wound infections post-renovation.
2020 Recognitions and Achievements

4  
VUAH RNs awarded a Daisy Award

25%  
increase in VUAH nurses with a professional certification during 2020

5  
VUAH RNs awarded a VUMC Nurses Week award (35 VUAH-specific RNs/teams nominated)

59  
VUAH RNs advanced to an RN 3 or RN 4

10  
Nurses had their research published in a professional journal in 2020

13  
VUAH Sexual Assault Nurse Examiner (SANE) trained nurses

At the end of 2020, 82.80% of VUAH RNs had a BSN or higher nursing degree
2020 DAISY Award Winners for Vanderbilt University Adult Hospital

Jason West, RN. Cardiovascular Intensive Care Unit (CVICU)

Mary “Cricket” Ramsey, RN. Labor and Delivery

Rachel Peladeau, RN. Labor and Delivery

Jessica Lynn Layman, BSN, RN. Labor and Delivery

Maddie Cullen, BSN, RN. Cardiovascular Intensive Care Unit (CVICU)
2020 VUMC Nurses Week Award

Allison Jagoda, BSN, BS, MS, RN, CEP-ACSM, CVICU, Rosamond Gabrielson Staff Nurse of the Year, Vanderbilt University Adult Hospital

Glendyle Levinskas, BSN, RN, CNOR, Main OR Trauma/Renal, Nancy Wells Research and Evidence-Based Practice Award

Megan Unfried, MSN, RN, NPD-BC, PCCN, VUMC Embedded Nursing Education Specialist, Nursing Education Specialist for VUAH Cardiology Stepdown, Nursing Professional Development Award

Rachel Hoppe, RN, 4 East Obstetrics, Rebecca Clark Culpepper Education and Mentorship Award
2020 Vanderbilt University Medical Center (VUMC) Nurse Residency Program

Accredited with distinction as a Practice Transition Program (PTAP) by the American Nurses Credentialing Center (ANCC).

1,862
RNs applied to the VUMC Nurse Residency Program

709
RNs were hired into the VUMC Nurse Residency Program

In summer 2020, VUAH hired
243
RNs into VUAH specifically, the largest number to date

In summer 2020, RN applicants represented
44
U.S. states

Jeff Borgio, BSN, RN, nurse resident, Summer 2020 cohort
Year of the Nurse
Advocates, Innovators, Leaders